



Tong Ren Tang Technologies Co. Ltd.
北京同仁堂科技發展股份有限公司

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

(Stock Code 股份代號:1666)



2020

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



北京同仁堂

Beijing Tong Ren Tang



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About This Report

This report is the Environmental, Social and Governance Report for the year 2020 (this “Report”) published by Tong Ren Tang Technologies Co. Ltd. (the “Company”, 1666.HK) and its subsidiaries (together, the “Group”). The board of directors of the Company (the “Board”) and its individual members affirm that this Report contains no false or misleading statements or material omissions and that they are jointly and severally responsible for the truthfulness, accuracy, and completeness of its contents.

The Board believes that sound environment, society and governance (“ESG”) structure is vital for the development of the Group. In addition to the business growth, the Group has been pursuing excellence in environmental protection, social responsibility, corporate governance and other areas. Meanwhile, the Group also expects to enhance its transparency of operation to achieve and uplift the sense of social responsibility. With reference to its own experience, the Group primarily adopts the principles and basis of Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”) (the “Listing Rules”) as its standards, with an aim to establish a sound ESG structure. This report has complied with the “Comply or explain” provisions set out in the Environmental, Social and Governance Reporting Guide.

This Report sets out the Group’s (for the purposes of this Report, unless otherwise indicated, it does not include a subsidiary of the Company, namely Beijing Tong Ren Tang Chinese Medicine Company Limited (“Tong Ren Tang Chinese Medicine”, 3613.HK), and its subsidiaries (hereinafter collectively referred to as “Tong Ren Tang Chinese Medicine Group”)) policies and practices in aspects such as working environment, operational management, public welfare and environmental protection for the period from 1 January 2020 to 31 December 2020 (the “Reporting Period”). This Report is designed to allow shareholders, investors and the public to have a more comprehensive and profound understanding of the Group’s corporate governance and culture, and please see the announcement released on Hong Kong Stock Exchange for the ESG performance of Tong Ren Tang Chinese Medicine.

This Report is prepared and published in traditional Chinese and English. In the event of discrepancy between each version, the traditional Chinese version shall prevail. This Report is printed on environmental-friendly paper to minimize impacts on the environment and advocate the Group’s environmental principles.

Ernst & Young Huaming LLP, an independent assurance organization, has provided independent assurance services for this Report and issued an independent assurance report.

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

關於本報告

本報告是北京同仁堂科技發展股份有限公司(「本公司」, 1666.HK)及其子公司(以下合稱「本集團」)向社會公眾發佈的二零二零年度《環境、社會及管治報告》(「本報告」)。本公司董事會及全體董事保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏,並對其內容的真實性、準確性和完整性承擔個別及連帶責任。

董事會認為,良好的環境、社會及管治(「ESG」)構架對於本集團之發展極其重要,除了致力於在業績上追求增長,亦於環境保護、社會責任及企業管治等範疇不斷精益求精;同時亦希望增強本集團運營之透明度,從而實現並提高社會責任感。本集團主要採納香港聯合交易所有限公司(「香港聯交所」)證券上市規則(「上市規則」)附錄二十七所載《環境、社會及管治報告指引》之原則及基準作為本集團的標準,同時結合自身實際,旨在構建良好的ESG構架。本報告已遵守《環境、社會及管治報告指引》載列的「不遵守就解釋」條文。

本報告報告時間跨度為二零二零年一月一日至二零二零年十二月三十一日(「報告期」)。本報告載列了本集團(僅就本報告而言,除特別注明外,均不包含本公司之子公司北京同仁堂國藥有限公司(「同仁堂國藥」, 3613.HK)及其子公司(以下合稱「同仁堂國藥集團」))於工作環境、營運管理、社會公益及環境保護等方面的策略與實踐,股東、投資者以及公眾人士通過本報告可對本集團的治理與文化有更加全面、深刻的瞭解,而同仁堂國藥之ESG表現可參閱其於香港聯交所發佈之報告。

本報告分別以中文繁體及英文編寫、發佈,在對各文本的理解上發生歧義時,請以中文繁體文本為準。本報告之紙張均使用環保紙張印制,旨在最大限度降低對環境的影響與污染,倡導本集團的環保理念。

安永華明會計師事務所(特殊普通合伙)已為本報告提供獨立鑒證服務,並出具鑒證報告。

本報告有紙質版及電子版兩種形式,電子版可以在香港聯交所網站(www.hkex.com.hk)和本公司網站(www.tongrentangkj.com)查閱和下載,歡迎社會各界人士透過本公司通信渠道,就本報告或本集團ESG工作提出建議及意見。

Chairman's Statement

The year 2020 marks the 20th anniversary of the establishment and listing of the Company, and it is also a crucial year for the Group to conclude the "13th Five-Year Plan" and set sail for the "14th Five-Year Plan". Those who recognise the trend are wise and those who ride the trend will win. With twenty years of vicissitudes, struggles, inheritance and development, the Group has made considerable progress in the development of all links and areas.

In 2020, the COVID-19 epidemic ("**Epidemic**") spread rapidly around the world, sustaining shocking changes to supply and demand, escalating uncertainty within the market environment, adding downward pressure on the macro-economy, and also posing severe tests and challenges to the production and sales of the Group. However, opportunities and challenges coexist, as well as difficulties and hopes. In the course of Epidemic prevention and control, traditional Chinese medicines and traditional Chinese medicine healthcare have been widely used, and people's awareness of healthcare and disease prevention and treatment has also deepened, bringing new opportunities to the development of traditional Chinese medicines and traditional Chinese medicine healthcare. For the year ended 31 December 2020, the Group's revenue (including Tong Ren Tang Chinese Medicine Group) was RMB4,607,369,000 representing an increase of 2.92% over the same period of last year; net profit amounted to RMB786,507,000, representing an increase of 6.09% over the same period of last year; net profit attributable to owners of the Company was RMB467,553,000 representing an increase of 11.95% over the same period of last year.

In 2020, in the face of the unexpected Epidemic, the Group kept in mind its original intention and mission of "Cultivating Kind-heartedness and Benefiting Mankind and Preserving Health", paying sustained attention to the development of the epidemic, strictly implementing national decisions and deployment of Epidemic prevention and control, and giving full play to the role of the party committee as the political and leadership core. Taking on a strong sense of mission, we performed well in Epidemic prevention and control and seized opportunities with tenacity and resilience. During the Spring Festival holiday, the Group actively responded to the government's call to resume production and work urgently. We checked the inventory of raw materials for Epidemic prevention drugs such as Indigowoad Root Granule, despite difficulties such as rising raw material prices, supply shortages and blocked transportation, and resumed production of Epidemic drugs in an orderly manner to stabilise market supply.

Whereas righteousness and benefit coexist, we put righteousness first. In 2020, taking the promotion of traditional Chinese medicines and traditional Chinese medicine healthcare persistently as its mission, the Group carried out a series of public services to popularise traditional Chinese medicines and traditional Chinese medicine healthcare, spread family health knowledge, and advocate a healthy lifestyle. Taking the initiative to undertake the task of "precise poverty alleviation" and adopting the approaches of poverty alleviation through industry and targeted procurement, we helped nearly 1,000 poor households in Xinlin Town, Zhalaite Banner, Xing'an League, Inner Mongolia Autonomous Region to eliminate poverty. At the same time, we provided training on standardised planting of traditional Chinese medicinal materials, which effectively improved the blood-making ability of local households. During the Epidemic, in order to support Epidemic prevention and control and fulfil the responsibility as a state-owned enterprise, the Company donated Chinese patent medicines worth RMB5.55 million to charities such as the Beijing Charity Association and the Beijing Warm Foundation to support the front line of Epidemic prevention and control and help the party and the country win the battle against the Epidemic. In the production and operation process, the Group actively utilised renewable energy, promoted a green and clean production model to achieve harmonious coexistence with nature.

I would like to extend my heartfelt gratitude to my colleagues in the Board of Directors and all employees of the Group. Thank you for your fruitful work and unremitting efforts. I would like to extend my sincere respect to the public and thank you for your continued love, support and understanding of the Company. We will, as always, uphold the cultural connotation of "Cultivating Kind-heartedness and Benefiting Mankind and Preserving Health", live up to the trust and expectations of shareholders, customers, employees and all sectors of society by providing better products and services, and work together with all to build a harmonious and beautiful future.

Gu Hai Ou
Chairman

26 March 2021

董事長致辭

二零二零年，是本公司成立暨上市二十周年，亦是本集團收官「十三五」、起航「十四五」的關鍵一年。察勢者智，馭勢者贏，二十年的滄桑巨變，二十年的砥礪奮進，二十年的傳承發展，本集團在各環節及領域的發展均取得了長足的進步。

二零二零年，新型冠狀病毒(COVID-19)疫情(「疫情」)在全球範圍內迅速蔓延，對供給側和需求側的沖擊明顯且仍在持續，市場環境的不確定性陡增，宏觀經濟下行壓力持續增加，給本集團的生產、銷售帶來嚴峻的考驗與挑戰。然而，困難與希望同在，在本次疫情防治中，中醫藥也得到了廣泛的應用，人們的健康保健意識及防病治病理念亦不斷加深，也給中醫藥的發展帶來了新的契機。截至二零二零年十二月三十一日止年度，本集團(包含同仁堂國藥集團)收入為人民幣460,736.9萬元，較上年同期增長2.92%；實現淨利潤為人民幣78,650.7萬元，較上年同期增長6.09%；本公司所有者應佔淨利潤為人民幣46,755.3萬元，較上年同期增長11.95%。

二零二零年，面對突如其來的疫情，本集團不忘堅持「同修仁德、濟世養生」的初心與使命，持續關注疫情發展態勢，嚴格貫徹落實國家關於疫情防控工作的決策部署，切實發揮黨委政治核心和領導核心作用，以強烈的使命擔當，做好疫情防控工作，以堅強的發展韌性，在逆境中把握機遇。在春節假期期間，本集團積極響應政府號召，緊急復產復工，對板藍根顆粒等防疫藥品原材料庫存的情況進行摸排，克服原材料價格上漲、貨源短缺、運輸受阻等困難，有序恢復疫情用藥生產，穩定市場供應。

義利共生，以義為上。二零二零年，本集團始終以弘揚中醫藥文化為己任，開展系列公益活動，普及中醫藥文化、傳播家庭養生知識，倡導健康的生活方式；主動承擔「精準扶貧」任務，通過產業扶貧、定向採購的方式，幫助內蒙古自治區興安盟扎賚特旗新林鎮近千名建檔立卡貧困戶脫貧，同時開展中藥材規範化種植培訓，有效提升了當地「造血」能力；疫情期間，為支持疫情防控，體現國有企業擔當，本公司向北京市慈善協會、北京市溫暖基金會等慈善機構捐贈價值約人民幣555萬元的中成藥產品，支援抗疫前線，助力黨和國家打贏疫情防控阻擊戰；在生產運營過程中，本集團積極利用可再生能源，推行綠色清潔的生產模式，實現與自然和諧共存。

本人在此謹向董事會同仁及本集團全體員工致以衷心的感謝，感謝各位卓有成效的工作及不懈努力；向社會公眾致以誠摯的敬意，感謝各位一直以來的厚愛，對公司的支持與理解。我們將一如既往，秉持「同修仁德、濟世養生」的文化內涵，肩負股東、客戶、員工和社會各界的重托與期許，提供更優質的產品與服務，攜手共建和諧的美好未來。

顧海鵬
董事長

二零二一年三月二十六日

About Us

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

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

Taking Chinese patent medicine as the core, the Group boasts an abundant product reserve. The products in a variety of categories offer such efficacies as nourishing heat-clearing, relieving, soothing, etc. There are more than one hundred products in various dosage forms, such as pills, tablets, granules, oral liquids and gels, among which the representative varieties include Liuwei Dihuang Pills, Niu Huang Jiedu Tablets, Ganmao Qingre Granules, etc.

The Group is engaged in production and sales of traditional Chinese medicine, food and daily chemicals, production of traditional Chinese medicinal materials, medical services, etc.

Committed to the exploration, development and modernisation of traditional Chinese medicines and traditional Chinese medicine healthcare, the Group innovates based on heritage and self-develops backed by innovation, making continuous efforts to promote the dissemination and development of traditional Chinese medicines and traditional Chinese medicine healthcare.

關於我們

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

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

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

本集團涉及中藥產品、食品、日化類產品的生產銷售，中藥材原料生產，醫療服務等領域。

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



Brand and Culture

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

“Cultivating Kind-heartedness and Benefiting Mankind and Preserving Health” is both Tong Ren Tang’s mission and its spirit. Tong Ren Tang is in the pharmaceutical industry, taking on the mission of improving and enhancing health and life quality of people. We always adhere to the ways of operation of making profits by performing good deeds along with making profits, hold sentiments of preserving tranquility and wellness, in order to actively promote the Chinese medicine culture.

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

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

From 1669 to 2020, Tong Ren Tang experienced a change from a drugstore, to a family business of “front store, back factory”, and then to a state-owned listing enterprise. In these 350 years, despite changes in times and environment, the concept of Tong Ren Tang to operate with integrity has never changed and the pace of progress has never stopped. Through these 350 years, the brand of Tong Ren Tang has gradually took a historic leap from Beijing to the country, and then to the world. Bringing back memories of hometowns to overseas Chinese and gaining praises of patients with different skin colors from all corners of the world, the word “Tong Ren Tang” brings people not only health, but also a strong Chinese sentiment.

In 1989, the Trademark Office of the State Administration of Industry and Commerce certified “Tong Ren Tang” as a national well-known trademark. “Tong Ren Tang” trademark is owned by China Beijing Tong Ren Tang Group Co., Ltd., the Group can use the trademark and logo of “Tong Ren Tang” for a fee according to its authorization.

品牌與文化

同仁堂創始於公元一六六九年(清康熙八年)，至今已有三百五十多年的歷史。同仁堂自創始之日起，始終堅持「炮製雖繁必不敢省人工，品味雖貴必不敢減物力」的古訓，講「仁心」、重「仁術」，奠定了同仁堂質量和誠信的文化根基，成為歷代同仁堂人遵循的行為準則。

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

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

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

從一六六九年到二零二零年，同仁堂歷經了從一家藥室，到前店後場的家族企業，再到國有上市公司的身份轉變。三百五十餘年來，時代在變、環境在變，但同仁堂人靠誠信立業的理念從未改變，前進的脚步從未停歇，同仁堂品牌也逐步實現了從北京走向全國，再到世界的歷史性跨越，從海外華人到同仁堂藥店找尋對故鄉的記憶到五湖四海不同膚色患者的交口稱讚，「同仁堂」三個字帶給人們的不只是健康，還包括那份濃濃的中華情。

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



RESPONSIBILITY MANAGEMENT

責任管理



責任管理

ESG Management System

The Group primarily adopts the principles and basis of the *Environmental, Social and Governance Reporting Guide* set out in Appendix 27 to the Listing Rules as its standards of ESG management.

The Group always pays close attention to harmonious corporate and social development, gradual integration of social responsibility into all aspects of the Company's production and operation, earnestly fulfils economic, social and environmental responsibilities, and accepts the supervision of various stakeholders such as the government, shareholders, employees, management, partners, consumers and the public. The Group also strengthens communication with stakeholders, enhances the transparency of corporate operations, raises society's awareness and recognition of the Group's sustainable development efforts, and realises the pattern of mutual development and mutual benefit between the Company and stakeholders. At the same time, combined with its own development, it has constantly improved its corporate governance structure and internal risk management level, thereby continuously promoting the healthy, sustained and stable high-quality development of the Group.

The Group's business and operation relating to ESG are led and authorised to be managed by the Board. Certain powers are needed to be entrusted by the Board to management to formulate and implement the strategy and operation plan in respect of ESG of the Group. The Company has established functional departments including the Human Resources Department, Trade Union, Quality Management Department, Production Management Department, Financial Planning Department, Investment and Financing Management Department, Audit Department, Legal Department (Brand Risk Control Department), After-Sales Service Inspection Department, Strategic Planning Department, Security Department and Engineering Department, which are directly led by the senior management and are responsible for the Group's overall management of strategy, personnel, finance, quality, energy, safety and environment, risk control and other aspects of sustainable development.

ESG 責任管理體系

本集團主要採納上市規則附錄二十七所載《環境、社會及管治報告指引》之原則及基準作為 ESG 管理之標準。

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

本集團之 ESG 相關業務及事務由董事會領導及授權處理。若干權利需由董事會委託予管理層，讓管理層制定及實施本集團之策略及營運計劃。本公司設有人力資源部、工會、質量管理部、生產管理部、財務計劃部、投融資管理部、審計部、法律事務部(品牌風控部)、售後服務監察部、戰略規劃部、安全保衛部、工程部等職能部室，並分別由高級管理人員直接領導，負責本集團在戰略管理、人員管理、財務管理、質量管理、能源管理、安全環保、風險防控等可持續發展方面的各方面管理。

Responsibility Management

The Company has established the strategy and planning committee under the Board to conduct research and evaluation on the performance of the Company's development strategy and planning, brand protection, legal risk prevention, product safety and other ESG related aspects and make recommendations to the Board, so as to enhance governance standard of the Group, prevent operational risks, and meet development needs of the Group.

The Board of the Company deliberates and makes decisions on major ESG issues as the highest decision-making body of the Group on ESG work, and assumes full responsibility for the environmental, social and governance strategies and reporting of the Group. The Board reviewed and approved the *Environmental, Social and Governance Report* of the Company for the year ended 31 December 2020 at the board meeting held on 26 March 2021.

