



# 開拓藥業有限公司\*

## KINTOR PHARMACEUTICAL LIMITED

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限責任公司)

Stock Code 股份代號 : 9939



# 2021

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告



\* For identification purpose only  
僅供識別

<https://www.kintor.com.cn>

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# ABOUT THE REPORT

## 關於本報告

This is the environmental, social and governance report (the “**Report**”) issued by Kintor Pharmaceutical Limited (the “**Company**”, together with its subsidiaries, the “**Group**” or “**we**”) for the year ended 31 December 2021 (the “**Year**”). The Report contains information on the Group’s system construction operations and work performance with respect to environmental, social and governance (“**ESG**”) issues during the Year. The Report has also covered topics about sustainable development of the environment and society that are of concern to important stakeholders.

### BASIS OF PREPARATION

The Report is compiled based on the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”), Appendix 27 to the Rules Governing the Listing of Securities (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

The Report has complied with the “comply or explain” provisions set out in the ESG Reporting Guideline and was prepared on the basis of the reporting principles of Materiality, Quantitative, Balance and Consistency.

### SCOPE OF REPORT

The scope of the Report covers the Group, which are consistent with the entities included in the consolidated financial statements of the Group for the year ended 31 December 2021. The principal subsidiaries of the Company are Suzhou Kintor Pharmaceuticals, Inc. and Suzhou Koshine Biomedica, Inc., both situated in the People’s Republic of China (the “**PRC**”). In particular, the Report discloses the ESG risks and management measures of the Company in accordance with the “materiality” principle referred to in the ESG Reporting Guide.

### PERIOD

Save as otherwise indicated, the data and contents in this Report are all in relation to the Year.

本報告乃開拓藥業有限公司(「**本公司**」，連同其附屬公司統稱「**本集團**」或「**我們**»)發佈截至2021年12月31日止年度(「**本年度**»)的環境、社會及管治報告(「**本報告**»)。本報告包含本集團於本年度在環境、社會及管治(「**ESG**»)事宜的系統建設運營及工作表現資料。本報告亦涵蓋重要利益相關者關注的有關環境及社會可持續發展的議題。

### 編製基準

本報告依據香港聯合交易所有限公司(「**聯交所**»)證券上市規則(「**上市規則**»)附錄二十七《環境、社會及管治報告指引》(「**ESG報告指引**»)編纂。

本報告已遵守《ESG報告指引》中載列的「不遵守就解釋」條文，並基於重要性、量化、平衡性及一致性報告原則編製。

### 報告範圍

本報告範圍涵蓋本集團，與本集團截至2021年12月31日止年度的綜合財務報表中所涵蓋的實體一致。本公司的主要附屬公司為蘇州開拓藥業股份有限公司及蘇州開禧醫藥有限公司，該兩家公司均位於中華人民共和國(「**中國**»)。尤其是，本報告根據《ESG報告指引》中提述的「重要性」原則披露了本公司的ESG風險及管理措施。

### 期間

除另有說明外，本報告中的數據及內容均與本年度有關。

## EXPLANATION TO DATA

All data and cases in the Report are collected based on the original records and financial reports about the actual operation of the Group.

## RELIABILITY ASSURANCE

The board of directors of the Company confirms that there are no false information, misleading statements or material omissions in the content of the Report.

## AVAILABILITY OF THIS REPORT AND FEEDBACK

This Report is available and can be downloaded from the website of the Hong Kong Stock Exchange ([www.hkexnews.hk](http://www.hkexnews.hk)), the website of the Company ([www.kintor.com.cn](http://www.kintor.com.cn)).

For further enquiries or any comments or suggestions regarding this Report, please contact the Company by phone at 86 (021) 64151355 or +852 2633 8966 or email at [IR@kintor.com.cn](mailto:IR@kintor.com.cn).

The Report is prepared in both English and Chinese. In case of any discrepancies, the English version shall prevail.

## 數據說明

本報告中的數據和案例來自有關本集團實際運營的原始記錄及財務報告。

## 可靠性保證

本公司董事會確認本報告的內容不存在虛假信息、誤導性陳述或重大遺漏。

## 獲取及回應本報告

本報告可在香港聯交所網站([www.hkexnews.hk](http://www.hkexnews.hk))及本公司網站([www.kintor.com.cn](http://www.kintor.com.cn))查閱和下載。

如有進一步查詢，或對本報告有任何意見或建議，請通過電話86 (021) 64151355或+852 2633 8966或電子郵箱[IR@kintor.com.cn](mailto:IR@kintor.com.cn)與本公司聯繫。

本報告分別以英文及中文編製。如中英文文本有任何差異，概以英文文本為準。

# CHAIRMAN MESSAGE

## 主席致辭

Dear Shareholders:

On behalf of the board of directors (the “**Directors**”) of the Company, I am pleased to present our Environmental, Social and Governance Report for the financial year ended 31 December 2021.

2021 was an extraordinary year for the Company. The COVID-19 pandemic is still spreading around the world. The Company has expanded the indications of Prixelutamide to include COVID-19 and carried out a series of researches and clinical trials since the beginning of the outbreak. It is very gratifying to see that the drug developed by the team after more than ten years of hard work can contribute to the fight against COVID-19. We believe that with firm confidence and joint efforts, we will be able to overcome the difficulties together.

Since 2021, the Company has made important breakthroughs and strong development in sales revenue, R&D pipelines, production operations, business cooperations and capital markets. On 6 April 2022, we announced the top-line results of the first global multicenter registrational phase III clinical trial of Prixelutamide for the treatment of patients with mild to moderate COVID-19 (NCT04870606). Among patients who have been taking medication for more than 7 days, the protection rate of Prixelutamide reached 100%,  $P < 0.02$ , which is statistically significant; it significantly reduced the hospitalisation rate of middle-aged and elderly people and people with high risk factors, and the protection rate is 100%; it significantly reduced viral load and reduced symptoms associated with COVID-19 on a continuous basis. In terms of sales revenue, the Company has achieved a breakthrough of “zero”, and recorded revenue mainly generated from the receipt of the upfront payments in connection with the out-licensing of Prixelutamide for the indication of COVID-19.

尊敬的各位股東：

本人欣然代表本公司董事（「**董事**」）會提呈我們截至2021年12月31日止財政年度的《環境、社會及管治報告》。

2021年對開拓藥業來說是非常不平凡的一年。新冠疫情仍在全球蔓延，開拓藥業普克魯胺自疫情爆發初期拓展新冠適應症並開展系列研究和臨床試驗，非常欣慰地看到團隊歷時十餘年辛勤耕耘開發的藥物能夠在抗擊新冠疫情中有所貢獻。我們相信堅定信心共同努力，一定能共克時艱。

2021年至今，公司在銷售收入、研發管綫、生產運營、商業合作和資本市場等方面取得重要突破和強勁發展。2022年4月6日，我們公佈了普克魯胺治療新冠輕中症患者的第一個全球多中心註冊性III期臨床試驗(NCT04870606)的關鍵數據結果。在用藥7天以上的患者中，普克魯胺的保護率達到100%， $P < 0.02$ ，具有統計學顯著性；可以顯著降低中高年齡人群和伴有高風險因素人群的住院率，保護率100%；可以持續顯著降低病毒載量並減輕新冠感染相關症狀。在銷售收入方面，公司實現了零的突破，收入主要來自普克魯胺新冠適應症對外授權的首付款。

In terms of product development, the Company's diversified product pipeline is multi-pronged, comprising small molecule innovative drugs, biological innovative drugs and combination therapies. The Company are conducting clinical research on 7 new drug projects in China, the United States and other countries, as well as a number of preclinical projects. In terms of production and operation, the Company has further increased its production capacity and appointed Dr. Qun Lu as the company's Chief Technology Officer (CTO) to accelerate the commercialisation of Prixelutamide. In terms of global cooperation, the Company has reached strategic cooperation with Visum Pharmaceutical Co., Ltd., Fosun Pharma, Etana, XtalPi and Shanghai Pharmaceutical Co., Ltd., etc., and appointed Dr. Jiawen Han as the Company's vice president of business development to further strengthen the Company's business development capabilities. In terms of capital market, the Company completed another capital raising in mid-2021 after its listing, and raised HK\$1.16 billion to provide strong financial support for the Company's development. In addition, the Company's Shares have been included in the Hang Seng Composite Index and Hong Kong Stock Connect.

Looking forward to 2022, the Company will accelerate the progress of the global clinical development of the existing product pipeline, especially the global multi-center phase III clinical trials of Prixelutamide for the treatment of COVID-19. It is hoped that Prixelutamide will play an active role in the fight against COVID-19, and that the clinical research on Ppyrilutamide will achieve further progress and benefit all those suffering from hair loss as soon as possible. In addition, we will continue to make efforts in international/domestic business cooperation to enhance the Company's innovative development. Besides, we will further increase production capacity reserves and actively promote product commercialisation.

在產品開發上，公司小分子創新藥、生物創新藥及聯合療法的多元化產品管綫「多管齊下」，擁有7款正在中國、美國等國家進行臨床研究的新藥項目，還有多款臨床前項目在開展。在生產運營上，公司進一步提升產能儲備，並任命陸群博士為公司首席技術官(CTO)，加速普克魯胺的商業化進程。在全球化合作中，公司與華益泰康、復星醫藥、Etana、晶泰科技和上藥控股等達成戰略合作，並任命韓家文博士為公司商務拓展副總裁，進一步加強公司的業務拓展能力。在資本市場方面，公司在2021年中完成上市後再融資，募集資金11.6億港幣，為公司的發展提供強有力的資金支持，此外公司的股票也被納入了恒生綜合指數和港股通等。

展望2022年，公司將加速推進現有產品管綫的全球臨床開發進度，特別是普克魯胺治療新冠的全球多中心III期臨床試驗，希望普克魯胺能在抗擊新冠疫情中發揮積極作用，以及福瑞他恩脫髮適應症的臨床進程，期待儘早惠及廣大脫髮群體。另外，持續在國際／國內商業合作上發力，為公司創新發展增勢添能。此外，進一步提升產能儲備，積極推進產品商業化。

## CHAIRMAN MESSAGE 主席致辭

Since its establishment in 2009, the Group has stayed true to its original intention and has always been committed to its mission of “focusing on the R&D and commercialisation for the large number of indications with unmet clinical needs”. We look forward to bringing more innovative therapies to patients in the future, creating long-term value for our shareholders, and achieving sustainable development of the Company.

Finally, on behalf of the Company, I would like to express my sincerest thanks to all our valued stakeholders, including customers, business partners, employees and our Shareholders, for their dedication and efforts to achieve outstanding results and create values for the Shareholders.

