



2021

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



四环医药
SihuanPharm

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

(incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股份代號：0460



目錄 CONTENTS

- 2** 關於本報告
About the Report
- 5** 聚焦二零二一 • 大事記
Focus 2021 – Memorabilia
- 9** 責任治理，可持續運營
Responsible Governance, Sustainable Operation
- 17** 利益相關方參與
Stakeholders Engagement
- 24** 創新科技，健康未來
Fostering Innovation in Science and Technology for a Healthy Future
- 49** 責任並進，互利共贏
Making Progress Together with Responsibility to Promote Win-win Cooperation
- 53** 安全守護，綠色發展
Ensuring Safety and Pursuing Green Development
- 81** 聚焦人才，攜手並進
Empowering Talents and Shaping a Brighter Future
- 93** 合規經營，誠信為先
Enhancing Compliance Governance and Upholding Integrity
- 97** 熱心公益，共繪美好
Devoting to Social Public Welfare for a Happy Life
- 105** 附錄I 二零二一年ESG關鍵績效數據表
Appendix I Table of 2021 ESG Key Performance Data
- 110** 附錄II 《環境、社會及管治報告指引》內容索引
Appendix II Content Index of Environmental, Social and Governance Reporting Guide

關於本報告

About the Report

本報告是四環醫藥控股集團有限公司連同其子公司(「四環醫藥」、「本集團」或「我們」)發佈的第六份環境、社會及管治報告(「本報告」或「報告」)，全面闡釋四環醫藥二零二一年度在環境、社會及管治方面的實踐表現。

報告週期

本報告為年度報告。本年度報告於二零二二年三月二十九日獲得董事會批准發佈。

報告範圍

本報告涵蓋本集團於二零二一年一月一日至二零二一年十二月三十一日期間(「本年度」)在履行環境與社會責任方面的表現。環境數據範圍覆蓋四環醫藥集團總部及附屬12家生產企業、2家研究及開發(「研發」)機構以及5個營銷中心¹。本報告覆蓋我們擁有營運控制權或對我們的環境、社會及管治方面有顯著影響的所有業務單位。本報告的內容亦聚焦於我們在經濟、環境及社會方面影響最顯著的重大可持續發展領域，以及我們的利益相關方最關注的領域。

¹ 生產企業：北京四環製藥有限公司(「北京四環」)、本溪恒康製藥有限公司(「本溪恒康」)、吉林振澳製藥有限公司(「吉林振澳」)、吉林四長製藥有限公司(「吉林四長」)、吉林四環製藥有限公司(「吉林四環」)、吉林津升製藥有限公司(「吉林津升」)、長春翔通藥業有限公司(「長春翔通」)、吉林四環澳康藥業有限公司(「吉四澳康」)、弘和製藥有限公司(「弘和製藥」)、吉林匯康製藥有限公司(「吉林匯康」)、吉林升通化工有限公司(「升通化工」)、吉林惠升生物製藥有限公司(「吉林惠升」)；

研發機構：北京澳合藥物研究院有限公司(「北京澳合研究院」)、山東軒竹醫藥科技有限公司(「山東軒竹」)。較上一年度，本年度剔除北京軒義醫藥科技有限公司，因其已於二零二零年對外出售。

營銷中心：津升營銷中心(「津升營銷」)、北京四環營銷中心(「北四營銷」)、吉林四環營銷中心(「吉四營銷」)、弘和製藥營銷中心(「弘和營銷」)、深圳四環醫藥有限公司(「深圳四環」)。因架構調整，上一年度環境數據範圍內的通化濟達醫藥有限公司對應至本年度的北四營銷、吉四營銷、弘和營銷。

This report is the sixth environmental, social and governance report (the “Report”) published by Sihuan Pharmaceutical Holdings Group Ltd. and its subsidiaries (collectively referred to as “Sihuan Pharmaceutical”, the “Group” or “We”). It comprehensively explains the practice performance of Sihuan Pharmaceutical in environmental, social and governance matters in 2021.

Report Cycle

The Report is an annual report. This annual report was approved by the board of directors (the “Board”) on 29 March 2022.

Scope of the Report

The Report covers the achievements of the Group in the performance of environmental and social responsibilities during the period from 1 January 2021 to 31 December 2021 (the “Year”). The Report covers the headquarters of Sihuan Pharmaceutical and its 12 affiliated production enterprises, 2 research and development (“R&D”) institutions and 5 marketing centers¹. The Report covers all business units where we had operational control or which have significant impact on environmental, social and governance aspects. The content of the Report also focuses on the major sustainable development areas which have the most significant economic, environmental and social impacts, and the areas where our stakeholders are most concerned about.

¹ Production enterprises: Beijing Sihuan Pharmaceutical Co., Ltd. (“Beijing Sihuan”), Benxi Henggang Pharmaceutical Co., Ltd. (“Benxi Henggang”), Jilin Zhen’ao Pharmaceutical Co., Ltd. (“Jilin Zhen’ao”), Jilin Sichang Pharmaceutical Co., Ltd. (“Jilin Sichang”), Jilin Sihuan Pharmaceutical Co., Ltd. (“Jilin Sihuan”), Jilin Jinsheng Pharmaceutical Co., Ltd. (“Jilin Jinsheng”), Changchun Xiangtong Pharmaceutical Co., Ltd. (“Changchun Xiangtong”), Jilin Sihuan Aokang Pharmaceutical Co., Ltd. (“Jisi Aokang”), Ambest Pharmaceutical Co., Ltd. (“Ambest Pharmaceutical”), Jilin Huikang Pharmaceutical Co., Ltd. (“Jilin Huikang”), Jilin Shengtong Chemical Co., Ltd. (“Shengtong Chemical”), and Jilin Huisheng Biological Pharmaceutical Co., Ltd. (“Jilin Huisheng”);

R&D institutes: Beijing Ao He Research Institute Co., Ltd. (“Beijing Ao He Research Institute”) and Shandong Xuanzhu Pharma Co., Ltd. (“Shandong Xuanzhu”). Compared with the previous year, Xuanyi (Beijing) Medical Technology Co., Ltd. was excluded during the Year, as it was sold in 2020.

Marketing centers: Jinsheng Marketing Center (“Jinsheng Marketing”), Beijing Sihuan Marketing Center (“Beisi Marketing”), Jilin Sihuan Marketing Center (“Jisi Marketing”), Ambest Pharmaceutical Marketing Center (“Ambest Marketing”), and Shenzhen Sihuan Pharmaceutical Co., Ltd. (“Shenzhen Sihuan”). Due to structural adjustment, Tonghua Jida Pharmaceutical Co., Ltd. in the previous year corresponded to Beisi Marketing, Jisi Marketing and Ambest Marketing during the Year in the range of environmental data.

關於本報告 About the Report

報告標準

本報告嚴格遵循香港聯合交易所有限公司（「聯交所」）證券主板上市規則附錄二十七闡述的《環境、社會及管治報告指引》（下稱「ESG指引」）的規定編製。

報告流程

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

報告發佈方式

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

Reporting Standards

The Report was prepared strictly in accordance with the Environmental, Social and Governance Reporting Guide (“**ESG Reporting Guide**”) under Appendix 27 to the Main Board Listing Rules issued by The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

Procedure of the Report

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

Forms of Publication

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

關於本報告

About the Report

報告原則回應

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

Response to Reporting Principles

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

原則 Principle

本集團回應 Response from the Group

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

四環醫藥二十週年慶

攜手並進，共耀星輝。四環醫藥自二零零一年成立發展至今，一路披荊斬棘，不斷優化，勇攀高峰，一直保持銷售利潤高速增長，創造每年超過50%增長的業內奇跡，時至今日已經發展為集研發、生產、銷售為一體的集團化企業。二零一一年四環醫藥香港上市，創造了資本市場的奇跡。本集團能夠有今天的成績，離不開員工的銳意進取、開拓創新、團結協作和勇於擔當。回顧二十載發展之路，平坦與坎坷交映，淚水與歡笑並存，在集團大方向指引下，各個子公司鑄就了一個又一個奇跡。

四環醫藥自創立之初，憑藉「合作與共享」的經營理念，實現了「從初創企業到上市公司」的高速發展，以「共享經濟」為主題的商業模式，不僅具有為企業加速，促進轉型的現實意義，更具有重要的社會價值。二零二一年新冠疫情全球肆虐，各行各業均受到不同程度的影響，這一年我們的發展亦始終伴隨著巨大的挑戰。在此百年未有的大變局時代，我們將堅定信念、行穩致遠，以前所未有的膽識，發展的眼光重塑四環的未來。

秉承「誠信負責、務實創新、共享合作、追求卓越」為核心的價值觀，我們以誠信負責為立業之本，鼓勵務真求實、敢於突破的工作作風，推崇開放合作的胸懷，重視團隊、尋求共贏，不斷追求卓越。緊緊相扣的四環標誌，分別代表了「專心、專注、專業、共贏」的企業精神，彰顯本集團風貌。行為準則是對本集團核心價值觀與企業精神的正向詮釋。四環醫藥提倡員工踐行「敢擔當、善合作、肯包容、有激情、勤學習及求實效」的文化行為，減少內部消耗和摩擦，培養團隊精神，充分調動積極性和創新的熱情，增強榮譽感和責任感。

The 20th Anniversary of Sihuan Pharmaceutical

We work hard together to achieve common progress. Since its establishment in 2001, Sihuan Pharmaceutical has tried hard to overcome all difficulties, continuously made improvements, bravely scaled new heights, maintaining a high growth in sales profit with a record of an annual growth rate of over 50% in the industry. Now, it has grown into a group with integrated R&D, production and sales capabilities. Sihuan Pharmaceutical was listed in Hong Kong in 2011, creating a miracle in the capital market. The achievements of the Group should be attributed to the staff's spirit of determination, innovation, solidarity, collaboration and responsibility. During the 20 years of development, it has experienced ups and downs. Under the guidance of the Group, each subsidiary has performed one miracle after another.

Since its establishment, Sihuan Pharmaceutical has evolved "from a start-up into a listed company" based on its management concept of "cooperation and sharing". The business model with the theme of "sharing economy" has not only accelerated the development and transformation of enterprises, but also created important social value. As the COVID-19 raged around the world in 2021, all walks of life were affected to varying degrees and our development always faced huge challenges. In this unprecedented changing era, we will remain committed to our faith and make continuous efforts with extraordinary courage and development vision to reshape the future of Sihuan.

By adhering to the core values of "integrity and responsibility, pragmatism and innovation, cooperation and sharing, and pursuit of excellence", we take integrity and responsibility as the foundation of our work, encourage the work style of staying realistic and daring to make breakthroughs, advocate openness and cooperation, attach importance to teamwork, seek win-win cooperation, and constantly pursue excellence. The four interlocking rings represent the corporate spirit of "staying focused, staying committed, being professional and reaching a mutual win", highlighting the Group's style and features. The code of conduct is a positive interpretation of the Group's core values and corporate spirit. Sihuan Pharmaceutical advocates the practice of the cultural behaviors of "being brave, cooperative, tolerant, passionate, diligent and pragmatic" among employees, in order to reduce internal consumption and friction, cultivate team spirit, fully mobilize enthusiasm and zeal for innovation, and enhance the sense of honor and responsibility.

聚焦二零二一 • 大事記

Focus 2021 — Memorabilia

二零二一年，正值四環醫藥成立二十週年之際，我們舉辦了成立二十週年暨落戶梅城攜手奮鬥十週年表彰大會，會上獲得梅河口市政府授予的特殊貢獻獎。大會介紹了四環醫藥的發展歷史，彰顯了銳意進取、開拓創新、團結協作和勇於擔當的集團精神。通過各項演出及頒獎活動，體現了員工勤勉負責的工作態度，弘揚了企業文化，為集團未來的健康發展凝聚了力量。

2021 marks the 20th anniversary of the founding of Sihuan Pharmaceutical. We held a commendation conference for the 20th anniversary of the founding of Sihuan Pharmaceutical and 10-year development in Meicheng, at which we won the Special Contribution Award from the Meihokou Municipal Government. At the conference, the development history of Sihuan Pharmaceutical was introduced, demonstrating the Group's spirit of determination, innovation, solidarity, collaboration and responsibility. Various performances and award-given activities were carried out to reflect the staff's work attitude of diligence and responsibility, carrying forward the corporate culture, and pooling strength for the Group's healthy development in the future.



四環醫藥成立二十週年表彰大會現場

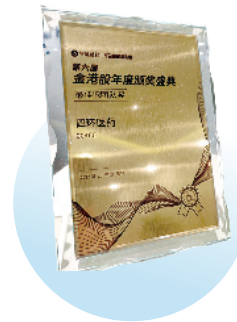
Site of the Commendation Conference for the 20th Anniversary of Sihuan Pharmaceutical

第六屆金港股頒獎典禮

「最具價值醫藥及醫療公司及最佳IR團隊獎」

The Sixth Golden Hong Kong Stock Awards Ceremony

"The Most Valuable Pharmaceutical and Medical Company and the Best IR Team Award"



聚焦二零二一•大事記
Focus 2021 — Memorabilia



2021金麒麟最佳港美股上市公司評選
「最具社會責任上市公司」
*The Best Hong Kong and U.S. Stock Listed Company of
Golden Kylin Award 2021
“The Most Socially Responsible Listed Company”*

第五屆中國卓越IR頒獎典禮
「最佳資本市場溝通獎」
*The Fifth China Excellent IR Awards Ceremony
“The Best Communication with the
Capital Market Award”*



2021年第十一屆中國公益節
「2021年度社會責任先鋒獎」
*The Eleventh Public Welfare Festival 2021
“The 2021 Social Responsibility Pioneer Award”*

第六屆格隆匯全球投資者嘉年華
「2021年度最佳IR團隊」
*The Sixth Gelonghui Global Investors Carnival
“The 2021 Best IR Team Award”*



聚焦二零二一·大事記
Focus 2021 — Memorabilia



「2021年中國醫藥新銳創新力量」企業稱號
"2021 Innovative Pharmaceutical Enterprise of China"

2020年度新氧「星耀新品提升獎」
2020 SOYONG "Star Shine New Product Promotion
Award"



責任治理，可持續運營 Responsible Governance, Sustainable Operation

我們深知可持續發展對於企業的長足發展和進步的重要性，自本集團成立以來便持續倡導可持續的發展理念。本集團秉承「成為具有競爭力的國際化製藥企業」的企業願景，肩負「創新服務於人類健康」的企業使命，在不斷夯實自身業務的同時，我們亦不忘初心，踐行企業責任，履行社會擔當，孜孜不倦地為人類健康保駕護航。

ESG管治理念

在制定集團ESG管治框架時，我們充分審視自身的可持續發展現況，結合利益相關方的期望，並以聯合國可持續發展目標（「SDGs」）為指引，確定集團的可持續發展理念，持續探索可持續發展機遇。

SDGs由17項發展目標組成，從社會、經濟和環境三個維度出發，明確了二零三零年的全球願景和優先領域，也為企業順應SDGs的要求，將可持續發展融入經營、運作等方面提供了戰略框架。

二零二一年，我們從產品、環境、人及社區四個角度分析和梳理了集團的可持續發展與SDGs 17個目標關聯性的程度，並明確了如何重點貢獻SDGs的發展。今後我們會進一步將SDGs整合入公司可持續發展戰略，為實現二零三零年全球目標盡一份力。

We are fully aware of the importance of sustainable development to the long-term development and progress of a company, so we have continuously advocated the concept of sustainable development since the establishment of the Group. Adhering to the corporate vision of “becoming a competitive international pharmaceutical company”, the Group undertakes the corporate mission of “innovation for human health”. While continuously consolidating its own business, the Group remains true to its original aspiration and fulfills its corporate and social responsibilities to safeguard human health wholeheartedly.

ESG Governance Concept

In developing the Group’s ESG governance framework, we fully reviewed our sustainable development situation and considered the expectations of stakeholders to determine the Group’s concept of sustainable development under the guidance of the United Nations Sustainable Development Goals (“SDGs”), and continuously explored opportunities for sustainable development.

SDGs, composed of 17 development goals, define the global vision and priority areas in 2030 from the three dimensions of society, economy and environment. They also provide a strategic framework for enterprises to meet the requirements of SDGs and integrate sustainable development into their operation.

In 2021, we analyzed the correlation between the Group’s sustainable development and the 17 SDGs from the perspectives of product, environment, people and community, and specified our contribution to the development of SDGs. In the future, we will further integrate SDGs into our sustainable development strategy, so as to make our contribution to the global goal in 2030.