本公司於董事會下設立戰略與規劃委員會，對本公司發展戰略與規劃、品牌保護、法律風險防範、產品安全等 ESG 方面的表現進行研究並向董事會提出建議，進而不斷提升本集團的治理水平、防範經營風險，以適應本集團發展需要。

本公司董事會是本集團 ESG 工作的最高決策機構，對重大 ESG 議題進行審議和決策，並對本集團的 ESG 策略及匯報承擔全部責任。董事會已於二零二一年三月二十六日舉行的董事會會議上審閱並批准本公司截至二零二零年十二月三十一日止年度之《環境、社會及管治報告》。

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



責任管理

Stakeholder Engagement 利益相關方溝通

 Stakeholder 利益相關方	 Expectations and demands 期望與要求	 Our response 我們的回應
 Shareholders and investors 股東及投資者	Standardise operations 規範運作 Reasonable return on investment 合理的投資回報	Accuracy and regulated information disclosure 準確規範的信息披露 Payment of dividends 派發股息
 Customers and consumers 客戶與消費者	Quality product supply 優質的產品供應	Guarantee of product quality and product safety 保障產品質量與產品安全
 Employees 員工	Good working environment 良好的工作環境 Good benefits 良好的福利待遇 Providing vocational skills training and career development paths 提供職業技能培訓與職業發展路徑	Providing a safe work environment 提供安全的工作環境 Complete salary and welfare system 完備的薪酬福利體系 Providing diversified training 開展多元化的培訓 Establishing a career promotion path 建立職業晉升路徑
 Community and the public 社區及公眾	Reducing the impact of production operations on the surrounding environment 降低生產運營對周邊環境的影響 Popularising health knowledge 普及健康知識 Helping vulnerable groups 幫扶弱勢群體	Clean and green production 實現清潔、綠色生產 Participating in various public services 開展各類公益活動
 Government 政府	Compliance operations 合規經營 Payment of taxes according to law 依法納稅	Operating according to law 依法營運 Full tax payment 足額繳稅

Responsibility Management

Materiality Analysis

重大性議題判定

In 2020, through interaction and communication with various stakeholders, the Group carried out benchmarking analysis of information disclosure of peer companies on sustainable development, and sorted out the issues of sustainable development related to the industry and the Group. After discussion and screening, 22 issues were identified this year. By using questionnaires, the Group determined the extent and boundaries of disclosure for these issues to ensure more accurate and complete disclosure of relevant information on operations and management. In 2020, we received more than 200 valid questionnaires from stakeholders and collected opinions and suggestions from various stakeholders on the sustainable development management of the Group, which served as an important basis and guidance for the sustainable development management of the Group in the future. Based on the assessment of ESG issues by stakeholders and the Company, the Group's 2020 materiality matrix was finally determined.

二零二零年，本集團通過與各類利益相關方的互動與溝通，開展同行企業可持續發展信息披露的對標分析，梳理與本行業和本集團相關的可持續發展議題，經過討論和篩選，確定了本年度22個可持續發展議題。本集團以問卷的形式確定議題披露程度和邊界，保證更準確、完整地披露運營管理相關信息。二零二零年，我們共收回200餘份利益相關方問卷，並收集了各類利益相關方對於本集團可持續發展管理工作的意見和建議，作為本集團未來開展可持續發展管理的重要依據和指導方向。根據利益相關方和本公司對ESG議題的評估，最終確定本集團二零二零年度可持續發展重大性議題矩陣。



CORPORATE GOVERNANCE

公司管治



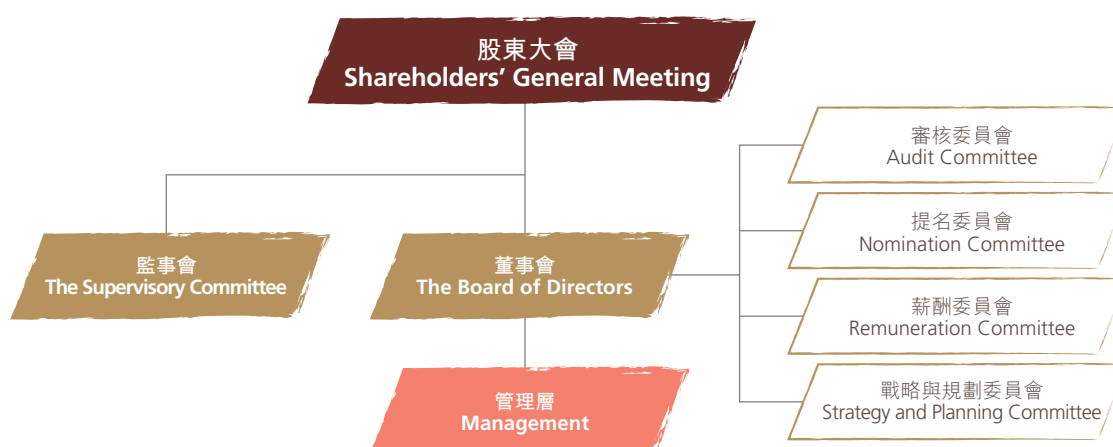
Corporate Governance

The Group fully understands that sound corporate governance is the cornerstone of development. The Group has adopted the principles and standards contained in the *Corporate Governance Code* set out in Appendix 14 to the Listing Rules as the Group's standards, combined them with the Group's conditions and constantly optimised corporate management, aiming to establish a good corporate governance structure, improve its governance, enhance the core competitiveness of the Group and fulfil expectations of shareholders and investors.

本集團深知良好的公司管治乃發展之基。本集團已採納上市規則附錄十四所載《企業管治守則》之原則及基準作為本集團的標準，同時結合本集團之實際，不斷優化公司治理，旨在構建良好的公司管治構架，提升管治水平，進而提升本集團核心競爭力，不辜負股東及投資者的期許。

Organisational Structure of the Company

本公司組織架構圖



The Company has set up a corporate governance structure comprising the general meeting, the Board, the special committees, the Supervisory Committee and management pursuant to the *Company Law of the People's Republic of China*, the Listing Rules, the *Hong Kong Securities & Futures Ordinance* and other applicable laws and regulations. The shareholders' general meeting is the highest authority of the Company while the Company's business and operation are led and authorised to be managed by the Board. Certain powers shall be entrusted by the Board to management. The Board monitors the performance of management. The Board has multiple special committees, to supervise the specific affairs of the Company. In addition, the Supervisory Committee of the Company exercises the power of supervision in accordance with the law, with an aim to protect the interests of Shareholders, the interests of the Company, and the legitimate rights and interests of employees from violation. Such organisational structure provides the authority organs, decision-making organs, supervisory organs and management with clear roles, responsibilities and operating standards, and enables them to constrain each other.

During the reporting period, the operation of duties of the authority, decision-making and supervisory of the Company, including the general meeting, the Board and the Supervisory Committee, which all respectively carried out management decision making and played supervisory roles strictly and operated in a standardised and effective manner. The special committees under the Board also strictly performed their duties.

本公司根據《中華人民共和國公司法》、上市規則、《香港證券及期貨條例》等法律法規，建立了由股東大會、董事會及其專門委員會、監事會和管理層組成的公司治理構架。本公司股東大會是最高權力機構，本公司之業務及事務由董事會領導及授權處理，若干權利由董事會委託予管理層，並監察管理層之表現。董事會下設多個專門委員會，以監察本公司特定方面之事務。此外，本公司監事會依法行使監督權，保障股東權益、公司利益、員工的合法權益不受侵犯，從而形成了權力機構、決策機構、監督機構和管理層之間權責明確、運作規範和相互制衡的機制。

於報告期內，本公司股東大會、董事會、監事會等各自按權力、決策、監督職責運行，嚴格進行管理決策和實施監督，運作規範有效。董事會下設的各專門委員會亦嚴格履行其相應職責。

Risk Identification 風險識別

The Group regularly identifies and analyses risks based on the *Self-Check List for Risk Management Work* and their own actual conditions, and screens the internal and external risks and factors associated with or with possible influence on the achievement of the Group's goals in the risk identification process. Based on the "risk source", "the impact of the risk" and "the likelihood of the risk", the Group discusses and determines the degree of impact and probability of the risk and completes the risk identification. The identified risks are then put in order to determine those worthy of key concern and priority control, and finally the Group's risk list is determined and entered into the risk database.

The management of the Company regularly discusses, combs and updates the state of risk identification, identifies the scope of risks that need attention, and makes reviews and adjustments due to changes in business nature, operating environment and policy requirements, thus to continuously update and evaluate different risk factors.

本集團定期根據《風險管理工作自查表》，結合自身實際情況對風險進行識別與分析，並在風險識別過程中篩選出與實現本集團目標相關的內部風險和外部風險，以及可能影響實現本集團目標的因素。本集團依據「風險來源」、「風險出現的影響程度」、「風險發生的可能性大小」進行討論，判定風險的影響程度和發生可能性，完成風險的識別，並對識別的風險進行排序，確定重點關注及優先控制的風險，最終確定本集團風險清單內容，納入風險庫。

本公司管理層定期進行商討、梳理和更新風險識別情況，識別所需關注的風險範疇，並因業務性質、營運環境及政策要求等的改變作出檢討和調整，持續更新及評價不同的風險因素。



Corporate Governance

Risk Control

風險管控

The Group has established a risk management system covering from management to grassroots internal auditors, and formed a three-line structure of defence including grassroots part-time internal auditors, the Audit Department and management. In 2020, the Audit Department carried out comprehensive risk identification within the scope of the Group to sort out countermeasures, regularly identified, evaluated, handled and monitored risks, independently reviewed the operations of the Group, and made relevant recommendations to tackle the identified risks and ensure the effective operation of the Group's risk management system and the management and control of risks.

Each unit of the Group collects internal and external information related to its risk management in accordance with the major risks. According to the risk information collected, the degree of impact, probability of occurrence and risk category are determined. Based on the results of the risk analysis, combined with the cause and tolerance of the risk, the risk and return are weighed to formulate a risk response plan. At the same time, dynamic management is carried out for the risks discovered and their changes. We regularly analyse the material risks currently faced by the Group, discuss and formulate countermeasures to control the risks within an acceptable range and reduce the probability of occurrence.

The Board of Directors is responsible for evaluating and determining the nature and extent of risks that the Group can accept when realising its strategic objectives, regularly reviewing and approving reports on risk management, assessing risks and countermeasures to ensure that the Group maintains appropriate risk management, and reviewing their effectiveness. The risk management report of the Group for the year ended 31 December 2020 was reviewed and approved by the Audit Committee and the Board at the meetings held on 23 March 2021 and 26 March 2021, respectively. For details of the measures taken by the Group for management of the major risks, please refer to the section headed "Risk Management and Internal Control" in the chapter "Corporate Governance Report" of the 2020 annual report of the Company.

本集團建立了從管理層到基層內審人員的風險管理體系，形成了基層兼職內審人員、審計部、管理層在內的三道防線架構。二零二零年，審計部在本集團範圍內開展全面的風險識別及應對措施的梳理，定期識別、評估、應對、監控風險流程的運行，獨立檢討本集團之運營，並提出建議，以應對所識別之風險，保障本集團風險管理體系運行有效，確保風險得到管理和控制。

本集團所屬各單位廣泛收集與本集團風險管理相關的內外部信息，並根據收集的風險信息按照風險影響程度和風險發生的可能性兩個因素進行風險類別的判定，對應風險分析的結果，結合風險發生的原因以及承受度，權衡風險與收益，制定風險應對方案。同時，對發現的風險及風險變化情況進行動態管理，定期分析本集團當前面臨的風險，並研討和制定應對措施，將風險控制在可接受範圍，降低風險的發生概率。

董事會負責評價及釐定本集團達成策略目標時所能夠接受的風險性質及程度，定期審閱並批准關於風險管理的報告，對相應風險和應對措施作出評估，確保本集團建立和維持適當的風險管理系統，並檢討其有效性。審核委員會及董事會已分別於二零二一年三月二十三日及二零二一年三月二十六日舉行的會議上審閱並批准本集團截至二零二零年十二月三十一日止年度之風險管理工作報告。本集團管理主要風險所採取的措施詳見本公司二零二零年度報告「企業管治報告」章節的「風險管理及內部監控」部分。

Anti-corruption

反腐敗

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

The Company has established the “Three Importance and One Large” system implementation measure under which decisions on important matters, appointment and resignation of key managerial staff, arrangements on important projects, and use of large-sum money are made through collective discussion. In daily operation, the Group strictly abides by rules such as governing business expenditure and executive management. The matters that fall within the scope of the “Three Importance and One Large” system shall be decided by the Group in meetings such as the Party Committee meeting, the office meeting of managers, Board meeting, etc. During the year, the Group effectively carried out clean and honest governance by establishing and improving internal audit rules and regulations and internal control systems and strengthening internal supervision and anti-corruption management. Meanwhile, the Group has strengthened supervision over managerial staff at different levels, and effectively carried out anti-corruption, admonishing and warning talks as well as written inquiries. In 2020, the Group continued to carry out integrity education and anti-corruption training with nearly 2,000 participants.

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

本公司設有「三重一大」制度實施辦法（重大事項決策、重要幹部任免、重要項目安排、大額資金的使用，必須經集體討論做出決定的制度），在日常工作中嚴格遵循業務支出、幹部管理等若干規定，針對「三重一大」事項，相應召開黨委會、經理辦公會、董事會等形式的會議，作出集體決策。年內，本集團有效開展廉潔建設工作，建立健全內部審計規章制度及內部控制體系，強化內部監督及反腐敗管理。同時，加強對各級幹部的日常監督管理，做好廉政談話、誡勉談話、警示談話及函詢工作。二零二零年，本集團持續開展廉政教育及反腐敗培訓工作，近2,000人次參加。

Corporate Governance

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

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

In 2020, the Party Committee of the Group actively carried out internal special inspections on the implementation of party building work, the rectification of problems found, the performance and business expenditures of executives, the Company’s business decision-making and system construction, etc., as well as systematic inspections on the risks and deficiencies of each link of operation. We established and improved the relevant internal control systems, supervised the state of their implementation, and formed a long-acting management mechanism to further improve the internal control structure.

During the Reporting Period, these rules and systems served the control and preventive function in anti-corruption management of the Group, and no material defect was identified. During the year, no litigation regarding corruption occurred in the Group.

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

本集團持續推進經濟責任審計工作，對主要領導及特殊崗位負責人在「凡離（職）必審，凡退（出）必審」的基礎上，將任中審計與離任審計相結合，把任中審計作為重點，三年為一期，建立輪審機制，有計劃地開展內部經濟責任審計。於報告期內，本集團聘請具有相應資質的獨立第三方中介機構，與審計部組成聯合審計項目組，對部分分廠及子公司等二層單位開展經濟責任審計工作。

二零二零年，本集團黨委積極開展內部專項檢查工作，對落實黨建工作情況、查擺問題的整改情況、幹部履職待遇和業務支出情況、公司經營決策及制度建設情況等內容進行檢查，系統排查經營各環節的風險和不足，建立健全相關內控制度，監督落實與執行情況，形成長效管理機制，進一步完善內部控制體系架構。

報告期內，本集團相關制度及體系對本集團風險控制及反腐敗管理方面起到了控制與防範作用，未發現重大缺陷，年內未發生貪污腐敗相關訴訟。

AUTHENTIC MEDICINAL MATERIALS

道地藥材



Authentic Medicinal Materials

Authentic Place of Origin

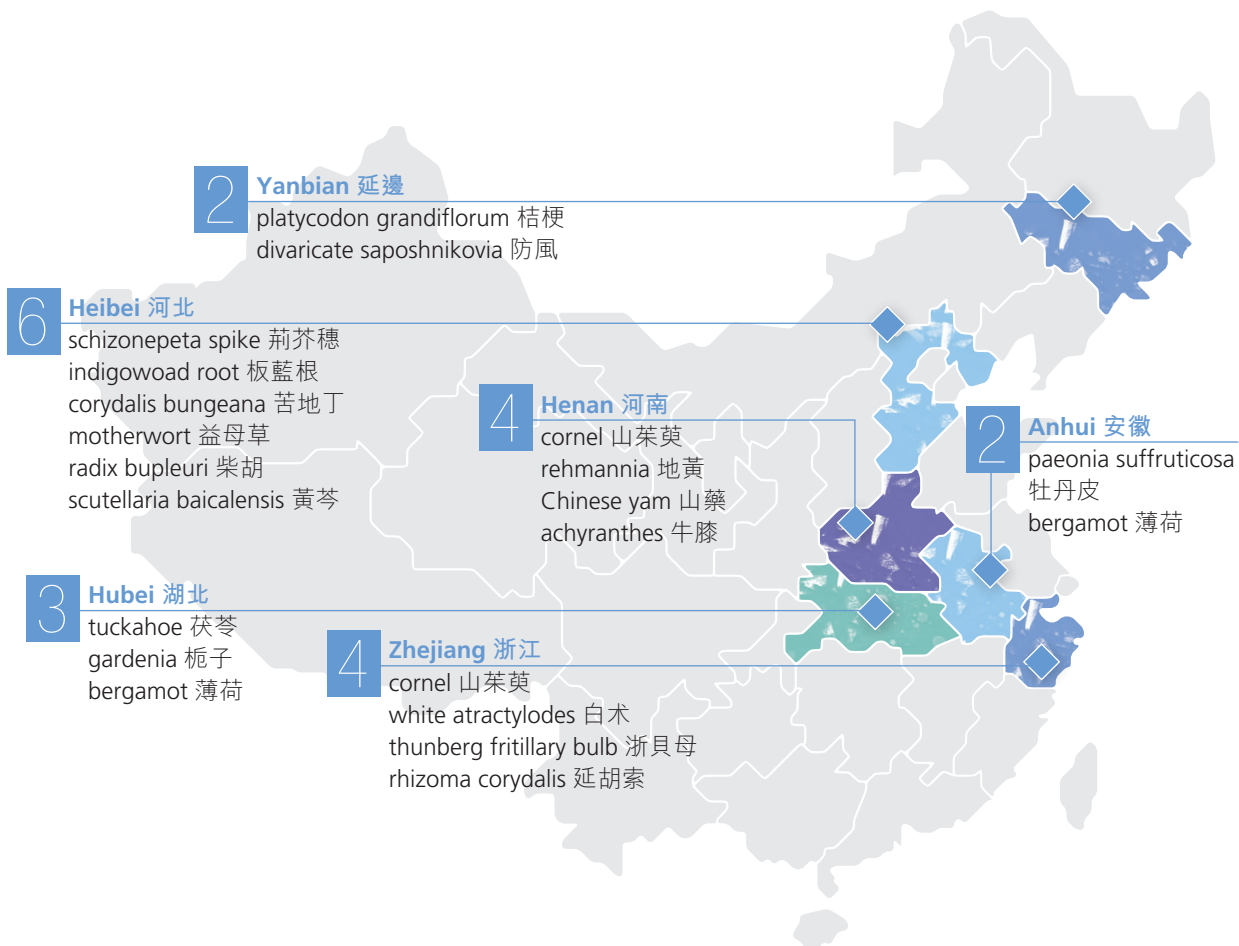
道地產區

The main raw materials used in the Group's production are various traditional Chinese medicinal materials. The Group strictly abides by the approach of "planting and harvesting specific to places of origin and seasons". We have established six subsidiaries that engage in planting in Hebei, Hubei, Henan and other regions of Chinese medicinal materials to plant indigowoad root, tuckahoe, cornel and other local traditional Chinese medicinal materials, respectively, which are commonly used by the Group. As at the end of 2020, five out of six subsidiaries that engage in planting, in which 6 varieties had received the Good Agricultural Practice ("GAP") certification.