Yours sincerely,

**Dr. Youzhi Tong**

Chairman of the Board, Executive Director and Chief Executive Officer

自2009年成立以來，開拓藥業不忘初心始終踐行「專注於大量未獲滿足臨床需求的適應症研究、開發及商業化」的使命，期待未來能為患者帶來更多創新療法，為股東創造長遠價值，並實現公司的可持續發展。

最後，本人謹代表本公司對我們所有寶貴的利益相關者（包括客戶、業務合作夥伴、僱員和我們的股東）表示衷心感謝，感謝彼等為實現出色的業績及為股東創造價值所做貢獻和努力。

董事會主席、執行董事兼行政總裁

**童友之博士**

謹啟

# ABOUT THE COMPANY

## 關於本公司

### ABOUT THE COMPANY

#### The Company's Business

We are a clinical-stage novel drug developer in China focusing on disease areas with unmet clinical needs. We are committed to becoming a leader in the research, development and commercialisation of innovative therapies. Our leading drug candidate, Prixelutamide (formerly known as "Proxalutamide"), is a potential best-in-class drug and one of our Core Products (including Prixelutamide (GT0918), Pynlutamide (KX-826) and ALK- I (GT90001)). We began our research on Prixelutamide for COVID-19 in 2020, which has demonstrated positive effects on patients with mild to moderate symptoms and hospitalised patients. We are conducting phase III clinical trial in the United States, China and other countries for the treatment of COVID-19. We are also undergoing Prixelutamide phase III clinical trials in China and phase II clinical trials in the United States for mCRPC (metastatic castration-resistant prostate cancer) as well as phase Ic clinical trials for metastatic breast cancer in China. Pynlutamide (KX-826) is a potential first-in-class small molecule AR antagonist and one of our Core Products. We are conducting Pynlutamide phase III clinical trials for the indication of androgenetic alopecia in China and phase II clinical trials in the United States. We are also conducting phase II clinical trials of Pynlutamide gel as a treatment for acne vulgaris in China. ALK-I (GT90001) is a potential first-in-class antibody and one of our Core Products. It is in phase II clinical trials in Taiwan as a combination therapy with Nivolumab, a PD-I (programmed cell death protein I), for metastatic HCC (hepatocellular carcinoma). We are also conducting phase II MRCT (multi-regional clinical trial) in the United States and other countries for GT90001 for the second-line combination therapy for HCC. Our clinical drug candidates also include AR-PROTAC compound (GT20029) for the treatment of androgenetic alopecia and acne vulgaris, PD-LI/TGF-β (GT90008) for the treatment of a variety of solid tumours including non-small cell lung cancer, biliary tract cancer, triple negative breast cancer and HPV-associated tumours such as cervical cancer, Detorsertib (GT0486) for the treatment of metastatic solid tumours such as breast cancer, prostate cancer and HCC, Hedgehog/SMO Inhibitor (GT1708F) primarily for the treatment of blood cancer and base-cell carcinoma.

### 關於本公司

#### 本公司的業務

我們是中國一家臨床開發階段的創新藥企業，專注於未被滿足臨床需求的疾病領域。我們致力成為創新療法研究、開發及商業化的領軍企業。我們領先的在研藥物普克魯胺是一款潛在同類最佳藥物，並為我們的核心產品(包括普克魯胺(GT0918)、福瑞他恩(KX-826)及ALK-I(GT90001))之一。我們於2020年開始研究普克魯胺用於治療COVID-19，研究結果顯示，其對輕中症患者及重症患者具有積極療效。我們正在美國、中國及其他國家進行治療COVID-19的III期臨床試驗。我們亦正在中國及美國分別進行普克魯胺用於治療mCRPC(轉移性去勢抵抗性前列腺癌)的III期臨床試驗及II期臨床試驗，以及在中國進行用於治療轉移性乳腺癌的Ic期臨床試驗。福瑞他恩(KX-826)是一種潛在同類首創的小分子AR拮抗劑，並為我們的核心產品之一。我們正在中國及美國分別進行福瑞他恩用於治療雄激素性脫髮適應症的III期臨床試驗及II期臨床試驗。我們亦在中國進行福瑞他恩用於治療痤瘡適應症的II期臨床試驗。ALK-I(GT90001)是一種潛在同類首創的抗體，並為我們的核心產品之一。其聯合Nivolumab(一種PD-I(程序性細胞死亡蛋白I))作為用於治療轉移性HCC(肝細胞癌)的聯合療法正在中國台灣進行II期臨床試驗。我們亦正在美國及其他國家進行GT90001作為HCC二線聯合療法的II期全球多中心臨床試驗。我們的臨床在研藥物亦包括用於治療雄激素性脫髮及痤瘡的AR-PROTAC化合物(GT20029)、治療各種實體瘤(包括非小肺癌細胞、膽道癌、三陰性乳癌及與HPV相關的腫瘤(例如宮頸癌))的PD-LI/TGF-β(GT90008)、治療乳腺癌、前列腺癌及HCC等轉移性實體瘤的迪拓賽替(GT0486)、主要用於治療血液腫瘤及基底細胞癌的Hedgehog/SMO抑制劑(GT1708F)。



## Corporate Governance Overview

We are committed to the R&D and manufacturing of drugs for significant unmet clinical needs, in a bid to reduce the threat to human health from diseases and constantly prolong life expectancy and improve the life quality of patients. Meanwhile, we take active measures in regard to quality control, environmental protection, human rights and labor relations, as well as society, showcasing our mission and responsibility.

## MANAGEMENT OF ENVIRONMENT, SOCIAL AND GOVERNANCE

### Statement of the Board

As a responsible corporate citizen, the Group adheres to the concept of sustainable development, actively fulfils its corporate social responsibilities and incorporates environmental protection and environmental management into its commercial decisions. Integrating environmental, social and governance and managerial considerations into daily operations has been part of the Group's corporate development strategies at all times. In addition, the Group has been focusing on maintaining closer connections with different stakeholders.

The Group has established governance structure to strengthen its ESG management. The Board assumes full responsibility for the ESG issues of the Group and fully monitors related risks and opportunities. The Board is responsible for formulating management approach, strategies and goals in relation to the Group's environmental, social and governance, and regularly reviews the goals set by the Group and performance of the goals and review the strategies pursuant to the actual condition. To integrate the concept of sustainability and manage ESG issues effectively, the Group has established an ESG working group (the “**ESG Working Group**”) to help the Board to monitor and promote the implementation of various ESG strategies. The ESG Working Group is also responsible for assisting the Board to identify important issues and rank their priorities in order of importance, regularly reporting to the Board on the effectiveness of the ESG system and the performance of the Group and preparing the annual ESG report.

## 企業管治概覽

我們致力於為大量未滿足的臨床需求研發及製造藥物，爭取減少疾病對人類健康的威脅以及持續延長平均壽命和改善患者的生命質量。同時，我們採取有關質量控制、環境保護、人權、勞工關係及社會的積極措施，充分體現我們的使命及責任。

## 環境、社會及管治管理

### 董事會聲明

作為負責任的企業公民，本集團堅持可持續發展的理念，積極履行企業社會責任，並將環境保護和環境管理納入商業決策。將環境、社會及管治以及管理方面的考慮納入日常運營一直是本集團企業發展策略的一部分。此外，本集團一直專注於與不同利益相關者保持更緊密的聯繫。

本集團已建立管治架構，以加強ESG管理。董事會對本集團的ESG事宜承擔全部責任，並全面監控相關風險及機遇。董事會負責制定與本集團的環境、社會及管治有關的管理方針、策略及目標，並定期檢討本集團設定的目標及目標的執行情況，以及根據實際情況對策略進行審閱。為整合可持續發展概念並有效管理ESG事宜，本集團已成立ESG工作小組（「**ESG工作小組**」），以幫助董事會監控及促進各項ESG策略的實施。ESG工作小組亦負責協助董事會識別重要事宜並按重要性排列優先次序，定期向董事會報告ESG系統的有效性以及本集團的表現，並擬備年度ESG報告。

In the future, the Board will continue to monitor and improve the Group's measures and performance on sustainability and commit to create long-term values for all stakeholders and the communities where the business is located.

未來，董事會將繼續監控及改善本集團在可持續發展方面的措施及表現，並致力於為所有利益相關者及業務所在社區創造長期價值。

## Management Structure

## 管理架構



## Identification of and Communication with Stakeholders

In the course of its operations, the Group continues to pay attention to major issues of interest of the stakeholders. The Group understands the expectations and needs of its stakeholders through comprehensive and transparent communication, and continues to improve the Group's sustainable development strategies and plans based on the opinions of its stakeholders, so as to consolidate mutual trust and cooperative relations and jointly achieve its sustainable development plan, create a future with the coexistence of sustainable economic growth, environmental friendliness and social development.

## 識別利益相關者並與之溝通

在經營過程中，本集團持續關注利益相關者關心的重大事宜。本集團通過全面透明的溝通了解利益相關者的期望及需求，並根據利益相關者的意見繼續完善本集團的可持續發展策略及規劃，以鞏固互信合作關係，共同實現可持續發展規劃，創造經濟可持續增長、環境友好及社會發展共存的未來。

## Major Stakeholders and Communication Channels

## 主要利益相關者及溝通渠道

Stakeholders identified 已識別利益相關者	Purpose of communication 溝通目的	Communication channels 溝通渠道
Government departments 政府部門	<ul style="list-style-type: none"> <li>Comply with relevant laws and regulations</li> <li>Ensure quality and safety of drugs</li> <li>Cooperate with the regulatory work of the government in supporting healthy industrial development</li> <li>Ensure tax compliance and promote local economic development</li> </ul>	<ul style="list-style-type: none"> <li>Meetings</li> <li>Supervision and inspection</li> <li>Work reports and studies</li> </ul>
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> <li>Understand the operating results, corporate governance standards and stringent risk control measures of the Company</li> <li>Ensure steady operation to maximise investment return</li> <li>Facilitate open, fair and equal information disclosure</li> </ul>	<ul style="list-style-type: none"> <li>General meetings</li> <li>Investor conferences</li> <li>Timely disclosure of material operating information and regular updates on financial information</li> <li>Company website</li> </ul>
	<ul style="list-style-type: none"> <li>了解本公司的經營業績、企業管治準則及嚴格的風險控制措施</li> <li>確保穩健營運，以最大化投資回報</li> <li>促進開放、公平、公正的信息披露</li> </ul>	<ul style="list-style-type: none"> <li>股東大會</li> <li>投資者會議</li> <li>及時披露重大經營信息及定期更新財務資料</li> <li>公司網站</li> </ul>