責任治理，可持續運營

Responsible Governance, Sustainable Operation



我們關注的聯合國可持續發展目標

責任領域

責任舉措



無貧窮

到二零三零年，在世界各地消除一切形式的貧窮。

熱心公益，共繪美好

- 扶貧助困愛心健步行



良好健康與福祉

確保健康生活並促進各年齡段所有人的福祉。

創新科技，健康未來
聚焦人才，攜手並進
熱心公益，共繪美好

- 研發創新，推動普惠醫療
- 嚴控藥品質量，保障用藥健康
- 完善的員工健康安全體系
- 研發助力新冠疫情防控

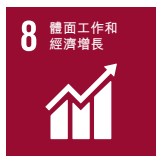


優質教育

確保包容、公平的優質教育，促進全民享有終身學習機會。

熱心公益，共繪美好

- 助力社區文化廣場建設
- 建立教育發展基金會



體面工作和經濟增長

促進持久、包容性和可持續的經濟增長，充分的生產性就業和人人獲得體面工作。

聚焦人才，攜手並進

- 完善的薪酬福利與晉升體系
- 搭建全面的人才培養平台
- 多元共融的工作環境

責任治理，可持續運營





Responsible Governance, Sustainable Operation

| 我們關注的聯合國可持續發展目標 | 責任領域 | 責任舉措 |
|--|---|---|
|  <p>9 產業、創新和基礎設施</p> <p>產業、創新和基礎設施</p> | <p>建立有復原力的基礎設施，促進具有包容性和可持續產業化，促進創新。</p> <p>創新科技，健康未來</p> | <ul style="list-style-type: none"> • 持續升級產品研發體系 • 深入研究關鍵性藥品領域 |
|  <p>12 負責任消費和生產</p> <p>負責任消費和生產</p> | <p>採用可持續的消費和生產模式。</p> <p>創新科技，健康未來 安全守護，綠色發展 責任並進，互利共贏</p> | <ul style="list-style-type: none"> • 精益生產，實現能源利用效率最大化 • 探索低碳減排及循環利用機遇 • 強化三廢管理，降低環境不利影響 • 綠色採購，打造可持續供應鏈 |
|  <p>13 氣候行動</p> <p>氣候行動</p> | <p>採取緊急行動應對氣候變化及其影響。</p> <p>安全守護，綠色發展</p> | <ul style="list-style-type: none"> • 完善極端天氣應急機制 • 碳減排相關設備改造升級項目 • 倡導利益相關方綠色低碳參與 |
|  <p>16 和平、正義與強大機構</p> <p>和平、正義與強大機構</p> | <p>創建和平、包容的社會以促進可持續發展，讓所有人都能訴諸司法，在各級建立有效、負責和包容的機構。</p> <p>合規經營，誠信為先</p> | <ul style="list-style-type: none"> • 完善內部監督機制和廉潔建設體系 • 商業道德及反貪腐培訓和宣導 • 暢通的利益相關方溝通機制 |

責任治理，可持續運營





Responsible Governance, Sustainable Operation



| SDGs about which we are concerned | | Responsible fields | Responsible measures |
|--|---|---|---|
|  No poverty | End poverty in all its forms everywhere by 2030. | Devoting to Social Public Welfare for a Happy Life | <ul style="list-style-type: none"> Helping the poor, encouraging healthy walking |
|  Good health and well-being | Ensure healthy lives and promote well-being for all at all ages. | Fostering Innovation in Science and Technology for a Healthy Future Empowering Talents and Shaping a Brighter Future Devoting to Social Public Welfare for a Happy Life | <ul style="list-style-type: none"> Facilitating R&D and innovation to promote inclusive health care Strictly controlling the quality of drugs to ensure the safety of drug use Improving employee health and safety management system Promoting R&D to support the prevention and control of COVID-19 |
|  Quality education | Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. | Devoting to Social Public Welfare for a Happy Life | <ul style="list-style-type: none"> Facilitating the construction of the cultural square in communities Establishing the foundation for educational development |
|  Decent work and economic growth | Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. | Empowering Talents and Shaping a Brighter Future | <ul style="list-style-type: none"> Optimizing salary, welfare and promotion system Building a comprehensive talent training platform Creating a diverse and inclusive working environment |

責任治理，可持續運營

Responsible Governance, Sustainable Operation

| SDGs about which we are concerned | | Responsible fields | Responsible measures |
|---|--|--|---|
|  <p>Industry, innovation and infrastructure</p> | Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation. | Fostering Innovation in Science and Technology for a Healthy Future | <ul style="list-style-type: none"> Continuously upgrading the product R&D system Making an in-depth study of key drug areas |
|  <p>Responsible consumption and production</p> | Ensure sustainable consumption and production patterns. | Fostering Innovation in Science and Technology for a Healthy Future Ensuring Safety and Pursuing Green Development Making Progress Together with Responsibility to Promote Win-win Cooperation | <ul style="list-style-type: none"> Lean production capabilities to maximize energy use efficiency Exploring opportunities for low-carbon emissions and recycling Strengthening the management of three wastes to reduce the adverse impact on the environment Encouraging green procurement to build a sustainable supply chain |
|  <p>Climate action</p> | Take urgent action to combat climate change and its impacts. | Ensuring Safety and Pursuing Green Development | <ul style="list-style-type: none"> Perfecting the emergency response mechanism for extreme weather Upgrading carbon emission reduction-related equipment Advocating green and low-carbon participation by stakeholders |
|  <p>Peace, justice and strong institutions</p> | Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. | Enhancing Compliance Governance and Upholding Integrity | <ul style="list-style-type: none"> Improving internal supervision mechanism and building an anti-corruption system Carrying out training and publicity on business ethics and anti-corruption Providing a more effective mechanism for stakeholder communication |

ESG管治架構

本集團依照《四環醫藥集團ESG管理辦法》建立了自上而下的三級ESG管治架構，作為我們的可持續發展管治支撐。董事會在風險管理委員會的協助下監督ESG相關管理事宜，各職能部門組成的本集團ESG工作小組負責執行ESG具體工作，並定期向風險管理委員會進行匯報與反饋。

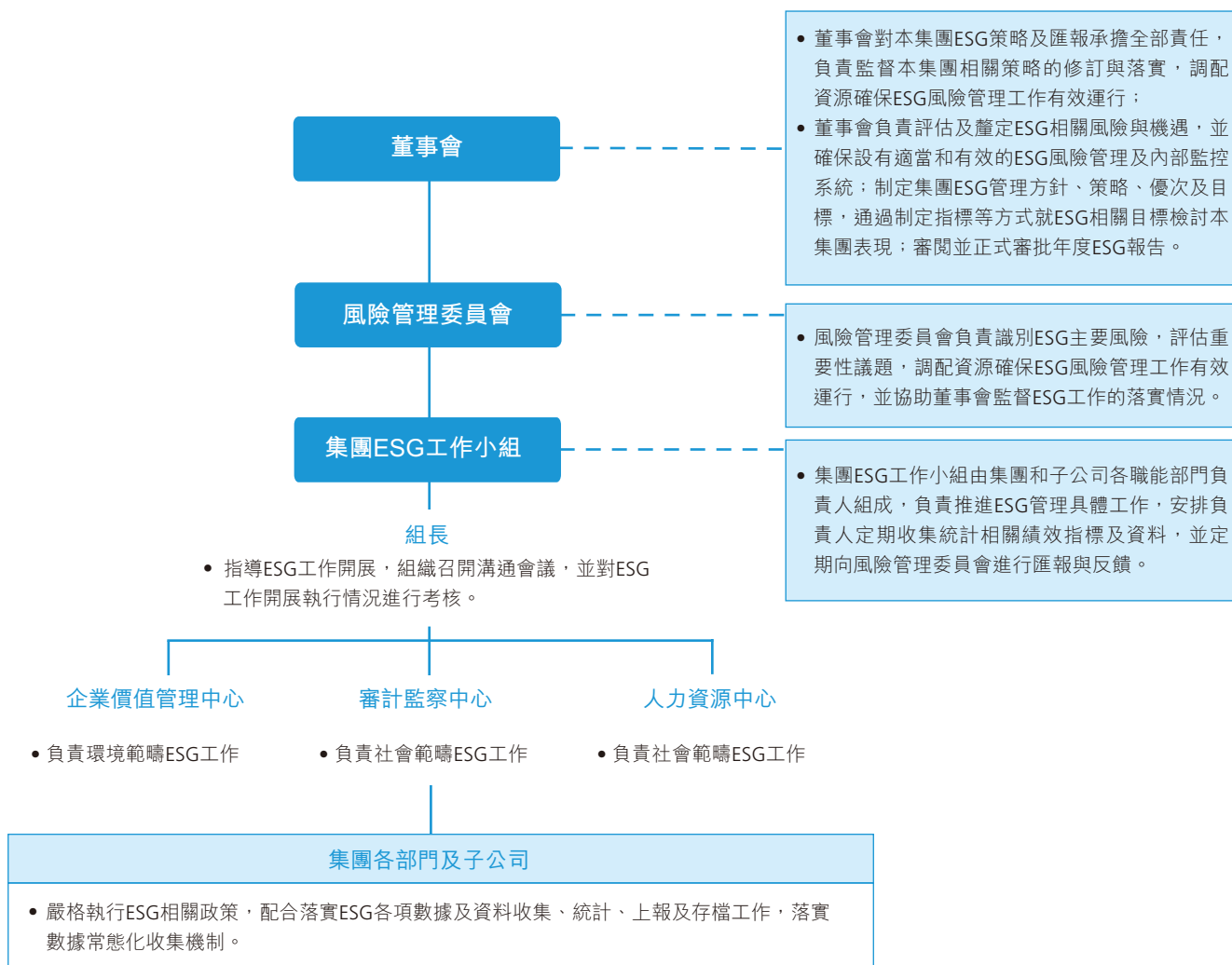
ESG Governance Structure

The Group has established a top-down three-tier ESG governance structure in accordance with the "ESG Management Measures of Sihuan Pharmaceutical" as our sustainable development governance support. The Board supervises ESG-related management matters with the assistance of the Risk Management Committee, and the ESG Working Team composed of functional departments is responsible for implementing specific ESG work and regularly reporting and feeding back to the Risk Management Committee.

責任治理，可持續運營

Responsible Governance, Sustainable Operation

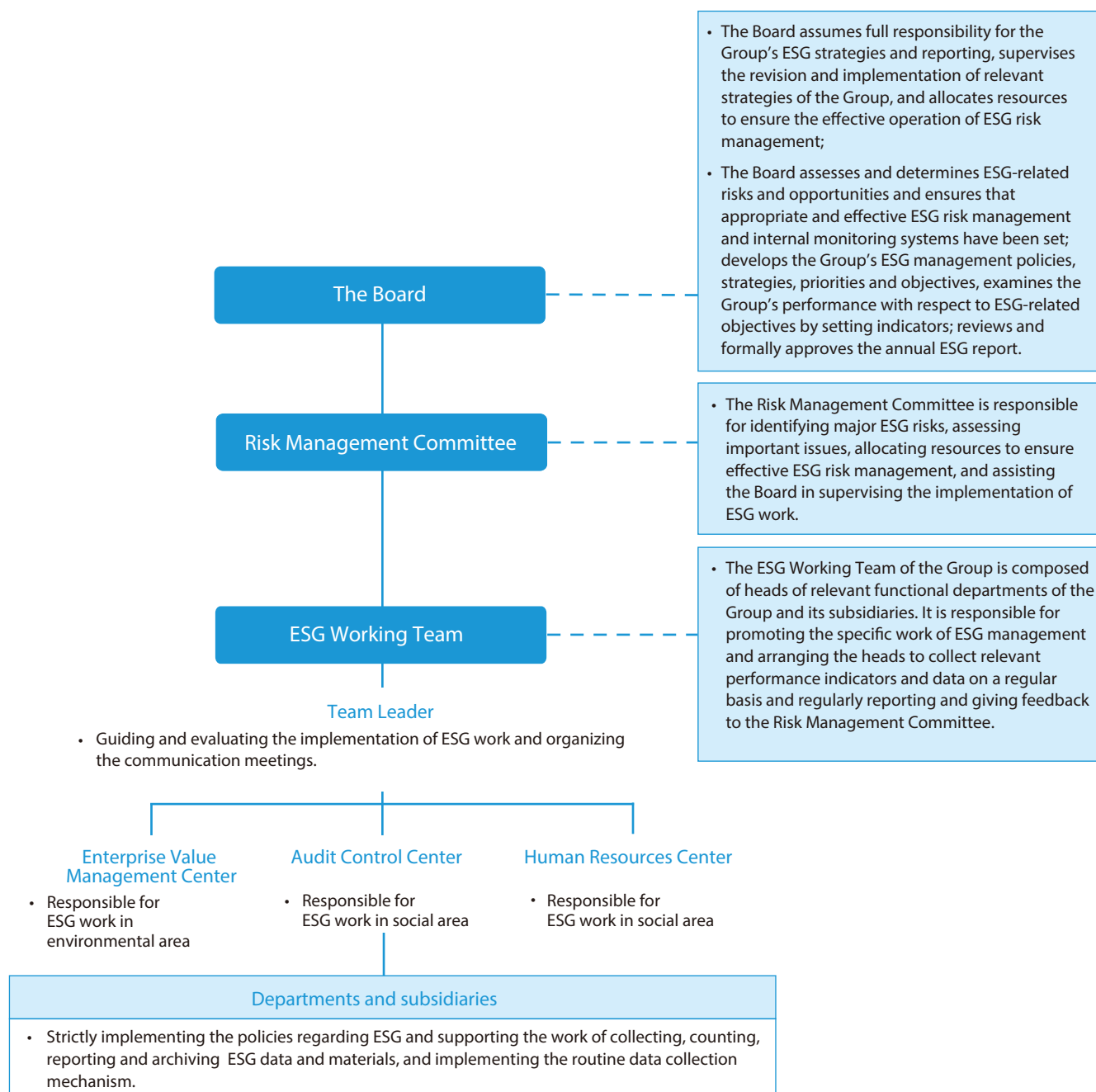
本集團ESG管治架構的具體角色和責任如下所示：



責任治理，可持續運營

Responsible Governance, Sustainable Operation

The specific roles and responsibilities of the ESG governance structure of the Group are as follows:



責任治理，可持續運營

Responsible Governance, Sustainable Operation

ESG績效考核

為更好落實本集團的各項ESG相關政策，保障ESG工作的有效、有序開展，我們針對各子公司開展ESG績效考核，根據集團運營情況將ESG管理工作納入子公司的年度績效考核目標，設置考核機制，對收集提報的數據及資料的完整性、準確性、及時性進行評估，將績效考核情況一併納入相關數據提供部門及負責人的考核結果。我們通過推廣ESG績效考核機制持續推進數據常態化收集，不斷完善本集團的ESG管理機制，為ESG日常管理工作提供有力支撐。

ESG Performance Appraisal

In order to better implement various ESG-related policies of the Group and ensure the effective and orderly implementation of the ESG work, we conduct ESG performance appraisal for our subsidiaries, and incorporate ESG management into the annual performance appraisal targets of subsidiaries according to the Group's operation. We set up an appraisal mechanism to assess the completeness, accuracy and timeliness of data and information collected and reported, and include the performance appraisal results in the appraisal results of relevant departments and responsible persons who provide data. By promoting the ESG performance appraisal mechanism, we continue to promote the regular collection of data and improve the Group's ESG management mechanism, so as to provide strong support for the daily management of ESG.