本集團用於生產的主要原材料為各類中藥材。本集團嚴格遵循「採其地、用其時」的種植採收標準，已在河北、湖北、河南等中藥材產區自設六家種植型子公司，分別種植板藍根、茯苓、山茱萸等本集團常用之中藥材。截至二零二零年底，其中五家種植型子公司的六個品種通過中藥材生產質量管理規範（「GAP」）認證。

List of varieties planted by planting-orientated subsidiaries

種植型子公司種植品種一覽



道地藥材

Traceability of medicinal materials

中藥材溯源

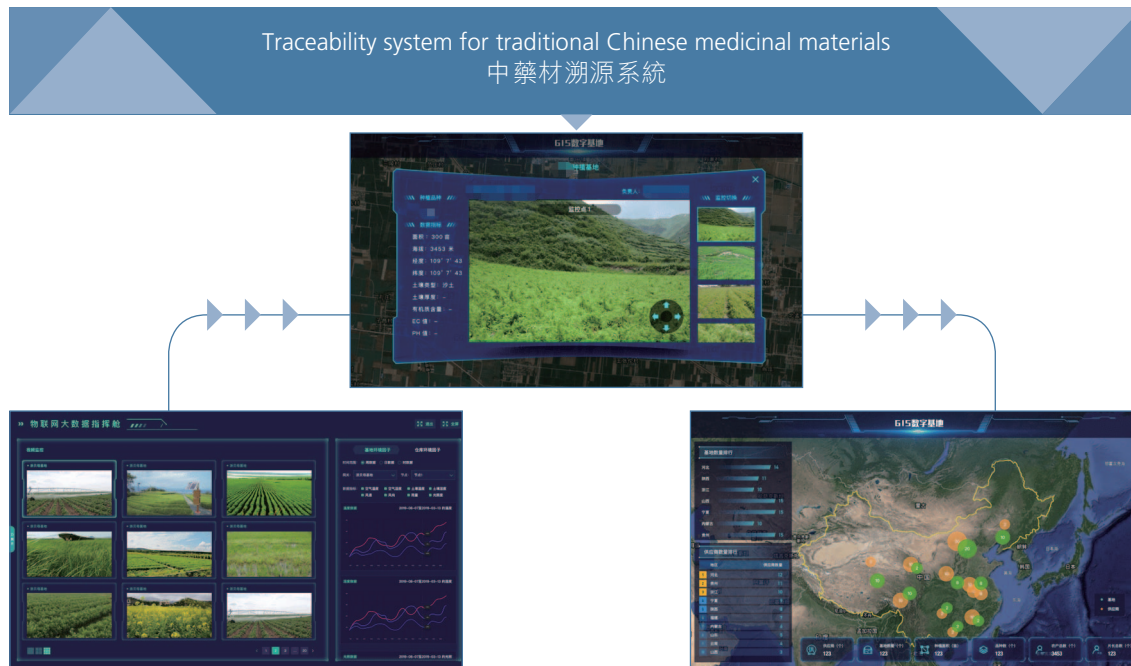
In order to meet the requirements for standardised planting, management and traceability of traditional Chinese medicinal materials, and ensure product quality, realise the supervision of traditional Chinese medicinal materials across the life cycle, the Group in 2020 tried to use modern information technology to build a traceability system for traditional Chinese medicinal materials. With the help of Internet of Things technology, the traceability system can collect environmental information such as air temperature, humidity and soil moisture in the place of origin of traditional Chinese medicinal materials, and provide standardised and scientific guidance on the sowing time, fertilisation time and harvest time of different traditional Chinese medicinal materials. At the same time, the traceability system can correlate the provenance batches, planting batches, harvesting batches, processing batches and other data of traditional Chinese medicinal materials to form a complete traceability chain. In 2020, the traceability system of traditional Chinese medicinal materials was promoted after testing in the Company's planting-oriented subsidiaries in Hubei, Hebei and Henan, and the initialisation of data on such varieties as tuckahoe, schizonepeta and cornel was completed.

為滿足中藥材規範化種植、管理和溯源的需求，保障產品質量，實現對中藥材全生命周期的監管，二零二零年，本集團嘗試利用現代化信息技術，開展中藥材溯源體系的建設工作。中藥材溯源系統借助物聯網技術，可採集中藥材產地的空氣溫度、濕度、土壤水分等環境信息，對不同中藥材的播種時間、施肥時間、採收時間等進行規範化、科學化指導。同時，中藥材溯源系統可將中藥材的種源批次、種植批次、採收批次、加工批次等數據相關聯，形成完整的追溯鏈條。二零二零年，中藥材溯源系統已在本公司位於湖北、河北及河南的種植型子公司進行試驗推廣，並完成了茯苓、荊芥、山茱萸等品種數據的初始化工作。

Inspection of Chinese Yam Base
山藥基地調研



Authentic Medicinal Materials



Ecosystem Conservation 生態環境保護

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

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

道地藥材

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

Meanwhile, in order to protect the ecological environment and biodiversity and minimise the impact on the environment, the subsidiaries of the Group that engage in planting strictly follow GAP requirements and use standardised management approaches to strictly control key points and elements in the process of planting traditional Chinese medicinal materials, such as seeding, fertilisation and pest control, etc. At the same time, the type and use of pesticides and fertilisers are finely controlled to avoid environmental pollution. The Group takes all measures to ensure the quality of medicinal materials and to realise the sustainable use of resources.

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

同時，為保護生態環境與生物多樣性，最大限度降低對周邊環境的影響，各種植型子公司嚴格參照GAP要求，通過規範化的管理方式，嚴格把控播種、施肥、病蟲害防治等中藥材種植過程中的各個關鍵點及要素，精細控制農藥化肥的使用，防止其種類和數量的過度使用，避免生態環境污染，進而在保證中藥材質量的同時，實現資源的可持續利用。

Authentic Medicinal Materials



Case: Ecological planting by Beijing Tong Ren Tang Hebei Chinese Medicine Raw Materials Technologies Co., Limited

例：北京同仁堂河北中藥材科技開發有限公司生態種植

Before planting traditional Chinese medicinal materials, Beijing Tong Ren Tang Hebei Chinese Medicine Raw Materials Technologies first chooses qualified plots by following its criteria. Then the quality personnel conduct pesticide residue and heavy metal inspections on the irrigation water and soil of the planting plots. Only after the plots are qualified can traditional Chinese medicinal materials be planted. During the planting process, quality personnel conduct inspections from time to time and strictly prohibit random application of pesticides and fertilisers. Moreover, the harvested medicinal materials are sampled and tested for pesticide residues and heavy metals to ensure product quality.

北京同仁堂河北中藥材科技開發有限公司在種植中藥材之前，首先會根據選地標準，對種植地塊進行選擇，在選址合格地塊之後，質量控制人員會對種植地塊的農田灌溉水、土壤等進行農藥殘留及重金屬檢測，檢測合格後，方能進行中藥材種植。於種植過程中，質量人員也會不定期進行抽檢，嚴禁隨意施用農藥及化肥。同時，採收後的藥材也會進行農藥殘留和重金屬的抽樣檢測，保證產品質量。



Beijing Tong Ren Tang Hebei Chinese Medicine Raw Materials Technologies Co., Limited – Radix Bupleuri
北京同仁堂河北中藥材科技開發有限公司 — 柴胡

Supplier Management

供應商管理

The Group has strictly complied with the *Law of the People's Republic of China on the Administration of Pharmaceuticals*, *Good Manufacturing Practice ("GMP")* and relevant laws and regulations, and established supplier management systems, such as *Management Regulations about Suppliers of Traditional Chinese Medicine Material*, *Management Regulations about Suppliers of Raw Material, Ingredient and Packaging Material*, *Management Regulations about Supplier Audit, Evaluation and Approval*, etc. The Group has adopted standardisation management for raw material procurement, and has clarified supplier qualifications, selection standards, quality auditing and evaluation standards, and material quality evaluation standards to establish an increasingly strict supplier management system.

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

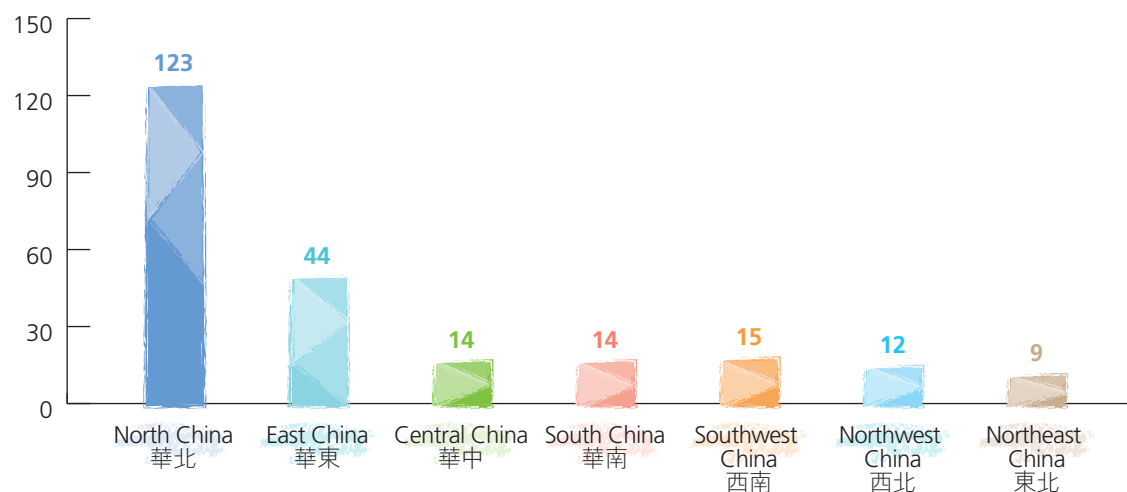
道地藥材

The Group formulated a stable supplier selection process. Based on adequate qualifications, the quality department, in collaboration with related units, conducts assessment and on-site audit on suppliers. Only suppliers who have passed the audit and assessment may be listed in the *Qualified Supplier List*, and allowed to provide products. In 2020, the Company recorded 231 qualified suppliers and chose from them based on the actual needs of procurement and while in business. The distribution in the Qualified Supplier List is as follows.

本集團有固定的供應商選擇流程，在確保供應商資質符合條件的基礎上，由質量部門協同相關單位進行供應商的評估和現場審計。經過審計、評估合格的供應商可被列入本公司《合格供應商名錄》，方可供貨。二零二零年，列入本公司《合格供應商名錄》的合格供應商共計231家，於開展業務時，本公司會根據實際採購需求，從中進行選擇。《合格供應商名錄》中的供應商分布情況如下。

Distribution of qualified suppliers in 2020

2020年合格供應商分布情況



Supplier management by risk level

供應商風險分級管理

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

At the same time, the Group also carries out long-term quality monitoring and regular reviews on all suppliers. In case of any serious issues in supplier qualification or supply quality, the Group will suspend the purchasing order with the supplier immediately to ensure the quality and safety of the Group's products.

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

同時，本集團亦會對所有供應商進行長期質量監控及定期評審。如若發現供應商資質或質量出現嚴重問題，本集團將立即停止該供應商之供貨，確保本集團產品質量安全。

PRODUCT RESPONSIBILITY

產品責任



產品責任

Quality Control

質量控制

The Group has strictly complied with *the Law of the People's Republic of China on the Administration of Pharmaceuticals*, *Law of the People's Republic of China on Product Quality*, *Law of the People's Republic of China on Traditional Chinese Medicine*, *Administrative Measures on Adverse Drug Reaction Reporting and Monitoring* and other national laws and regulations about product safety so as to ensure product safety. The quality control of the Group is mainly implemented in accordance with the relevant requirements of *Chinese Pharmacopoeia*, GMP and the Group's internal quality control standards. The Group has formulated various quality inspection and management standards, including for traditional Chinese medicinal materials, excipients, packaging materials, semi-finished products and finished products, and made detailed regulations on various objects, methods and contents of inspection. In 2020, the Group completed the revision of GMP documents based on the current national regulatory laws, regulations and regulatory documents on medicine, combined with the actual conditions of quality management of the Group.

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

In terms of material selection, the Group controls product quality from the source. For the quality control of medicinal raw materials, the Group has a professional team with rich experience in medicinal raw material acceptance and inspection. The team of medicinal materials experts firstly carry out appearance character inspection for medical raw materials through "look, smell and taste" and other detection methods, and then the inspection team conducts full inspection for traditional Chinese medicinal materials lot by lot through professional equipment to eliminate such phenomena as dyeing, weight gain and adulteration of medicinal materials, exercising rigorous control over the quality of medicinal materials.

本集團嚴格遵照《中華人民共和國藥品管理法》《中華人民共和國產品質量法》《中華人民共和國中醫藥法》《藥品不良反應報告和監測管理辦法》等國家有關產品安全的法律法規，致力於確保產品安全。本集團的質量控制主要根據《中華人民共和國藥典》、GMP及本集團內部質量控制標準的相關要求執行。同時，本集團制定了各項質量檢驗管理標準，包括中藥材、輔料、包材、半成品及成品，對各種檢驗對象、檢驗方法與檢驗內容做出了詳細規定。二零二零年，本集團在現行國家藥品監管法律、法規及規範性文件的基礎上，結合本集團質量管理實際，完成GMP文件的修訂工作。

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

選料方面，本集團從源頭把控產品質量，對於中藥材原材料的質量控制，本集團配備有經驗豐富的中藥原材料驗收與檢驗團隊，由中藥材專家團隊首先通過「眼看、鼻聞、口嘗」等檢測方式，先行對中藥材進行外觀性狀檢驗，再由檢驗團隊利用專業設備對中藥材進行逐批全項檢驗，杜絕藥材染色、增重、摻偽等現象，嚴格把控中藥材原材料質量。

Product Responsibility

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

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

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

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

Quality culture building 質量文化建設

The Group attaches great importance to quality-related training. In 2020, the Group carried out various training on topics such as the *Pharmaceutical Administration Law of the People's Republic of China*, the *Pharmacopoeia of the People's Republic of China (2020 edition)*, and sampling operations for traditional Chinese medicinal materials, in order to continuously improve the professional and technical literacy of quality personnel and raise the level of quality management.

本集團高度重視質量相關的培訓工作，二零二零年，本集團針對《中華人民共和國藥品管理法》《中華人民共和國藥典》（2020版）、中藥材取樣操作等專題開展各類培訓，不斷提升質量人員的專業技術素養，提升質量管理水平。



產品責任

- Appraisal training of traditional Chinese medicinal materials: Appraisal experts for traditional Chinese medicinal materials were invited to give detailed explanations on the raw materials involved in the Liuwei Dihuang Pills series in terms of morphological identification, specifications and grade, planting conditions, etc., which improved the appraisal level of medicinal materials inspectors.
- Laws and regulations training: We actively participated in external training programs, covering drug production quality management, traditional Chinese medicine quality and safety and risk prevention and control, traditional Chinese medicinal materials inspection under new regulations and new standards, as well as the latest laws and regulations such as the *Measures for Drug Registration Management* and the *Measures for Drug Production Supervision and Management*.
- 中藥材鑒定培訓：邀請中藥材鑒定專家從性狀鑒別、規格等級、種植條件等方面，對六味地黃丸中涉及的中藥材原材料進行細致的講解，進而提升藥材檢驗人員的中藥材鑒定水平。
- 法律法規培訓：積極參與外部培訓，內容涉及藥品生產質量管理、中藥質量安全與風險防控、新法規及新標準下中藥材及飲片檢驗方法、《藥品註冊管理辦法》以及《藥品生產監督管理辦法》等最新法律法規的解讀。

Drug recall 藥品召回

Drug recall refers to the recall of drugs with potential safety hazards that have been put on the market by drug manufacturers in accordance with prescribed procedures. In accordance with the relevant requirements of the National Medical Products Administration and the Group's drug quality management, the Group has established the *Regulations on Drug Recall Management* and a drug recall team composed of heads of quality, sales, production, and finance departments. If quality defects or safety hazards are identified in launched products, they will be promptly handled in strict accordance with the protocol and procedures to ensure the vital interests and medication safety of consumers. In 2020, the Group recorded no recall due to product safety issues.