Stakeholders identified 已識別利益相關者	Purpose of communication 溝通目的	Communication channels 溝通渠道
Employees 僱員	<ul style="list-style-type: none"> <li>Safeguard the basic rights of employees</li> <li>Care for employees' physical and mental wellbeing and safety</li> <li>Understand employees' needs and their suggestions to the Company</li> <li>Provide employee training and career development platform</li> </ul>	<ul style="list-style-type: none"> <li>Staff representative meetings and trade union</li> <li>Staff satisfaction survey</li> <li>Occupational, health and safety training</li> <li>Opinion feedback platform</li> <li>Daily communication</li> </ul>
Doctors and patients 醫生及患者	<ul style="list-style-type: none"> <li>Uphold business ethics</li> <li>Ensure drug quality and safety, timely recall of defective products</li> <li>Protect privacy</li> </ul>	<ul style="list-style-type: none"> <li>Company hotline and email</li> <li>Conferences and meetings</li> </ul>
Partners and suppliers 合作夥伴及供應商	<ul style="list-style-type: none"> <li>Maintain good and stable cooperation relationship</li> <li>Operate with integrity and ensure pharmaceutical compliance</li> <li>Timely communication and coordination with upstream and downstream players to achieve mutual benefits</li> </ul>	<ul style="list-style-type: none"> <li>Regular exchange and communication</li> <li>Working meetings, phone calls and correspondences</li> <li>Company website</li> </ul>
	<ul style="list-style-type: none"> <li>維持良好穩定的合作關係</li> <li>誠信經營，確保藥品合規</li> <li>及時與上下游企業溝通協調，實現共贏</li> </ul>	<ul style="list-style-type: none"> <li>定期交流和溝通</li> <li>工作會議、電話和信件</li> <li>公司網站</li> </ul>



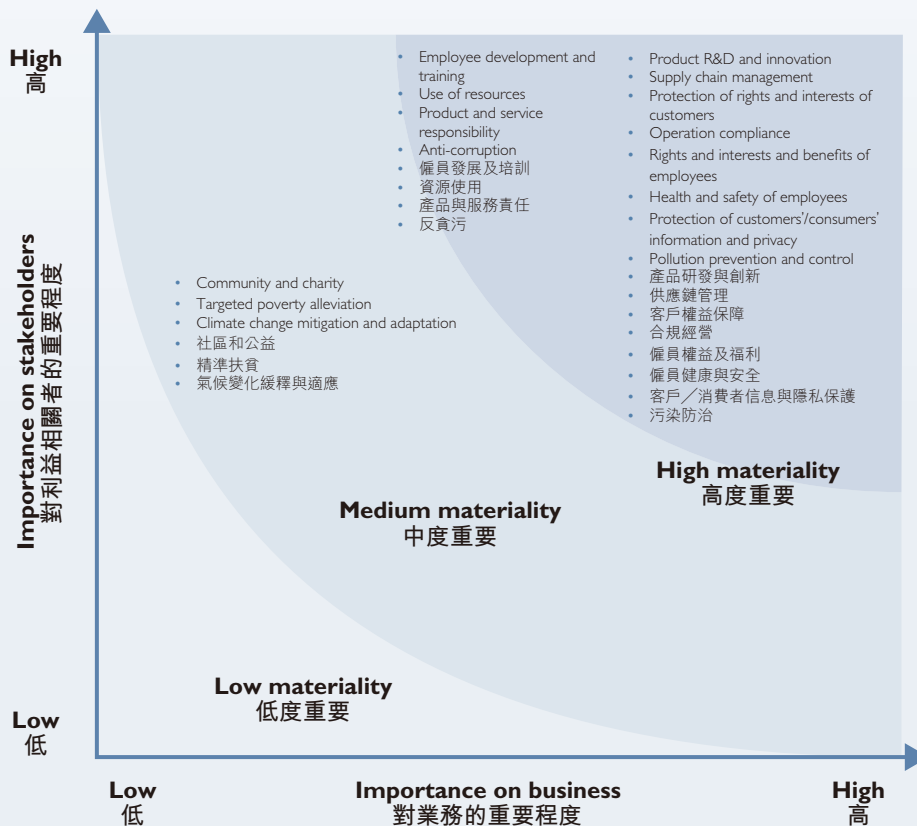
Stakeholders identified 已識別利益相關者	Purpose of communication 溝通目的	Communication channels 溝通渠道
Media 媒體	<ul style="list-style-type: none"> <li>Maintain open and transparent information disclosure</li> <li>Keep good interaction with media</li> <li>維持公開透明的信息披露</li> <li>與媒體保持良好互動</li> </ul>	<ul style="list-style-type: none"> <li>Press release and information</li> <li>Phone interviews and correspondences</li> <li>Featured articles</li> <li>新聞發佈及資料</li> <li>電話訪談和信件</li> <li>專題文章</li> </ul>
Industry peers 同行企業	<ul style="list-style-type: none"> <li>Fair competition among peers to promote healthy industrial development</li> <li>Contribution to industrial development</li> <li>同行公平競爭，促進行業健康發展</li> <li>為行業發展作出貢獻</li> </ul>	<ul style="list-style-type: none"> <li>Industrial conferences</li> <li>Industrial organisations</li> <li>行業會議</li> <li>行業組織</li> </ul>
Local community 當地社區	<ul style="list-style-type: none"> <li>Emphasise the impact of manufacturing and operation activities on the local community</li> <li>Drive local economic development and provide assistance to the disadvantaged groups</li> <li>Promote health education and help patients</li> <li>Enhance recycling of product packaging and waste to reduce environmental pollution</li> <li>強調製造和營運活動對當地社區的影響</li> <li>推動當地經濟發展及向弱勢群體提供協助</li> <li>促進健康教育和幫助患者</li> <li>加強產品包裝及廢棄物的循環利用，以減少環境污染</li> </ul>	<ul style="list-style-type: none"> <li>Participate in community welfare events</li> <li>Company website</li> <li>參與社區福利活動</li> <li>公司網站</li> </ul>

## Analysis and Management of Material Topics

Through exchanges and communication with stakeholders and in combination with industry hot spots and counterparts benchmarking, we have identified the substantive issues for the Group in 2021 in accordance with the ESG Reporting Guide, which is listed on the Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. We prioritised the substantive issues based on their importance to the sustainable development of the Company and to stakeholders. This Report provides disclosure and explanations about each substantive issue.

## 重要議題分析與管理

通過與各利益相關者的交流與溝通，並結合行業熱點及對標同行業公司，我們遵循《香港聯合交易所有限公司證券上市規則》附錄二十七所載《ESG報告指引》的要求，確定了本集團2021年度的實質性議題。我們從對本公司可持續發展的重要性及對利益相關者的重要性兩個維度出發，對實質性議題進行排序。本報告針對各項實質性議題進行披露與說明。



## Environmental Responsibility

Abiding by the rules and regulations as stipulated in Law of Environmental Protection of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Water Pollution, Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution and Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes, the Group upholds the concept of ensuring effective governance of pollutants and compliance with the standards of pollutant emission and preventing the occurrence of environmental pollution accidents, and adhered to the corporate environmental protection principles of placing environmental friendliness as the first priority, taking precaution as the main measure, adopting comprehensive rectification and management, and implementing energy-saving and emission reduction in the production process, in order to ensure that the Group's production complies with laws and regulations and assume our corporate social responsibility. During the Year, the Group continued to strengthen the control of the source of pollutants, optimized the process of end treatment and reduced pollutant emissions. The Group increased its investment to constantly improve, renovate and upgrade the enterprise protection equipment pursuant to new standards and requirements on safety and environmental protection to ensure wastewater, waste gas and waste discharge are up to standard.

## Product and Service Responsibility

In consideration of drug safety for patients and in accordance with the relevant provisions of good manufacturing practices (GMP), the Group upholds the principle of premium products and services in quality testing and management, and has formulated corresponding sampling procedures, quality standards and inspection operation specifications for materials, intermediates and end products.

## Employee Responsibility

The Group strictly protects the legitimate rights and interests of employees, attaches importance to employee development, and is committed to building harmonious and friendly labor relations.

## 環保責任

本集團遵守《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢棄物污染環境防治法》等法律法規要求，確保污染物得到有效治理及達標排放，防止發生環境污染事故，堅持在生產過程中將環保優先、預防為主、綜合治理、節能減排作為企業環保工作方針，確保本集團生產的合法合規，切實履行企業的社會責任。於本年度，本集團持續加強污染源頭控制，優化末端處理工藝，減少污染物排放。針對安全環保新的標準和要求，本集團加大安全環保投入力度，不斷完善、改造、升級企業安全環保設備設施，確保廢水、廢氣及廢棄物達標排放。

## 產品及服務責任

基於對患者用藥安全的考慮，根據良好製造規範 (GMP) 相關規定，本集團在質量檢測和管理中堅持「優質的產品及服務」的原則，並針對物料、中間體、成品均制定了相應的取樣規程、質量標準與檢驗操作規範。

## 僱員責任

本集團嚴格保障僱員合法權益，注重僱員發展，並致力於構建和諧友善的勞動關係。

## Community Responsibility

With the mission of serving society and building up community health, the Group is committed to drug R&D and innovation to provide more and better drugs to benefit patients. In addition, the Group proactively carries out charitable activities, including medical assistance and science and technology promotion, so as to achieve the common development and prosperity between the enterprise and society and contribute to society in good faith.

## EMISSIONS

The Group strictly abides by the Environmental Protection Law of the People's Republic of China, the Law on the Prevention and Control of Environmental Pollution by Solid Wastes of the People's Republic of China and other laws and regulations in our daily operation. The Group has complied with all relevant laws and regulations that have a significant impact on it relating to (i) air and greenhouse gas emission; and (ii) the generation of hazardous and non-hazardous waste. During the Year, there was no incidents of non-compliance of relevant laws and regulations that have a significant impact on the Group relating to emissions.

### Greenhouse Gas Emissions

In 2021, the greenhouse gas emissions of the Group are mainly from (i) gasoline consumption of vehicles (Scope 1); and (ii) indirect greenhouse gas generated by the consumption natural gas used for staff canteen and consumption of electricity (Scope 2).

Type of emissions	排放類型	Data 數據
Total greenhouse gas emissions (Scope 1 & Scope 2) (ton)	溫室氣體總排放(範圍1及範圍2)(噸)	3,832.69
– Direct greenhouse gas emissions (Scope 1) (ton)	– 溫室氣體直接排放(範圍1)(噸)	28.73
– Indirect greenhouse gas emissions (Scope 2) (ton)	– 溫室氣體間接排放(範圍2)(噸)	3,803.96
Greenhouse gas emissions per employee (ton/employee)	每名僱員溫室氣體排放(噸/僱員)	12.13

The Group is committed to reducing greenhouse gas emissions. Through energy saving policies and green measures, it aims to realise the goal of maintaining or reducing the total emissions intensity of greenhouse gas within the next reporting year based on the 2021 benchmark.

## 社區責任

在「服務社會、促進社區健康」的使命驅動下，本集團致力於藥物研發創新，促進更多、更好的藥品惠及病患，同時在助醫和推廣科技等領域積極開展社會公益活動，努力實現企業與社會的共同發展繁榮，真誠回報社會。

## 排放

本集團於日常運營中嚴格遵守《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》及其他法律法規。本集團已遵守所有對其有重大影響的相關法律及法規，涉及以下方面：(i)氣體及溫室氣體排放；及(ii)產生有毒及無毒廢物。於本年度內，並無發生就排放違反法律及法規而對本集團造成重大影響的事件。

### 溫室氣體排放

於2021年，本集團溫室氣體排放主要來源於(i)汽車汽油消耗(範圍1)；及(ii)用於員工食堂的天然氣消耗及用電間接產生的溫室氣體(範圍2)。

本集團致力減少溫室氣體排放，通過節能政策及綠色措施，旨在實現以2021年度為基準，在下個報告年度內維持或減少溫室氣體總排放量密度的目標。



## Exhaust Gas Emissions

In 2021, the exhaust gas emissions of the Group were mainly from (i) the volatilisation of particulates, methanol, non-methane hydrocarbons, ammonia, acetonitrile, dichloromethane and others during our laboratory experiments, which were collected and treated in an orderly way to reduce the impact of emissions on the environment; and (ii) particulates, NO<sub>x</sub> and SO<sub>x</sub> from the use of our vehicle.