利益相關方參與 Stakeholders Engagement

利益相關方溝通

本集團高度重視與利益相關方的溝通，將利益相關方的需求與期望視為實現企業可持續發展的重要參考。我們定期通過電話、郵件、面談、調研及座談會等方式，了解他們對環境、社會及管治相關議題的意見，積極回應他們的需求與期望，務求攜手各利益相關方實現集團的可持續發展。


Communication with Stakeholders

The Group attaches great importance to the communication with stakeholders and regards the needs and expectations of stakeholders as an important reference for the realization of sustainable development. We regularly collect their opinions on ESG-related issues through telephone, email, face-to-face interviews, surveys and symposiums, and actively respond to their needs and expectations, in order to work with all stakeholders to achieve the sustainable development of the Group.

| 利益相關方 Stakeholders | 關注議題 Issues of concern | 溝通回應方式 Ways of communication and response |
|---|--|--|
|  政府／監管機構 Government/regulatory departments | 合法合規經營 Legal operation | 遵守法律法規 Observing laws and regulations |
| | 支持地方經濟 Supporting the local economy | 創造就業機會 Employment generation |
| | 企業管治水平 Corporate governance level | 信息披露 Information disclosure |
|  股東／投資者 Shareholders/investors | 經營業績 Operating performance | 提高盈利能力 Improving profitability |
| | 遵紀守法 Compliance | 上市公司日常信息披露 Daily information disclosure of listed companies |
| | 反腐敗 Anti-corruption | 完善內部政策 Improving internal policies |
| | 風險管理 Risk management | 完善內控體系 Improving internal control system |

利益相關方參與

Stakeholders Engagement

| 利益相關方 Stakeholders | 關注議題 Issues of concern | 溝通回應方式 Ways of communication and response |
|--|--|---|
|  <p>客戶／分銷商 Customers/distributors</p> | 產品質量 Product quality | 保障產品質量與安全 Ensuring product quality and safety |
| | 商業誠信 Business integrity | 客戶服務中心和熱線 Customer service center and hotline |
| | 服務質量 Service quality | 處理詢問和投訴 Treatment of inquiries and complaints |
| | 合規營銷 Compliance marketing | 完善信息交流機制 Improvement of information exchange mechanism |
| | 客戶信息與隱私保護 Customer information and privacy protection | 履行客戶保密協議 Performing the customer confidentiality agreement |
|  <p>內部員工 Internal employees</p> | 職業健康與安全 Occupational health and safety | 落實安全管理體系 Implementing the safety management system |
| | 權利權益保障 Protection of rights and interests | 設置投訴渠道 Establishment of complaint channels |
| | 員工培訓教育 Staff training and education | 設置人才培養渠道 Setting up talent training channels |
| | 員工薪酬與福利 Employee compensation and benefits | 多樣化員工福利 Diversified employee benefits |

利益相關方參與 Stakeholders Engagement

| 利益相關方 Stakeholders | 關注議題 Issues of concern | 溝通回應方式 Ways of communication and response |
|--|--|--|
|  供應商／合作夥伴 Suppliers/partners | 誠信共贏 Integrity and win-win 遵守商業道德 Complying with business ethics 安全優質產品 Safe and quality products 供應鏈可持續發展管理 Sustainable development management of the supply chain | 審查與評估 Review and evaluation 日常溝通走訪 Daily communication and visits 現場審計 On-site audit 打造責任供應鏈 Establishment of the responsibility supply chain |
|  行業協會 Industry associations | 藥物研發與創新 Drug R&D and innovation 打擊假藥 Combating against counterfeit medicines 推動行業發展 Promotion of industry development | 參與行業組織會議 Participation in meetings organized by industry associations 開展同行經驗交流會 Holding peer experience exchange meetings 行業研討會 Industry seminars |
|  社區公眾 Community and the public | 社區公益 Community charity 關愛大眾健康 Care for public health 帶動地方就業 Promotion of local employment | 參與公益活動 Participation in charitable activities 健康知識普及 Health knowledge popularization 參與社區共建 Participation in community co-construction |

利益相關方參與 Stakeholders Engagement

重要性評估

本集團按照以上的方式與利益相關方持續溝通，了解及識別各利益相關方重視的環境、社會及管治議題，按照聯交所「ESG指引」的要求，識別二零二一年重要性議題，並將重要性分析結果作為報告信息披露和後續ESG管理目標設定的參考依據。

本年度，重要性議題判定步驟如下：

Materiality Assessment

The Group continuously communicates with stakeholders through above channels to understand and identify ESG issues that are important to stakeholders. In accordance with the requirements of the “ESG Reporting Guide” of the Stock Exchange, the Group recognized the material issues in 2021 and used the results of the materiality analysis as a reference for reporting information disclosure and subsequent ESG management target setting.

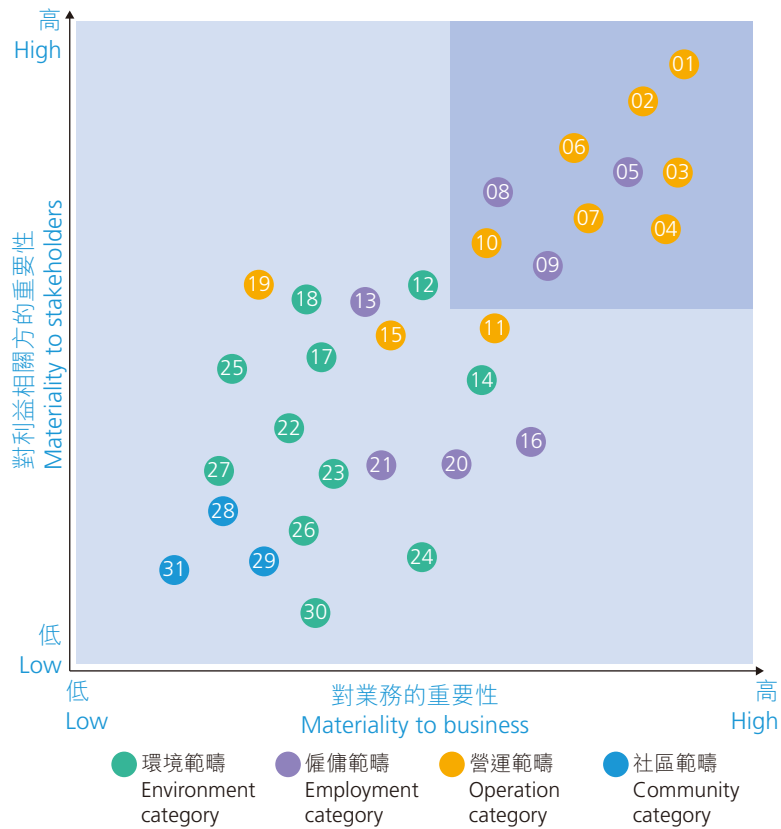
During the Year, the steps to determine material issues are as follows:



利益相關方參與 Stakeholders Engagement

以下為二零二一年度重要性評估結果：

The followings are the materiality assessment results of 2021:



| | | |
|-----------------|----|---|
| 營運 Operation | 1 | 產品安全與質量 Product safety and quality |
| | 2 | 反腐敗與內控管理 Anti-corruption and internal control management |
| | 3 | 客戶信息安全與隱私保護 Customer information security and privacy protection |
| | 4 | 負責任營銷 Responsible marketing |
| | 6 | 客戶服務品質 Quality of customer service |
| | 7 | 供應鏈環境及社會風險管控 Environmental and social risk control of the supply chain |
| | 10 | 供應商管理 Supplier management |
| | 11 | 研發及創新 R&D and innovation |
| | 15 | 廉潔培訓與宣傳 Integrity training and publicity |
| | 19 | 保障知識產權 Protection of intellectual property rights |

利益相關方參與 Stakeholders Engagement

| | | |
|------------------|----------------------|---|
| 僱傭 Employment | 5 | 合法合規僱傭 Compliance with labor legislation and regulations |
| | 8 | 員工權益保障 Protection of employee rights and interests |
| | 9 | 職業健康與安全 Occupational health and safety |
| | 13 | 員工培訓與發展機會 Staff training and development opportunities |
| | 16 | 薪酬與福利 Compensation and benefits |
| | 20 | 人才吸納與團隊建設 Talents attraction and team building |
| | 21 | 多元化與平等機會 Diversity and equal opportunities |
| | 環境 Environment | 12 |
| 14 | | 清潔生產 Clean production |
| 17 | | 水資源使用與節水措施 Use of water resources and water-saving measures |
| 18 | | 有害廢棄物管理 Hazardous waste management |
| 22 | | 能耗管理 Management of energy consumption |
| 23 | | 溫室氣體排放 Greenhouse gas ("GHG") emission |
| 24 | | 保護動物權益 Protection of animal rights |
| 25 | | 廢氣管理 Air pollutant management |
| 26 | | 氣候變化減緩與適應 Mitigation of and adaption to climate change |
| 27 | | 包材合理使用和減少浪費 Reasonable use of packaging materials and reduction of waste |
| 30 | 綠色辦公 Green office | |
| 社區 Community | 28 | 帶動地方就業 Promotion of local employment |
| | 29 | 關愛社區健康 Care for community health |
| | 31 | 社區參與及公益活動 Community involvement and charitable activities |

利益相關方參與 Stakeholders Engagement

相較於二零二零年，二零二一年本集團內外
部利益相關方依然將產品安全與質量、員工
權益保障、反貪腐與內控管理、客戶信息安
全與隱私保護等作為本集團在可持續發展方
面的重要事宜，並加強對負責任營銷、客戶
服務品質、供應鏈環境及社會風險管控等事
宜的關注。本集團將在之後章節就核心議題
進行重點闡釋，以回應各利益相關方的關注
與期待。

Compared with 2020, the Group's internal and external stakeholders still regarded product safety and quality, protection of employee rights and interests, anti-corruption and internal control management, customer information security and privacy protection as material issues of the Group in terms of sustainable development in 2021. More attention was paid to responsible marketing, quality of customer service, environmental and social risk control of the supply chain. The Group will elaborate on the core issues in the following sections as a response to stakeholders' concerns and expectations.



創新科技 健康未來

Fostering Innovation in Science and Technology for a Healthy Future

四環醫藥以創新研發作為創建核心競爭力的基石。秉承著「務實創新」的價值觀，勇於突破、敢於突破，積極探索和實踐新理念、新方法、新路徑，致力於提供普惠的高質量產品及服務，為大眾的美好生活提供健康保障。Sihuan Pharmaceutical takes innovative research and development as the cornerstone of its core competitiveness. Adhering to the value of “pragmatism and innovation”, the Group is brave to make breakthroughs, actively explores and practices new concepts, new methods and new paths, and is committed to providing inclusive and high-quality products and services, to protect the health of the public so that they can lead a happy life.

章節要點：

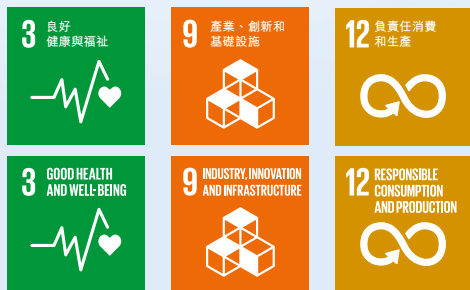
研發管理
知識產權保護
質量安全管理
服務質量管理
信息安全保護

Key Points in this Chapter:

R&D Management
Intellectual Property Protection
Quality and Safety Management
Management of Service Quality
Protection of Information Security

本章響應的聯合國可持續發展目標（「SDGs」）：

This Chapter responds to the UN Sustainable Development Goals (“SDGs”):



年度績效表現

Annual Performance

- 法匹拉韋研發，助力疫情防控
R&D of favipiravir to support epidemic prevention and control
- 咪達唑侖研發，呵護癲癇患兒
R&D of midazolam to care for children with epilepsy
- 累計提交專利申請900餘件
A total of over 900 patent applications have been submitted
- 知識產權信息管理平台建設，提升安全性
Construction of intellectual property information management platform to improve security
- 藥物警戒體系更新3個集團層面、20個子公司層面流程
The pharmacovigilance system was updated for 3 group-level and 20 subsidiary-level processes
- 成立集團涉密管理專項工作組，全方位保護商業秘密
The Group's confidentiality management special working group has been set up to protect business secrets in an all-round way

Fostering Innovation in Science and Technology for a Healthy Future

1. 助力醫藥創新

二零二一年，本集團全速推進四環醫美及生物製藥雙輪驅動戰略，持續投入研發資金、完善配套設施，構建與國際接軌的新產品研發體系，打造覆蓋從研發至服務多個重要環節的健康產業鏈，成功實現從傳統仿製藥企業向創新藥及醫美領先企業的轉型。

研發管理

研發項目進展

製藥業務板塊

二零二一年，本集團創新驅動推動製藥業務從傳統仿製藥向創新藥轉型，成功孵化兩個創新藥平台，打造國內在小分子、大分子領域同時具備全面創新藥開發能力的，聚焦於腫瘤藥的生物醫藥領軍企業，以及國內為數不多的在糖尿病及並發症領域實現全產品覆蓋的研產銷一體化平台，創新驅動持續加碼，不斷推進本集團製藥業務板塊在創新領域的長遠發展。我們亦在「原料藥+CDMO」一體化戰略下持續發展原料藥業務，並推動仿製藥業務平台下高端仿製藥陸續獲批上市。我們取得的主要成就和具體項目進展包括但不限於：

小分子、大分子領域

- 二零二一年初，通過併購整合致力於創新雙抗、雙抗ADC等多功能抗體藥物研發的大分子生物醫藥公司北京康明百奧後，目前軒竹生物科技股份有限公司是國內少數能同時在小分子、大分子領域具備全面創新藥自主研發能力的平台型創新藥公司；

1. Facilitating pharmaceutical innovation

In 2021, the Group promoted the two-wheel drive strategy of Sihuan medical aesthetics and biopharmaceuticals at a full speed, continued to invest in R&D funds, improved supporting facilities, built a new product R&D system in line with international standards, and created a healthy industrial chain covering important links from R&D to service, successfully achieving the transformation from a traditional generic drug company to a leading company of innovative drugs and medical aesthetics.

R&D Management

R&D Project Progress

Pharmaceutical Business Segment

In 2021, the Group's innovation-driven transformation of its pharmaceutical business from traditional generics to innovative drugs successfully incubated two innovative drug platforms, i.e., a leading domestic biomedical company focusing on oncology drugs with comprehensive innovative drug development capabilities in the fields of small molecules and macromolecules, and one of the few integrated research, production and marketing platforms in China with full product coverage in the field of diabetes and complications. Its innovation momentum is gathered to continuously promote the long-term development of the Group's pharmaceutical business segment in the field of innovation. We also continued to develop the API business under the integrated strategy of "API + CDMO" and promoted the successive approval and marketing of high-end generics under the generics business platform. Our major achievements and specific project progress include but are not limited to the following:

The fields of small molecules and macromolecules

- In early 2021, Xuanzhu Biopharm integrated Beijing Combio, a macromolecule biopharmaceutical company dedicated to the research and development of multifunctional antibody drugs such as innovative bispecific antibodies, bispecific ADC through mergers and acquisitions. Hence, Xuanzhu Biopharmaceutical Technology Co., Ltd. is now one of the few platform-type innovative drug companies with comprehensive innovative drug self-development capabilities in the fields of small molecules and macromolecules in China;

創新科技，健康未來

Fostering Innovation in Science and Technology for a Healthy Future

- 在研1類創新藥吡羅西尼獲國家藥品監督管理局(「**國家藥監局**」)審評中心同意開展III期臨床試驗。乳腺癌為全球最高發的惡性腫瘤之一，目前該領域最受關注的藥物是CDK4/6抑制劑。而我們的吡羅西尼作為一個全新結構的CDK4/6抑制劑，有望克服激素受體陽性(HR+)乳腺癌患者內分泌治療的耐藥問題；同時亦觀察到吡羅西尼單藥針對多線治療失敗的晚期乳腺癌患者有明顯療效，具有重要的臨床意義和廣闊的市場前景；
- 在非小細胞肺癌(「**NSCLC**」)領域，在研創新藥XZP-3621獲國家藥監局審評中心同意開展III期臨床試驗，具體適應症為ALK陽性晚期非小細胞肺癌，標誌著軒竹生物在非小細胞肺癌領域首個產品進入關鍵開發階段；
- 在實體瘤領域，自主研發的1類新藥XZP-5955片於年內獲得藥物臨床試驗批准通知書，將進一步豐富軒竹生物的創新藥研發管線，其治療領域覆蓋肺癌、胃癌、肉瘤等多種實體瘤，在成人和兒童中均有機會發揮潛在的臨床價值；
- 在消化領域，自主研發的安納拉唑鈉腸溶片的新藥上市申請(「**NDA**」)獲國家藥監局受理，標誌著軒竹生物踏入從研發步入商業化發展的新里程；
- 自主研發的用以治療非酒精性脂肪肝炎(「**NASH**」)的XZP-5610及XZP-6019均獲國家藥監局批准進行臨床試驗。自主研發的全新PDE-5抑制劑複達那非獲得肺動脈高壓(「**PAH**」)適應症的臨床試驗批件。
- Birociclib, a class 1 innovative drug candidate, has obtained the approval for the conduction of phase III clinical trial from the Center for Drug Evaluation of National Medical Products Administration (“**NMPA**”). Breast cancer is one of the most prevalent malignant tumors in the world, and currently, the most popular drug in this field is CDK4/6 inhibitor. Our Birociclib, as a novel structural CDK4/6 inhibitor, has the potential to overcome endocrine therapy resistance in hormone receptor positive (HR+) breast cancer patients. Monotherapy with Birociclib also exhibited significant efficacy in patients with advanced breast cancer who have failed multiple lines of treatment, demonstrating important clinical benefits and broad market prospects;
- In the field of non-small cell lung cancer (“**NSCLC**”), XZP-3621, a candidate innovative drug, was approved by the Center for Drug Evaluation of NMPA to conduct phase III clinical trial for the target indication or ALK-positive advanced NSCLC, which marked the critical development stage of Xuanzhu Biopharm’s first product in the field of non-small cell lung cancer;
- In the field of solid tumors, XZP-5955 tablet, a self-developed Category 1 new drug, has received the notice for drug clinical trial approvals during the Year, which will further enrich the research and development pipeline for innovative drugs of Xuanzhu Biopharm. Its therapeutic areas cover lung cancer, gastric cancer, sarcoma and other various solid tumors, and it has the opportunity to play its potential clinical value in both adults and children;
- In the field of digestion, the New Drug Application (“**NDA**”) for the self-developed anaprazole sodium enteric dissolve tablets was accepted by the NMPA, which served as a new milestone marking Xuanzhu Biopharm’s entry into commercialization from R&D;
- XZP-5610 and XZP-6019, developed in-house for the treatment of non-alcoholic steatohepatitis (“**NASH**”), were both approved by the NMPA for clinical trials. Fufanafil, a new self-developed PDE-5 inhibitor, received the clinical trial approval for treating the indication of pulmonary arterial hypertension (“**PAH**”).