藥品召回是指藥品生產企業按照規定的程序收回已上市銷售的存在安全隱患的藥品。根據國家藥品監督管理局及本集團藥品質量管理的相關要求，本集團已制定《藥品召回管理規程》，並成立了藥品召回小組，由質量、銷售、生產、財務等部門負責人組成。如若發現已上市銷售的產品存有質量缺陷或安全隱患，將及時按照制度及程序嚴格執行，保障消費者的切身利益與用藥安全。二零二零年，本集團未發生因產品質量安全問題召回的情況。

Product Responsibility

Drug Recall Process 藥品召回處理流程

Before the recall 召回前

- The Quality Department conducts investigation and evaluation of drugs that may have potential safety hazards, and issues an evaluation report.
- 質量部門對可能具有安全隱患的藥品進行調查評估，出具評估報告。
- The drug recall team makes a recall decision based on the evaluation report and initiates the recall.
- 藥品召回小組根據評估報告作出召回決定，啟動召回。
- The Quality Department formulates a recall plan, drafts and issues a recall notice, and prepares the recalled drug information (including name, batch number, dosage form, quantity, specification and production date), sales records, instructions for discontinuation of sales and use, and at the same time submits a report to the drug supervision and administration department.
- 質量部門制定召回計劃，擬定下達召回通知，並準備好召回藥品資料(包括名稱、批號、劑型、數量、規格、生產日期)、銷售記錄、停止銷售和使用的說明，同時向藥品監督管理機構報告。
- After receiving the notice, the Sales Department will track the flow and notify the distributors to stop selling and using the corresponding drugs.
- 銷售部門接到通知後追蹤流向，通知經銷商停止銷售、使用相應藥品。

During the recall 召回中

- Each member unit of the drug recall team keeps records properly. The records are sorted and summarised by the Quality Department who then fills in the recall summary table, evaluates the effect of the recall and submits a summary report to the drug supervision and administration department. The records are archived and an announcement is made in written form that the recall is over.
- 藥品召回小組各成員單位做好記錄，由質量部門對記錄進行整理匯總，填寫召回情況匯總表，並對召回效果進行評價，向藥品監督管理機構提交總結報告；記錄存檔，書面形式宣布召回結束。

After the recall 召回後

- The products are retrieved and put it in the non-conforming product warehouse. After the investigation and evaluation is completed, they will be dealt with in accordance with the relevant provisions of the *Non-conforming Product Management Regulations*.
- 收回產品，放入不合格品庫，待調查評估結束後，按《不合格品管理規程》的相關規定進行處理。

Innovation and R&D

創新研發

In order to improve the level of scientific research, enhance innovation capabilities and ensure the standardisation and institutionalisation of scientific research projects, the Group has formulated the *R&D Project Management System* to clarify the management regulations for scientific research planning, project application and approval, project implementation process, project funding, project acceptance and assessment, etc. In addition, the Group rigorously protects intellectual property rights and regulates their use and management in strict accordance with the *Patent Law of the People's Republic of China* and the *Trademark Law of the People's Republic of China* and other applicable laws and regulations.

In terms of product research, the Group is mainly committed to the secondary scientific research of existing products, combined with the medicinal effects of existing products, as well as in-depth exploration of the potential for process improvement and enhancement. In 2020, the Group carried out pharmacological research on products such as Xihuang Pills, Taizi Baoxin Liquid and Yangxue Rongjin Pills to fully tap the potential clinical value of related products and provide scientific research support for their clinical applications and academic promotion. At the same time, in order to enhance the consumer experience — for instance, to solve the taste problems of some products — the Group adopted electronic tongue technology to taste these products and initially established a process to improve the taste of these products and other key technical issues. In addition, in order to make it convenient for consumers to carry and take medicine daily, we carried out research on increasing the single-dose packaging specifications for some products.

為提高科研水平、增強創新能力，確保科研項目規範化、制度化，本集團已制定《研發項目管理制度》，對科研計劃、項目申報審批、項目實施過程、項目經費、項目驗收及考核等作出明確的管理規定。此外，本集團依據《中華人民共和國專利法》《中華人民共和國商標法》等法律法規，嚴格保護知識產權，規範其使用及管理。

在產品科研方面，本集團主要致力於現有產品的二次科研，結合現有產品的藥效特點，在工藝的改進與提升方面進行深入挖潛。二零二零年，本集團針對西黃丸、太子保心口服液、養血榮筋丸等產品開展藥理學研究，充分挖掘相關產品潛在的臨床價值，為其臨床應用及學術推廣提供科研支持。同時，為增加消費者體驗感，本集團針對部分產品口感問題，採用電子舌分析技術，建立口服液的口感評價體系，初步確定了改進工藝，為提升產品口感等關鍵技術問題提供科研支持。此外，為方便消費者日常服用及攜帶，針對部分產品開展增加單劑量包裝規格的研究工作，以充分滿足不同消費者的服用習慣。

Product Responsibility



Traditional Chinese medicine formula granules are granular preparations made from single-flavoured traditional Chinese medicine decoction pieces that meet the processing specifications as raw materials and refined through extraction, concentration, drying, granulation and other processes. Their effective ingredients, nature, flavour, channel tropism, indications and efficacy are completely consistent with traditional Chinese medicine decoction pieces and maintain all the characteristics of traditional Chinese medicine decoction pieces. They can be used for clinical diagnosis and treatment based on traditional Chinese medicine healthcare, with addition and subtraction according to the syndromes, or they can be used for formula adjustment, which ensures the medication characteristics of clinical traditional Chinese medicine healthcare. Moreover, thanks to the adoption of modern pharmaceutical technologies, they are more convenient to mix, take and store, and thus are favoured by consumers. As at 2020, the Company had the qualifications for the production and sales of traditional Chinese medicine formula granules, and had completed research on production technology and quality control standards of nearly 600 traditional Chinese medicine formula granules. As at now, we have completed trial production for nearly a hundred formula granules based on radix paeoniae alba, schizonepeta, divaricate saposhnikovia, etc. In the future, the Company will continue to accelerate the process verification and research of traditional Chinese medicine formula granules, conduct in-depth analysis from such aspects as policies, production and sales, and strive to accelerate achievement translation.

中藥配方顆粒是以符合炮製規範的單味中藥飲片為原料，經提取、濃縮、干燥、制粒等工序精制而成的一種顆粒狀制劑，其有效成分、性味、歸經、主治、功效和傳統中藥飲片完全一致，保持了傳統中藥飲片的全部特徵，可供中醫臨床辨證論治，隨證加減，配方調劑使用，保證了中醫臨床的用藥特色。同時，由於其採用了現代製藥工藝，調配、服用、儲存更加便捷，受到廣大消費者的青睞。截至二零二零年，本公司已具備中藥配方顆粒品種的生產和銷售資質，並已完成近600個中藥配方顆粒生產工藝及質量控制標準的研究工作，目前，白芍、荊芥、防風等近百個配方顆粒品種已完成試生產。未來，本公司將繼續加快推進中藥配方顆粒工藝驗證及研發工作，從政策、生產、銷售等方面進行深入分析，力爭加快成果轉換步伐。

產品責任

Attentive Service

悉心服務

Upholding the principle of honesty and trustworthiness, the Group provides consumers with accurate consumption information, ensures consumers' right to know, and offers a reliable service environment for consumers. At the same time, the Group spares no effort to protect the privacy of consumers. Personal information collected from consumers is kept strictly confidential and managed by dedicated staff. In case of leakage of consumer personal information and serious consequences, the relevant persons will be held responsible.

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

Complaints handling

投訴處理

The Group continuously standardises its services, striving to raise the quality and level of services and create a high-quality and efficient service support system. The Group has established an after-sales service supervision department, the *Customer Service (Complaint) Management System*, and the *Operational Procedures for Handling Pharmaceutical Enquiries and Complaints* to standardise the operational procedures for pharmaceutical enquiries, complaints and complaint handling, keep a detailed record of consumer visits, incoming calls and emails, and patiently explain and answer their enquiries. The department carries out investigations promptly and handles cases properly in case of product complaints.

In 2020, the Group formulated the *Management Regulations on Handling upon Receiving After-sales Product Complaints* to clarify the division of labour among relevant units. The after-sales service supervision department of the Company is responsible for the coordination, handling, supervision and external communication of complaints. Relevant units of the Company are the responsible departments for "handling upon receiving complaints". Dedicated personnel are arranged to receive, coordinate and resolve complaints according to their severity, corresponding time limits and requirements.

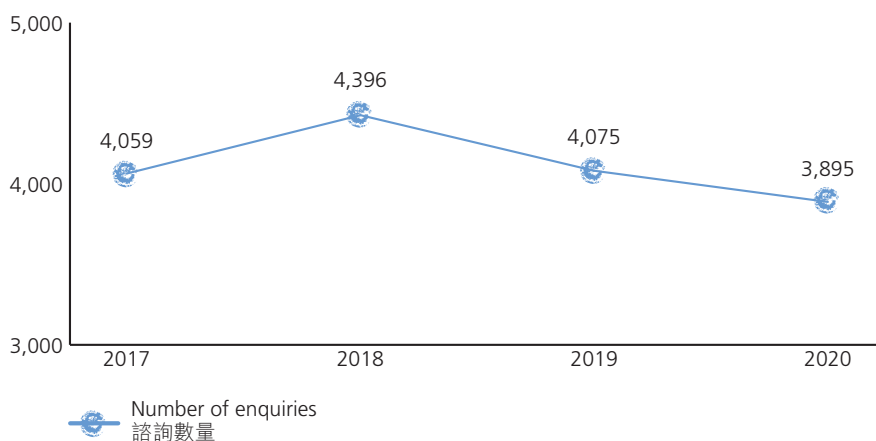
本集團持續規範服務行為，努力提高服務質量和服務水平，打造優質高效的服務支持體系。本集團設有售後服務監察部，制定《客戶服務(投訴)管理規定》，並建立《處理藥品投訴、諮詢操作規程》，對藥品諮詢、投訴及處理等操作程序進行規範，詳細記錄消費者來訪、來電及郵件記錄，給予其耐心解釋與答覆，如遇產品投訴等情況將立即調查並妥善處理。

二零二零年，本集團制定《產品售後接訴即辦管理規定》，明確各相關單位的分工，由本公司售後服務監察部負責投訴事件的協調處置、督促及對外溝通。本公司各相關單位為「接訴即辦」的責任部門，設立專人負責接收、協調、解決投訴事件，將投訴事件按照嚴重程度進行分級管理，並按相應時限及要求進行處理。

Product Responsibility

In 2020, the Group's customer service hotline received more than 3,800 enquiries from consumers. We spared no effort to safeguard the legitimate rights and interests of consumers by responding to and processing their enquiries in a timely manner.

二零二零年，本集團客戶服務熱線共接到消費者各類諮詢信息3,800餘次，並對信息予以及時回應及處理，竭力保障消費者的合法權益。



Responsible Sales 責任銷售

The Group attaches great importance to the protection of our brand and products by establishing a market inspection system. We have formulated the *Market Inspection Management System* and the *Product Anti-counterfeiting Management System* to strictly monitor and prevent infringements that may occur in the market. During the year, the Group's market inspectors visited Hangzhou, Yixing, Chengdu and other cities in Mainland China to inspect possible violations, such as improper propaganda, counterfeiting of the Group's products and the Tong Ren Tang brand, which further standardised the market order, prevented potential risks and protected the rights and interests of consumers and the Group.

In product marketing activities, the Group has strictly complied with the *Good Supply Practice for Pharmaceutical Products*, the *Advertisement Law of the People's Republic of China*, *Law of the People's Republic of China on the Administration of Pharmaceuticals* and other applicable laws and regulations, and formulated internal management systems of the Group including the *Advertisement and Publicity Management Regulations* and the *Internal Review Management System for Publishing Information Online*. It has also established advertisement management procedures, and an advertisement review and filing system. We provide consumers with accurate consumption information, ensure consumers' right to know and offer a reliable service environment for consumers.

本集團高度重視品牌及產品的維權工作，設立市場巡查體系，制定《市場巡查管理制度》和《產品打假工作管理制度》，對市場可能出現的侵權行為進行嚴格的監控和防範。年內，本集團市場巡查員先後走訪杭州、宜興、成都等中國內地多個城市，對可能出現的產品違規宣傳、仿冒本集團產品及同仁堂品牌的情形進行巡查，進一步規範市場秩序，防範潛在風險，保障消費者及本集團權益。

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

產品責任

Pharmacovigilance

藥物警戒

The Group has formulated the *Pharmacological Vigilance Management System* in compliance with the requirements of such documents as the GMP, the *Drug Administration Law of the People's Republic of China*, the *Announcement of the State Drug Administration on Direct Reporting of Adverse Reactions by Drug Launch Permit Holders*, the *Guiding Principles for the Collection and Reporting of Individual Cases of Adverse Drug Reaction*, the *Administrative Measures on Reporting and Monitoring of Adverse Drug Reaction*, the *Rules for Implementation of Administration Measures on Reporting and Monitoring of Adverse Drug Reaction in Beijing*, clarifying the requirements for tasks to monitor, handle and control individual cases of adverse drug reaction in order to ensure the safety of drug use by consumers.

In addition, the Group constantly strengthens the supervision of adverse drug reactions by collecting incidents of adverse drug reaction through the Internet, literature, research, telephone and other channels, confirming, analysing and evaluating the collected data, and reporting any adverse drug reaction directly to the system in a timely manner. In its daily work, the Group regularly writes drug safety update reports, conducts key drug monitoring and other tasks, taps drug safety risk signals, formulates and organises implementation of risk management plans, and actively carries out pharmacovigilance training. Moreover, the Group has formulated the *Management Procedures for Product Returns*, so as to ensure timely and proper handling of product returns.

本集團依據GMP、《中華人民共和國藥品管理法》《國家藥品監督管理局關於藥品上市許可持有人直接報告不良反應事宜的公告》《個例藥品不良反應收集和報告指導原則》《藥品不良反應報告和監測管理辦法》《北京市藥品不良反應報告和監測管理辦法實施細則》等相關文件要求，制定《藥物警戒管理制度》，對個例藥品不良反應事件的監測、處理及控制等工作內容提出明確要求，保障消費者的用藥安全。

此外，本集團不斷加強對藥品不良反應的監管，通過網絡、文獻、調研、電話等途徑收集藥品不良反應事件，並對收集到的數據進行確認、分析與評價，並及時於藥品不良反應直接報告系統上報。日常工作中，本集團定期撰寫藥品定期安全性更新報告、開展藥品重點監測等工作，挖掘藥品安全風險信號，制定風險管理計劃並組織實施，並積極開展藥物警戒培訓工作。同時，本集團亦制定有《產品退貨管理規程》，並嚴格遵照執行，確保產品退貨得到及時、妥善處理。

ENVIRONMENTAL PROTECTION

綠水青山



Clear water and green mountains are natural resources that need to be protected by the whole world. As an enterprise which is mainly engaged in traditional Chinese medicine, the Group actively implements the path of green and low-carbon production and operation, explores strategies for circular and sustainable development, and minimises effects on the ecological environment. The Group strictly controls the discharge of various pollutants to reduce waste, advocates energy conservation and consumption reduction, optimises the efficiency of resource use, and improve resource recycling rate and the proportion of new energy use.

綠水青山是需要全世界共同呵護的自然資源，本集團作為以中藥生產為主的企業，積極踐行綠色低碳的生產經營理念，探索循環發展、可持續發展的道路，最大限度地降低對生態環境的影響。本集團嚴格控制各類污染物排放，減少廢棄物，倡導節能降耗，優化資源使用效率，提高資源可回收利用率與新能源使用佔比。

Emission Management

排放物管理

In the process of practicing green production, the Group strictly controls the generation and discharge of waste, and complies with the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Solid Waste Pollution*, the *Air Pollution Prevention Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution* and the *Clean Production Promotion Law of the People's Republic of China* among other relevant national laws and regulations. On that basis, we have formulated such internal management policies as the *Management System on Environmental Protection*, the *Management System on Clean Production*, the *Management System on Prevention and Control of Water Pollution*, the *Management System on Atmospheric Pollution Prevention and Control* and the *Management System on the Prevention and Control Hazardous Waste* to continuously improve the environmental management system and standardise the disposal of waste from daily production and operation to reduce the adverse impact of waste on the environment.

At the beginning of each year, according to the year's production plan and equipment and facilities operation, the Company will formulate annual target responsibility letters with the major production units, clarify the annual environmental work requirements and assessment indicators of each unit, and grant rewards and impose punishments according to the actual work assessment results, to promote production units to actively implement environmental protection responsibilities.

在踐行綠色生產的過程中，本集團嚴格控制廢棄物的產生與排放，在遵守《中華人民共和國環境保護法》《中華人民共和國固體廢物污染環境防治法》《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》《中華人民共和國環境噪聲污染防治法》《中華人民共和國清潔生產促進法》等國家相關法律法規的基礎上，制定了《環境保護管理制度》《清潔生產管理制度》《水污染防治管理制度》《大氣污染防治管理制度》《危險廢物污染防治管理制度》等內部管理制度，不斷建立健全環境管理制度體系，規範日常生產運營中的廢棄物處置方式，降低廢棄物對環境造成的不利影響。

每年年初，本集團會根據各主要生產單位的生產計劃及設備設施運營情況，與其訂立年度目標責任書，明確各單位的年度環保工作要求、考核指標，並依據考核結果進行獎懲，促使各生產單位積極落實各自的環境保護責任。

Environmental Protection

Main types of emissions


主要排放物類型




The Group's emissions are mainly generated during the production process, mainly including wastewater, exhaust gas, solid waste and noise. Among them, wastewater mainly contains COD (Chemical Oxygen Demand), BOD (Biochemical Oxygen Demand), ammonia nitrogen, suspended substances, etc.; exhaust gas mainly contains nitrogen oxides; solid waste is divided into hazardous waste and non-hazardous waste. With Chinese patent medicine as main product, the Group produces less hazardous waste during the production process, mainly including waste chemical reagents, sludge containing hazardous waste components (mainly produced during the wastewater treatment process of Chinese patent medicine production units), medical waste, activated carbon, etc. The non-hazardous solid waste generated by the Group in the production process is mainly various types of waste packaging materials, such as drug instructions.