## 廢氣排放

於2021年，本集團廢氣排放主要來自(i)於我們實驗室試驗產生的顆粒、甲醇、非甲烷碳氫化合物、氨、乙腈、二氯甲烷及其他物質的揮發，本集團有序收集及處理該等廢氣以減輕排放對環境的影響；及(ii)使用汽車所產生的顆粒、氮氧化物及硫氧化物。

Type of emissions	排放類型	Data 數據
Particulates (ton)	顆粒物(噸)	0.007
Methanol (ton)	甲醇(噸)	0.006
Non-methane hydrocarbons (ton)	非甲烷碳氫化合物(噸)	0.294
Ammonia (ton)	氨(噸)	0.014
Acetonitrile (ton)	乙腈(噸)	0.003
Dichloromethane (ton)	二氯甲烷(噸)	0.018
Ethyl acetate (ton)	乙酸乙酯(噸)	0.010
Petroleum ether (ton)	石油醚(噸)	0.020
Tetrahydrofuran (ton)	四氫呋喃(噸)	0.025
Methyl tertiary-butyl ether (ton)	甲基叔丁基醚(噸)	0.001
NO <sub>x</sub> (g)	氮氧化物(克)	9,685.4
SO <sub>x</sub> (g)	硫氧化物(克)	152.1

The Group completed an environmental inspection and entered normal operation in 2021. The current goal is the discharge of pollutants in compliance with applicable standards, and the stable and normal operation of pollutant disposal facilities.

本集團於2021年完成環保驗收並進入正常運行，目前目標是污染物達標排放，污染物處置設施穩定和正常運行。

The measures taken for this goal include (i) providing training to relevant operators and conducting all harmful operations in fume hoods to minimise the direct exposure of pollutants; (ii) formulating relevant management systems and operating procedures; (iii) continuous monitoring measures in the design and daily operation of employee equipment to ensure the stable and reliable operation of the equipment; and (iv) regular monitoring of pollutant emissions.

為此目標採取的措施包括(i)對相關操作人員進行培訓，儘量減少污染物的直接暴露，有害作業全部在通風櫥中作業；(ii)制定相關管理制度和操作規程；(iii)在員工設備的設計和日常運行過程中採取持續的監控措施，確保設備穩定和可靠運行；及(iv)定期對污染物排放情況進行檢測。

## Solid Waste

In 2021, the non-hazardous wastes generated by the Group include domestic garbage, packaging waste during production process and waste aluminum cover. The hazardous wastes generated by the Group include medical wastes generated by animal trials, waste organic solutions, anhydrous sodium sulfate and silica gel generated by chemical trials, waste drugs residue and other waste products generated by laboratory waste disposal.

## 固體廢棄物

於2021年，本集團產生的無害廢棄物包括生活垃圾、生產過程中產生的包裝廢棄物及廢鋁蓋。本集團產生的有害廢棄物包括動物實驗產生的醫療廢棄物、廢棄有機溶劑、化學試驗產生的無水硫酸鈉及矽膠、實驗室廢棄物處理產生的廢棄藥物殘留物及其他廢棄物。

Type of emissions	排放類型	Data 數據
Total hazardous waste emissions (ton)	有害廢棄物總排放量(噸)	41.638
Hazardous waste emissions per employee (ton/employee)	每名僱員有害廢棄物排放量(噸/僱員)	0.132
Total non-hazardous waste emissions (ton)	無害廢棄物總排放量(噸)	7.000
Non-hazardous waste emissions per employee (ton/employee)	每名僱員無害廢棄物排放量(噸/僱員)	0.022

The Group has utilised different methods to manage its hazardous waste and non-hazardous waste in a more environmental-friendly manner. All hazardous wastes will be sent to qualified third party service provider for incineration and disposal. In accordance with the requirements of the Environmental Protection Department of Jiangsu Province, the Group will report to the Suzhou Industrial Park Land and Environmental Protection Bureau on a monthly basis and will transfer the hazardous wastes to the relevant qualified third parties to properly dispose of. All non-hazardous waste will be sent to qualified third party service provider for recycling.

本集團已採用不同方法以更加環保的方式管理其有害及無害廢棄物。所有有害廢棄物將被送至合資格的第三方服務供應商進行焚燒及處置。根據江蘇省環境保護廳的要求，本集團將每月向蘇州工業園區國土及環保局匯報，並將有害廢棄物轉移給相關合資格第三方進行適當處置。全部無害廢棄物將被送至合資格第三方服務供應商進行回收利用。

Our goals of reducing solid waste and measures include the reasonable and full utilisation of resources, source separation of general and hazardous waste, reduction in generation of hazardous waste and training on the operation skills of staff to reduce the production of man-made hazardous waste. Waste cardboard boxes are reused and general waste is sent to qualified service providers for recycling.

## USE OF RESOURCES AND IMPACT ON THE ENVIRONMENT AND RESOURCES

Our production activities do not have significant impact on the environment and natural resources. Notwithstanding that, the Group has been improving its energy and resources management. In accordance with the relevant provisions of the Energy Conservation Law of the PRC and the Recycling Economy Promotion Law of the PRC, the Group increases the efficiency of energy and resources consumption through management improvement and technology innovation as well as taking energy conservation performance as a major indicator for the annual ESG performance evaluation.

我們減少固體廢棄物目標和措施包括資源的合理和充分利用、一般廢棄物和有害廢棄物源頭分類、減少產生有害廢棄物和培訓員工操作技能，以減少人為原因所產生的有害廢棄物。廢紙箱會循環利用，而一般廢棄物則會交給合資格的服務提供商進行回收。

## 資源使用以及對環境和資源的影響

我們的生產活動不會對環境及天然資源產生重大影響。儘管如此，本集團不斷完善其能源和資源管理，按照《中華人民共和國節約能源法》及《中華人民共和國循環經濟促進法》的相關規定，通過管理提升和技術革新，將節能環保績效作為年度ESG工作考核的主要依據，從而提升能源和資源的使用效益。

- **Promoting environmental awareness:** the Group promoted the wise use of resources of business operations by taking precautionary measures to reduce discharge of pollutants and minimize damages to the environment. The Group implemented various policies to improve environment and resources management by providing trainings to employees at all levels to enhance environment awareness, ensuring proper sorting and disposal of garbage, engaging specialists to collect, manage, reuse and recycle non-hazardous wastes and sending hazardous wastes to qualified third parties for treatment.
- **Management for energy conservation:** to optimize the energy efficiency in production and operation process, the Group introduces new environmental equipment and gradually phases out energy-intensive facilities and updates technologies for energy conservation and environmental protection, such as centralized energy supply and energy recycling, to extensively explore energy conservation potentials.
- **Management for water conservation:** the Group attaches great importance to the rationality and efficiency of water consumption. On one hand, we make plans for water consumption at their source and improve the efficiency of cooling water to reduce water consumption; on the other hand, we reuse clean water, such as steam condensate water, post-purification primary and secondary concentrated water, in order to enhance the efficiency of water recycle and reuse and make the best of water. Also, the Group raises the awareness of water conservation of employees by providing trainings and posting publicity signs of “Save Water” and “Regulate Water Use” at eye-catching places such as chemical industrial areas and office areas. The Group faces no issues in sourcing water that is fit for purpose, and all of its offices have stable water supply to meet daily operational needs.
- **Management of packaging materials:** the Group conducts packaging material management mainly by recycling the packaging materials used in our business operations.
- **提升環保意識：**本集團通過採取預防措施以減少污染物排放並最大程度地減少對環境的損害，促進了業務運營資源的明智使用。本集團通過實施為各級僱員提供培訓以提高環保意識、確保垃圾妥為分類及處理、聘請專家收集、管理、再利用及回收無害廢棄物並將有害廢棄物送至合資格第三方處理等各種政策，改善環境及資源管理。
- **節能管理：**為優化生產和運營過程能效，本集團通過引入新型環保設備、逐步淘汰高能耗設施以及更新節能環保技術，如採用集中供能、循環利用等，深挖節能潛力。
- **節水管理：**本集團重視用水量是否合理不浪費。一方面，通過從源頭規劃用水和提升冷卻水使用效率等措施減少水資源使用；另一方面，對蒸汽冷凝水、純淨水的一級和二級濃水等進行回收再利用，提高水回收利用率，善用水資源。本集團亦通過開展培訓、在化工區、辦公區等醒目位置張貼「節約用水」、「用水規範」等宣傳標識，提高員工的節水意識。本集團於獲取適合目的水源方面並無面臨任何問題，其所有辦事處均具有穩定供水以滿足日常運營需求。
- **包裝材料管理：**本集團主要從回收利用我們的業務營運所使用的包裝材料方面來進行包裝材料的管控。



## Use of Resources

The summary below are the key performance indicators of 2021 in relation to energy consumption for all members of the Group:

## 資源使用

以下為本集團所有成員公司於2021年的關鍵能耗績效指標概要：

Indicator	指標	Data 數據
<b>Energy consumption</b>	<b>能耗</b>	
Total energy consumption (MWh)	總能耗(兆瓦時)	6,423.1
– Electricity	– 電	6,227.4
– Natural gas	– 天然氣	93.1
– Gasoline	– 汽油	102.6
Energy consumption per employee (MWh/employee)	每名僱員能耗(兆瓦時/僱員)	20.3
<b>Water consumption</b>	<b>耗水量</b>	
Total water consumption (m <sup>3</sup> )	總耗水量(立方米)	36,319
Water consumption per employee (m <sup>3</sup> /employee)	每名僱員耗水量(立方米/僱員)	114.9
<b>Packaging materials</b>	<b>包裝材料</b>	
Total amounts of packaging materials (ton)	包裝材料總量(噸)	55.6
Inner packaging materials (cold forming aluminum, foil, etc.) (ton)	內部包裝材料(冷成型鋁、箔等)(噸)	4.8
Outer packaging materials (product box, instruction sheet, etc.) (ton)	外部包裝材料(產品包裝盒、說明書等)(噸)	50.8
Packaging materials used per unit product (kg)	每單位產品所用包裝材料(千克)	0.03

## THE ENVIRONMENT AND NATURAL RESOURCES

All of the offices of the Group do not have a particularly material impact on the environment and natural resources in their daily operation. The Group constantly follows the principle of protecting the environment and natural resources in the operation and ensures that it will not cause any significant impact on the environment and overuse natural resources. The Group has formulated policies to monitor its emissions based on the requirements of the applicable laws and regulations and has implemented general staff policies for environment protection and natural resources saving.