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糖尿病及併發症領域

- 研發的門冬胰島素注射液、門冬胰島素30注射液以及門冬胰島素50注射液的生物製品許可申請(「**BLAs**」)已獲得國家藥監局受理。惠升生物是目前國內唯一一家全品類門冬胰島素同步進行上市申請並被受理的公司，能夠滿足糖尿病患者不同胰島素治療方案的臨床需求；
- 研發的德谷門冬雙胰島素注射液已成功獲得國家藥監局頒發的藥物臨床試驗批件，研發進展在生物類似物中處於國內首位；
- 研發的利拉魯肽項目，開發適應症為2型糖尿病和肥胖的治療，目前已經完成了I期臨床研究，並初步獲得了藥代動力學和藥效學的生物等效性結果。

原料藥+合同研發生產組織 (「**CDMO**」)平台

依托本集團在醫藥中間體和原料藥的研發及產業化優勢及執行「原料藥+CDMO」一體化戰略，我們打造「原料藥+CDMO」平台，目標成為醫藥中間體及原料藥領域的一體化CDMO領先企業。截至二零二一年，本集團已成功打造CDMO/合同製造組織(「**CMO**」)平台，目前項目序列已有約180個，且與國內領先CDMO企業開展合作項目。

Diabetes and its complications

- The Biologics License Applications (“**BLAs**”) for the Insulin aspart injection, the Insulin aspart 30 injection and Insulin aspart 50 injection we developed were accepted by the NMPA. Huisheng Biological was currently the only company in China to simultaneously apply for the marketing of its full range of Insulin aspart injections and the applications were accepted. These Insulin aspart injections can meet the clinical needs of different insulin treatment solutions for diabetic patients;
- The insulin degludec plus insulin aspart injection we developed obtained the clinical trials approval from the NMPA, with its research and development progress ahead of other biosimilars in China;
- The liraglutide development program was designed to treat indications including Type 2 diabetes and obesity. Its phase I clinical study was completed and obtained preliminary bioequivalence results on pharmacokinetics and pharmacodynamics.

API + contract development and manufacturing organization (「**CDMO**」) platform

Relying on the Group’s strengths in R&D and industrialization of pharmaceutical intermediates and APIs, and implementing the integrated strategy of “API + CDMO”, we have established an “API + CDMO” platform and aim to become a leading integrated CDMO company in the field of pharmaceutical intermediates and APIs. As of 2021, the Group has successfully built a CDMO/contract manufacturing organization (“**CMO**”) platform with approximately 180 projects currently, and has cooperated with domestic leading CDMO companies.

創新科技，健康未來

Fostering Innovation in Science and Technology for a Healthy Future

仿製藥領域

- 本集團研發的注射用泮托拉唑鈉(40毫克/支)、醋酸奧曲肽注射液(1毫升：0.05毫克，1毫升：0.1毫克，1毫升：0.3毫克)、已獲得國家藥監局頒發的通過一致性評價藥品補充申請通知。此外，本集團研發的利伐沙班片(10毫克及15毫克)、鹽酸氨溴索注射液(2毫升：15毫克)、拉考沙胺片(50毫克及100毫克)、鹽酸莫西沙星氯化鈉注射液、注射用醋酸卡泊芬淨(50毫克)、硫酸氫氯吡格雷片(75毫克)、磺達肝癸鈉注射液(0.5毫升：2.5毫克)及替格瑞洛片(60毫克及90毫克)等共8款藥品獲得國家藥監局頒發的《藥品註冊證書》，批准該藥品生產；
- 重點核心品種克林澳(馬來酸桂呱齊特注射液)通過1,301例的大型確證性臨床研究獲批用於新適應症，證明了其作為腦血管病治療用藥的臨床價值，也是目前國內開展藥品上市後臨床研究以來唯一獲批的腦卒中治療領域的藥品；
- 高技術壁壘產品非PVC粉液雙室袋(「非PVC粉液雙室袋」)，包括注射用頭孢呋辛鈉/氯化鈉注射液、注射用頭孢他啶/氯化鈉注射液、注射用頭孢地嗪鈉/氯化鈉注射液和注射用頭孢地嗪鈉/5%葡萄糖注射液四個品規已獲批。

The field of generic drugs

- The Pantoprazole Sodium Injection (40mg/unit) and Octreotide Acetate Injection (1ml: 0.05mg, 1ml: 0.1mg, 1ml: 0.3mg) developed by the Group have obtained the notice of approval of supplemental applications on the products that passed the consistency evaluation issued by the NMPA. In addition, eight drugs developed by the Group such as Rivaroxaban Tablet (10mg and 15mg), Ambroxol Hydrochloride Injection (2ml: 15mg), Lacosamide Tablets (50mg and 100mg), Moxifloxacin Hydrochloride and Sodium Chloride Injection, Caspofungin Acetate for Injection (50mg), Clopidogrel Bisulfate Tablets (75mg), Fondaparinux Sodium Injection (0.5ml: 2.5mg) and Ticagrelor Tablet (60mg and 90mg) have obtained the Drug Registration Certificate issued by the NMPA, approving the manufacture of the drugs;
- Kelinao (Cinepazide Maleate Injection), the key core product, was approved for a new indication through a large-scale evidence-based clinical study with 1,301 cases, demonstrating its clinical value in treatment for cerebrovascular disease and is currently the only approved drug in the field of stroke treatment since post-marketing clinical studies of the drugs were conducted in China;
- The high technology barrier products non-PVC solid-liquid double chamber infusion soft bag (the “**Non-PVC Solid-liquid Double Chamber Bag**”), which include non-PVC solid-liquid double chamber bag for cefuroxime sodium/sodium chloride injection, non-PVC solid-liquid double chamber bag for ceftazidime/sodium chloride injection and non-PVC solid-liquid double chamber bag for cefodizime sodium/sodium chloride injection, as well as non-PVC solid-liquid double chamber bag for cefodizime sodium/5% glucose injection have obtained drug registration approval.

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法匹拉韋研發 助力疫情防控

Research and Develop Favipiravir to Support Epidemic Prevention and Control

新冠疫情爆發後，本集團立即發揮自身的專業優勢，啟動了法匹拉韋片治療新冠病毒的研發工作。法匹拉韋擁有不同於以往藥物的作用機理，可以選擇性地抑制病毒RNA聚合酶，具有廣譜的抗病毒能力。四環醫藥於二零二零年完成了該產品的原料和製劑生產，並開展了一項評價法匹拉韋片在普通型新型冠狀病毒肺炎(COVID-19)患者中的有效性、安全性的隨機、開放、劑量探索的II期臨床研究，同時完成了和參比製劑的生物等效研究。

Upon the outbreak of COVID-19, the Group gave full play to its professional advantages and commenced the research and development of favipiravir tablets for the treatment of the COVID-19 immediately. Favipiravir has a different mechanism of action from previous drugs, which can selectively inhibit viral RNA polymerase, with broad-spectrum antiviral ability. Sihuan Pharmaceutical has completed the production of raw materials and formulations of the product in 2020, and carried out a randomized, open, dose-exploration phase II clinical study on evaluation of the efficacy and safety of favipiravir tablets for regular COVID-19 patients, as well as a bioequivalence study of reference formulations.

二零二一年七月，本集團提交了適應症為新型以及重新出現的流感病毒感染(但只限於其他抗流感病毒藥無效或者療效不佳時使用)的報產申請，期待獲批後能在抗病毒方面給病人增加更多選擇。

In July 2021, the Group submitted an application for production approval of indications for novel and re-emerging influenza virus infections (but only use when other anti-influenza virus drugs are ineffective or have poor therapeutic effects). It is expected to give patients more options for antiviral treatment after approval.

咪達唑侖研發 呵護癲癇患兒

Research and Develop Midazolam to Care for Children with Epilepsy



兒童、少年是祖國的未來，呵護他們的健康成長是四環集團作為製藥企業的社會責任。本集團研發的咪達唑侖口頰黏膜溶液為國內上市的第一款，也是截止目前唯一的一款口頰黏膜吸收的口服溶液劑型藥品，適合兒童癲癇患者使用。

As children and teenagers are the future of our motherland, caring for their health and growth is a social responsibility of Sihuan Group as a pharmaceutical enterprise. Midazolam oromucosal solution developed by the Group is the first and only oromucosal absorbable solution in domestic market so far, applicable to children with epilepsy.

二零二一年四環醫藥完成了生產企業的變更研究工作，產品很快將會批准進入市場。預灌充的口頰黏膜溶液劑型與其他劑型相比，具有給藥方便、起效快的特點，解決了困擾臨床多年的難題，為兒童癲癇患者贏得「黃金五分鐘」，給中國患兒更安全的用藥選擇。

In 2021, Sihuan Pharmaceutical completed the study on changes of a manufacturer, and the products would be approved to enter the market soon. Compared with other dosage forms, the pre-filled oromucosal solution is featured by convenient administration and quick efficacy, which resolves a chronic problem facing clinical practice and wins five lifesaving minutes for children with epilepsy in a relapse, and provides Chinese children with a safer option of medication.

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Fostering Innovation in Science and Technology for a Healthy Future

醫美業務板塊

在居民消費意識覺醒和消費需求的驅動下，醫美行業迎來新風口，本集團充分響應市場需求，自二零一四年開始孵化醫美板塊，與韓國領先的生物醫藥公司Hugel, Inc. (「Hugel」)簽署了肉毒毒素和玻尿酸兩個產品的獨家代理權，肉毒毒素樂提葆®在二零二一年二月成功上市。本集團的醫美產品自研管線也取得積極進展，目前自研產品管線中共有十餘款III類醫療器械產品，包括一代「童顏針」、二代「少女針」等，還有數十款II類醫療器械產品。其中本集團自主研發生產的童顏水凝(商品名：嘉樂妍®)(2毫升/支)、醫用皮膚護理凝膠和醫用皮膚修復凝膠三類產品已獲得國家藥監局批准的醫療器械註冊證。

而本集團所研發的利拉魯肽針對肥胖的適應症也進入了臨床III期試驗的開發計劃溝通階段，不久將進入臨床III期階段。隨著越來越多的自研產品獲批及重磅產品進入臨床中後期，本集團的自研產品將進一步助力打造完整產品矩陣，進一步增強本集團醫美業務的綜合實力。

Medical aesthetic business segment

Driven by residents' consumption awareness and demand, the medical aesthetic industry has ushered in a new period of important opportunities. The Group has adequately responded to market demand and begun to incubate medical aesthetics segment since 2014 and entered into exclusive distribution rights in respect of botulinum toxin and hyaluronic acid with Hugel, Inc. ("Hugel"), a leading biopharmaceutical company in Korea. Botulinum toxin Letybo® was successfully launched in February 2021. The Group also made positive progress in the self-developed pipeline of medical aesthetics products. Currently there are more than ten types of class III medical device products in the self-developed product pipeline, including the first-generation "PLLA filler" and the second-generation "PCL filler", as well as dozens of class II medical device products, among which, the Group's self-developed and produced three types of products, namely PLLA gel (product name: Karlian®) (2ml/unit), medical skin care gel and medical skin repair gel, have obtained the medical device registration certificate approved by the NMPA.

The indications of liraglutide developed by the Group for obesity have also entered into the development plan communication of the clinical phase III trial, and will soon enter the clinical phase III stage. As more and more self-developed products are approved and blockbuster products enter the mid-to-late clinical stage, the Group's self-developed products will further help build a complete product matrix and further enhance the comprehensive strength of the Group's medical aesthetics business.

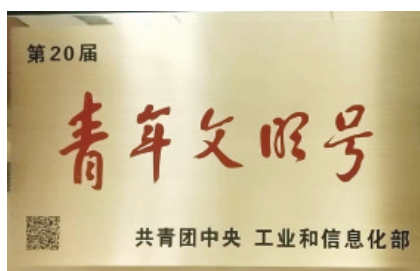
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研發人才引進與培養

本集團高度重視研發人才的引進、培養與團隊建設，旨在進一步提升企業的研發活力與競爭力。二零二一年，本集團繼續推動研發團隊的建設與培養，完善研發激勵機制，提升研發活力；積極開展研發管理、研發質量控制等、研發指導、研發合規等相關培訓，培訓範圍覆蓋四環醫藥總部及子公司。本年度，吉林四環研發團隊榮獲「全國青年文明號」榮譽稱號，生化提取車間榮獲「全國工人先鋒號」榮譽稱號。

Introduction and Cultivation of R&D Talents

The Group attaches great importance to the introduction, training and team building of R&D talents to further enhance the enterprise's R&D vitality and competitiveness. In 2021, the Group continued to promote the building and training of R&D teams, improve R&D incentive mechanism, enhance R&D vitality, and carry out training related to the management, quality control, guidance, and compliance of R&D for the headquarters and subsidiaries of Sihuan Pharmaceutical. During the Year, Jilin Sihuan R&D team was awarded the title of "National Youth Civilization", and the biochemical extraction workshop was awarded the title of "National Worker Pioneer".



吉林四環「全國青年文明號」及「全國工人先鋒號」榮譽稱號
"National Youth Civilization" and "National Worker Pioneer" of Jilin Sihuan

藥品研發分析和質量控制(「QC」)，實驗室管理培訓

Laboratory Management Training for Drug Research and Development Analysis and Quality Control ("QC")

二零二一年七月，北京澳合研究院組織相關人員參加了中國化工企業管理協會組織的藥品研發分析和QC實驗室管理培訓。本次培訓詳細介紹了質量管控的相關法規，如何區分法律法規中的紅線與底線，以及如何根據風險制定對物料、包材標準物質的管理流程，並結合相關指南及規範，建立正確的研發質量體系。

In July 2021, Beijing Ao He Research Institute organized relevant personnel to participate in the drug R&D analysis and QC laboratory management training held by China Chemical Enterprise Management Association. This training explained the relevant laws and regulations of quality control, the way to distinguish the red line and the bottom line of laws and regulations, and the development of the management process of standard substances of materials and packaging materials according to the risk, and established a correct R&D quality system based on relevant guidelines and norms.