本集團的排放物主要是在生產過程中產生，主要包括廢水、廢氣、固體廢棄物及噪音。其中，廢水主要含有COD（化學需氧量）、BOD（生化需氧量）、氨氮、懸浮物等；廢氣主要含有氮氧化物；固體廢棄物分為有害廢棄物和無害廢棄物。本集團以中成藥產品為主，在生產過程中產生的有害廢棄物較少，主要包括廢化學試劑、含有危險廢物成分的污泥（主要為中成藥生產單位廢水處理過程中產生）、醫療廢棄物、活性炭等。本集團在生產過程中產生的無害固體廢棄物主要為各類廢棄包材，例如藥品說明書等。


In 2020, the pollutants produced by the main production units of the Group were as follows:

2020年，本集團主要生產單位產生的污染物情況如下：

Pollutant Indicator ¹ (Unit) 污染物指標 ¹ (單位)		Emission in 排放量 2020	Emission in 排放量 2019	Basis of calculation 核算依據
Waste water  廢水	Waste water discharged (10,000 tons) 廢水排放量 (萬噸)	86	68	Conversion based on 80% of fresh water consumption. 按照新鮮水消耗量的80%進行折算。
	Density of Waste water discharged (tons/RMB10,000) 廢水排放密度 (噸/萬元)	2.49	2.12	Waste water discharged per RMB10,000 of revenue of the Group. 本集團每萬元收入產生的廢水排放量。
	Chemical Oxygen Demand (CODcr) (tons) 化學需氧量 (CODcr) (噸)	82	69	Accounting based on concentration data in the Group's routine monitoring reports. 依據本集團例行監測報告中的濃度資料進行核算。
	Five-day Biochemical Oxygen Demand (BOD ₅) (tons) 五日生化需氧量 (BOD ₅) (噸)	35	26	
	Ammonia nitrogen (tons) 氨氮 (噸)	1	1	
	Suspended Substance (SS) (tons) 懸浮物 (SS) (噸)	24	24	

Pollutant Indicator ¹ (Unit) 污染物指標 ¹ (單位)	Emission in 排放量 2020	Emission in 排放量 2019	Basis of calculation 核算依據
Exhaust 廢氣 	Nitrogen oxides (tons) 氮氧化物 (噸)	28	28 Conversion with reference to the NOx pollution factor of industrial gas boilers in the <i>Handbook of Industrial Emission Factors</i> . 參考《工業產排污系數手冊》工業燃氣鍋爐中的氮氧化物產污系數進行折算。
Hazardous solid waste 有害固體廢棄物 	Waste chemical reagents, sludge, medical waste (tons), etc. 廢化學試劑、污泥、醫療廢棄物 (噸) 等	51	23 The statistical results were derived from the transfer forms of hazardous waste transferred in compliance by the Group during the year. 統計結果來源於本集團在該年度內合規轉移的危險廢棄物轉移聯單。 During the year of 2020, the total amount of hazardous solid waste was significantly increased compared to the same period last year, mainly due to the “activated carbon” and other wastes were newly added to statistical coverage. 二零二零年度有害廢棄物總量較同期明顯增長，主要由於統計口徑中新增「活性炭」等廢棄物所致。
	Discharge density of hazardous solid waste (kg/RMB10,000) 有害固體廢棄物排放密度 (千克/萬元)	0.15	0.07 Discharge of hazardous solid waste per RMB10,000 of revenue of the Group. 本集團每萬元收入產生的有害固體廢棄物排放量。
Non-hazardous solid waste² 無害固體廢棄物 ² 	Waste product manual (tons) 廢棄說明書 (噸)	2.3	2.2 The amount of waste product manual was calculated based on the Company's statistical ledgers and the unit weight of product manual of corresponding specifications. 廢棄說明書根據本公司統計台賬及相應規格的說明書單位重量核算得出。

Environmental Protection

Pollutant Indicator ¹ (Unit) 污染物指標 ¹ (單位)		Emission in 排放量 2020	Emission in 排放量 2019	Basis of calculation 核算依據
	Discharge density of non-hazardous solid (Kg/RMB10,000) 無害固體廢棄物排放密度 (千克/萬元)	0.01	0.01	Discharge of non-hazardous solid waste per RMB10,000 of revenue of the Group. 本集團每萬元收入產生的無害固體廢棄物排放量。
Greenhouse gas³ 溫室氣體 ³ 	Direct emissions (10,000 tons of CO ₂ equivalent) 直接排放量 (萬噸二氧化碳當量)	3	3	Greenhouse gas emissions are accounted based on the "Greenhouse Gas Accounting System-Corporate Accounting and Reporting Standards" issued by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), and the Intergovernmental Panel on Climate Change (IPCC) <i>Fifth Assessments Report 2013</i> and <i>Industrial and Other Industries Companies Greenhouse Gas Emission Accounting Methods and Reporting Guidelines (trial)</i> " The factors of greenhouse gas emission of the electricity part were selected with reference to the <i>Baseline Emission Factors for China Regional Grid in 2017 Emission Reduction Program</i> issued by the Ministry of Ecology and Environment of the People's Republic of China. 溫室氣體排放量依據世界資源研究所(WRI)和世界可持續發展工商理事會(WBCSD)發佈的《溫室氣體核算體系—企業核算與報告標準》、政府間氣候變化專門委員會(IPCC)《第五次評估報告2013》以及《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》核算得出。其中電力部分的溫室氣體排放因子參照中華人民共和國生態環境部《2017年度減排項目中國區域電網基線排放因子》選取。
	Indirect emissions (10,000 tons of CO ₂ equivalent) 間接排放量 (萬噸二氧化碳當量)	6	4	
	Total emissions (10,000 tons of CO ₂ equivalent) 排放總量 (萬噸二氧化碳當量)	9	7	
	Density of emissions (tons of CO ₂ equivalent) 排放密度 (噸二氧化碳當量/萬元)	0.26	0.22	

1. The scope of collection and statistical methods of the Group's pollutant indicators are constantly being improved, and the statistical calibres and standards will be further standardised in the future. In 2020, the discharge of some pollutants increased compared to 2019, mainly due to the official commissioning of Daxing Production Base, Beijing Tong Ren Tang Technologies (Tangshan) Co., Ltd, and the Beijing Tong Ren Tang Medicine Processing Base at Daxing Biomedicine Industrial Base in Zhongguancun Science Park, Beijing.
 2. The Company produces over 100 types of Chinese patent medicines every year, and uses over 1,000 types of packaging materials. The generated waste packaging materials are in various types and use different specifications and measurement units. Therefore, it is not applicable to count the total amount and density of the waste packaging materials produced by finished products.
 3. Greenhouse gases are mainly carbon dioxide, methane and nitrous oxide.
1. 本集團污染物指標收集範圍及統計方式正在不斷完善中，未來將進一步規範統計口徑及標準。二零二零年，部分污染物排放量相較於二零一九年有所增加，主要由於大興分廠、北京同仁堂科技發展(唐山)有限公司，以及位於北京市中關村科技園區大興生物醫藥基地的北京同仁堂中藥加工基地正式投產所致。
 2. 本公司常年生產的中成藥產品類別超過百種，所用包材種類逾千種，產生的廢棄包材種類衆多且其規格、計量單位均有差異，故，不適用於統計產成品所產生的廢棄包材總量及密度。
 3. 溫室氣體主要為二氧化碳、甲烷、氧化亞氮。

In order to prevent arbitrary disposal of emissions, the Group has adopted a series of measures for strict control.

為防止隨意處理排放物，本集團採取了一系列嚴格的管控措施。

Wastewater pollution management 廢水污染管理



All major production units are equipped with sewage treatment facilities to treat the sewage generated in production and operation in a harmless manner, and then uniformly discharge it into the municipal sewage pipeline after it reaches the discharge standard, thus to prevent harmful pollutants in the wastewater from infiltrating into the ground or flowing into the river.

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

Exhaust gas pollution management 廢氣污染管理



All major production units have built waste gas treatment facilities to treat the waste gas generated in a harmless manner, and discharge it into the atmosphere after it reaches the emission standard.

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

The Group used eco-friendly and energy-efficient boilers such as natural gas boilers and electric energy storage boilers. It also used natural gas, steam and other clean energy to replace coal burning, to reduce emission of hazardous gas.

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

Environmental Protection

Hazardous waste management 有害廢棄物管理



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

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

Besides, the Group has established management ledgers and emergency plans, regularly transports hazardous waste to third-party companies with corresponding qualifications for unified recycling and treatment, and strictly implements waste transfer procedures and keeps transfer documents and other documents.

同時，本集團建立管理台賬和應急預案，定期將有害廢棄物委託給具有相應資質的第三方單位進行統一回收和處理，並嚴格執行廢棄物轉移流程，保存轉移聯單等文件。

Non-hazardous waste management 無害廢棄物管理



The Group collects and stores non-hazardous wastes by classification, and sends them to municipal companies for unified recycling and treatment on a regular basis.

本集團將無害廢棄物進行分類收集和儲存，並定期交由市政公司進行統一回收和處理。

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

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

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



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

本集團租用灑水車、霧炮、除塵機等設備設施，防止粉塵飛散造成空氣污染。

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

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

綠水青山



Yizhuang branch
factory's temporary
storage room for
hazardous waste
亦莊分廠危險廢棄
物暫存間



Yizhuang branch factory's exhaust gas
treatment facility
亦莊分廠廢氣處理設施



Case: An environmental steward was hired to fully diagnose the status of environmental management

例：聘請環保管家全面診斷環境管理現狀

In 2020, the Company hired a professional environmental consulting company to provide comprehensive consulting services on environmental protection to major production units, including comprehensively diagnosing problems and deficiencies in corporate environmental management and pollution prevention. As at the end of 2020, the environmental steward team had conducted 6 surveys to effectively investigate hidden environmental hazards existing from the production and operation process.

二零二零年，本公司聘請專業環境諮詢公司為主要生產單位提供環保管家綜合諮詢服務，全面診斷企業環境管理、污染防治中存在的問題和不足。截至二零二零年底，環保管家團隊共開展調研6次，有效排查生產經營過程中存在的環保隱患。



Environmental steward team at
the survey and training sites
環保管家團隊調研、培訓現場



Environmental Protection

Resource Utilisation

資源使用管理

The Group is committed to becoming a resource-saving and environment-friendly modern green enterprise. We have actively implemented the green concept of energy saving and consumption reduction in daily production and operation and strictly implemented the *Energy Conservation Law of the People's Republic of China* and other relevant national laws and regulations. We have formulated the *Energy and Water Resources Management Regulations* and other internal management systems, striving to strengthen energy management, practice green office and green production, and actively implement energy conservation and consumption reduction in production, operation and daily office work.

本集團致力於成為資源節約型、環境友好型的現代綠色企業，在日常生產經營中積極落實節能降耗的綠色理念，嚴格執行《中華人民共和國節約能源法》等國家相關法律法規，制定了《能源、水資源管理規定》等內部管理制度，力求在生產經營和日常辦公中加強能源管理，踐行綠色辦公和綠色生產，積極落實節能降耗。

In order to achieve refined energy management and collect energy usage data in a more accurate, effective and timely manner, the Group plans to rely on the energy management and control platform to monitor the energy usage of each production unit and continuously improve the level of resource management. The energy management and control platform relies on an automatic control system, which can display energy usage data in real time, reasonably control the operation of equipment and facilities, and improve operational efficiency. Moreover, the platform can establish an economic operation monitoring and energy efficiency evaluation system of main energy-consuming equipment and analyse their energy consumption indicators and operating parameters to implement energy saving and consumption reduction. As at the end of 2020, the platform had been officially launched in Daxing Production Base. It will be further popularised in other production units in the future.

為實現精細化能源管理，更準確、有效、及時地收集能源使用數據，本集團計劃依托能源管控平台監控各生產單位的能源使用情況，不斷提高資源管理水平。能源管控平台依托自動控制系統，可實時展示能源使用數據，合理控制設備設施運轉，提高運行效率。同時，能源管控平台還可建立主要耗能設備的經濟運行監控及能效評價體系，對主要用能設備的能耗指標和運行參數進行分析，落實節能降耗。截至二零二零年底，能源管控平台已於大興分廠正式啟用，未來將進一步在其他生產單位中推廣普及。

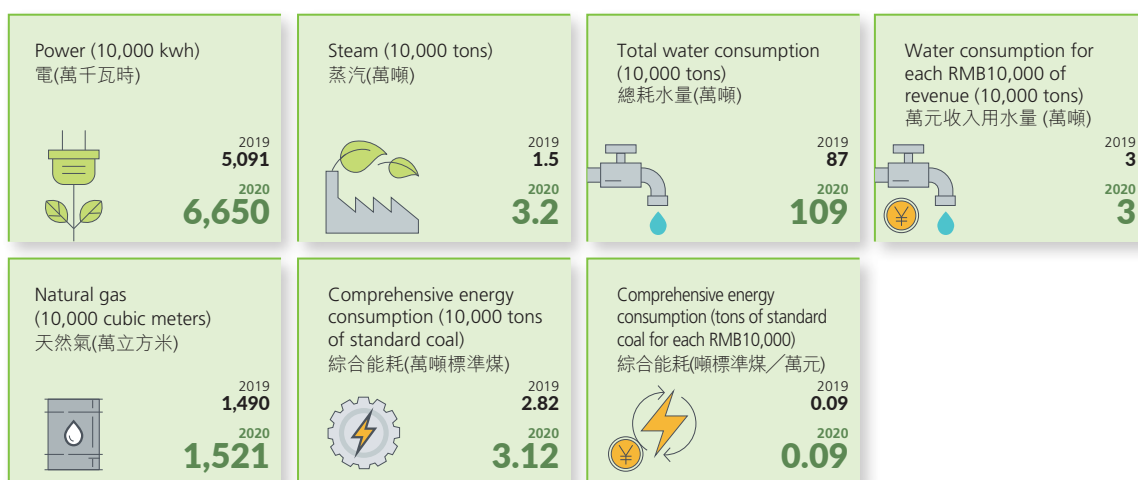


Energy Management and Control Platform
能源管控平台

綠水青山

The resources and energy consumed by the Group in the production process mainly include water, electricity, steam and natural gas, etc., which are all obtained through outsourcing. In 2020, the resources and energy consumed by the main production units of the Group are as follows:

本集團在生產過程中所消耗的資源與能源主要包括水、電、蒸汽和天然氣等，均通過外購方式獲得。二零二零年，本集團主要生產單位消耗的資源與能源情況如下：



Note: The consumption of water, electricity, steam and natural gas was calculated based on the payment vouchers and billing statistics. The comprehensive energy consumption was calculated according to the *General Principles for Calculation of Comprehensive Energy Consumption*. In 2020, parts of energy consumption increased compared to 2019, mainly due to the formal start of operations of Daxing Production Base, Beijing Tong Ren Tang Technologies (Tangshan) Co., Ltd, and the Beijing Tong Ren Tang Medicine Processing Base at Daxing Biomedicine Industrial Base in Zhongguancun Science Park, Beijing.

註：水、電、蒸汽及天然氣消耗數量依據繳費憑證、單據統計核算得出。綜合能耗依據《綜合能耗計算通則》核算得出。二零二零年，部分能源消耗相較於二零一九年有所增加，主要由於大興分廠、北京同仁堂科技發展(唐山)有限公司，以及位於北京市中關村科技園區大興生物醫藥基地的北京同仁堂中藥加工基地正式投產所致。



Note: The Company produces over 100 types of Chinese patent medicines every year, and uses over 1,000 types of packaging materials, such as product manual, composite films, packaging boxes, etc. and the packaging materials are in various types and use different specifications and measurement units. Therefore, it is not applicable to count the total amount and density of the packaging materials produced by finished products.

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

Environmental Protection

Green production

綠色生產

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

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



Geothermal heat pump-based energy storage tank
地源熱泵儲能水罐



Geothermal heat pump-based circulating pump room
地源熱泵循環泵房

The water resources used by the Group mainly come from the local municipal water supply, and water shortage is not a key constraint in the production process of the Group. In order to improve water use efficiency, the Group uses water-saving appliances to regularly inspect and maintain the water supply system to avoid spillage and leakage. At the same time, the Group adopts a circulating water system in the production process and uses reclaimed water for greenbelt irrigation to promote the recycling and reuse of water resources and reduce water consumption.

本集團所用的水資源主要來源於當地市政供水，水資源短缺並非本集團生產過程中的關鍵性制約因素。為提升用水效率，本集團使用節水型器具，定期對供水系統進行檢查、維護，避免跑、冒、滴、漏的現象發生。同時，本集團在生產環節中採用循環水系統，利用中水進行綠地澆灌，促進水資源的回收再利用，降低水資源消耗。

綠水青山

Green office 綠色辦公

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

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

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

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



Environmental Protection

Environmental awareness 環保意識



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

培養員工廢物利用、節水節電的環保意識，提升能源循環利用率，降低污染物排放

Saving water 節約用水



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

使用節水型設備，加強用水設備的日常檢修和維護

Saving electricity 節約用電



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

使用節能環保型燈具，如LED照明燈等

Saving paper 節約用紙



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

使用電子郵件、電子辦公平台等，回收利用廢舊紙張，減少紙製品的使用量

Green travel 綠色出行



We provide shuttle service for some routes, and encourage employees to advocate public transportation and green travel

提供部分路線班車，倡導員工乘坐公共交通、綠色出行

Coping with Climate Change 應對氣候變化

Climate change has become the focus of widespread concern in society. The frequency and intensity of extreme weather has increased, and it has severely affected industries such as agriculture, forestry and animal husbandry. Traditional Chinese medicinal materials are special agricultural resources whose cultivation, growth, distribution and harvesting are also affected by climate change. As an enterprise which is mainly a Chinese patent medicine manufacturer, the Group identified risks and opportunities related to climate change based on its current status and needs, improved risk management and control mechanisms, and explored measures to address climate change, to ensure the sustainable development and utilisation of traditional Chinese medicines.

氣候變化問題已成為社會廣泛關注的焦點，極端天氣的發生頻次及強度有所增加，已對農、林、牧等產業造成了嚴重影響。中藥資源作為特殊的農業資源，其栽培、生長、分布和採收也會受到氣候變化的影響。本集團作為中成藥製造為主的企業，已結合自身現狀與需求，識別有關氣候變化的風險和機遇，並完善風險管控機制，探索應對氣候變化的措施，以保障中藥資源的可持續發展與利用。

Risk identification 風險識別

The extreme weather caused by climate change poses many challenges to the utilisation of natural resources and production and operation activities. In the face of the urgency of climate change, the Group takes into account its own needs to identify and analyse the possible impacts of climate change on the Group's operations.

On the one hand, the country proposed in 2020 to reach peak carbon emissions by 2030 and achieve carbon neutrality by 2060; therefore, with the tightening of relevant national policies, the Group may be subject to restrictions or requirements related to carbon emissions by regulatory authorities, resulting in an increase in compliance costs. On the other hand, as the country pays increasing attention to climate change and the ecological environment, the protection of biodiversity may be strengthened, resulting in restrictions or prohibitions on the types and quantities of plant and animal-based traditional medicinal materials collected by the Group, thereby increasing operating costs and compliance costs.

氣候變化引發的極端天氣為自然資源利用、生產經營活動等帶來諸多挑戰。面對刻不容緩的氣候變化形勢，本集團從自身出發對運營可能受到的氣候變化影響進行識別和分析。

一方面，國家在二零二零年提出力爭於二零三零年前達到碳峰值，爭取二零六零年前實現碳中和的減排目標。隨著最新國家相關政策的趨嚴，本集團可能會受到監管部門與碳排放量有關的限制或要求，導致合規成本的增加。另一方面，隨著國家對氣候變化和生態環境的重視，可能會加強對生物多樣性的保護，導致本集團採收動植物中藥材資源的種類和數量受到限制或禁止，使得運營成本和合規成本增加。

Environmental Protection

Meanwhile, global climate change brings possible changes of temperature, humidity and other conditions in authentic places of origin, the Group may be posed to situations such as outputs decrease, a decline in the quality and market price fluctuations of traditional Chinese medicinal materials, which in turn may have an impact on the Group's production and procurement costs.