## CLIMATE CHANGE

To echo with international concerns on climate change, we have included the climate-related risks in ESG topics and made relevant disclosures according to the Recommendations of the Task Force on Climate-related Financial Disclosures.

## 環境及天然資源

本集團的所有辦事處在其日常營運中不會對環境及天然資源造成特別重大的影響。本集團在營運中始終遵循保護環境及天然資源的原則，並確保其將不會對環境造成任何重大影響及濫用天然資源。本集團已根據適用法律法規的要求制定政策以監督其排放，並已實施環保及節約天然資源的一般員工政策。

## 氣候變化

為響應國際對氣候變化的關注，我們已根據氣候相關財務信息披露工作組建議將氣候相關風險納入ESG議題，並作出相關披露。

The potential financial risks brought about by climate change are mainly derived from two major risk factors, which are physical factor and transitional factor. The Group has identified risks that have potential impacts on its business, in which acute physical risk is extreme weather conditions such as fire and intensified floods leading to asset loss or supply chain interruption, and chronic physical risk is continuous high temperature and extreme hot weather leading to increased electricity consumption, consequently affecting operation cost. The transitional risk represents the market risk that consumers begin to actively integrate the concept of environmental protection into products. Due to the location of operation and business nature of the Group, the physical risk identified by the Group would have no material impact on its business. The Group strictly monitors the process of research and development of drug candidates and is committed to providing high-quality products to meet the expectations of consumers and the market. Therefore, the transitional factor identified by the Group would also have no actual or material impact.

Nevertheless, the Group will also review the potential impact of climate change on its business annually and adopt corresponding measures to reduce any potential risks. In respect of a possible fire, the Group provides training on firefighting facilities for all recruits, our firefighting system has been reviewed by the firefighting unit and our firefighting facilities are regularly inspected and maintained.

## EMPLOYMENT

Sustainable development of talents serves as an important guarantee for the Group's ability to accomplish its strategic objectives. The Group works hard to create a fair, diversified and harmonious working environment so that our talents will lay the foundation of the sustainable development of the Group.

Meanwhile, the Group attaches importance to the compliance with the laws and regulations in the process of employment. The Group strictly adheres to relevant provisions of the Labour Law of the PRC and the Labour Contract Law of the PRC. In addition, the Group has formulated and optimized its internal management regulations such as Attendance and Holiday Management System, Business Travel Management System, Recruitment Management System, Admission and Retirement Management System, Salary and Welfare Management System, Training Management System, specifying rules and standards in relation to various procedures for its employees' recruitment and retention, training and development as well as remuneration and performance, ensuring that all employees could fully display their talents after joining the Group.

氣候變化帶來的潛在財務風險主要來源於兩個主要風險因素，分別是物理因素及轉型因素。本集團已識別對其業務有潛在影響的風險，其中急性實體風險表現為極端天氣狀況，如火災及洪水頻發，導致資產損失或供應鏈中斷；而慢性實體風險表現為持續高溫及極端炎熱天氣，導致用電量增加，因而影響經營成本。轉型風險表現為消費者開始主動將環境保護理念揉入產品的市場風險。由於本集團的經營所在位置及業務性質，本集團已識別的實體風險將不會對其業務造成任何重大影響。本集團嚴格監控在研發藥物的研發過程，並致力於提供高質量產品以達致消費者及市場的預期。因此，本集團已識別的轉型因素亦將不會造成任何實質性或重大影響。

儘管如此，本集團亦將每年檢討氣候變化對其業務的潛在影響，並採取相應措施以減少任何潛在風險。就可能發生的火災而言，本集團對所有入職人員進行消防設施培訓，消防系統經過消防單位的審核，消防設施進行定期的檢查和維護。

## 僱傭

人才的可持續發展是本集團實現戰略目標能力的重要保障。本集團努力創造公平、多元及和諧的工作環境，讓我們的人才能夠為本集團的可持續發展奠定基礎。

同時，本集團重視僱傭過程的依法合規，嚴格遵守《中華人民共和國勞動法》及《中華人民共和國勞動合同法》的相關規定。此外，本集團制定並完善《考勤與假期管理制度》、《差旅管理制度》、《招聘管理制度》、《入職及退休管理制度》、《薪酬福利管理制度》及《培訓管理制度》等內部管理條例，明確在招聘留用、培訓發展、薪酬績效等各環節的規範，確保僱員在加入本集團後能夠充分施展其才能。

## Total Number and Classification of Employees

As of 31 December 2021, the Group had a total of 316 employees, details of which are as follows:

## 僱員總數及分類

截至2021年12月31日，本集團共有316名僱員，詳情如下：

Indicator	指標	Data for 2021 2021年數據
Total number of employees	僱員總數	316 (100%)
<b>Distribution of male and female employees</b>	<b>男性及女性僱員分佈</b>	
Male employees	男性僱員	141 (44.6%)
Female employees	女性僱員	175 (55.4%)
<b>Age distribution</b>	<b>年齡分佈</b>	
Below 30	30歲以下	79 (25.0%)
30-50	30歲－50歲	222 (70.3%)
Above 50	50歲以上	15 (4.7%)
<b>Number of employees by different types</b>	<b>按不同類型劃分的僱員人數</b>	
Full-time	全職	316 (100%)
Part-time	兼職	0 (0%)
Temporary	臨時	0 (0%)
<b>Number of employees by geographical regions</b>	<b>按地區劃分的僱員人數</b>	
Suzhou, Jiangsu	江蘇蘇州	218 (69.0%)
Shanghai	上海	26 (8.2%)
Beijing	北京	28 (8.9%)
United States	美國	7 (2.2%)
Hong Kong	香港	4 (1.3%)
Pinghu, Zhejiang	浙江平湖	6 (1.9%)
Zhuhai, Guangdong	廣東珠海	27 (8.5%)

## Employee Turnover

The Group attaches great importance to its relationship with its employees, and dismissal issues are managed strictly in compliance with applicable laws and regulations. The human resource department will arrange exit interviews with departing employees to understand the reasons for their departure and welcome any suggestions for improvement.

As of 31 December 2021, the detailed information of employee turnover rate of the Group are as follows:

## 僱員流失

本集團重視其與僱員的關係，並嚴格遵照適用法律法規管理解僱事宜。人力資源部將會安排與離職僱員進行離職會談，以了解其離職原因並聽取任何改進意見。

截至2021年12月31日，本集團僱員流失率的詳情如下：

**Data for 2021**  
**2021年數據**  
**(total number of**  
**employees: 316)**  
**(僱員總數：316)**

Indicators	指標	
Total number of turnover	總僱員流失率	12.5%
<b>By gender</b>	<b>按性別</b>	
Male employees	男性僱員	4.2%
Female employees	女性僱員	8.3%
<b>By age</b>	<b>按年齡</b>	
Below 30	30歲以下	2.7%
30-50	30歲—50歲	8.8%
Above 50	50歲以上	1.0%
<b>By geographical regions</b>	<b>按地區</b>	
Suzhou, Jiangsu	江蘇蘇州	8.8%
Shanghai	上海	1.1%
Beijing	北京	0.6%
United States	美國	0.6%
Hong Kong	香港	0%
Pinghu, Zhejiang	浙江平湖	0%
Zhuhai, Guangdong	廣東珠海	1.4%

## ABOUT THE COMPANY 關於本公司

In order to ensure compliance with laws and regulations in respect of employment process and avoid child labour or forced labour, the Group has complied with the relevant regulations and applicable provisions in its human resources system. We require job applicants to present their original identification documents for verification, so as to ensure that they have met the minimum working age requirements for employment. We sign labor contracts with the employees with their free will according to laws, which specify employees' salaries, positions, reasons for dismissal and termination of the contract. Meanwhile, the internal recruitment policy and other human resources management systems of the Group fully safeguard employees' legal rights and interests and prohibit child labour or any forced labour. Employees' requests to work overtime are subject to approval from the department supervisors.

During the Year, there were no non-compliance with relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, child and forced labour, working hours, rest periods, diversity, anti-discrimination and other benefits and welfare.

We also organise various team building activities for our employees and their family with an aim to create a harmonious working environment for our employees.

為確保僱傭過程各環節依法合規，避免使用童工或強迫勞工的情況發生，本集團遵守相關法規及人力資源管理制度中的相應條款，在招聘環節要求應聘人士須出示身份文件正本進行核實，保證其符合最低工作年齡要求。我們在僱員自願的情況下依法與其簽訂勞動合同，當中明確僱員的新金、職位、解僱及合同終止理由。同時，本集團內部招聘政策及其他人力資源管理制度充分保障員工的合法權利及權益，禁止使用童工或任何形式的強迫勞工。僱員加班的要求須得到部門主管批准。

本年度，概無不遵守薪酬及解僱、招聘及晉升、童工及強迫勞工、工作時數、假期、多元化、反歧視以及其他待遇及福利相關法律法規的事件。

我們亦為僱員及其家庭成員組織各類團建活動，旨在為僱員創造和諧的工作環境。





## HEALTH AND SAFETY

The Group is dedicated to providing a safe and healthy working environment. The Group strictly complies with the Measures for Supervision and Management of Drug Production, Regulation on the Safety Management of Hazardous Chemicals and other related laws and regulations.

The Group is committed to having continuous improvement and prevention of risks to implement the safety production at all level in order to provide safe working environment with proper equipment, and implements measures for safe working behaviors to safeguard occupational health and safety of employees. The Group has set up a safety and environmental protection center with qualified safety administrators for daily management on environmental, health and safety, such as security and fire management. For the safety design of production plants, the Group will use closed electrical equipment in the facilities which produce steams, corrosive gas and dust. In the facilities with explosive gas or dust, the Group will use explosion-proof electrical equipment. In the facilities with flammable and explosive or toxic gas, the Group implemented flammable or toxic gas leakage alarms with emergency stop settings.

The above measures cover all employees who are exposed to health hazards and all hazardous units have received contractual notifications and on-site warnings. The Group has appointed environmental, health and society (“EHS”) engineer to monitor the R&D and production process to ensure the health and safety of our employees.