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研發質量管控

二零二一年，本集團在藥品研發方面的質量管控工作均有條不紊地進行，對於體系文件及現場的管理工作開展如下：

R&D Quality Control

In 2021, the Group carried out quality control in drug research and development, and managed the system documents and the sites as follows:

| | |
|--|--|
| 質量體系管理 Quality system management | 推進研發質量管理體系的更新，確保質量風險管理活動的有效實施；審核和批准質量風險評估報告，監督和檢查質量管理體系文件的執行，並確保研發項目過程中的變更、偏差有效執行。 We promoted the update of the R&D quality management system to ensure the effective implementation of quality risk management activities, reviewed and approved the quality risk assessment reports, monitored and checked the implementation of quality management system documents, and ensured the effective implementation of changes and deviations in the process of R&D projects. |
| 文件記錄管理 Document record management | 負責質量體系文件的管理及到期複審，確保文件的起草、審核和批准符合文件管理規程的要求；存檔實驗記錄、質量標準、資質文件、驗證報告等文件。 We managed quality system documents and conducted review upon expiry to ensure that the drafting, review and approval of documents were in accordance with the requirements of document management procedures. Also, it archived the experimental records, quality standards, qualification documents, verification reports and other documents. |
| 研發質量培訓 R&D quality training | 制定年度培訓計劃，組織質量管控相關培訓並確保培訓計劃的有效實施。 We made an annual training plan and organized QC-related training to ensure the effective implementation of the training plan. |
| 儀器物料管理 Instrument and material management | 監督儀器儀錶的校準，以及對照品、現場試劑的標識、存放及入庫情況，管理相關文件及說明書。 We supervised the calibration of instruments, identification, storage and warehousing of reference substances and on-site reagents, and managed related documents and instructions. |

行業合作

我們十分注重和行業夥伴的交流與合作，由北京澳合研究院按計劃參與項目研發、方法轉移等工作，對成本、設備等進行綜合評價，選擇合適的生產合作夥伴。本年度開展的合作項目包括：

- 與湖南金健藥業有限責任公司合作研究氟康唑氯化鈉注射液，已經完成申報工作；
- 與北京京豐製藥集團有限公司共同開展磷酸西格列汀片、阿卡波糖片研究項目；
- 與華北製藥股份有限公司合作鹽酸二甲雙胍片，已完成驗證生產工作，等待申報。

Industrial Cooperation

We attached great importance to exchanges and cooperation with our partners in the industry. Beijing Ao He Research Institute participated in project R&D and method transfer as planned, conducted a comprehensive evaluation on costs and equipment and selected suitable production partners. During the Year, collaborative projects included:

- Cooperating with Hunan Jinjian Pharmaceutical Co., Ltd. to study fluconazole and sodium chloride injection and completed the application;
- Cooperating with Beijing Jingfeng Pharmaceutical Group Co., Ltd. to carry out the research projects of sitagliptin phosphate tablets and acarbose tablets;
- Cooperating with North China Pharmaceutical Co., Ltd. for the R&D of metformin hydrochloride tablets, and it has been validated for production, waiting for the application.

創新科技，健康未來 Fostering Innovation in Science and Technology for a Healthy Future

二甲雙胍片的驗證生產

Verification and Production of Metformin Tablets

鹽酸二甲雙胍片是常見的口服降糖藥物，首選用於單純飲食控制及體育鍛煉治療無效的2型糖尿病，特別是肥胖的2型糖尿病。北京澳合藥物研究院於二零二零年六月份完成實驗室補充研究工作，落產單位華北製藥，已進入中試階段。本集團對處方的輔料和包材進行不斷篩選，考慮到疫情防控、設備改造等多方面因素，於二零二一年十一月完成驗證生產工作，目前正在整理資料，等待申報。

Metformin hydrochloride tablets are common oral hypoglycemic drugs. It is the first choice for patients with Type 2 diabetes that is ineffective in diet control and physical exercise treatment, especially that for obesity. Beijing Ao He Research Institute completed the laboratory supplementary research in June 2020, and it was produced by North China Pharmaceutical and has entered the pilot test. The Group has been continuously screening the auxiliary and packaging materials for the prescription. Considering the COVID-19 prevention and control, equipment renovation and other factors, the verification and production were completed in November 2021. Currently, we are preparing the materials for application.

尊重研發倫理

我們深知實驗動物資源是醫藥產業創新的重要支撐，嚴格遵守《實驗動物管理條例》等國家政策法規，倡導三項動物實驗基本原則，關注研發過程中的實驗動物管理，尊重研發倫理。

Respect for R&D Ethics

We know that experimental animal resources are important support for pharmaceutical industry innovation. We comply with the “Regulations on the Administration of Experimental Animals” and other national policies and regulations, advocate three basic principles of animal experiments, highly focus on the management of experimental animals in the R&D process, and respect the R&D ethics.

動物保護原則

Principle of animal protection

審查動物實驗的必要性，對實驗目的、預期利益與造成動物的傷害、死亡進行綜合的評估。

Review the necessity of animal experiments, and conduct a comprehensive assessment of the purpose of the experiment, the expected benefits, and the harm and death of animals.

動物福利原則

Principle of animal welfare

保證實驗動物生存時包括運輸中享有最基本的權利，享有免受饑渴、生活舒適自由的生活環境，各類實驗動物管理應符合其對應的操作技術規程。

To ensure that experimental animals have the most basic rights when living and in transportation, and enjoy a living environment free from hunger and thirst and a comfortable and free life. The management of various experimental animals should comply with their corresponding operating technical regulations.

倫理原則

Principle of ethics

實驗應充分考慮動物的利益，保證從業人員的安全，動物實驗方法和目的應符合人類的道德倫理標準和國際慣例。

Experiments should fully consider the interests of animals and ensure the safety of practitioners. The methods and purposes of animal experiments should conform to human ethical standards and international practices.

創新科技，健康未來

Fostering Innovation in Science and Technology for a Healthy Future

本集團子公司已制定相應實驗動物管理制度與操作規程，對日常研發項目進行倫理監督檢查，及時識別問題並提出整改意見，並對結束項目提出倫理終結審查，保障動物應有權益。

知識產權保護

創新是引領企業發展的第一動力，保護知識產權就是保護創新發展的命脈。為規範本集團的知識產權相關工作，我們嚴格遵守《中華人民共和國專利法》、《中華人民共和國商標法》、《中華人民共和國著作權法》、《中華人民共和國合同法》，成立知識產權決策委員會，並制定了《四環醫藥控股集團知識產權管理規定》等內部制度，明確知識產權部及各職能部門在管理、執行、監督和協調相應知識產權管理工作過程中需履行的職責，鼓勵和調動公司員工發明創造的積極性，保證本集團技術創新以及生產、經營全過程的順利進行。

四環醫藥圍繞產品全生命週期，根據創新藥、仿製藥及藥物領域特點，對本集團內部專利、商標、域名的申請、變更、放棄及轉讓，以及科技論文的發表、著作權的登記等流程進行集中管理、嚴格審批，並將涉及知識產權的相關合同及投資併購事宜歸由知識產權部進行管理及審核。我們在與新入職員工簽訂人事合同時，根據其工作性質及職級分別規定知識產權相關條款，並與離職員工簽署離職協議，確保其遵守勞動合同、保密協議中的競業限制條例。

截至二零二一年底，本集團各子公司累計提交專利申請900餘件，在中國國家知識產權局維持有有效的授權專利共350多件，在其他國家或地區獲得授權且維持有有效的國外授權專利90餘件，累計提交PCT國際申請及國外申請170餘項；本集團²提交商標註冊申請1,246件，獲准註冊856件，獲得著作權10項。

² 商標註冊申請及獲准註冊數量未包含山東軒竹醫藥科技有限公司（「山東軒竹」）。

The subsidiaries of the Group have formulated corresponding management systems and operating procedures for experimental animals, conducted ethics supervision and inspections on daily research and development projects, identified problems and put forward rectification opinions in time, and proposed ethical termination reviews for the finished projects to protect the rights and interests of animals which they deserve to have.

Protection of Intellectual Property

Innovation is the primary driving force for the development of the enterprise, and intellectual property is the lifeblood of enterprise innovation and development. In order to standardize the intellectual property of the Group, we strictly abided by the "Patent Law of the People's Republic of China", "Trademark Law of the People's Republic of China", "Copyright Law of the People's Republic of China" and "Contract Law of the People's Republic of China" and set up the Intellectual Property Decision-Making Committee. We formulated the "Provisions on Intellectual Property Rights Administration of Sihuan Pharmaceutical Holdings Group Ltd." and other internal systems to specify the responsibilities of the Intellectual Property Department and all functional departments in the process of management, implementation, supervision and coordination of corresponding intellectual property management, encouraged and mobilized the enthusiasm of employees in invention and creation, thus ensuring the smooth progress of technological innovation, production and operation of the Group.

Focusing on the product life cycle, Sihuan Pharmaceutical conducted centralized management and strict examination and approval for the application, change, abandonment and transfer of patents, trademarks and domain names within the Group, as well as the publication of scientific and technological papers and registration of copyrights according to the characteristics of innovative drugs, generic drugs and medicines. We are also responsible for the management and review of relevant contracts, and the investment, merger and acquisitions related to intellectual properties. When we sign the personnel contract with new employees, we stipulate the relevant provisions of intellectual property according to the nature of their work and rank, and sign the separation agreement with the departing employees to ensure that they abide by the non-competition regulations in the labor contract and confidentiality agreement.

By the end of 2021, the subsidiaries of the Group had submitted more than 900 patent applications in total, of which over 350 were validly authorized and maintained by China National Intellectual Property Administration and over 90 by other countries or regions. They had also submitted more than 170 PCT international applications and foreign applications. The Group² had filed 1,246 applications for trademark registration, of which 856 were granted approval for registration, and 10 were granted copyrights.

² Shandong Xuanzhu Pharma Co., Ltd. ("Shandong Xuanzhu") is not included in the application and approval of trademark registration.

創新科技，健康未來 Fostering Innovation in Science and Technology for a Healthy Future

各子公司在知識產權保護領域的傑出實踐也獲得了認可與獎項，其中，北京四環獲得「北京市發明專利三等獎」並獲北京市專精特新「小巨人」企業稱號；軒竹（北京）醫藥科技有限公司的法匹拉韋項目獲得北京市企業海外知識產權預警項目資助。

The outstanding practices of the subsidiaries in the field of intellectual property protection have also been recognized and awarded. For example, Beijing Sihuan has won the “The Third Prize of Beijing Invention Patents” and the title of Beijing “Little Giant” of Expertise, Precision, Specialty, and Innovation, and the favipiravir project of XuanZhu (Beijing) Pharm Co., Ltd. was funded by the Overseas Intellectual Property Early-warning Project of Beijing Enterprises.



北京四環獲北京市專精特新「小巨人」企業稱號

Beijing “Little Giant” of Expertise, Precision, Specialty, and Innovation of Beijing Sihuan

知識產權信息管理平台建設

二零二一年，本集團知識產權部對所部數據資產和人員在文檔資產安全系統（「DASS」），中進行分類和密級劃分，將專利和商標涉及的法律法規文件、專利和商標審查過程中涉及文件、相關項目申報資料等上傳至文檔資產安全系統。文檔資產安全系統通過加密機制與權限控制相結合的方式，保護文檔全生命週期安全，實現重要信息安全流轉、防止重要信息泄露和擴散的綜合解決方案，滿足了集團對涉密管理規範化、系統化、數字化的要求。

知識產權培訓及交流

在不斷完善內部知識產權制度的同時，我們也積極開展知識產權保護相關培訓，邀請本集團內外部講師講解知識產權保護的相關法規政策及案例，提高員工對於專利等知識產權的保護意識。

Establishment of the Intellectual Property Information Management Platform

In 2021, the Intellectual Property Department of the Group classified the data assets and personnel of the Group in the Document Asset Security System (“DASS”) and uploaded legal and regulatory documents related to patents and trademarks, documents related to patent and trademark examination, and relevant project application materials to the DASS. The document asset security system can protect the safety of the whole life cycle of documents through the combination of encryption mechanism and access control, which realizes the safe circulation of important information and prevents the leakage and dissemination of important information, meeting the Group’s requirements for standardized, systematic and digital secret-related management.

Intellectual Property Training and Communication

While constantly improving the internal intellectual property system, we also actively carry out relevant training on intellectual property protection and invite internal and external lecturers of the Group to explain relevant laws, policies, and cases of intellectual property protection to improve employees’ awareness of patents and other intellectual property protection.

商標知識產權培訓

Trademark Intellectual Property Training



二零二一年七月，本集團知識產權部特邀外部講師就商標訴訟實踐和企業商標保護舉行了專業培訓。本次培訓結合最高院的知識產權報告和商標評審委員會的工作總結，對知識產權訴訟的關鍵數據進行剖析，並從最高院公佈的二零二零年商標典型案例中選取部分民事訴訟案例和行政訴訟案例進行解析。通過此次培訓，參會人員對商標相關政策、法規有了更深的理解，為更好的開展集團商標品牌建設工作提供了良好支持。

In July 2021, the Intellectual Property Department of the Group invited external lecturers to conduct professional training on trademark litigation practice and corporate trademark protection. In combination with the intellectual property report of the Supreme People's Court and the work summary of the Trademark Review and Adjudication Board, this training analyzed the key data of intellectual property litigation and analyzed some civil and administrative litigation cases from the typical trademark cases published by the Supreme People's Court in 2020. Through this training, participants had a deeper understanding of trademark-related policies and regulations, which provides good support for the Group's trademark brand building.

藥物晶型專利培訓

Drug Crystal Patent Training

藥物晶型專利是藥品專利佈局中的重要策略，更是藥品專利挑戰的主戰場。二零二一年八月，知識產權部特邀律師通過案例解析了藥物晶型專利授權確權標準及實務。通過梳理多個專利無效決定案例，解析國家有關藥物晶型專利的授權確權標準，為集團未來藥物晶型的專利佈局和專利挑戰提供工作參考，推進實施集團創新發展戰略。

Drug crystal patent is an important strategy in drug patent layout and the major battlefield for drug patents. In August 2021, the lawyer specially invited by the Intellectual Property Department analyzed the standards and practices of drug crystal patent authorization and confirmation through cases. Through sorting out several patent invalid decision cases, the lawyer analyzed the national authorization and confirmation standards of drug crystal patents, providing a reference for the Group's future drug crystal patent layout and patent challenges, thereby promoting the implementation of the Group's innovation and development strategy.

創新科技，健康未來 Fostering Innovation in Science and Technology for a Healthy Future

中國知識產權高峰論壇 China Intellectual Property Forum



二零二一年七月，中國知識產權高峰論壇在上海召開，多方專家共同探討國內外知識產權保護熱點話題。四環醫藥知識產權總監鄧聲菊在論壇上分享了專利保護與挖掘相關經驗，贏得熱烈歡迎。

In July 2021, the China Intellectual Property Forum was held in Shanghai, where experts discussed the hot topics of intellectual property protection at home and abroad. Deng Shengju, the intellectual property director of Sihuan Pharmaceutical, shared her experience in patent protection and mining at the forum and received a warm welcome.

2. 嚴守質量安全生命線

本集團深知產品質量對於醫藥企業生存發展的重要性，不斷強化質量意識、健全質量管理體系，以高標準開展質量管理績效考核，並持續完善藥物警戒體系，通過高質量的產品和服務，不斷增強企業核心競爭力。

生產質量管理

我們嚴格遵守《中華人民共和國藥品管理法》、《藥品生產監督管理辦法》及《藥品生產質量管理規範》(「GMP」)等法律規例，並於本年度對《質量審計管理規程》等相關制度進行梳理，進一步推進如下質量管理體系相關工作：

2. Strictly Observe the Lifeline of Quality and Safety

The Group is well aware of the importance of product quality to the survival and development of pharmaceutical enterprises, constantly strengthens the quality awareness, improves the quality management system, carries out quality management performance assessment with high standards, continuously improves the pharmacovigilance system, and enhances the core competitiveness of the enterprise through high-quality products and services.

Production Quality Management

We strictly abided by the “Drug Administration Law of the People’s Republic of China”, “Measures for the Supervision over and Administration of Pharmaceutical Production”, “Good Manufacturing Practices (“GMP”) for Pharmaceutical Products” and other laws and regulations, and sorted out the “Quality Audit Management Procedures” and other relevant systems during the Year to further promote the following work related to quality management system:

質量體系管理

對現有文件體系進行升級改善；對各部門提出的變更、偏差、糾正和預防措施(「CAPA」)，及時記錄、評估及處理，保證產品質量在可控範圍內；開展年度質量回顧，完成驗證工作等。

Quality system management

We upgraded and improved the existing document system, recorded, evaluated and dealt with the changes, deviations, corrective and preventive actions (“CAPA”) proposed by each department in a timely manner to ensure product quality within the control range, carried out annual quality reviews, completed verification, etc.

質量審計

對委外生產企業、原輔料供應商進行質量審計並形成審計報告，針對發現的問題與供應商進行有效溝通；企業內部自查並接受外部現場檢查、抽樣檢查、GMP符合性檢查等，確保無嚴重缺陷和主要缺陷。

Quality audit

We conducted quality audits for outsourced production enterprises and raw materials suppliers, formed audit reports, and communicated with suppliers effectively on problems found. Internal self-inspection and acceptance of external on-site inspection, sampling inspection, and GMP compliance inspections were carried out to ensure no serious or major defects.

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Fostering Innovation in Science and Technology for a Healthy Future

質量信息收集

積極搜索、跟進國家最新法規情況，每月匯總與集團相關的法律法規知識；集團安排專人進行產品質量反饋跟蹤，包括藥品在市場上的抽送檢情況、藥品質量反饋情況以及藥品上市後不良反應情況。

Quality information collection

We actively searched and followed up on the latest national laws and regulations, and summarized the knowledge of laws and regulations related to the Group on a month basis. The Group also arranged staff to collect product quality feedback, including the situation of drug sampling and inspection in the market, drug quality feedback, and adverse reactions after the drugs are put on the market.