For example, climate change may have an impact on the production of traditional Chinese medicinal materials. The quantity of traditional Chinese medicinal materials is closely related to the geographical environment, climate and human activities. Climate change may destroy and affect the physical and chemical properties of the soil and threaten the growth of some traditional Chinese medicinal materials. In addition, extreme weather such as drought, rainstorms and floods may cause a severe decline in the output of traditional Chinese medicinal materials. Similarly, climate change may have an impact on the quality of traditional Chinese medicinal materials. Traditional Chinese medicinal materials have obvious regional characteristics, especially authentic medicinal materials with superior quality and obvious effects. Climate change may cause changes or shrinkage of the environment suitable for the growth of traditional Chinese medicinal materials, causing them to migrate to a more suitable environment where the content of active ingredients may change, thereby having an impact on their quality and efficacy.

同時，全球氣候變化可能導致道地產區的溫度、濕度等條件發生變化，使得本集團生產所需中藥材採收量減少、中藥材質量下降、市場價格波動等，進而對本集團生產供應及採購成本造成一定影響。

例如，氣候變化會對中藥材的產量產生影響。中藥材數量與地理環境、氣候環境和人類活動息息相關，氣候變化可能會破壞和影響土壤理化性質，對部分中藥材的生長造成威脅。此外，干旱、暴雨、洪澇等極端天氣也可能使得中藥材產量嚴重下降。同樣，氣候變化也會對中藥材的質量產生影響。中藥材具有明顯的地域特性，尤其是品種優良、療效顯著的道地藥材，而氣候變化可能會導致中藥材適宜生長的環境發生變化或萎縮，使得中藥材向更適宜的環境遷移，導致藥用活性成分含量發生不同的變化，進而對中藥材的質量和藥效產生一定的影響。

Risk response 風險應對

Based on the identification of climate change risks, the Group has set out to formulate management measures to deal with climate change risks. We have adopted a three-level risk management and monitoring model comprising risk management, risk supervision and independent review, and incorporated natural and environmental factors such as natural disasters and environmental conditions in the scope of identification of external risks, in order to strengthen the ability to respond to climate change risks. The Group has refined the process of risk identification, assessment and management, and set up such links as risk monitoring, reporting and early warning, risk assessment processing, risk management supervision and evaluation, formulation and implementation of countermeasures to actively prevent and respond to possible climate change risks.

The Group will strengthen the identification, evaluation and supervision of the impacts and risks of severe climate changes on the Group's various businesses, pay attention to market conditions and changes in related industrial policies in a timely manner, strengthen the close connection between procurement, production and sales, and maintain a reasonable inventory structure and appropriate strategic reserves to maximise the supply of required materials and to avoid the risk that their prices rise due to the imbalance between supply and demand.

At the same time, we timely grasp the quantity and dynamic changes of traditional Chinese medicinal materials resources, analyze the dynamic change and carry out the artificial cultivation and breeding of precious and endangered animal and plant-based medicinal materials resources in accordance with the law in order to effectively prevent and mitigate the negative effects of climate change on traditional medicinal materials resources. We actively advocate low-carbon and green production and lifestyles, improve energy efficiency, reduce pollution emissions and alleviate climate change.

在氣候變化風險識別的基礎上，本集團著手制定應對氣候變化風險的管理辦法，設立風險管理、風險監察、獨立檢討的三道風險管理模式，並已將自然災害、環境狀況等自然環境因素納入外部風險的識別範圍，強化氣候變化風險的應對能力。本集團細化了風險識別、評估及管理的流程，設置了風險監控報告與預警、風險評估處理、風險管理的監督與評價、應對措施的制定與實施等環節，積極防範與應對可能發生的氣候變化風險。

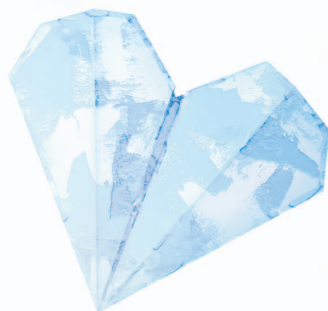
本集團將加強重大氣候變化對本集團各項業務產生的影響及風險的識別、評估和監管，及時關注市場行情及相關產業政策變化，強化採購與生產、銷售之間的緊密銜接，保持合理庫存結構和適當的戰略性儲備，最大限度保障所需物料的供應，避免其價格因供需矛盾失衡而持續上升的風險。

同時，及時瞭解和掌握中藥資源數量，進行動態分析，依法開展動植物中藥材資源的人工培養、繁育，預防和減緩氣候變化對所需中藥材資源產生的負面影響；積極倡導低碳化、生態化的生產生活方式，提高能源利用率，減少污染排放，緩解氣候變化。

EMPLOYEE

CARE

關愛員工



關愛員工

Talent is the core competitiveness of the development. The Group believes that realisation and promotion of employees' value will help achieve the Group's overall goals. Therefore, we continuously promote the establishment of a talent management system, employ employees in compliance with laws and regulations, formulate a sound scientific system for employee training and promotion and a platform for employees to realise their self-worth, effectively protect employees' rights and interests, and care for employees' physical and mental health, so as to achieve mutual growth of employees and the Company.

人才是發展的核心競爭力，本集團始終深信員工價值的實現與提升，有利於本集團整體目標的實現。本集團持續推動人才管理體系建設，依法合規僱傭員工，制定科學完善的員工培訓晉升制度，打造員工實現自我價值的平台，切實維護員工權益，關愛員工身心健康，實現員工與企業共成長。

Employees' Rights and Interests 員工權益

The Group strictly complied with the relevant laws and regulations of the PRC including *Labour Law of the People's Republic of China*, *Labour Contract Law of the People's Republic of China*, and the *Law of the People's Republic of China on Protection of Minors* and the *Law of the People's Republic of China on the Protection of Rights and Interests of Women*. We have a strict recruitment system and recruitment process internally. General recruitment and campus recruitment have been adopted to attract talents needed by the Company according to the principles of openness, equality, voluntariness and consensus. We sign labour contracts in written form with recruits. We pursue a fair, just and non-discriminatory employment policy. During the recruitment process, there is no discrimination against any candidate due to gender, region, ethnicity, religion, age, marital status or other factors. We respect and protect the legal rights and interests of all employees.

The Group strictly abides by the *Attendance and Vacation Management System*. We implement a working hour system of 8 hours a day and 5 days a week for office employees and a work shift and alternative holiday system for production employees. The arrangements for rest days and statutory holidays of employees are consistent with those provided in the national labour laws and regulations. In addition, child labour and forced labour are strictly prohibited. In case of any suspected violation of the above laws, the Group will immediately assist the victim in reporting to the police or relevant labour authorities in strict compliance with national laws and regulations, and will make every effort to cooperate with the investigation. Should the violation be confirmed, the Group will promptly hold the relevant person liable. During the Reporting Period, no employment of child labour, forced labour or any other violations occurred. In addition, the Group understands and recognises the benefits of a diversified employee structure and regards it as an important element to maintain the long-term competitive advantage of the Group. A multicultural company should include employees of different genders, ages, skills, educational backgrounds, industry experience and other qualities in order to achieve the optimum structure and balance.

本集團嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《中華人民共和國未成年人保護法》《中華人民共和國婦女權益保障法》等國家相關法律法規，於內部嚴格規範招聘制度與招聘流程，採取社會招聘和校園招聘等途徑，根據公開、平等、自願、協商一致的原則，引進公司所需人才，並與其簽訂書面形式的勞動合同。本集團奉行公平、公正、無歧視的用工政策，招聘過程中不會因應聘者的性別、地域、民族、宗教、年齡、婚姻狀況等因素產生任何歧視，尊重並保障所有員工的合法權益。

本集團嚴格遵守《考勤及假期管理制度》，辦公室員工實行每日8小時、每周5天的工作時間制度，生產員工或實行輪班、輪休制度，員工的休息日及法定節假日與國家勞動法規一致。同時，嚴禁使用童工和強制勞動事件發生，如若發生相關事件，本集團將嚴格按照國家相關法律法規立即協助受害員工向警方或相關勞動部門報告，並全力配合調查，如若屬實，本集團將立即追究違規辦事人員責任。於報告期內，未有聘用童工、強迫勞工等事件發生。此外，本集團瞭解並認同多元化員工結構的裨益，並視之為維持集團長久競爭優勢的重要元素之一。一個具備多元文化的公司應包括不同性別、年齡、技能、教育背景、行業經驗及其他素質的員工，以達到最適合的結構與平衡。

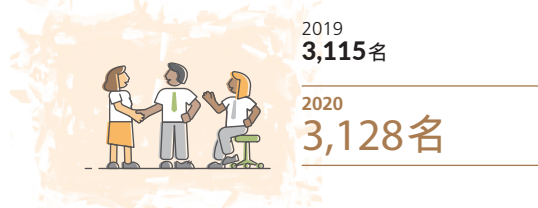
Employee Care

During the Reporting Period, the Group had a total of 3,128 employees (2019: 3,115 employees), of which are 1,950 employees of the Company (2019: 1,931 employees). Besides, the Company had a total of 92 dispatched employees (2019: 106 dispatched employees). Regular employees were divided by gender, employment type, age and region as follows:

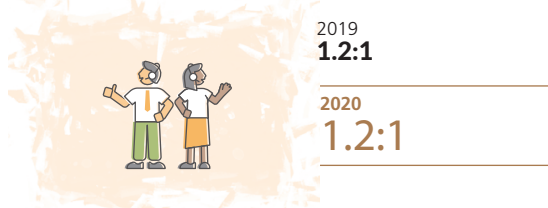
報告期內，本集團共有員工3,128人(二零一九年：3,115人)，其中，本公司共有員工1,950人(二零一九年：1,931人)，此外，本公司另有派遣員工92人(二零一九年：106人)，正式員工按性別、僱傭類型、年齡和地區劃分的員工數量如下：

The Group Employees Portfolio 本集團人員分佈

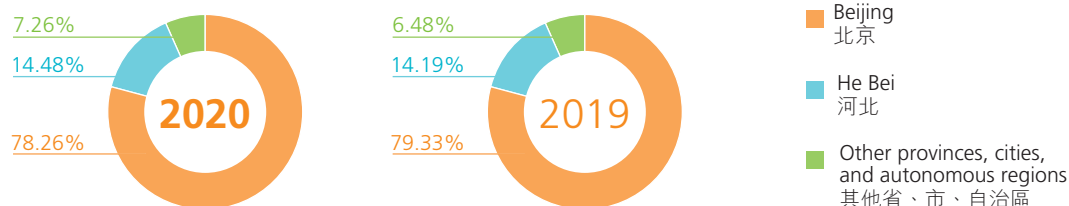
Total employees
正式員工總人數



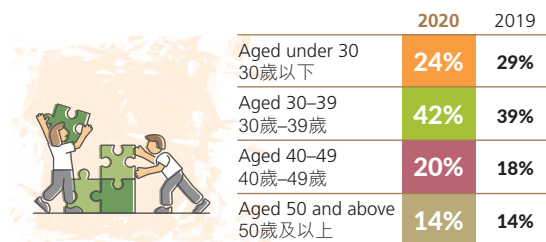
Male/female ratio
男女比例



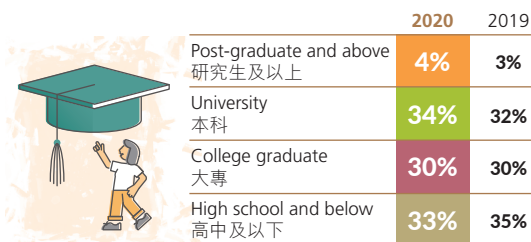
Percentage by region
按地區劃分百分比



Breakdowns by age
按年齡分佈



Breakdowns by academic qualification
按學歷分佈



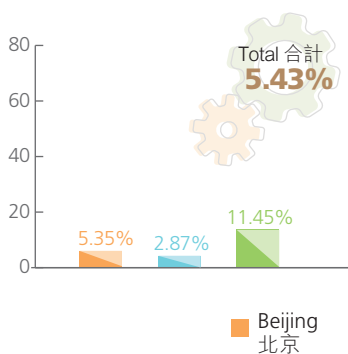
關愛員工

Brain drain is a universal problem in corporate talent management. The Group actively summarises the reasons for employee turnover and makes targeted optimisation and improvement to try its best to retain outstanding talents. As at the end of 2020, 86 employees (excluding retired employees) had departed from the Group with a turnover rate of 2.75%; 170 employees were hired with an inflow rate of 5.43%. The rate of worker flow divided by geographical location is as follows.

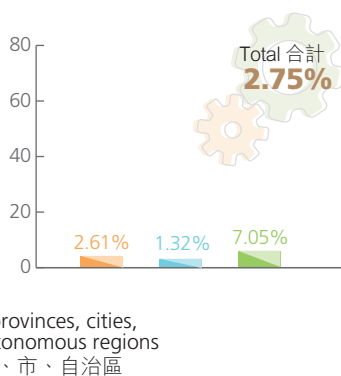
人才流失是企業人才管理的普遍問題，本集團積極總結員工流失原因，並針對性地進行優化改善，盡力留住優秀人才。二零二零年，本集團員工流失人數（不包括退休人數）為86人，流失率為2.75%，新入職員工170人，流入率為5.43%。按地區劃分的流動情況如下：

The Group's Employee Flow Ratios by Region
本集團按地區劃分的人員流動情況

Inflow ratio
流入率



Outflow ratio
流失率



Besides, the Group strives to create an open, transparent, equal and diversified environment by effectively protecting the legitimate rights and interests of employees such as the right to know and the right to speak. The Group has established trade union organisations at all levels in accordance with the *Trade Union Law of the People's Republic of China* to provide employees with smooth channels of information communication. At the same time, we regularly organise "Democratic Reception Day" to actively listen to the opinions and suggestions of employees and promptly adopt corresponding solutions to problems that are of high concern to employees to protect their interests.

此外，本集團努力營造開放、透明、平等、多元的工作環境，重視並切實保護員工的知情權、話語權等合法權益。本集團已按照《中華人民共和國工會法》成立了各級工會組織，為員工提供暢通的信息溝通渠道。同時，本集團定期開展「民主接待日」活動，積極聽取員工的意見與建議，針對員工關注度較高的問題及時採取相應的解決措施，保障廣大員工的利益。

Employee Care

Employee Development

員工發展

The continuous growth of employees is the foundation and motivation for the Group to maintain healthy and long-term development. The Group attaches great importance to the growth and development of each employee. With the aim of “Building a Growth Path for Employees”, the Group has diligently selected, fostered, used and retained talents, and has been gradually establishing a training mechanism that can bring employees’ potential into full play. We strive to provide employees with a complete learning and promotion platform in expectation of their realisation of self-worth and career development goals.

In 2020, the Group actively explored the reform of the ranks and grades of employees in production units and management departments. According to the tasks and business characteristics undertaken by employees, three sequences were sorted out: operation management, professional technology and skill operation. We also clarified the standards of grading and promotion for the rank allowances of each sequence and built a multi-channel promotion mechanism combining positions and skills to create a fair, just and open competition atmosphere that encourages employees to grow and become talents in their respective fields.

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

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

二零二零年，本集團積極探索對生產單位、管理部室員工職級、職系的改革工作。根據員工所承擔的工作任務和業務特點，分為經營管理、專業技術、技能操作三個序列，並明確各序列職級津貼的等級標準和晉升標準，形成崗位與技能結合的多通道晉升機制，營造公平、公正、公開的競爭氛圍，激勵員工在各自領域成長、成才。

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

關愛員工

In 2020, the Group tried its best to overcome the impact of the Epidemic by actively using "Internet +" means to build an online learning platform for employees and providing employees with multi-level and systematic training. During the Reporting Period, the Group held more than 500 training events of various types with attendance as follows:

二零二零年，本集團努力克服疫情影響，積極運用「互聯網+」手段，搭建員工在線學習平台，為員工提供多層級、系統性的培訓。報告期內，本集團共舉辦各類培訓活動500餘場，員工參與培訓情況如下：

Average training duration of each employee of the Group (hours) 本集團人均培訓時長(小時)

All employees
全體員工

15.57



Male employee
男性員工

16.31



Female employee
女性員工

14.70



Case: Construction of Chief Technician Studio for "Passing the Torch with Masters Guiding Apprentices"

例：「薪火傳承，師徒傳承」首席技師工作室建設

In 2020, the Group launched an 8-day training program entitled "Passing the Torch with Masters Guiding Apprentices". This training offered a systematic and standardised explanation for the studios on how to develop tutorial courses and how to learn from the ideas and experience of masters, which effectively broadened the horizon of masters and apprentices. As at the end of the Reporting Period, the Group had 8 chief technician studios, including 1 master-level studio in Beijing.

二零二零年，本集團開展為期8天的「薪火相傳師帶徒」培訓，此次培訓為各工作室系統地講述如何開發教學課程、如何汲取師傅的思想、經驗，有效拓寬工作室師徒的工作思路。截至報告期末，本集團現共有首席技師工作室8家，包括北京市大師級工作室1家。

Employee Care



Case: A series of training activities for young cadres in 2020

例：二零二零年青年幹部系列培訓活動

During November 2020, the Group organised a closed training program for young cadres under the age of 35, which were divided into 4 sessions with each session lasting 2 days, and more than 170 people participated in the training.

The training offered such courses as party lectures for young cadres and inter-departmental communication, which from multiple levels systematically sorted out the various qualities that managers should possess such as efficient communication skills, talent identification and employment skills, management and motivation skills, and emotional management. The case studies, sand table simulation and other means of training allowed employees to further improve their problem-solving skills, effectively enhanced the management capabilities of young cadres in various positions, and provided a solid talent pool for the development of the Group.