## 健康與安全

本集團竭力提供安全及健康的工作環境。本集團嚴格遵守《藥品生產監督管理辦法》、《危險化學品安全管理條例》及其他相關法律法規。

本集團承諾進行持續改善和風險預防，切實履行各級安全生產，以提供安全的工作環境及適當設備，並落實安全工作行為辦法以保障僱員的職業健康及安全。本集團設有安全及環境保護中心，配有合資格安全管理人員，負責環境、健康及安全的日常管理工作，例如安保及消防管理等工作。於生產廠房的安全設計方面，本集團於產生蒸汽、腐蝕性氣體、粉塵等場所採用封閉式電氣設備。於有爆炸危險的氣體或粉塵的作業場所，本集團採用防爆型電氣設備。於涉及易燃易爆或有毒有害氣體的場所，本集團設置有易燃或有毒有害氣體洩漏檢測報警裝置，並設置緊急切斷功能。

上述措施涵蓋所有暴露於健康危害的員工，而所有危險崗位均已收到合同形式的通知及現場警告。本集團已委任環境、健康及社會（「EHS」）工程師監控研發及生產過程，以確保員工的健康與安全。

## ABOUT THE COMPANY 關於本公司

In order to further foster the occupational health and safety measures, the Group has implemented the followings:

- **Risk assessment:** we conduct regular risk assessments in respect of the production procedure of factories, production sites, warehouses, construction sites, etc. Once risk is found, ratification shall be implemented within the time specified, and the progress of ratification shall be reported to the headquarter for monitor and control.
- **Safety training and education:** the Group places great importance on the employees' EHS training. We develop practical EHS training materials based on the actual work content of each position, conduct targeted safety education, and implement compulsory pre-work training for personnel who are newly recruited, change positions and return to positions. The employees can only be arranged to work after passing the assessment. We also conduct qualification training for special operational personnel to ensure that they work with permits. We enhance the overall awareness of health and safety of employee through EHS education for different levels and types of employees.

為了進一步促進職業健康和安全措施，本集團實施了以下措施：

- **風險評估：**我們對工廠的生產工序、生產場所、倉庫、工程施工場所等定期進行風險評估，一旦發現風險，須在規定時間內落實整改，並將整改情況上報至總部以監督管控。
- **安全培訓教育：**本集團重視員工的EHS培訓，根據各崗位的實際工作內容制定切合實際的EHS培訓教材，開展有針對性的安全教育工作，對新入職、轉崗、復崗人員實行上崗前強制性培訓，考核合格後方可安排到崗位工作。我們亦對特種作業人員實施資格培訓，確保持證上崗。我們通過對不同層級、類別僱員進行EHS教育，推動全員健康安全意識的整體提升。



Daily environmental fire hazard inspection  
日常環境消防隱患檢查



Fire evacuation drill  
消防疏散演習

- **Occupational health notification:** for job positions with occupational health hazards, we inform employees of the specific risks in writing and the adopted occupational disease protection measures before working in the position.
- **Labour protection products:** we equip employees who are exposed to occupational hazards with appropriate and effective personal labour protection equipment and supervise the usage.
- **Occupational health examination:** we organize an occupational health examination once a year, and apply for an Occupational Health Guardianship Certificate for employees exposed to occupational hazards, and establish occupational health files and manage the tracking thereof.
- **職業健康告知：**對於存在職業健康危害的崗位，我們在僱員入崗之前即通過書面材料告知該崗位具體風險以及採取的職業病防護措施。
- **勞動防護用品：**我們為暴露於職業危害環境中的僱員配備適宜有效的個體勞動防護用品，並監督使用。
- **職業健康檢查：**我們每年組織一次職業健康檢查，為暴露於職業危害環境中的僱員辦理《職業健康監護證》，並建立職業健康監護檔案並進行跟蹤管理。



Laboratory fire drill  
實驗室消防演習



Toxic and explosive chemicals training  
有毒有害及易爆化學品培訓

## ABOUT THE COMPANY 關於本公司

No work-related fatalities occurred in each of the past three years including the Year. During the Year, there were no lost days due to work injury in the Group.

### EMPLOYEES' TRAINING

The Group continues to focus on the skills and essential knowledge of employees and takes skill improvement as the training goal. The direction of the talent training project is to commit professionalism. During the Year, the Group provided a series of comprehensive trainings to all employees at the Group's expenses such as induction training for new employees and specific training in relation to pharmaceutical knowledge, special equipment, occupational health, fire safety, electrical engineering, business etiquette and company welfare and insurance for all employees. During the Year, there were a total of 10 trainings. The training coverage rate of male and female employees reached 100%, with the average training hours per person of 24 hours. The training coverage rate of ordinary employees, middle management and senior management reached 100%, with the average training hours per person of 24 hours.

於過往三年(包括本年度)概無發生因公殉職情況。本年度內，本集團概無因工傷導致的損失天數的情況。

### 僱員培訓

本集團持續關注僱員的技能和基本知識，並將提高技能作為培訓目標。人才培養項目的方向是致力於專業化。本年度內，本集團自費為全體僱員提供一系列綜合培訓，如新僱員入職培訓，以及為全體僱員提供藥物知識、專用設備、職業健康、消防安全、電氣工程、商務禮儀、公司福利及保險等方面的專項培訓。本年度內，共有10項培訓。男女僱員培訓覆蓋率達100%，人均培訓時長24小時。普通僱員、中級管理層員工和高級管理層僱員的培訓覆蓋率達100%，人均培訓時長24小時。



Innovative pharmaceutical preparation R&D training 創新藥製劑研發培訓



The table below sets forth our coverage and training time for our staff trainings.

下表載列我們員工培訓的覆蓋率及培訓時長。

Indicators 指標	Unit 單位	Data in 2021 2021年的數據
Coverage of staff training 員工培訓覆蓋率	Person/% 人/%	316 (100%)
Training coverage of male employees 男性僱員培訓覆蓋率	Person/% 人/%	141 (44.6%)
Training coverage of female employees 女性僱員培訓覆蓋率	Person/% 人/%	175 (55.4%)
Training coverage of ordinary employees 普通僱員培訓覆蓋率	Person/% 人/%	283 (89.5%)
Training coverage of middle management 中級管理層僱員培訓覆蓋率	Person/% 人/%	22 (7.0%)
Training coverage of senior management 高級管理層僱員培訓覆蓋率	Person/% 人/%	11 (3.5%)
Per capita training time of staff 員工人均培訓時長	Hour 小時	24
Per capita training time of male employees 男性僱員人均培訓時長	Hour 小時	24
Per capita training time of female employees 女性僱員人均培訓時長	Hour 小時	24
Per capita training time of ordinary employees 普通僱員人均培訓時長	Hour 小時	24
Per capita training time of middle management 中級管理層僱員人均培訓時長	Hour 小時	24
Per capita training time of senior management 高級管理層僱員人均培訓時長	Hour 小時	24
Proportion of staff participating in regular performance and career development assessment 接受定期績效及職業發展考評的僱員比例	% %	100%



## LABOUR STANDARDS

The Group resolutely resists and opposes any form of employment of child labour and forced labour, and strictly complies with the Labour Law of the PRC, the Law on the Protection of Minors of the PRC, the Provisions on the Prohibition of Using Child Labour of the PRC and other applicable laws and regulations when recruiting employees so as to protect their legitimate rights and interests.

The human resources department of the Group strictly monitors the recruitment process, conducts background checks on its job applicants and verifies their credentials, and will not employ any candidates if they are found not suitable. Any use of false document will be deemed as fraudulent and any related signed labour contract will be deemed invalid.

During the year ended 31 December 2021, the Group did not use any child labour or forced labour, or receive any related complaints. If any of our suppliers or other business partners are found to use child or forced labour, we will immediately cease our collaboration with them and cooperate with relevant government authorities to investigate and collect evidence.

## OPERATIONAL PRACTICE

### Supply Chain Management

The majority of the Group's suppliers are located in the PRC. During the Year, the Group had 1,606 suppliers, of which 659 were located in Jiangsu, 391 were located in Shanghai, 171 were located in Beijing and 385 were located in other regions.

The Group has formulated a series of procurement management system and procurement control procedure, and has strictly selected suppliers and monitored the procurement process in accordance with the Drug Administration Law of the People's Republic of China and Good Manufacturing Practice. In selecting suppliers and prior to entering into contracts with them, a due diligence check will be performed and the Group may visit the production plants if necessary. The Group requires the potential suppliers to provide the samples for testing and trial production, the passing of which would entitle the suppliers to become the Group's qualified suppliers. The Group also require the suppliers to provide corporate certification to ensure that they meet national and international standards and mitigate risks. In addition, suppliers need to fill in questionnaires on their material suppliers and provide their qualifications. The products purchased by the Group comply with environmental requirements in general. If any special product is required to be purchased, it will be reported to the relevant management unit in advance.

## 勞工準則

本集團堅決抵制及反對以任何形式僱用童工及強制勞工，並於招聘僱員時嚴格遵守《中華人民共和國勞動法》、《中華人民共和國未成年人保護法》、中國《禁止使用童工規定》以及其他適用法律及法規，以保護彼等的合法權益。

本集團人力資源部嚴格監察招聘程序，對其求職者進行背景調查，並核實其證書，如認為任何應徵者不合適，將不會僱用。使用任何虛假文件將被視為欺詐，任何相關已簽署的勞動合同將被視為無效。

截至2021年12月31日止年度，本集團並無任何使用童工或強制勞工的情況或接獲任何相關投訴。倘任何我們的供應商或其他業務夥伴被發現使用童工或強制勞工，我們將立即終止我們與其之間的合作，並與相關政府當局配合調查並收集證據。

## 營運慣例

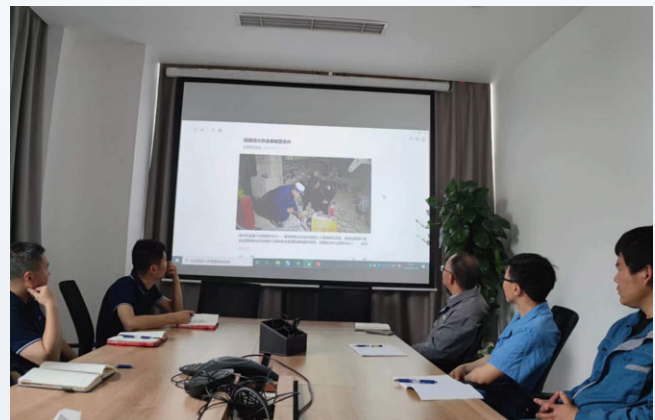
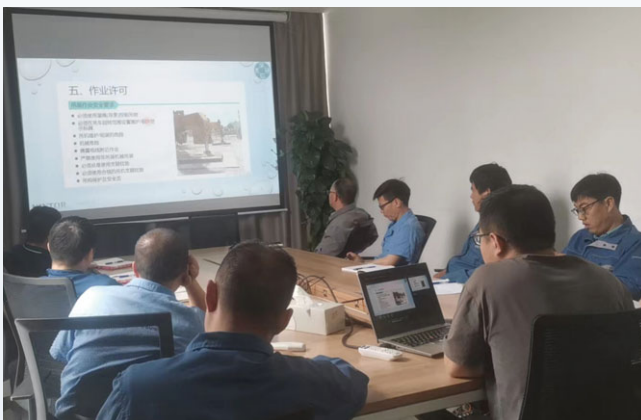
### 供應鏈管理

本集團的大部分供應商位於中國。本年度內，本集團共有1,606家供應商，其中659家位於江蘇，391家位於上海，171家位於北京及385家位於其他地區。

本集團已制定一系列採購管理制度和採購控制程序，並根據《中華人民共和國藥品管理法》和《藥品生產品質管制規範》的規定嚴格選擇供應商及監控採購過程。在選擇供應商並與之簽訂合約之前，本集團將進行盡職調查，並在必要時參觀生產工廠。本集團要求潛在供應商提供測試和試生產所需樣品，通過測試和試生產將使供應商成為本集團的合格供應商。本集團亦要求供應商提供企業認證，以確保其符合國家和國際標準，並減輕風險。此外，供應商須填寫關於其材料供應商的問卷調查並提供其資質。整體而言，本集團購買的產品遵守環境規定。如須購買任何特殊產品，其將提前向相關管理單位匯報。

In order to minimize the safety risk of the construction site, the Group entered into health and safety agreements with the suppliers and provided relevant trainings to them, depending on the level of work complexity. Such practices were implemented in respect of 29 suppliers during the Year. Procurement staffs have also conducted regular visits to suppliers to maintain close and good cooperation relationships with them. If there is a violation under the health and safety agreement and it is not remedied in a timely manner, the supplier will be punished pursuant to the agreement. Meanwhile, the quality notices made by suppliers are regularly monitored to ensure all of the raw materials used by the Group are in compliance with the standard requirements and ready for use.