質量培訓

以線上線下多方式開展內部培訓，做好廠級、部門、崗位的各級培訓，涵蓋生產、質量、工程、安全、法規等知識；積極參加優秀製藥設備廠家、專業製藥培訓等開展的外部培訓。

Quality training

We carried out internal training in multiple online and offline ways and conducted the factory, department and post training at all levels covering production, quality, engineering, safety, regulations and other knowledge, and participated in external training held by excellent pharmaceutical equipment manufacturers, professional pharmaceutical training, etc.

弘和製藥 — 質量安全月

Ambest Pharmaceutical — Quality Safety Month

「質量就是在沒有人監督的時候仍然做對的事情」，這不是一句簡單的口號，而是每一個弘和人始終銘記於心的承諾。一年一度的質量文化月活動也成為弘和最具特色的質量提升工程，至今已成功舉辦了四屆。

“Ensuring Quality requires us to do the right thing even without supervision”, is not just a slogan, but a promise kept by every employee in Ambest Pharmaceutical. The annual quality culture month has also become the most characteristic quality improvement project of Ambest Pharmaceutical, which has been successfully held for four times so far.

二零二一年八月，本屆「質量文化月」主要以觀看企業質量特色宣傳片、召開質量改進座談會、組織公司內部飛檢等形式開展，以確保質量風險可控，按照GMP標準，以點帶面，推動質量管理水平持續提升，真正做到「質量意識在我心中，產品質量在我手中！」

In the “Quality Culture Month” in August 2021, we watched the quality characteristic feature films of the enterprise, held a quality improvement meeting, and organized the internal check to ensure that quality risks are controllable. We also promoted work in all areas by drawing upon the experience gained on key points in accordance with the GMP standards, to enhance the quality management, thus “increasing quality awareness and putting quality under control”.



創新科技，健康未來 Fostering Innovation in Science and Technology for a Healthy Future

臨床試驗質量管理

本集團臨床試驗項目採取自有團隊開展與外包相結合的模式。針對一致性評價的藥品、特醫食品、醫療器械等品種，由團隊自行開展臨床試驗項目。我們嚴格把控試驗的各個流程，根據國家藥監局相關部門發佈的藥品臨床試驗管理規範（「GCP」）、一致性評價要求等法律法規，按照集團的標準作業程序（「SOP」）執行，做好臨床試驗項目的質量控制。

部分生物等效性（「BE」）試驗則採用外包模式，我們在項目的不同階段採取如下措施以保證試驗質量：

Clinical Trial Quality Control

The clinical trial project of the Group was carried out by both our own teams and outsourcing teams. The teams carried out clinical trial projects for drugs, special medical food, medical devices and other varieties in terms of consistency evaluation. We strictly controlled each process of the trial and conducted the quality control of the clinical trial projects according to laws and regulations, such as Good Clinical Practice (“GCP”) and consistency evaluation requirements issued by the departments of the NMPA, and standard operating procedures (“SOP”) of the Group.

Some bioequivalence (“BE”) tests were outsourced. We took the following measures at different stages of the project to ensure the quality of the tests:



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Fostering Innovation in Science and Technology for a Healthy Future

藥物警戒體系

四環醫藥集團藥物警戒體系由集團藥械警戒部和集團旗下各子公司藥物警戒部(「PV」)共同構成，集團與各子公司持續監測與評價產品安全性，藥物警戒工作隨時隨地在線高效推進，控制風險，保障患者用藥安全。二零二一年，隨著藥物警戒質量管理規範(「GVP」)及相關指導原則的落地實施，四環醫藥集團進一步完善了藥物警戒體系，具體包括如下：

- 根據GVP和相關指導原則要求及集團內部架構調整，更新了集團層面三個流程制度，指導各子公司藥物警戒人員更新其內部20多項藥物警戒流程，確保四環藥物警戒體系符合GVP要求；
- 建設和完善醫美產品藥械警戒體系，完成與境外合作公司藥物警戒委託協議的簽署，創建通化濟達上市許可持有人直報系統賬號，支持醫美產品藥物警戒及醫療器械警戒體系建立；
- 根據國家監管部門政策及法規要求，推進集團各子公司按照E2B標準通過網關(「Gateway」)方式遞交個例安全性報告工作，指導集團各子公司按照E2B標準處理個例不良反應報告，現所有子公司基本實現該種方式遞交個例安全性報告；

Pharmacovigilance System

The pharmacovigilance system of Sihuan Pharmaceutical is composed of the pharmacovigilance departments (“PV”) of the Group and its subsidiaries. The Group and its subsidiaries continuously monitor and evaluate product safety. Pharmacovigilance is effectively promoted online anytime and anywhere to control risks and ensure the drug safety of patients. In 2021, with the implementation of the Good Pharmacovigilance Practices (“GVP”) and related guiding principles, Sihuan Pharmaceutical has further improved the pharmacovigilance system, including the following work:

- According to the GVP and related guiding principles and the adjustment of the Group’s internal structure, we updated three process systems of the Group, guided the pharmacovigilance personnel of each subsidiary to update more than 20 internal pharmacovigilance processes, and ensured that the pharmacovigilance system of Sihuan met the requirements of GVP;
- We have built and improved the pharmacovigilance system for medical aesthetics products, completed the signing of the pharmacovigilance commission agreement with overseas cooperative companies, created the marketing authorization holder direct reporting system account of Tonghua Jida Pharmaceutical Co., Ltd., and supported the establishment of pharmacovigilance and medical device alert system for medical beauty products;
- In accordance with the policies and regulations of national regulators, we asked the Group’s subsidiaries to submit the safety reports of individual cases through the Gateway based upon E2B standards, and guided the Group’s subsidiaries to handle the adverse reaction reports of individual cases based upon E2B standards. Now, all subsidiaries basically submitted the safety reports of individual cases in this way;

產品安全性監測和風險管理

Product Safety Monitoring and Risk Management

- 本集團結合外部監管要求及內部管理規範，持續開展產品安全性監測和風險管理，持續推進產品說明書修訂及安全性評價工作；
In combination with external regulatory requirements and internal management standards, the Group has continuously carried out the product safety monitoring and risk management and promoted product specification revision and safety evaluation;
- 積極開展和支持上市後重點監測，支持藥物不良反應(「ADR」)預警信號的調查處理工作，監督各子公司進行定期安全性信號檢測和藥品不良事件聚集性信號處理，及時為集團各營銷部門提供藥品安全性問題支持。
It actively carried out and supported the key post-marketing monitoring, supported the investigation and processing of adverse drug reaction (“ADR”) warning signals, supervised all subsidiaries to conduct regular safety signal detection and aggregation signal processing of ADR events, and provided support for all marketing departments of the Group on drug safety issues in time.

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藥物警戒系統數字化

Digitization of Pharmacovigilance System

- 使用第三方藥物警戒eSafety系統，主要用於集團及各子公司藥品／藥物不良事件報告的處理、存儲、分析和遞交等工作，藥械警戒部負責eSafety系統的使用與維護管理；
The third-party pharmacovigilance eSafety system is mainly used for the processing, storage, analysis and submission of drug/adverse drug event reports of the Group and its subsidiaries. The Pharmacovigilance Department is responsible for the use, maintenance and management of the eSafety system;
- 系統覆蓋藥物警戒工作全流程，建立了完整的子公司產品安全性信息數據庫，能夠進行信息採集、存儲、分析運用；
The system covers the whole process of pharmacovigilance and a complete product safety information database of subsidiaries was established to collect, store, analyze and apply information;
- 內嵌藥物警戒工作邏輯，嚴格遵循業務法規時效限定，系統設計符合國際標準和中國國情，稽查痕跡保留，滿足核查要求。
It is embedded with pharmacovigilance logic and strictly follows the time limit of business laws and regulations. The system design conforms to international standards and China's national conditions, and the inspection traces are retained to meet the verification requirements.

藥物警戒內部審計

Internal Audit of Pharmacovigilance

- 完成本年度9家子公司藥物警戒體系內審工作，並跟進後續整改計劃制定及整改完成情況，確保藥物警戒流程和工作內容合規；
We completed the internal audit of the pharmacovigilance system of 9 subsidiaries during the Year, followed up on the development and completion of the subsequent rectification plan, and ensured compliance of pharmacovigilance process and work content;
- 本年度內審採用線上與現場相結合的方式開展，為進一步提高內審效率及溝通，在內審開展前建立溝通群，制定詳細的內審要求及時間節點，在內審過程中積極在群裏溝通檢查問題。本年度內審結果顯示，各子公司藥物警戒體系完善，工作規範開展，較上一年度有很大提升，未發現重大缺陷。內審結束後，各子公司根據內審發現的問題積極整改，均在時限內完成整改。
The internal audit was carried out online and offline during the Year. In order to further improve the efficiency and communication of internal audit, a communication group was established before the internal audit, the detailed internal audit requirements and schedule were formulated, and inspection problems were actively communicated in the Group during the process of internal audit. The internal audit results during the Year showed that the pharmacovigilance systems of all subsidiaries were effective, the work was standardized and greatly improved compared with last year and no major defects were found. After the internal audit, all subsidiaries actively rectified the problems found in the internal audit and completed the rectification within the time limit.

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藥物警戒培訓

Pharmacovigilance Training

- 持續加強集團內部的藥物警戒培訓，不斷強化員工對藥物警戒相關概念和要求的認識，進一步提高不良事件的上報意識；
We continued to strengthen the pharmacovigilance training within the Group, constantly strengthened the understanding of employees on pharmacovigilance-related concepts and requirements, and further improved the awareness of adverse events reporting;
- 藥物警戒專職人員積極參加外部培訓，學習掌握最新監管要求，並在內部組織專業知識培訓和學習，確保藥物警戒工作人員保持較高的專業性，能勝任快速發展更新的法規和行業要求。
Pharmacovigilance professionals participated in external training, learned and mastered the latest regulatory requirements, and organized professional knowledge training and learning in the Group to ensure that pharmacovigilance staff maintain a high level of professionalism and keep abreast of the latest regulations and industry requirements.

藥物警戒培訓

Pharmacovigilance Training

二零二一年六月，集團藥械警戒部組織各子公司藥物警戒人員進行藥物警戒培訓與考核，旨在規範集團藥物警戒內部審計工作，掌握集團新修訂SOP的新內容和新要求，提升藥物警戒工作操作技能及效率。

In June 2021, the Pharmacovigilance Department of the Group organized pharmacovigilance personnel of all subsidiaries to conduct pharmacovigilance training and assessment with the aim to standardize the internal audit of pharmacovigilance of the Group, master the new content and requirements of the Group's newly revised SOP, and improve the operation skills and efficiency of pharmacovigilance.

本次培訓內容涵蓋了藥物警戒內審員培訓、集團藥械警戒SOP更新情況兩大方面，考核採用線上答題方式來考核子公司藥物警戒人員的專業水平，考核範圍包括指導審核制度、培訓管理、安全性信息收集三大版塊。

The training covered the pharmacovigilance internal audit and the update of the Group's pharmacovigilance SOP. The professional level of pharmacovigilance personnel in the subsidiaries was assessed online, which covered three sections: guidance and audit system, training management and security information collection.



藥品召回

四環醫藥設立藥品安全委員會，成員包括集團高層，商務、市場、生產、質量等相關部門負責人，負責涉及本集團產品安全性風險的評估和溝通，或針對產品風險制定或實施風險控制措施。如PV部門監測到疑似產品安全性風險，會及時組織召開藥品安全委員會會議，根據會議評估結果採取風險控制措施，包括但不限於涉事產品召回等。本年度，本集團並未監測到產品重大安全性風險信號，亦未發生大規模藥品召回事件。

Drug Recalls

Sihuan Pharmaceutical has established the Drug Safety Committee which comprises senior management of the Group and heads of commercial, marketing, production and quality departments. The Committee is responsible for the assessment and communication of product safety risks related to the Group, or the formulation or implementation of risk control measures for product risks. If the PV Department detects a suspected product safety risk, it will convene the meeting in time and take risk control measures, including but not limited to the recall of the involved product, according to the assessment results of the meeting. During the Year, no major safety risk signals of products were recorded and no large-scale drug recalls occurred.

創新科技，健康未來

Fostering Innovation in Science and Technology for a Healthy Future

3. 提供優質健康服務

四環醫藥十分重視客戶需求及用藥體驗，致力於為大眾提供專業、高質量的普惠醫療服務，為大眾健康保駕護航。

保障服務質量

四環醫藥建立了《用戶投訴管理規程》等內部制度，規範來自所有渠道投訴的處理流程與要求，包括書面及口頭信息、電話、電傳等。本集團商務部相關人員負責投訴信息的接收、登記，並反饋給相關部門進行後續處理；質量部負責用戶投訴處理過程的管理工作，並配合負責組織對產品本身缺陷引起的用戶投訴進行生產、質量方面的調查。我們認真管理用戶投訴檔案，並定期對投訴處理流程進行評價及改善提升。為縮短投訴處理時間，集團制定了「三七原則」，即三天內處理用戶一般訴求，七天內解決用戶疑難業務；持續優化用戶溝通與反饋機制，確保用戶的反饋能夠及時上報，明確對接負責人，刪減冗雜的中間環節，提升投訴處理效率。同時，集團重視內部客服管理，規定工作範圍與職責分工，並積極開展業務培訓、產品知識培訓，深化員工對於服務的理解，提升用戶服務質量。本年度，本集團未接獲客戶重大投訴。

面對新冠疫情的考驗，本集團全力保障發貨、物流運輸、退換貨等產品供應階段，嚴格執行集團發貨管理規程、退貨管理規程等制度文件，堅持以專業、優質的客戶服務應對激增的醫藥產品需求。

在發貨前，由集團商務部與客戶提前溝通，及時了解客戶的藥品使用情況和實際發貨需求，並聯繫客服中心，根據客戶需求提供發貨相關審批文件。客服中心收到審批文件後立即下單發貨，在訂單上明確備注出貨廠家及倉庫，避免發貨錯漏。發貨後，客服中心應將發貨信息發送至各省商務部，由商務人員繼續跟進貨品運輸和到貨情況，以便及時向客戶反饋物流進度。

3. Provision of High-quality Health Services

Sihuan Pharmaceutical attaches great importance to the needs and medication experience of customers and is committed to providing professional, high-quality inclusive medical services for the public.

Guarantee of Service Quality

Sihuan Pharmaceutical has established internal systems, such as the "Management Regulations of User Complaints" to regulate the handling process and requirements of complaints from all channels, including written and oral messages, telephone, telex, etc. Relevant personnel of the Group's Commerce Department are responsible for receiving and registering complaint information, and giving feedback to relevant departments for follow-up treatment. The Quality Department is responsible for the management of the customer complaint handling process and cooperates to organize investigations on production and quality according to customer complaints caused by product defects. We carefully managed the customer complaint files, and regularly evaluated and improved the complaint handling process. To shorten the complaint processing time, the Group formulated the "Principles for Three and Seven Days" to control the processing time of general customer complaints within three days and the processing time of complicated customer complaints within seven days. Also, we continuously optimized the user communication and feedback mechanism to ensure that the feedback can be reported in time, clarified the responsible person, cut redundant links, and improved the efficiency of complaint handling. Meanwhile, the Group attaches great importance to internal customer service management, stipulates the scope of work and division of responsibilities, and actively carries out business training and product knowledge training to deepen staff's understanding of service and improve customer service quality. During the Year, the Group received no material complaints from customers.

In the face of the challenge brought by COVID-19, the Group has made every effort to ensure the delivery, logistics and transportation, and return and exchange of products, strictly implemented the Group's delivery management procedures, return management procedures and other institutional documents, and responded to the surging demand for pharmaceutical products with professional and high-quality customer services.

Before delivery, the Commerce Department of the Group communicated with customers in advance to promptly understand their medications and actual delivery needs and contacted the customer service center to provide approval documents related to delivery according to customer needs. After receiving the approval documents, the customer service center immediately placed an order and delivered the goods, and clearly noted the shipping manufacturer and warehouse on the order to avoid mistakes and omissions. After delivery, the customer service center sent the delivery information to the provincial commerce departments, and the commercial personnel continued to follow up the delivery and arrival of goods, so as to report the logistic progress to customers in time.