二零二零年十一月期間，本集團組織35歲以下青年幹部開展封閉培訓，共分4期，每期培訓時長2天，參與培訓人數170餘人。

此次培訓分別開設青年幹部黨課、跨部門溝通等課程，從高效溝通技巧、識人用人技巧、管理與激勵技巧、情緒管理等多個層面系統梳理管理者應具備的各項素養，並通過豐富的案例研討、沙盤模擬等方式讓員工進一步提高問題解決能力，有效提升各崗位青年幹部的管理水平，為本集團的發展提供堅實的人才儲備。



關愛員工

Employee Care 員工關愛

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

All employees of the Group are entitled to statutory holidays prescribed by PRC, as well as paid leave for ethnic minority events such as Lesser Bairam Day, participation in parents' meetings and preschool children vaccination, etc., and employees enjoy bonuses, allowances, subsidies and welfare in connection with paid vacation according to the applicable regulations of the State and the Company. For female employees, in addition to the statutory 98-day maternity leave stipulated in the *Special Provisions on Labour Protection for Female Employees*, they can also enjoy an additional three months of maternity leave from the company to effectively protect their health rights and interests.

In 2020, the Group actively offered assistance to employees, providing corresponding subsidies to hospitalised employees or employees in need, so as to address the worries of employees and extending congratulations to employees in case of marriage and childbirth. Besides, a mechanism is also in place to provide a certain percentage of medical expense reimbursement for family members of qualified employees to ease their burden.

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

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

二零二零年，本集團積極開展員工互助幫扶工作，為住院員工或困難員工提供相應的補助，解決員工後顧之憂，並向結婚及生育員工開展慰問。同時，本公司還為滿足條件的員工家屬提供一定比例的醫療費用報銷，以減輕員工負擔。

The Group is committed to improving the working and living environment of front-line employees. In 2020, the labour union established 7 heart-warming stations for employees for whom we purchased refrigerators, fresh-keeping cabinets, microwave ovens, first-aid kits, tables and chairs, storage boxes, umbrellas and other materials to ensure and improve the production and living conditions of front-line employees. In summer, we distribute mosquito repellent, heatstroke prevention and cooling products to front-line employees.

本集團致力於改善生產一線員工的工作與生活環境。二零二零年，工會共為員工建立7個暖心驛站，購置冰箱、保鮮櫃、微波爐、職工急救藥箱、桌椅、儲物盒、雨傘等物資，保障和改善一線員工的生產生活條件。同時，本集團於夏季積極開展送清涼活動，為一線員工發放驅蚊、防暑降溫用品。



Heart-warming section
暖心驛站

Employee Care

Safe Production

安全生產

The Group strictly implements the relevant provisions in the *Law of the PRC on Prevention and Control of Occupational Diseases* and relevant labour protection regulations, and has formulated the *Employee Health Management Regulations* and the *Management Regulations for Sanitation and Personnel Health*. We regularly organise employees to take health checkups every year. For employees engaged in jobs with occupational hazards, measures such as regular health checkups and providing labor protection appliances are adopted to reduce the incidence of occupational diseases. In addition, the Group regularly monitors and evaluates occupational hazards in production sites.

In order to effectively ensure production safety, the Group has established a “dual control” safety management system that combines risk classification and control and hidden danger investigation and rectification.

- Risk classification-based management and control system: According to the possibility of safety accidents, the frequency of exposure of personnel to dangerous environments, and the possible consequences of accidents, we carry out safety assessment of hazard sources in potentially dangerous operating environments to determine the extent of risk under operating conditions, and then formulate a management and control system involving management requirements, emergency measures, etc.
- Hidden danger investigation and resolution system: After identifying known hazard categories, design defects, and potential damages to process equipment, operation and management, we apply harmless and risk-reducing treatments for these hazards.

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

為有效保障生產安全，本集團建立了風險分級管控和隱患排查治理相結合的「雙控」安全管理體系。

- 風險分級管控體系：根據安全事故發生的可能性、人員暴露於危險環境中的頻繁程度和一旦發生事故可能造成的後果三個因素，對具有潛在危險性作業環境中的危險源進行安全評價，評判作業條件危險性大小，進而制定管理要求、應急措施等。
- 隱患排查治理體系：對已知的危險類別、設計缺陷以及與工藝設備、操作、管理有關的潛在危險性和有害性進行判別檢查後，採取無害化、降低危險性的處理措施。

關愛員工

The Group has continued to promote safe production, and formulated three-level safety inspection regulations and standards which include the factory level, workshop level and group level, to continuously strengthen the construction of safe production standardisation, so as to protect employees. Furthermore, dedusting, denoising and poison-proof devices are furnished at production workshops, where standard safety signs for hazardous articles are in place and inflammables and explosives are stored and used according to strict requirements. Production staff are provided with PPE — personal protective equipment such as protective articles to minimise the negative impact on employees' health. In 2020, the Group conducted production safety inspections on subsidiaries in Anhui and Chengdu, made recommendations on part of the work on production safety, and offered professional guidance for improving the production safety management of the subsidiaries.

During the Reporting Period, the Group actively responded to the special rectification actions of hazardous chemicals by pharmaceutical companies in Beijing by conducting a statistical analysis of all hazardous chemicals involved and adding hazardous chemical storage cabinets to ensure the compliance and safety of hazardous chemicals storage. In addition, the Group regularly conducts fire-fighting evacuation, self-rescue and escape drills every year, as well as relevant training on the use of hazardous chemicals, laboratory safety, emergency first aid, etc. to continuously strengthen employees' awareness of safety and improve the ability to protect themselves. In 2020, no major work-related accidents occurred in the Group. No employees have died due to work in the past three years.

本集團持續推進安全生產，制定分廠級、車間級、班組級的三級安全檢查制度與標準，不斷加強安全生產規範化建設，以保護生產員工安全。此外，本集團生產車間均裝有除塵、除噪、防毒等設備，並規範設置危險品識別標誌，規範使用、儲存易燃易爆物品，並為生產員工提供防護用品，最大限度地降低對員工健康的傷害。二零二零年，本集團對安徽、成都兩地的子公司進行安全生產工作檢查，並對部分安全生產工作提出建議，通過專業性的指導提高子公司安全生產工作管理水平。

於報告期內，本集團積極響應北京市醫藥企業危險化學品專項整治行動，對自身涉及的全部危險化學品進行了統計梳理，並增設危險化學品儲存櫃，保障危險化學品存儲的合規性與安全性。同時，本集團每年定期舉行消防疏散、自救、逃生等演練，開展危險化學品使用、實驗室安全、應急急救等相關培訓，不斷強化員工的安全意識，提高員工的自我保護能力。二零二零年內，本集團未發生重大工傷事故，近三年內未發生員工因工身故情況。

Employee Care



Case: Safety management for resumption of work and production during the Epidemic 例：疫情期間復工、復產安全管理

During the Epidemic, in order to ensure the health of employees and production safety, all production units of the Group formulated prevention and control plans and emergency plans immediately for the resumption of work and production in advance. We set up isolation rooms and 1-metre distance lines, increased the frequency of disinfection in the factory area, and took such measures for all personnel and vehicles entering the factory such as temperature measurement and QR code scanning for registration, so that every person and vehicle was checked.

疫情期間，為確保員工健康及生產安全，本集團各生產單位針對提前復工復產的情況，在第一時間制定防控方案以及防控應急預案，建立發熱隔離室、設立一米線，加強對廠區消毒頻次，並對進入廠區的所有人員和車輛採取體溫測量、掃碼登記等措施，做到逢人必查，逢車必檢。



關愛員工



Case: Yizhuang branch factory carried out safety publicity and assessment

例：亦莊分廠開展安全宣傳及考核

In 2020, during the “Safety Month” of the Yizhuang branch factory, knowledge on production safety was widely publicised to improve the safety consciousness of all employees. Posters, online quizzes, etc. were used with the main content of electricity safety, fire safety, emergency evacuation, gas safety, first-aid common sense, etc. At the same time, in accordance with Beijing’s fire protection requirements for “one police officer and six safety officers”, combined with activities such as “Emergency Safety Entering Thousands of Homes” and “119 Firefighting Month”, the factory organised and carried out fire emergency drills and fire-fighting skills training and assessment for key employees to ensure production safety.

二零二零年，亦莊分廠安全月期間以用電安全、消防安全、應急疏散、燃氣安全、急救常識等為主要內容，採用宣傳海報、線上答題等方式，廣泛宣傳生產安全知識，提高全體員工的安全意識。同時，按照北京市消防「一警六員」應急警備要求，結合「應急安全進萬家」以及「119消防月」等活動，亦在分廠組織開展「一警六員」消防應急培訓演練，對重點員工進行了消防技能的培訓及考核，保障生產安全。



CONTRIBUTIONS TO SOCIETY

回饋社會



回饋社會

As the inheritor and disseminator of Tong Ren Tang culture, the Group adheres to the concept of giving back to society. We actively devote ourselves to public undertakings, integrate business development with social responsibility, and demonstrate our social value and responsibility. Using its own professional knowledge and platform resources the Group maintains its focus on poverty alleviation, medical and other fields. In the battle against the Epidemic, from the perspectives of resumption of work and production, social assistance and support with traditional Chinese medicines and traditional Chinese medicine healthcare, we have fulfilled our responsibilities and obligations.

作為同仁堂文化的繼承者和傳播者，本集團始終秉持回饋社會的理念，積極投身公共事業，將經營發展與社會責任相融合，展現社會價值和責任擔當。本集團利用自身專業知識及平台資源，持續聚焦扶貧幫困等領域，並在抗擊疫情的戰役中，從復工復產、社會援助及中醫藥助力等方面出發，踐行責任與義務。

Targeted Poverty Alleviation 精準扶貧

The year 2020 concluded the decisive battle against poverty in a targeted manner. With a high sense of responsibility and mission, the Group provided financial and technical assistance to the designated recipient Xinlin Town, Zhalaite Banner, Xing'an League, Inner Mongolia Autonomous Region. In the past three years, the Group has continued to increase its efforts in poverty alleviation through industry, using targeted planting, training, and on-demand acquisition and other measures to help build a characteristic industry of planting traditional Chinese medicinal materials. We have invested a total of nearly RMB30.00 million to help nearly 1,000 local poor households eliminate poverty.

To develop the planting industry of traditional Chinese medicinal materials by leaps and bounds, we must be oriented towards standardised planting and supported by scientific and technological management. The Group successively hired expert teams to carry out a series of training programs locally, and our technicians often went deep into the fields to help growers solve practical problems encountered in the planting process. Driven by the Group, the standardised planting of Chinese herbal medicine in Xinlin Town gradually became a pillar industry for local poverty alleviation and prosperity. It not only vigorously promoted the adjustment of the town's agricultural industry structure, but also provided more income-increasing channels from the transformation of traditional planting. As excessive exploitation was reduced effectively, the "clear waters and green mountains" and the "mountains of gold and silver" were integrated into one.

二零二零年是精準扶貧攻堅收官之年，本集團以高度的責任感和使命感，向對口幫扶地——內蒙古自治區興安盟扎賚特旗新林鎮提供資金與技術幫扶。近三年，本集團持續加大產業扶貧力度，採用定向種植、提供培訓、按需收購等方式，助力打造中藥材種植特色產業，累計投入近3,000萬元人民幣，幫助當地近千名建檔立卡的貧困戶脫貧。

中藥材種植產業要長足發展，規範化標準化種植是方向，科學技術管理是支撐。為此，本集團先後多次聘請專家團隊到當地開展系列培訓，技術人員更是經常深入種植產地，幫助種植戶解決種植過程中遇到的實際問題。在本集團的帶動下，新林鎮中草藥規範化種植逐漸成為當地脫貧致富的一項支柱產業，有力地推動了全鎮農業產業結構調整，為傳統種植轉型提供了更多的增收渠道，有效地減少了濫挖濫採的現象，實現了「綠水青山」與「金山銀山」的融合併進。

Contributions to Society



Case: The Company leading a team of experts to Xinlin Town to answer questions

例：本公司攜專家團隊赴新林鎮答疑解惑

In October 2020, the Company was leading a team of experts from Beijing University of Chinese Medicine and went to Xinlin Town, Xing'an League to answer questions about the development of the local Chinese herbal medicine planting industry.

At the training session, the expert team shared knowledge focusing on the brand building of traditional Chinese medicinal materials, the production quality traceability system of medicinal materials, etc. During the interactive Q&A session, the expert team gave detailed answers to questions about planting, seedling, and harvesting of Chinese herbal medicines that the growers were concerned about, and based on the situation learned from the field investigation, proposed to growers scientific recommendations on field management of medicinal materials in autumn and winter. In the next step, the Company will continue to provide more in-depth guidance for farmers in Xinlin Town.

二零二零年十月，本公司攜北京中醫藥大學專家團隊再赴興安盟新林鎮，就當地中草藥種植產業發展答疑解惑。

培訓會上，專家團隊著重就中藥材品牌建設、藥材生產質量溯源系統等方面內容展開了相關介紹。互動答疑環節中，專家團隊就種植戶關心的中草藥播種、育苗、採收等方面的問題做出詳細的解答，並根據田間調研瞭解到的情況，向種植戶提出了藥材秋冬季田間管理的科學建議。下一步，本公司將繼續對新林鎮種植戶提供更加深入的指導。



Training on standardised planting techniques of traditional Chinese medicinal materials
中藥材規範化種植技術培訓

回饋社會

In 2020, adhering to the concept of “keeping responsible despite victory against poverty”, the Group continued the assistance policy by exploring channels for increasing income through consumption and technology-driven poverty alleviation, and continued to promote the restructuring of the local agricultural industry. The Group helped local farmers to establish the awareness of the “Tong Ren Tang Standard”. The local Chinese herbal medicine planting area was increased from the initial 5,000 mu (333.33 hectares) to nearly 20,000 mu (1,333.33 hectares). While the industry began to take shape, the farmers’ quality awareness improved, and consolidated the hard-won results of poverty alleviation in the region.

二零二零年，本集團秉承「摘帽不摘責」的理念，延續幫扶政策，通過消費扶貧和技術扶貧的方式探索增收渠道，持續推動當地農業產業結構調整。本集團幫助當地種植戶建立「同仁堂標準」意識，當地中草藥種植面積也由最初的5,000畝增加到近20,000畝，在產業初具規模的同時，也提高了種植戶的質量意識，鞏固了當地來之不易的脫貧成果。



Medicinal materials from targeted procurement entering the warehouse
定向採購的藥材入庫



Technical exchange in the field
組織田間技術交流

In addition, the planting-oriented subsidiaries of the Group enthusiastically went to the fields to provide planting guidance and technical training to local farmers, helping farmers improve the quality and yield of planted traditional Chinese medicinal materials, thereby contributing to poverty alleviation.

此外，本集團各種植型子公司也積極到田間地頭，對當地農戶進行種植指導與技術培訓，幫助農戶提升種植中藥材的品質與產量，為實現助貧脫困貢獻一份力量。

Fight against the Epidemic 迎「疫」而戰

At the beginning of 2020, the Epidemic spread across the world, resulting in an extremely severe situation of Epidemic prevention and control. As a traditional Chinese medicines producer, the Group actively cooperated with various national and local policies and measures on Epidemic prevention. With the slogan of “a century-old company making full efforts to support Epidemic prevention and fulfill responsibility”, we fought the Epidemic together with the whole of society by taking the initiative to undertake our social responsibility. In order to cooperate with the prevention and control of the Epidemic, the Group made work arrangements around the resumption of work and supply security, Epidemic prevention assistance, etc., pooling all efforts online and offline to engage in the battle against the Epidemic.

二零二零年初，疫情在全球蔓延，防控形勢極為嚴峻。本集團作為中藥企業，積極配合國家各地的各項防疫政策及措施，以「百年老店，重磅發力，支援防疫，彰顯擔當」為口號，與全社會共同「戰疫」，主動承擔社會責任。為配合疫情防控，本集團圍繞復工保供、防疫援助等方面開展工作，線上線下齊發力，全力投入到抗擊疫情的戰鬥中。

Contributions to Society

Resumption of work and supply security

復工保供

"Cultivating Kind-heartedness and Benefiting Mankind and Preserving Health" is the original intention and mission of Tong Ren Tang. As a traditional Chinese medicine producer, facing the increasingly serious Epidemic, the Group took up its social responsibility by actively resuming work and production and sparing no effort to guarantee the production and supply of anti-Epidemic drugs. At the beginning of 2020, under the pressure of transportation difficulties and rising purchase prices of raw medicinal materials and accessories, the employees of the Group gave up the Spring Festival holiday, activated emergency production and delivery mechanisms, and took the lead in resuming production, sales, logistics and distribution. Meanwhile, the Group immediately initiated and implemented a series of prevention and control measures, established the leading and working groups for Epidemic prevention and control, and held a number of special meetings on Epidemic prevention and control to improve awareness, clarify responsibilities and coordinate various production units to safeguard against the Epidemic.

「同修仁德，濟世養生」是同仁堂的初心與使命，作為傳統中藥企業，本集團面對疫情愈加嚴重的趨勢，堅持扛起社會責任，積極復工復產，全力保障防疫藥品生產供應。二零二零年初，在運輸困難、原料藥材及輔料採購價格上漲等層層壓力下，本集團員工放棄春節假期，啟動應急生產、發貨機制，率先恢復生產、銷售、物流配送等工作。同時，本集團在第一時間啟動、實施一系列防控措施，成立疫情防控領導及工作小組，多次召開疫情防控專題會議，提高思想認識，細化落實責任，協調各生產單位互相配合，保障抗疫需求。



Resumption of work and production
復工復產



Case: Take Up the Mission to Fight the Epidemic Together — the “Symposium on Traditional Chinese Medicine-based Epidemic Prevention and Control”

例：擔使命 攜手共戰疫情 —「中藥疫情防控座談會」

In 2020, sponsored by Beijing Pharmaceutical Profession Association and co-organised by China Beijing Tong Ren Tang Group Co., Ltd., the meeting was held in the Company with the theme of “Inheriting the Essence, Keeping Upright and Innovative to Promote High-quality Development of Traditional Chinese Medicines”, and a number of national-level famous Chinese medicine doctors were invited to attend the meeting. At the meeting, medical experts expressed their opinions on “Prevention of COVID-19 Pneumonia and Future Development of Traditional Chinese Medicine Enterprises”, and conducted in-depth discussions on “how to play the role of traditional Chinese medicines in Epidemic prevention and control”.