為儘量降低施工現場的安全風險，本集團與供應商簽訂健康與安全協定，並根據工作複雜程度向供應商提供相關培訓。於本年度已就29名供應商落實有關措施。採購人員亦定期走訪供應商，以與供應商保持密切良好的合作關係。倘有任何違反健康與安全協定的情況，且並未及時糾正，供應商將根據協定受到懲罰。同時，本集團定期監控供應商發出的質量通知，以確保本集團使用的所有原材料符合標準要求並可供使用。



Construction department safety training 工程部安全作業培訓

To ensure suppliers' compliance with ESG practices and delivery of quality products and services, we established internal policies to regularly monitor the products' safety and ensure compliance with the environmental standards. In the event the suppliers fail to comply with the environmental standards, we will file a report to the relevant administrative units.

為確保供應商遵守ESG常規並提供優質產品及服務，我們制定內部政策，定期監控產品的安全性，並確保符合環境標準。如供應商未能符合環保標準，我們將向相關行政單位上報。

## Product Responsibility

The production and sale of the Group's drugs are conducted in accordance with relevant rules as required in the Drug Administration Law of the People's Republic of China, Regulations for Implementation of the Drug Administration Law of the People's Republic of China, Good Manufacturing Practice and Norm on Production and Quality Control of Traditional Chinese Medicine, Measures for the Administration of the Insert Sheets and Labels of Drug, Interim Measures for the Administration of Censorship of Advertisements on Drugs, Medical Devices, Dietary Supplements and Formula Foods for Special Medical Purposes and Measures for the Administration of Drug Registration, Good Clinical Practice for Drug Trials. During the Year, the Group was not involved in any litigation relating to the advertising, labeling and privacy matters relating to products and services provided.

Drug quality correlates with the life safety of patients, and even the lifespan of the enterprise. The Group has fully conducted activities for improvement of quality control by urging for high standard and high quality of products, reducing product errors during production, so as to lower the risk in terms of product quality during production. A system for product return and exchange analysis has been formulated in combination with relevant requirements of refrigeration, cold storage and logistics management of drugs, automatic temperature and humidity monitoring system. Furthermore, modern information technology is used in the collection of adverse reactions, consultations and complaints of drugs, and the information will be analyzed for the continuous improvement of drug quality ensure the medicines is safe, effective, uniform and stable.

During the Year, the Group did not have any incidents in which products had to be recalled due to safety and health reasons. We have set up hotlines on our Company's website to collect and process complaints. During the Year, the Group did not receive any products and service related complaints.

## 產品責任

本集團根據《中華人民共和國藥品管理法》、《中華人民共和國藥品管理法實施條例》、《藥品生產品質管制規範》、《中藥材生產品質管制規範》、《藥品說明書和標籤管理規定》、《藥品、醫療器械、保健食品、特殊醫學用途配方食品廣告審查管理暫行辦法》、《藥品註冊管理辦法》、《藥物臨床試驗質量管理規範》等相關法規的規定進行藥品生產及銷售。本年度內，本集團並無就與所提供的產品及服務有關的廣告、標籤及隱私事宜牽涉任何訴訟。

藥品品質關係著患者的生命安全，更是企業的命脈。本集團全面開展品質控制改進活動，對產品要求高標準及高品質，減少生產過程中的產品誤差，從而降低生產過程中的產品品質風險。本集團結合藥品冷凍、冷藏及物流管理、溫濕度自動監測系統等方面的相關規定制定產品退換分析系統。此外，本集團利用現代化的信息技術收集藥品不良反應、諮詢及投訴並進行資料分析，以持續改善藥品品質，確保藥品安全、有效、質量均一和穩定。

本年度內，本集團概無因安全與健康理由而須回收產品的任何事件。我們已在本公司網站設立熱線電話，以收集和處理投訴。本年度內，本集團概無接獲任何與產品及服務有關的投訴。

## Management and Protection of Intellectual Property Rights

While continuing innovating new technologies, the Group emphasises the intellectual property rights of itself by seeking patent protection through the Patent Cooperation Treaty (“PCT”). The Group also takes precautionary measures such as patent early warning analysis and operational analysis to prevent third party infringement. In addition to independent research and development, the Group also obtains intellectual property rights through various channels such as cooperative development with external parties and technology transfer.

The Group respects the intellectual property rights and formulates a guiding principle to increase the employees' awareness and consolidate the foundation of intellectual property rights.

The Group collaborates with an intellectual property agency and law firms to protect the Group's proprietary technologies and safeguard the intellectual property rights and business interests. The Group also has an internal intellectual property specialist who has patent agency qualification and legal practitioner qualification to be responsible for the management and protection of the Group's intellectual property rights. The Group also provides internal training on a regular basis and invite external training providers to hold training sessions for the employees to enhance their awareness of intellectual property.

During the Year, the Group was not involved in any litigation relating to infringement of any intellectual property rights.

## Quality Assurance Policy

The Quality Control Department is responsible for conducting quality management by taking samples from the warehouse and production plant to the laboratory, in which the laboratory staff would conduct examination of the products with preventive and safety measures such as wearing masks and disposable gloves to protect themselves and minimize damage to the environment. Based on the data rendered from the examination, the Quality Control Department will issue a quality assurance report. After the examination, defective products and hazardous and chemical wastes will be delivered to qualified third party service provider for processing.

## 知識產權管理與保護

在不斷創新新技術的同時，本集團重視自身的知識產權，通過《專利合作條約》(「《專利合作條約》」)尋求專利保護。本集團亦採取預防措施，如專利預警分析及營運分析，以防止第三方侵權。除獨立研發外，本集團亦透過各類渠道(例如與外部各方的合作開發及技術轉讓)獲取知識產權。

本集團尊重知識產權，並制定指導方針，以提高員工的知識產權意識，夯實知識產權基礎。

本集團與一家知識產權代理機構和律師事務所合作，以保護本集團的專有技術，並保障知識產權和商業利益。本集團內部亦設有一名具備專利代理資質及律師資質的知識產權專家，負責管理及保護本集團的知識產權。本集團亦定期提供內部培訓，並邀請外部培訓提供商為僱員舉辦培訓課程，以提高僱員的知識產權意識。

本年度內，本集團並未牽涉與侵犯任何知識產權有關的任何訴訟。

## 品質保證政策

質量控制部門負責進行品質管理，從倉庫及生產車間取樣送往實驗室，而實驗室人員在實驗室對產品進行檢驗，並採取相關防護和安全措施，如佩戴口罩及一次性手套等，以保護自身及儘量減少對環境的破壞。基於檢驗所獲得的數據，品質控制部門將出具品質保證報告。經檢驗後，缺陷產品以及有害及化學廢棄物將送至合資格的第三方服務供應商處理。

## Protection of Customers' Privacy

As the Group mainly engages in drug production and operation, there is less direct access to the end-customers and their private information. Due to the limited privacy safety management risk, the Group also maintains full compliance with applicable provisions in the Constitution of the PRC, the General Principles of the Civil Code of the PRC and the Tort Liability Law of the PRC regarding protection of personal information. This is to protect customer privacy, defend trade secrets and safeguard clients' interest.

Nevertheless, since the Group has conducted various clinical trials, it adopts a strict data protection and privacy policy for data collected for the clinical trials by maintaining full compliance with the Constitution of the PRC, the General Principles of the Civil Code of the PRC, the Tort Liability Law of the PRC, Good Clinical Practice (“**GCP**”) and Declaration of Helsinki regarding protection of personal information. The Group only collects personal data the clinical subjects provided and their anonymity will be maintained even upon the release of the clinical reports. In cases where the personal information has been exposed, the Group implements appropriate measures such as ceasing to use and removing the personal information of the clinical subjects from the database and the employees who breached the data security compliance will be subject to disciplinary actions.

Further, the Group or the data management company will engage data protection personnel to provide advice in relation to data and privacy protection of the clinical subjects and regularly monitor data security compliance.

During the Year, the Group was not involved in any litigation relating to the infringement of customer privacy or loss of customers' information in the Group.

## 保護客戶隱私

由於本集團主要從事藥品生產及經營，本集團較少直接接觸終端客戶及其私人資料。由於隱私安全管理有限的風險，本集團亦全面遵守《中華人民共和國憲法》、《中華人民共和國民法典》和《中華人民共和國侵權責任法》中有關個人信息保護的適用規定。此舉旨在保護客戶隱私，維護商業秘密及保障客戶利益。

儘管如此，由於本集團已進行多項臨床試驗，本集團就臨床試驗收集的數據採取嚴格的數據保護和隱私政策，在個人信息保護方面全面遵守《中華人民共和國憲法》、《中華人民共和國民法典》、《中華人民共和國侵權責任法》、《藥物臨床試驗質量管理規範》(「**GCP**」)及《赫爾辛基宣言》。本集團僅收集臨床受試者所提供的個人資料，並即使在發佈臨床報告後維持該等資料不公開。在個人信息遭洩露的情況下，本集團將採取適當措施，如停止使用並從資料庫中刪除臨床受試者的個人信息，而違反資料安全合規的員工將受到紀律處分。

此外，本集團或資料管理公司將聘請資料保護人員就臨床受試者的資料和隱私保護提供建議，並定期監控資料安全合規情況。

本年度內，本集團並未牽涉與侵犯客戶隱私或遺失本集團客戶信息有關的任何訴訟。



## ANTI-CORRUPTION

The Group, committed to pursuing operation in good faith, constantly enhances internal control and monitoring mechanism within the enterprise, and stringently observes the rule on fair competition. The Group encouraged the employees to report commercial bribery and other actions of unfair competition to the office of general manager. Employees are required to strictly comply with provisions in relation to prohibition of commercial bribery acts under the Law Against Unfair Competition of the People's Republic of China, Criminal Law and Companies Ordinances, and all of the relevant management rules on integrity and self-discipline as stipulated by the Company. The Group strongly opposes to the acceptance of commercial bribery and other improper commercial acts, and establishes a management system and measures on capital management to prevent money laundering. The Company will promptly denounce and report to the relevant department for suspected personnel. There were no commenced or concluded legal cases regarding corrupt practices brought against the Group and its employees during the Year.