創新科技，健康未來

Fostering Innovation in Science and Technology for a Healthy Future

在物流運輸途中，集團根據《物流承運商管理規定》，設置定期考核，有效監督承運商的運輸時效及服務質量。我們通過考核貨物破損率，控制承運商破損率在集團標準內、返廠率在0.1%範圍內，保證終端服務質量；同時在物流倉儲系統中引入前置倉庫以縮短物流運輸時間，更好地應對資源調度和物流配送問題，提升客戶滿意度。

針對客戶提出的退換貨要求，本集團將首先識別退換貨類型，根據不同類型採取對應的處理方案，以便相關責任部門能夠協調客戶溝通、退換申請、補貨退款等一系列工作，確保高效處理客戶需求。為幫助後續進一步提升產品及服務質量，本集團企業價值管理中心根據各部門反饋的產品退換信息進行分析，追溯發生原因，優化產品服務流程。

堅持責任營銷

藥品的廣告宣傳及標籤內容對指導合理用藥、安全用藥起著至關重要的作用。本集團嚴格遵循《中華人民共和國廣告法》、《藥品廣告審查發佈標準》、《藥品說明書和標籤管理規定》等有關法律法規，杜絕虛假、誇大宣傳，確保宣傳內容及廣告的真實性，保障消費者的安全用藥。本年度，本集團未發生有關廣告及標籤的違規事件。

本集團依據《社交媒體宣傳標準》，確保宣傳內容的真實性與合規性，嚴格把控廣告編寫及發佈流程，守護客戶的健康與安全。我們及時更新藥品推廣資料，客觀說明藥品的性質、適應症和安全性；在處方藥和非處方藥宣傳內容中加入忠告語和專用標識，以便客戶選取合適的醫藥產品；加強藥品廣告發佈前的審核，保證宣傳內容與藥品監督管理部門批准的內容相一致。為實現營銷工作合法合規，杜絕偽造、竄貨等惡劣行為，本集團與符合國家及醫藥部門相關規定的藥品經銷商簽訂《經銷商合規承諾書》，對各級經銷商的市場行為進行規範，保障經銷商營銷的合規性。

In the process of logistics transportation, the Group sets up regular assessments in accordance with the "Provisions on the Administration of Logistics Carriers" to effectively supervise the transportation timeliness and service quality of carriers. By assessing the damage rate of goods, we control the damage rate of carriers within the standard of the Group and return rate within 0.1% to ensure the quality of terminal services. Meanwhile, the front-end warehouses are introduced into the logistics and warehousing system to shorten the logistics transportation period, and better deal with resource scheduling and logistics distribution to improve customer satisfaction.

In view of customers' requirements for return and exchange of products, the Group will first identify the types of return and exchange and adopt corresponding processing plans, so that relevant responsible departments can coordinate customer communication, return and exchange applications, replenishment-refund and other work to ensure efficient handling of customers' demands. In order to help further improve the quality of products and services, the Enterprise Value Management Center of the Group analyzes the product return and exchange information feedbacks from various departments, and traces the causes, and optimizes the product service process.

Insisting on Responsible Marketing

The advertisement and label content of drugs play a vital role in guiding the rational drug use and safe medication. The Group strictly follows the "Advertising Law of the People's Republic of China", "Standards for the Examination and Publication of Drug Advertisements", and the "Provisions for the Administration of Drug Instructions and Labels" and other relevant laws and regulations to eliminate false and exaggerated publicity, ensure the authenticity of promotional content and advertisements, and ensure consumers' medication safety. During the Year, the Group had no violations regarding advertisement and label.

According to the "Social Media Promotion Standards", the Group ensured the authenticity and compliance of promotional content, strictly controlled the preparing and publishing process of advertising, and protected the health and safety of customers. We updated drug promotion materials in time and objectively explained the nature, indications and safety information of drugs. Advisory messages and special signs are marked in our prescription drug advertisements and over-the-counter drug advertisements to enable customers to select appropriate pharmaceutical products. We strengthened the review before the publication of drug advertisements to ensure that they are consistent with the content approved by the drug regulatory authorities. In order to achieve legal and compliant marketing and put an end to bad behaviors, such as counterfeiting and falsification, the Group has signed the "Distributor Compliance Undertaking Letter" with drug distributors who comply with national and pharmaceutical laws and regulations to regulate the distributors' market behaviors and ensure distributors' marketing compliance.

創新科技，健康未來 Fostering Innovation in Science and Technology for a Healthy Future

此外，我們嚴格遵守《醫藥代表備案管理辦法（試行）》，要求醫藥代表在與醫療衛生專業人士進行學術推廣時，應以提供藥品信息以及專業知識的培訓和支持為主，不得誤導醫生使用藥品，誇大或者誤導療效，隱匿藥品已知的不良反應信息或者隱瞞醫生反饋的不良反應信息，不得有超產品適應症的推廣內容，不得開展以促使醫療衛生專業人士向患者推薦用藥為目的推廣活動，規範醫藥代表學術推廣行為，促進醫藥產業健康有序發展。

信息安全與保護

四環醫藥嚴格遵守《中華人民共和國網絡安全法》等相關法律規例，制定《四環醫藥控股集團信息管理制度》，規範信息技術相關標準、技術規範和管理制度，提升本集團信息技術管理的專業化、規範化程度。本集團搭建了清晰的信息安全管治架構，由行政總裁擔任信息安全決策小組組長，對信息安全宏觀事項進行決策；由集團數字化運營中心負責人擔任組長，帶領信息安全管理小組負責本集團日常的信息安全工作開展。

本集團最大限度保護收集到的客戶信息，維護客戶的合法權益，通過傳輸過程中加密、設置賬戶權限分級等方式，保護隱私，嚴禁泄露、交易和濫用客戶信息，員工有權利和義務制止任何可能危害客戶信息安全的行為，如遇木馬攻擊等安全事件，員工需及時上報數字化運營中心。

In addition, we strictly abide by the “Measures for the Administration of the Record of Pharmaceutical Representatives (Trial)”, and require pharmaceutical representatives to provide drug information and professional knowledge training and support when conducting academic promotion with medical and health professionals, and not to mislead doctors in the use of drugs, exaggerate or mislead the efficacy, conceal the known adverse reaction information of drugs or the adverse reaction information provided by doctors. Pharmaceutical representatives are requested not to contain promotion content exceeding the indications of products or carry out promotion activities aimed at encouraging medical and health professionals to recommend drugs to patients so as to standardize the academic promotion behaviors, thus promoting the healthy and orderly development of the pharmaceutical industry.

Information Security and Protection

Sihuan Pharmaceutical strictly complies with the “Cybersecurity Law of the People’s Republic of China” and other relevant laws and regulations, formulates the “Information Management System of Sihuan Pharmaceutical Holdings Group”, standardizes the relevant standards, technical specifications and management system of information technology, and enhances the specialization and standardization of the Group’s information technology management. The Group has set up a clear information security governance structure, with the chief executive officer as the leader of the information security decision-making group to make decisions on macro issues of information security. The head of the digital operation center of the Group serves as the leader of the information security management team to be responsible for the daily information security of the Group.

The Group protects the customer information collected to the maximum extent and safeguard customers’ rights and interests. We protect customers’ privacy by encrypting the transmission process and setting up hierarchical management of account access to prevent the disclosure, trading and misuse of customer information. Employees have the right and obligation to stop any behavior that may endanger customer information security. In case of security incidents, such as Trojan attacks, employees are required to report to the Digital Operation Center in time.

創新科技，健康未來

Fostering Innovation in Science and Technology for a Healthy Future

為防止商業秘密泄露，積極維護本集團合法權益，我們建立了《保密信息管理規程》等內部制度，從人員、信息、區域、設備四個維度進行涉密管控，並成立了集團涉密管理專項工作組，下設集團涉密管理專項辦公室，由辦公室主任帶領知識產權部、數字化運營中心、審計監察中心和人力資源中心的相關成員按照規程裏的相關要求確定本單位的保密信息與涉密清單，包括涉密人員及其涉密權限與涉密範疇、涉密信息、涉密區域和涉密設備等。上述涉密工作由工作組監管落實推廣情況，數字化運營中心研發保密系統，通過軟件控制將保密工作落到實處。

In order to prevent the disclosure of trade secrets and safeguard the legitimate rights and interests of the Group, we have established internal systems, such as the “Confidential Information Management Regulations” to carry out confidential control from the four aspects, namely, personnel, information, region and equipment. We have set up a confidentiality management special working group of the Group with a confidentiality management special office of the Group thereunder. The director of the office leads the relevant members of the Intellectual Property Department, Digital Operation Center, Audit and Supervision Center and Human Resources Center to determine the confidential information and confidential lists of the unit according to the relevant requirements of the regulations, including confidential personnel, confidential access, confidential scope, confidential information, confidential area and confidential equipment, etc. The above confidential work was supervised and implemented by the working group. The digital operation center developed the confidentiality system and implemented the confidentiality work through software control.



涉密管理專項工作組架構

The Structure of Confidentiality Management Special Working Group

創新科技，健康未來 Fostering Innovation in Science and Technology for a Healthy Future

本集團將保密管理工作納入負責人考核管理體系，並在《員工行為守則》中要求員工履行對本集團機密、業務上的重要信息的保密義務，不得將本集團業務及營銷信息泄露給他人，一旦發現信息泄露，將追究當事人的責任。同樣，我們對於維護本集團利益、堅持原則、保護本集團秘密以及改進保密技術、措施方面成績顯著的員工實行獎勵，並進行通報表揚。為提升員工保密意識，我們組織開展各類保密教育培訓，對員工進行相關保密制度的宣貫。

本年度，我們重點優化研發數據安全，為北京澳合研究院採購相關數據安全管理系統，保證研發數據管理的高安全、強權限、可審核、可追溯、低成本、體系化，降低數據泄露風險，全面保障集團核心資產。同時，我們開展了本集團總部機房優化項目，對機房設備及網絡進行維護，補丁更新，修復已知漏洞，持續安全監控與加固。

The Group incorporates the confidentiality management into the responsible person assessment management system, and requires employees to fulfill the confidentiality obligation of the Group's confidential and important business information in the "Code of Conduct for Employees", and not to disclose the Group's business and marketing information to others. Once information disclosure is found, the party concerned will be held accountable. Moreover, we reward and commend the employees with outstanding achievements for safeguarding the interests of the Group, adhering to principles, protecting the secrets of the Group and improving confidentiality techniques and measures. In order to enhance employees' awareness of confidentiality, we organized various kinds of confidentiality education and training to publicize relevant confidentiality systems.

During the Year, we focused on optimizing the security of R&D data and procured relevant data security management system for Beijing Ao He Research Institute to ensure highly secure, highly privileged, auditable, traceable, low-cost and systematic R&D data management, reduce the risk of data breach and fully protect the Group's core assets. At the same time, we carried out the optimization project for the computer room of the Group's headquarters by maintaining the equipment and network of the room, updating patches, fixing known loopholes, and continuously monitoring and reinforcing security.

保密信息管理專題培訓

Thematic Training on Confidential Information Management

二零二一年九月，本集團開展了《四環醫藥公司保密信息管理專題培訓》，來自集團各部門、北京四環、北京澳合等子公司管理人員，共計50人參加了此次培訓。本次培訓通過大量行業經典案例剖析，為參訓者介紹企業商業秘密的重要性、侵犯商業秘密的後果，並講解了《集團保密管理規程》以及信息安全管理措施。培訓的順利開展得到了集團各部門與子公司的大力支持，提升了管理者在日常工作中的商業秘密保護意識。

In September 2021, the Group conducted a "Thematic Training on Confidential Information Management of Sihuan Pharmaceutical", which was attended by a total of 50 managers from all departments of the Group, Beijing Sihuan and Beijing Ao He and other subsidiaries. The training introduced the importance of corporate trade secrets, and the consequences of infringing trade secrets through analyses of a lot of typical industry cases to the attendants, and explained the Group's "Confidentiality Management Protocol" and information security management measures. The training was successfully carried out with the support of all departments and subsidiaries of the Group, and improved the awareness of managers in the protection of trade secrets in their daily work.



創新科技，健康未來

Fostering Innovation in Science and Technology for a Healthy Future

文檔資產安全 — 保密管理規定培訓

Document Asset Security - Training on Confidentiality Management Regulations

二零二一年十月，北京澳合開展保密管理規定培訓，副院長張樹祥博士向研究院全體員工強調了保密制度的重要性，並詳細介紹了保密制度的實施，保密信息的範疇、保密等級劃分、涉密人員、儀器、辦公區域的要求以及違反保密制度的懲罰原則等事項。此次培訓增強了員工的保密意識，讓大家意識到集團的每一名員工均有義務保守商業秘密。

In October 2011, Beijing Ao He conducted a training on confidentiality management regulations. Dr. Zhang Shuxiang, Vice President, emphasized the importance of the confidentiality system to all staff of the institute, and elaborated on the implementation of the confidentiality system, the scope of confidential information, the classification of confidentiality levels, the requirements of secret-related personnel, instruments and office areas, and the principles of punishment for violating the confidentiality regulations. The training enhanced the confidentiality awareness of all staff and made them realize that every employee of the Group is obligated to keep trade secrets.





責任並進 互利共贏

Making Progress Together with Responsibility to Promote Win-win Cooperation

四環醫藥堅持攜手供應商夥伴實現合作共贏，嚴格遵循《中華人民共和國招投標法》及《中華人民共和國政府採購法》等法律法規，制定並落實《供應商管理規程》及《集中採購管理規程》等管理制度和規定，通過全面及穩健的供應商管理機制，嚴格管控供應鏈潛在風險，同時持續監督供應商的社會及環境風險，助力供應商提升自身管理水平，共同打造可持續的綠色供應鏈。Sihuan Pharmaceutical is committed to working with its supplier partners to achieve win-win cooperation. We strictly comply with laws and regulations such as the "Bidding Law of the People's Republic of China" and the "Government Procurement Law of the People's Republic of China", formulate and implement management system and requirements such as the "Supplier Management Protocol" and the "Centralized Procurement Management Protocol". We strictly control potential risks in the supply chain through a comprehensive and robust supplier management mechanism, and continuously monitor suppliers' social and environmental risks to help suppliers improve their management and build a sustainable green supply chain.

章節要點：

供應商管理
供應商溝通交流
打造綠色供應鏈

Key Points in this Chapter:

Supplier Management
Communication with Suppliers
Creating a Green Supply Chain

本章響應的聯合國可持續發展目標（「SDGs」）：

This Chapter responds to the UN Sustainable Development Goals ("SDGs"):



年度績效表現

Annual Performance

- 准入過程中對供應商的產品進行樣品檢測
Sample testing of suppliers' products during the admission process
- 關注供應商的環境、社會風險
Focusing on suppliers' environmental and social risks
- 建設廉潔供應鏈
Building a clean supply chain
- 搭建數字化招採平台
Building a digital bidding and procurement platform

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Making Progress Together with Responsibility to Promote Win-win Cooperation

1. 供應商管理

本集團秉持公平競價、質量優先的原則，建立了嚴格的供應商尋源、准入、考核與評估機制，對供應商採取統一歸口、分類分級管理，以嚴格的監察制度保障採購質量，提升供應商管理效率。

我們積極開展供應商尋源，對備選供應商的營業執照等資質信息進行審核，同時對其生產能力、技術水平、服務質量等多方面進行評估，確保其資質、質量等符合集團聘用要求。在供應商准入環節，我們對備選供應商提供的樣品進行檢測，其中對藥品質量有重大影響的物料供應商需要進行樣品檢測、供應商審計以及小批量試驗審核，通過准入審核的供應商將納入集團合格供應商庫。對於合格供應商，本集團根據供應商的質量狀況、配合程度、履約情況等指標，通過日常監督管理和年度考核進行持續評估，督促其提升產品與服務的質量。我們實施供應商的分級管理，依據供應商的評估與考核結果，將供應商分成不同等級並實行不同的獎懲政策。對於出現違反合同約定、違反招投標紀律、產品或服務出現質量問題、考核結果較差等情況的供應商，根據情節輕重或危害程度，給予中止交易、限期整改、直接進入黑名單等處理。

本集團持續加強供應鏈的風險管控，及時對供應鏈的潛在風險進行梳理。為把控物料質量，確保物料的正常供應，我們整理風險物料清單，減少風險物料種類，並提前尋找備選供應商，從源頭降低供應鏈風險影響，保障產品的質量與安全。同時，集團逐步推行與供應商的戰略合作，簽署固定資產關鍵物料的戰略合作協議，充分發揮雙方資源優勢，形成互補，優化採購成本管理。為應對例如新冠疫情、國家雙碳政策等對於供應鏈的影響，我們逐步建立了原材料供應和成品管理的聯動機制，基於聯動機制反饋的數據，及時調整採購策略，如增加合格供應商數量、加大煤炭庫存等措施，以節約採購成本。

1. Supplier Management

The Group upholds the principle of fair bidding and quality first, and has established a strict supplier sourcing, admission, assessment and evaluation mechanism. We adopt a centralized and classified management approach, and implement a strict monitoring system to ensure procurement quality and improve the efficiency of supplier management.