This expert seminar played an important role in promoting the prevention and control of the Epidemic in Beijing in a comprehensive and efficient manner. As a traditional Chinese medicine company, the Group combined with the country’s successively promulgated diagnosis and treatment plans and in accordance with the traditional Chinese medicine treatment concept of “prevention, control, resistance and nourishment” screened out drugs for Epidemic prevention and control. We insisted on doing a good job in Epidemic prevention and control by promoting the inheritance and innovation of traditional Chinese medicines and traditional Chinese medicine healthcare and providing guidance and the basis for the clinical application of Chinese patent medicines.

二零二零年，由北京醫藥行業協會主辦、中國北京同仁堂(集團)有限公司協辦的，「傳承精華•守正創新，推進中藥高質量發展暨中藥疫情防控座談會」在本公司舉行，並特邀多名國家級名老中醫出席。會議上，各位醫學專家圍繞新型冠狀病毒感染肺炎疫情防控工作、中藥企業未來發展各抒己見，圍繞如何發揮中藥在疫情防控中的作用進行深入研討。

此次專家研討會為全面、高效地做好北京市新冠疫情防控工作起到了重要的促進作用。作為傳統中藥企業，本集團結合國家先後出台的診療方案，按照中醫「防、控、抗、養」的治療理念，篩選疫情防控藥品，堅持做好疫情防控，推動中醫藥傳承創新，為中成藥臨床應用提供指導及依據。



Symposium on Traditional Chinese Medicine-based Epidemic Prevention and Control
中藥疫情防控座談會

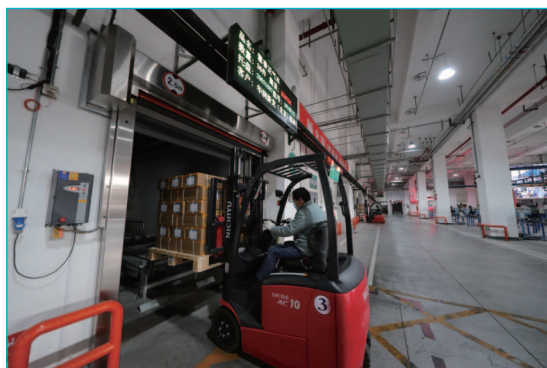
Contributions to Society

Anti-Epidemic assistance

防疫援助

After the Epidemic broke out, the Group proactively raised Epidemic prevention materials and medicines immediately, mobilised subsidiaries in various regions to check emergency medical supplies such as masks, alcohol and protective clothing, and arranged transportation on the principle of proximity to deliver Epidemic prevention materials. In 2020, the Company made donations worth approximately RMB5.55 million of Chinese patent medicine products to Beijing Charity Association, Beijing Warm Foundation, and other charitable institutions and actively made donations to some of community primary hospitals and community health service centres. Meanwhile, under the deployment of Beijing Municipal State-owned Asset Supervision and Administration Commission, the Company produced a million silicone mask disinfectants in a short time, providing a solid guarantee for the Epidemic prevention and control in Beijing. In 2020, the Company was awarded the title of “Outstanding Enterprises with Social Responsibility in the Battle against Covid-19” and “Saluting the Heroes-2020 National Pharmaceutical Model Enterprise”.

疫情爆發後，本集團在第一時間積極籌措防疫物資和藥品，並發動各地子公司檢查口罩、酒精、防護服等應急醫療用品，就近安排運輸，提供防疫物資援助。二零二零年，本公司向北京慈善協會、北京市溫暖基金會等慈善機構捐贈價值約人民幣555萬元的中成藥產品，並積極向部分社區基層醫院、社區衛生服務中心捐款捐物。同時，在北京市國資委的統一部署下，緊急生產百萬隻硅膠口罩消毒液，為首都疫情防控工作提供了堅實保障。年內，本公司榮獲「抗擊新冠肺炎疫情社會責任優秀企業」、「致敬逆行者——2020年全國醫藥企業榜樣」等榮譽稱號。



Anti-epidemic drugs
防疫藥品



Case: Emergency aid with anti-Epidemic supplies to protect medical staff

例：緊急援助抗疫物資，為醫護人員撐起一道屏障

Since the outbreak of the Epidemic, medical workers have stood firm on their posts and rushed to the front line of the fight against the Epidemic without hesitation and protect patients with all their strength. The Group pitched in for these most beautiful heroes:

- “Tong Ren Tang express” rushed to aid the anti-Epidemic medical team: In order to protect the health and safety of anti-Epidemic medical staff, the Group started an emergency response mechanism and opened a green channel after learning that the anti-Epidemic medical team of Dalian Zhuanghe Traditional Chinese Medicine Hospital lacked protective drugs, and gave priority for urgently needed medicines for anti-Epidemic medical teams. On 18 February 2020, the Group delivered Huoxiang Zhengqi Liqueur, Fangfeng Tongsheng Pills and other medicines to medical staff who rushed to help Wuhan to fight the Epidemic. By then, the “Tong Ren Tang express” was successfully delivered after 20 hours of operation across Liaoning and Beijing.
- We held up the protective “decoction umbrella” for the expert team: On 23 January 2020, the Group received a call for help from the Beijing medical team who first arrived in Wuhan, because there was a shortage of preventive decoctions for high-risk groups. After understanding the situation, the Group cooperated with Tong Ren Tang Hubei Wuhan Drugstore to urgently coordinate the work of prescribing, decocting and delivering medicines, so that more than 100 decoctions were delivered to the medical team that night.
- We provided protection for front-line medical staff: In the face of the shortage of prevention and control materials in primary hospitals in Beijing, the Group at the beginning of 2020 actively deployed medical protection materials and donated Epidemic prevention materials to key medical units such as primary community hospitals and designated hospitals for Epidemic prevention and control, playing our due part in fighting the Epidemic.

疫情發生以來，廣大醫務工作者堅守崗位，義無反顧沖在了戰「疫」第一線，全力對抗病魔，守護患者。本集團也為這些最美逆行者奉上一份綿薄之力：

- 同仁快遞，馳援抗疫醫療組：為保護抗疫醫護人員的健康與安全，本集團在獲知大連市莊河中醫醫院抗疫醫療隊缺乏防護藥品的需求後，啟動應急響應機制，開啟綠色通道，優先保障抗疫醫療隊急需藥品。二零二零年二月十八日，本集團將藿香正氣水、防風通聖丸等藥品送抵馳援武漢抗疫一線的醫護人員手中。至此，一場歷時20個小時、跨越京遼兩地的「同仁快遞」圓滿簽收。
- 為專家團隊撐起「湯劑保護傘」：二零二零年一月二十三日，本集團接到率先抵達武漢的北京醫療團隊的求助電話，緊缺高危人群預防湯劑。瞭解情況後，本集團協同湖北同仁堂武漢藥店緊鑼密鼓地展開抓藥、煎藥、送藥等方面協調工作，並於當晚將百餘付湯劑送達醫療團隊駐地。
- 為一線醫護人員提供防護：二零二零年初，面對北京基層醫院防控物資緊缺的情況，本集團積極調配醫療防護物資，對基層社區醫院及新冠肺炎定點醫院等各重點醫療單位進行了防疫物資捐贈，為疫情防控奉獻愛心。

Contributions to Society

Community service

深入社區

The party members of the Group went deep into the front line of the fight against the Epidemic in communities. We actively participated in volunteer activities for Epidemic prevention in designated communities where we spread knowledge on Epidemic prevention and control, guarded community entrances and exits, disinfected the environment, etc., jointly weaving a dense net of Epidemic prevention and control, giving full play to the exemplary role of party members, and demonstrating the sense of responsibility of Tong Ren Tang.

本集團廣大黨員深入社區抗疫一線，積極參與社區防疫志願援助活動，對接所在社區，積極開展疫情防知識宣傳、社區出入口值守、環境消毒等工作，共同織密疫情防網，持續發揮黨員先鋒模範作用，展現同仁堂人的擔當與作為。



Volunteers supporting Epidemic prevention in communities
志願支援社區防疫工作

While participating in Epidemic prevention and control in communities, the party members and masses actively donated money and materials for Epidemic prevention and control to convey love. In order to alleviate the blood supply shortage under the influence of the Epidemic, the Group organised its employees to donate blood free of charge, taking practical actions to support the fight against the Epidemic.

在前往社區參加疫情防的同時，廣大黨員群眾也積極為疫情防捐款、捐物，傳遞愛心。為緩解疫情影響下血庫緊張的情況，本集團組織員工進行無償獻血，以實際行動支持疫情防工作。



Case: Voluntary unpaid blood donations to show boundless love

例：無償獻血，彰顯大愛無疆

In June 2020, some employees of Beijing Tong Ren Tang Anhui Chinese Medicinal Raw Materials Co., Limited went to the central blood centre of Tongling City to make voluntary unpaid blood donations. During the Epidemic, our cadres and employees used their blood to protect lives, and paid tribute to the medical staff that fought against the Epidemic with practical actions.

二零二零年六月，北京同仁堂安徽中藥材有限公司部分員工赴銅陵市中心血站進行無償獻血。疫情期間，廣大幹部員工用熱血托起守護生命的力量，以實際行動向抗擊疫情的醫護人員致敬。



Participating in voluntary unpaid blood donations
參與無償獻血

Health-preserving Medication 醫藥健康

The Group makes sustained efforts in caring for the health of the people. We popularise the culture and health-preserving knowledge of traditional Chinese medicine by means of free clinic services in communities, health consultations and open lectures on medical knowledge to raise people's health awareness and convey the concept of health for all. In 2020, the Group carried out publicity and popularisation of medication concepts and health-preserving knowledge on live streaming platforms and invited well-known traditional Chinese medicine experts to give live streamed lectures on Epidemic prevention and control and health-preserving medication.

本集團持續在關愛百姓健康方面作出努力，通過社區義診服務、健康諮詢、醫藥知識科普及講座宣傳等方式，普及中醫藥文化及養生知識，提高百姓健康意識，傳遞全民健康理念。二零二零年，本集團通過網絡直播平台，開展用藥理念、養生知識的宣傳和普及活動，多次邀請知名中醫專家展開疫情防控、養生用藥的直播講座。

Contributions to Society



Free clinic services on site
義診活動現場



Case: The theme activity of “Traditional Chinese Medicines and Traditional Chinese Medicine Healthcare to Enter Campus”
例：開展「中醫藥進校園」主題活動

In December 2020, the Group launched a theme activity of “Caring for Gardeners, Caring for Health” to spread the culture of traditional Chinese medicines and traditional Chinese medicine healthcare and the knowledge on daily prevention and health care against occupational diseases for teachers of Beijing Mentougou Experimental Primary School in order to protect the health of these hardworking gardeners.

二零二零年十二月，本集團開展了以「關愛園丁，呵護健康」為主題的中醫藥進校園活動，為北京市門頭溝實驗小學的教師們進行中醫藥文化宣傳及教師職業病的日常預防保健宣講，為辛勤園丁的健康保駕護航。



獨立鑒證報告



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安永華明(2021)專字第61617040_A01號

To the Board of Directors of Tong Ren Tang Technologies Co., Ltd:

I. Scope of Our Engagement

The 2020 Environmental, Social and Governance Report (the “**ESG Report**”) of Tong Ren Tang Technologies Co., Ltd (the “**Company**”) has been prepared by the Company. The management of the Company is responsible for the collection and presentation of information within the ESG Report referring to the Stock Exchange of Hong Kong Limited (“**HKEx**”) Listing Rules — Appendix 27 Environmental, Social and Governance Reporting Guide. The Management is also responsible for maintaining adequate records and internal controls that are designed to support the ESG reporting process.

Our responsibility is to carry out limited assurance procedures over key social responsibility performance indicators for the year ended 31 December 2020 and to issue the assurance statement in accordance with the “International Standard on Assurance Engagements 3000: Assurance Engagements other than Audits or Reviews of Historical Financial Information” (ISAE3000), based on the Management’s instructions and as agreed with Management in our terms of reference signed.

Our work was limited to these stated above and our report is made solely to you, as a body, and for no other purpose. We do not therefore accept or assume any responsibility for any other purpose or to any other person or organization. Any reliance any such third party may place on the ESG Report is entirely as its own risk.

北京同仁堂科技發展股份有限公司董事會：

一、鑒證範圍

北京同仁堂科技發展股份有限公司(以下簡稱「**貴公司**」)2020年度環境、社會及管治報告(以下簡稱「**環境、社會及管治報告**」)由貴公司編制。收集和披露環境、社會及管治報告內容，包括根據香港聯合交易所有限公司證券上市規則附錄二十七《環境、社會及管治報告指引》要求的原則編制環境、社會及管治報告，是貴公司管理層的責任。保留充分的證據，以及設計、實施和維護與環境、社會及管治報告編制相關的內部控制也是貴公司管理層的責任。

我們的責任是根據貴公司管理層的要求以及雙方簽訂的業務約定書中的條款，對環境、社會及管治報告中披露的2020年社會責任關鍵績效信息實施《國際鑒證業務準則第3000號：歷史財務信息審計或審閱以外的鑒證業務》(ISAE3000)中有限保證的鑒證程序並形成鑒證意見。

根據雙方的業務約定條款，本鑒證報告僅為貴公司董事會出具。我們的工作僅限於就上述約定事項向貴公司董事會進行彙報，而非其他目的。我們不會就我們所實施的工作、出具的報告或做出的結論對除貴公司董事會以外的任何第三方承擔任何責任。

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II. Work Performed

Our review has been planned and performed in accordance with ISAE3000. In order to form our conclusions, we carried out the following procedures:

The limited assurance procedures were performed over the key performance indicators in the ESG Report for the year ended 31 December 2020.

In preparing the key performance indicators, the Company applied the criteria in the Stock Exchange of Hong Kong Limited ("HKE") Listing Rules — Appendix 27 Environmental, Social and Governance Reporting Guide.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the key performance indicators subject to assurance, and applying analytical and other limited assurance procedures.

The limited assurance procedures performed included, but were not limited to:

- Interviewing the Company's management and staffs responsible for the selected key performance information;
- Performing analytical review procedures;
- Performing sample inspection on the selected key performance information;
- Performing recalculation procedures on the selected key performance information;
- Other procedures we considered necessary.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

二、鑒證工作

我們按照 ISAE3000 的要求計劃和執行鑒證工作。

我們對環境、社會及管治報告關鍵績效信息實施了鑒證工作程序。

針對報告中的關鍵績效指標，貴公司應用了香港聯合交易所有限公司證券上市規則附錄二十七《環境、社會及管治報告指引》進行準備。

為了得出鑒證結論，我們執行的有限保證工作包括對選定的關鍵績效指標的負責人進行訪談，執行分析性程序和其他有限保證程序等。

我們所實施的鑒證程序僅限於以下方面：

- 訪談貴公司參與提供環境、社會及管治報告中所選定的關鍵績效信息相關的部門人員；
- 實施分析性覆核程序；
- 對選定的社會責任關鍵績效信息實施抽樣檢查；
- 對選定的社會責任關鍵績效信息實施重新計算；
- 我們認為必要的其他程序。

我們相信所獲取的證據作為出具有限鑒證結論的基礎是充分而合適的。

III. Limitations of Our Scope

Our scope of work did not include:

- Assessing the accuracy or fairness of the information (including financial information) other than the selected key performance information.
- Reviewing the forward-looking statements made by the Management.
- Reviewing and consequently providing assurance on historical data.

IV. Level of Assurance

Our evidence gathering procedures have been designed to obtain a limited level of assurance on which to base our conclusion. The procedures conducted do not provide all the evidence that would be required in a reasonable assurance engagement and, accordingly, we do not express a reasonable assurance opinion or an audit opinion. While we considered the effectiveness of the Management's internal controls when determining the nature and extent of our procedures, our review was not designed to provide assurance on internal controls.

三、鑒證的局限性

我們的鑒證工作不包括：

- 鑒證除上述關鍵社會責任績效信息外，其餘信息或數據（含財務信息和數據）的準確性及公允性；
- 鑒證貴公司管理層的預測性聲明；
- 鑒證歷史比較數據。

四、保證水平

我們的鑒證程序是為得出有限保證的鑒證結論而設計的，執行這些程序並不會使我們獲取為得出合理保證的結論而所需的全部鑒證證據。儘管我們在決定鑒證程序的性質和範圍時會考慮貴公司內部控制的有效性，但我們的目的不是就貴公司內部控制的有效性發表意見。

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V. Our Conclusions

Subject to the limitations of scope and based on the procedures specified above for this 'limited level' assurance engagement, we provided the following conclusions:

Nothing has come to our attention that causes us to believe that the indicators were not presented fairly in all material respects in the 2020 Environmental, Social and Governance Report of the Company, in accordance with the criteria defined above.

VII. Our Independence

We are in compliance with the Ernst & Young Global Independence Policy which was designed to comply with the requirements of the IFAC Codes of Ethics for Professional Accountants (the IFAC Code). We believe that there were no events or prohibited services provided which could impair our independence.

VIII. Our Assurance Team

Our assurance team has been drawn from our sustainability assurance service network, which undertakes similar engagements to this with a number of domestic or international businesses. We have the required competencies and experience to conduct this assurance engagement.

Ernst & Young Hua Ming LLP

Beijing, PRC
26 March, 2021

五、結論

基於本鑒證報告所述的範圍、實施的程序和上述局限性，我們的鑒證結論如下：

我們沒有注意到任何事項使我們相信，在貴公司2020年度環境、社會及管治報告中選定的關鍵績效指標在任何重大方面按上述定義的標準存在不公允的表述。

六、獨立性說明

我們遵循了安永全球獨立性政策。安永全球獨立性政策是根據國際會計師聯合會的要求而制定的，我們相信沒有任何事項或其他項目服務的提供會損害到我們環境、社會及管治報告鑒證服務工作的獨立性。

七、鑒證團隊

本次鑒證服務工作人員包括來自我們環境、社會及管治報告鑒證服務領域的專家，他們在國內或國際上從事類似的鑒證服務，我們的鑒證團隊滿足了本項目要求的工作能力和工作經驗。

安永華明會計師事務所(特殊普通合夥)

中國 北京
2021年3月26日



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本報告以環保紙張印製