The Group has identified the "Anti-Corruption and Anti-Bribery Policy", providing internal guidelines and policies against unethical behaviours, such as any forms of bribery, soliciting advantages from any person in connection with the Group's business, accepting advantages and gifts offered in private or any occasions or engaging in other immoral business activities that would amount to a conflict of interests. In the event that the behaviours are ruled as a violation of ethical standards, employees in question would be subject to disciplinary actions. Employees are prohibited from accepting gifts; if they can't refuse the gifts immediately, they should take the initiative to report to their superiors and hand the gifts over to the department head. Each department head is responsible for monitoring the integrity of the relevant department.

## 反貪污

本集團不斷加強企業內部控制及監督機制，始終誠信經營，嚴格遵守公平競爭規則。本集團鼓勵員工向總經理辦公室報告商業賄賂和其他不正當競爭行為。要求員工嚴格遵守《中華人民共和國反不正當競爭法》、《刑法》和《公司法》等有關禁止商業賄賂行為規定及本公司制定的所有廉潔自律相關管理規定。本集團堅決拒絕商業賄賂及其他不正當商業行為，並設有對資金管理的管理制度及措施以防止洗黑錢。對於涉嫌犯罪的人員，本公司將及時向相關部門檢舉和報告。本年度內，概無針對本集團及其僱員提出或審結的貪污訴訟案件。

本集團已制定《反貪污及反賄賂政策》，提供內部指引及政策，打擊不道德行為，例如任何形式的賄賂、向任何與本集團業務有關的人士索取利益、接受私下或任何場合提供的利益和禮物，或從事其他構成利益衝突的不道德的商業活動。如果行為被裁定為違反道德標準，相關員工將受到紀律處分。禁止員工接受禮物；如果不能立即拒絕，應主動向上級報告，並將禮物移交部門主管。各部門主管負責監督相關部門的誠信情況。

## ABOUT THE COMPANY 關於本公司

In order to strengthen the internal monitoring mechanism, the Group has an internal whistleblowing policy which encourages the employees to report any violation of the Anti-Corruption and Anti-Bribery Policy. The Group offers anti-corruption training courses to suppliers, new employees and employees at all levels on a regular basis to promote ethical and responsible conduct. During the Year, the Company also provided anti-corruption training to the Directors by providing reading materials.

During the Year, the Group strictly complied with the Prevention of Bribery Ordinance and other relevant national laws and regulations against corruption. The Group was not aware of any violations of relevant laws and regulations that have a significant impact on the Group relating to bribery, fraud, extortion and money laundering and the Group was not involved in any corruption cases.

## COMMUNITY

The Group, whilst creating value for shareholders, has proactively engaged in public service sector, especially the healthcare sector. The Group acknowledges the importance of giving back to the society and spares no effort in providing support. The Group encourages employees to participate in community services to build a more sustainable and harmonious society. During the COVID-19 pandemic, our employees actively participated in voluntary work in the community, including distributing test kits and performing environmental disinfection.

Facing the COVID-19 pandemic, the Company, as an innovative drug research and development company in China, must fulfill the heavy responsibilities that it assumes. Following the outbreak of COVID-19, the Company actively explored the opportunities for the treatment of COVID-19 and found that Prixelutamide could inhibit the expression of ACE-2 and TMPRSS2, which play a critical role for SARS-CoV-2 to bind and enter host cells in the lung. The Group is conducting clinical trials of Prixelutamide for the treatment of COVID-19 in the United States, China and other countries. To minimise the impact of the COVID-19 outbreak, the Group has also implemented company-wide self-protection policies for employees to either working remotely (where necessary) or onsite with protective masks and sanitisation.

為加強內部控制機制，本集團制定了內部舉報政策，鼓勵員工舉報任何違反《反貪污及反賄賂政策》的行為。本集團定期為供應商、新員工及各級員工提供反貪污培訓課程，以宣揚道德及責任操守。於本年度，本公司亦通過提供閱讀材料向董事提供反貪污培訓。

本年度內，本集團嚴格遵守《防止賄賂條例》及其他有關反貪污的國家法律法規。本集團並無發現任何與賄賂、欺詐、勒索及洗錢有關的對本集團造成重大影響的違反相關法律和法規的行為，並且本集團概無牽涉任何貪污案件。

## 社區

本集團在為股東創造價值的同時，積極投身公共服務領域，尤其是健康領域。本集團認識到回饋社會的重要性，並不遺餘力地提供支持。本集團鼓勵員工參與社區服務，以建立一個更可持續、更和諧的社會。疫情期間，員工積極投身社區的志願活動，進行檢測試劑分發、環境消殺等工作。

面對COVID-19疫情，本公司作為中國創新藥研發企業，深感肩上責任之重。COVID-19疫情爆發後，本公司積極探索治療COVID-19的機會，並發現普克魯胺可抑制ACE-2和TMPRSS2的表達，而有關表達對SARS-CoV-2結合並進入肺中的宿主細胞起到至關重要的作用。本集團正在美國、中國及其他國家進行普克魯胺治療COVID-19的臨床試驗。為將COVID-19疫情造成的影響降至最低，本集團亦實施全公司範圍的員工自我保護政策，員工可以遠程(倘必要)辦公或在佩戴防護口罩並採取衛生措施後現場辦公。

# ESG REPORTING GUIDE INDEX

## 環境、社會及管治報告指引索引

Key Performance Indicators	Description	Corresponding Sections
關鍵績效指標	描述	相關章節
<b>Aspect A1: Emissions</b>		
<b>層面A1：排放物</b>		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions
一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	排放
KPI A1.1	The types of emissions and respective emission data.	Emissions
關鍵績效指標A1.1	排放物種類及相關排放數據。	排放
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.	Greenhouse Gas Emissions Exhaust Gas Emissions
關鍵績效指標A1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度。	溫室氣體排放 廢氣排放
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Solid Waste
關鍵績效指標A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度。	固體廢棄物
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	Solid Waste
關鍵績效指標A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度。	固體廢棄物
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Emissions
關鍵績效指標A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	排放
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Solid Waste
關鍵績效指標A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	固體廢棄物

Key Performance Indicators	Description	Corresponding Sections
關鍵績效指標	描述	相關章節
<b>Aspect A2: Use of Resources</b>		
<b>層面A2：資源使用</b>		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources and Impact on the Environment and Resources
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	資源使用以及對環境和資源的影響
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Use of Resources
關鍵績效指標A2.1	按類型劃分的直接及／或間接能源消耗總量及密度。	資源使用
KPI A2.2	Water consumption in total and intensity.	Use of Resources
關鍵績效指標A2.2	總耗水量及密度。	資源使用
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of Resources and Impact on the Environment and Resources
關鍵績效指標A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	資源使用以及對環境和資源的影響
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Use of Resources and Impact on the Environment and Resources
關鍵績效指標A2.4	描述獲取適用水源上是否存在任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	資源使用以及對環境和資源的影響
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	Use of Resources
關鍵績效指標A2.5	製成品所用包裝材料的總量及(如適用)每生產單位佔量。	資源使用

Key Performance Indicators	Description	Corresponding Sections
關鍵績效指標	描述	相關章節
<b>Aspect A3: The Environment and Natural Resources</b>		
<b>層面A3：環境及天然資源</b>		
General Disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及天然資源
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	The Environment and Natural Resources 環境及天然資源
<b>Aspect A4: Climate Change</b>		
<b>層面A4：氣候變化</b>		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜及已採取管理有關影響的行動。	Climate Change 氣候變化



Key Performance Indicators	Description	Corresponding Sections
關鍵績效指標	描述	相關章節
<b>Aspect B1: Employment</b>		
<b>層面B1：僱傭</b>		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employment
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	僱傭
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Total Number and Classification of Employees
關鍵績效指標B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	僱員總數及分類
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employee Turnover
關鍵績效指標B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	僱員流失

Key Performance Indicators	Description	Corresponding Sections
關鍵績效指標	描述	相關章節
<b>Aspect B2: Health and Safety</b>		
<b>層面B2：健康與安全</b>		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Health and Safety
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	健康與安全
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and Safety
關鍵績效指標B2.1	過去三年(包括匯報年度)每年因工作關係而死亡的人數及比率。	健康與安全
KPI B2.2	Lost days due to work injury.	Health and Safety
關鍵績效指標B2.2	因工傷損失工作日數。	健康與安全
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and Safety
關鍵績效指標B2.3	描述所採納的職業健康與安全措施，及相關執行及監察方法。	健康與安全
<b>Aspect B3: Development and Training</b>		
<b>層面B3：發展及培訓</b>		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Employees' Training
一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	僱員培訓
KPI B3.1	The percentage of employees trained by gender and employee category.	Employees' Training
關鍵績效指標B3.1	按性別及僱員類別劃分的受訓僱員百分比。	僱員培訓
KPI B3.2	The average training hours completed per employee by gender and employee category.	Employees' Training
關鍵績效指標B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	僱員培訓

Key Performance Indicators	Description	Corresponding Sections
關鍵績效指標	描述	相關章節
<b>Aspect B4: Labour Standards</b>		
<b>層面B4：勞工準則</b>		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Labour Standards
一般披露	有關防止童工及強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	勞工準則
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
關鍵績效指標B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	勞工準則
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards
關鍵績效指標B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	勞工準則

Key Performance Indicators	Description	Corresponding Sections
關鍵績效指標	描述	相關章節
<b>Aspect B5: Supply Chain Management</b>		
<b>層面B5：供應鏈管理</b>		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
一般披露	管理供應鏈的環境及社會風險政策。	供應鏈管理
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
關鍵績效指標B5.1	按地區劃分的供應商數目。	供應鏈管理
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management
關鍵績效指標B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及相關執行及監察方法。	供應鏈管理
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
關鍵績效指標B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	供應鏈管理
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
關鍵績效指標B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	供應鏈管理

Key Performance Indicators	Description	Corresponding Sections
關鍵績效指標	描述	相關章節
<b>Aspect B6: Product Responsibility</b>		
<b>層面B6：產品責任</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility 產品責任
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility 產品責任
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Management and Protection of Intellectual Property Rights 知識產權管理與保護
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Quality Assurance Policy 品質保證政策
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	Protection of Customers' Privacy 保護客戶隱私



Key Performance Indicators	Description	Corresponding Sections
關鍵績效指標	描述	相關章節
<b>Aspect B7: Anti-corruption</b>		
<b>層面B7：反貪污</b>		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-Corruption
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	反貪污
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-Corruption
關鍵績效指標B7.1	於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	反貪污
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-Corruption
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	反貪污
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-Corruption
關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	反貪污

Key Performance Indicators	Description	Corresponding Sections
關鍵績效指標	描述	相關章節
<b>Aspect B8: Community Investment</b>		
層面B8：社區投資		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community
一般披露	有關以社區參與來了解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。	社區
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community
關鍵績效指標B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	社區
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community
關鍵績效指標B8.2	在專注範疇所動用資源(如金錢或時間)。	社區



開拓藥業有限公司\*

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