We actively conduct supplier sourcing and review the qualifications such as business licenses of comparable suppliers and evaluate their production capabilities, technological levels, service quality and other aspects to ensure that their qualifications and quality meet the Group's engagement requirements. In the supplier admission process, we detect samples provided by comparable suppliers, and for material suppliers who have a significant impact on drug quality, sample detection, supplier audit and small batch tests are required. Suppliers who passed the admission reviews will be included in the Group's qualified supplier list. For qualified suppliers, the Group conducts continuous evaluation through daily supervision and management and annual assessment based on indicators such as quality status, cooperativeness and performance of suppliers, and urges them to improve the quality of their products and services. We conduct the hierarchical management of suppliers. Based on the assessment and examination results, we classify the suppliers into different grades and implement distinct reward and punishment policies. Suppliers who breach the contracts, violate the bidding requirements, provide products or services with quality problems, or are rated as poor in assessment will be required to suspend the transactions, take rectification action within a definite period or will be blacklisted directly, according to the severity or the degree of harm.

The Group continues to strengthen the supply chain risk control and identifies the potential risks of the supply chain in time. In order to control the quality of materials and ensure the normal supply of materials, we compile a list of risky materials to reduce the categories of risky materials and seek comparable suppliers in advance to reduce the impact of supply chain risks from the source and ensure the quality and safety of products. Meanwhile, the Group gradually promotes strategic cooperation with suppliers and signs strategic cooperation agreements for key materials of fixed assets so as to leverage resources of both sides to complement each other and optimize procurement cost management. To cope with the impact of COVID-19 pandemic and the national dual carbon policy on the supply chain, we have gradually established a linkage system for the supply of raw materials and the management of finished products. Based on the feedback data from the linkage system, we adjust our procurement strategy in a timely manner, such as increasing the number of qualified suppliers and increasing coal stocks, in order to reduce procurement costs.

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Making Progress Together with Responsibility to Promote Win-win Cooperation

為進一步加強集團供應鏈管理水平，提升採購人員的專業技能，未來集團將通過線上及線下授課的形式，圍繞供應商管理、採購流程等相關內容，對採購人員進行系統性培訓，以培養優秀的專業採購人才。

2. 供應商溝通交流

本集團重視與供應商的溝通交流，務求實現與供應商共同成長。我們通過會面、訪談、電話溝通、供應商考察和評審等多種形式與供應商保持持續的溝通交流，建立長期、深入的合作關係。同時，我們定期組織技術交流及培訓活動，積極參加行業展會和論壇，保持供應鏈上下游信息的有效互通。此外，我們在與供應商的溝通交流過程中，積極學習供應商的ESG管理優秀實踐，不斷強化集團在環保材料選擇、節能設備選型、生產工藝等方面的管理，持續提升集團的ESG管理能力。

In order to further strengthen the Group's supply chain management and enhance the professional skills of procurement personnel, the Group will provide systematic training for procurement personnel in the future through online and offline lectures on supplier management, procurement process and other relevant content, to cultivate excellent professional procurement talents.

2. Communication with Suppliers

The Group attaches importance to communication with suppliers and strives to grow together. We maintain continuous communication with suppliers in various forms such as meetings, interviews, telephone communication, supplier visits and reviews to establish long-term and in-depth cooperative relationships. Meanwhile, we regularly organize technical seminars and training, and actively participate in industry exhibitions and forums to maintain effective connectivity of information between the upstream and downstream sides of the supply chain. In addition, we proactively learn from the excellent ESG management practices of suppliers during the communication, and continuously strengthen the Group's management in environmental protection material selection, energy-saving equipment selection, and production process to improve the Group's ESG management on a continual basis.

行業展會

Industry Exhibitions



二零二一年十月，集團組織參加了武漢原料藥展會。展會期間，集團針對原輔料、製藥設備、醫療器械等多個領域問題，與多個製藥行業的一流供應商、技術人員等進行交流溝通，全面了解市場行情、產品質量、設備更新等情況，助力集團開展供應商尋源，滿足企業的生產需求。

In October 2021, the Group participated in the API China (Wuhan). During the exhibition, the Group communicated with several first-class suppliers and technicians in the pharmaceutical industry on raw and auxiliary materials, pharmaceutical equipment, medical devices and other issues, to gain an overall understanding of the market, product quality, and equipment updates. We also conducted supplier sourcing to meet our production needs.

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Making Progress Together with Responsibility to Promote Win-win Cooperation

3. 可持續供應鏈打造

本集團將可持續發展理念融入供應鏈全流程，持續關注供應商的環境、社會的風險。我們在招標過程中，通過嚴格的准入評估機制，嚴格把控供應商資質，確保供應商提供的產品符合相關環保法律法規要求。同時，我們提前評估供應商環保及員工健康安全管理制度，優先考慮已取得ISO認證、CCC認證、職業健康安全系統認證的供應商。

此外，集團持續關注廉潔供應鏈的建設。我們與外部供應商簽署《廉潔協議》，與內部採購人員簽署《合規承諾書》，與經銷商簽署《經銷商合規經營承諾書》，以杜絕供應鏈環節中任何形式的賄賂、以權謀私及不正當競爭行為，保障採購流程的公開透明、公平公正，規範經銷商的誠信自律行為。同時，我們正在推動數字化招採平台的建設，計劃通過構建數字化招採系統，優化採購制度，提高採購工作效率，增強採購工作透明度，保障招標採購過程合法合規。

為達到構建可持續供應鏈的目標，我們持續推進綠色採購的建設與投入。我們積極改進生產工藝，將安全環保、回收再利用等因素納入原輔料、包裝材料等的採購過程，減少包裝污染，充分保證生產採購達到綠色環保要求，取得更大的經濟效益和社會效益。

3. Creating a Sustainable Supply Chain

The Group integrates the concept of sustainable development into the entire process of supply chain and pays continuous attention to the environmental and social risks of suppliers. During the bidding process, we strictly control the qualifications of suppliers through a strict admission and assessment system to ensure that the products provided by suppliers meet the requirements of relevant environmental protection laws and regulations. Suppliers are evaluated in areas of environmental protection and employee health and safety management in advance. Suppliers who have obtained ISO, CCC, and the Occupational Health and Safety Management System Certification are preferred.

In addition, the Group continues to focus on establishing supply chain integrity. We sign the "Integrity Agreement" with external suppliers, the "Compliance Undertaking Letter" with internal procurement personnel, and the "Letter of Commitment Relating to Distributors' Compliant Operation" with distributors, and strictly prohibit any form of bribery, abuse of power for personal gain and unfair competition in the supply chain, to ensure the transparency and fairness of procurement activities and regulate the integrity and self-discipline of distributors. At the same time, we are advancing the construction of a digital procurement platform and plan to streamline the procurement system, improve the efficiency of procurement, enhance the transparency of procurement and ensure the legal compliance of the bidding and procurement process.

In order to achieve the goal of building a sustainable supply chain, we continuously promote the construction of and investment in green procurement. We actively improve the production process, and take such factors as safety, environmental protection and recycling into account during the procurement process of raw and auxiliary materials, and packaging materials, to reduce packaging pollution, fully ensure that production and procurement meet green requirements, and achieve greater economic and social benefits.



安全守護 綠色發展

Ensuring Safety and Pursuing Green Development

四環醫藥積極履行保護環境、守護員工健康安全責任，遵守法律法規和相關要求，落實以預防為主的環境、健康與安全（「EHS」）管理措施，並持續提升我們的環境與職業健康與安全管理水平，確保生產經營活動的有效運行，全方位守護員工的健康與安全，致力於建設安全環保的綠色企業。

Sihuan Pharmaceutical actively fulfills responsibility for protecting the environment and protecting health and safety of employees, complies with laws, regulations and relevant requirements, implements prevention-oriented environment, health and safety (“EHS”) management measures, and continuously improves our environmental and occupational health and safety management to ensure the effective operation of production and operation activities, protect health and safety of employees in an all-round way, and commit itself to building a safe and environmentally-friendly green enterprise.

章節要點：

EHS管理
安全生產管理
環境管理

Key Points in this Chapter:

EHS Management
Production Safety Management
Environmental Management

本章響應的聯合國可持續發展目標（「SDGs」）：

This Chapter responds to the UN Sustainable Development Goals (“SDGs”):



年度績效表現

Annual Performance

- 持續推進子公司ISO體系認證
Continuously promoting the ISO system certification for subsidiaries
- 對9家子公司實施年度EHS審計工作
Implementing annual EHS audits for 9 subsidiaries
- 積極開展「安全生產月」活動
Actively conducting “Safe Production Month” activities
- 開展多項「金點子」精益生產項目
Conducting a number of “Golden Ideas” lean production projects
- 本溪恒康獲得遼寧省綠色工廠認定
Benxi Hengkang was certified as a green factory in Liaoning Province
- 共享辦公資源、公務車輛
Sharing office resources and official vehicles
- 識別氣候風險，積極應對氣候變化
Identifying climate risks and actively responding to climate change

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

1. 完善EHS管理機制

本集團嚴格遵守《中華人民共和國安全生產法》、《中華人民共和國消防法》、《中華人民共和國職業病防治法》、《工作場所職業衛生管理規定》等法律法規，制定並持續完善《環境職業健康安全管理制度》等內部制度，不斷強化EHS風險管控能力。

二零二一年，為了實現子公司今年的職業健康、安全、消防、環保管理目標，本集團與各子公司簽訂了《2021年度EHS管理目標責任書》，年末針對目標完成情況進行績效考核，通過責任書加強對各子公司的管理與約束。除此之外，我們亦定期進行安全隱患排查、EHS審計工作，並針對新改擴建、重大變更項目進行風險評估，積極推進各子公司的EHS體系建設與認證，持續規範化、系統化本集團的EHS基礎管理。

EHS管理方針



1. Improving EHS Management Mechanism

The Group strictly abides by the laws and regulations such as the "Work Safety Law of the People's Republic of China", the "Fire Control Law of the People's Republic of China", the "Law of the People's Republic of China on Prevention and Control of Occupational Diseases", and the "Provisions on the Administration of Occupational Health at Workplaces", and has formulated and continuously improved internal systems such as the "Environmental and Occupational Health and Safety Management Manual" to continuously strengthen EHS risk control capabilities.

In 2021, in order to achieve the subsidiaries' annual goals of occupational health, safety, fire protection and environmental management, the Group signed the "Letter of Responsibility for EHS Management Goals in 2021" with its subsidiaries to conduct performance assessment at the end of the Year on the completion of goals, and strengthen the management of and control over each subsidiary. In addition, we also regularly conducted hidden danger investigation, EHS audits, and risk assessment of the projects with renovation and expansion and major changes, actively promoted the EHS system construction and certification for each subsidiary, and continuously standardized and systematized the basic EHS management of the Group.

EHS Management Policy

Ensuring Safety and Pursuing Green Development

EHS管理架構

圍繞EHS管理方針，我們組建了集團EHS委員會，搭建了從集團至子公司的四級管理架構，明確各部門的管理職責，為集團的EHS管理提供有力的管理支撐。

EHS Management Structure

Based on the EHS management policy, we have established the EHS Committee of the Group, built a four-level management structure from the Group to subsidiaries to clarify the management responsibilities of each department, and provide strong management support for the Group's EHS management.



集團EHS委員會組織架構
Organizational Structure of the EHS Committee of the Group

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

本集團EHS委員會的主要職責為：

1. 研究部署、指導協調本集團安全生產工作；
2. 分析安全生產形勢，研究解決安全生產工作中的重大問題；
3. 審定本集團安全生產中長期規劃、目標及階段性安全生產工作計劃；
4. 推進本集團安全生產組織機構建設和管理體系建設，協調解決相關問題；
5. 協調外部資源和調配內部有關資源，組織人員進行或參與較大、重大、特大生產安全事故的應急救援工作；
6. 向員工提供環境／職業健康安全方面的指導，提升員工環境／職業健康安全方面的意識，增加員工對環境／職業健康安全問題的關注。

EHS管理目標與績效考核

本集團建立、實施並定期更新《環境、職業健康安全的監視與測量控制程序》，在相關職能和層次制定可測量、可評價的EHS目標，充分考慮到重要環境因素、危險源及相關的法律法規要求和其他要求，並考慮其風險和機遇，將實現EHS管理目標的措施融入業務過程，以保持和改進EHS管理體系，實現EHS績效的持續改進。

The main responsibilities of the EHS Committee of the Group are as follows:

1. Deploying, guiding, and coordinating production safety of the Group;
2. Analyzing the situation of production safety and studying and solving major problems in production safety;
3. Examining and approving the medium- and long-term production safety plans and goals of the Group and the phased production safety work plan;
4. Promoting the construction of the Group's production safety organization and management system, and coordinating the resolution of relevant issues;
5. Coordinating external resources and deploying relevant internal resources, organizing personnel to carry out or participate in emergency rescue for large, serious and extraordinarily serious production safety accidents;
6. Providing guidance to employees on environmental/OHS, improving the environmental/OHS awareness of employees, increasing employees' attention to environmental/OHS issues.

EHS Management Goals and Performance Appraisal

The Group establishes, implements and regularly updates the "Monitoring and Measurement Control Procedures for Environment, Occupational Health and Safety", and sets measurable and appraisable EHS goals at relevant functions and levels. Taking full account of important environmental factors, hazards and related laws and regulations and other requirements, and the risks and opportunities, the Group integrates measures to achieve EHS management goals into business processes to maintain and improve the EHS management system and continuously improve the EHS performance.

安全守護，綠色發展 Ensuring Safety and Pursuing Green Development

二零二一年，本集團與各子公司分別簽訂了《2021年度EHS管理目標責任書》，管理目標分為安全、環保、職業健康及EHS管理四大類，明確了各子公司需要達到的EHS目標及具體的考核細則。為了促進各子公司EHS管理提升，本年度集團發佈實施了《集團EHS獎懲管理規程》，結合年度EHS管理目標責任書的內容，將EHS績效與總經理薪酬掛鉤，對子公司年度EHS工作完成情況進行獎懲，做到賞罰分明，調動各子公司積極性，實現良性循環。

In 2021, the Group signed the “Letters of Responsibility for EHS Management Goals in 2021” with its subsidiaries, which divided the management goals into four categories including safety, environmental protection, occupational health and EHS management, and specify the EHS goals to be achieved by each subsidiary and the specific assessment rules. To promote the EHS management improvement of each subsidiary, the Group issued and implemented the “EHS Reward and Punishment Management Protocol of the Group” by combining with the content of the annual Letter of Responsibility for EHS Management Goals to link the EHS performance with the general manager’s salary to provide rewards and impose punishments based on the completion of annual EHS work of subsidiaries with clearly defined rewards and punishments rules, to motivate each subsidiary and achieve a virtuous cycle.



截至二零二一年十二月三十一日，本集團各子公司本年度EHS目標完成情況良好，未發生EHS相關事故。

As of 31 December 2021, the EHS goals of the Group’s subsidiaries for the Year were fulfilled well, and no EHS-related accidents occurred.

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

EHS體系建設與認證

本集團依據ISO14001與ISO45001體系標準，結合集團實際情況制定了《環境／職業健康安全手冊》，對集團及子公司的EHS管理情況進行監督和評估，搭建完善的EHS管理體系。日常體系運行中，我們對於子公司的優秀案例及專項管理提升方案進行匯總並在集團內部進行推廣，持續跟進實施成效以提升EHS管理水平。

在積極推動公司EHS體系建設的同時，我們也協助各子公司進行ISO體系認證並確保已獲得認證的公司能夠持續滿足要求。本年度，吉林四長公司順利通過了ISO14001和ISO45001體系認證，取得認證證書。同時，吉林津升公司、吉林升通公司已完成ISO14001和ISO45001體系監督審核。

EHS System Building and Certification

The Group has formulated the “Environmental/Occupational Health and Safety Management Manual” based on the ISO14001 and ISO45001 standards and the actual situation of the Group, to monitor and evaluate the EHS management of the Group and its subsidiaries, and build a sound EHS management system. In the daily operation of the system, we summarize and promote excellent cases and special management improvement plans of subsidiaries within the Group, and continuously follow up the implementation effectiveness to improve EHS management.

While actively promoting the establishment of the Company’s EHS system, we also assist each subsidiary in ISO system certification and ensure that certified companies continue to meet the requirements. During the Year, Jilin Sichang successfully completed the ISO14001 and ISO45001 system certifications and obtained the certificates. Meanwhile, Jilin Jinsheng and Jilin Shengtong Company completed ISO14001 and ISO45001 system supervision audits.



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

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

EHS風險防範與控制

本集團嚴格遵守相關法律法規，並根據ISO體系要求建立《EHS風險和機遇控制程序》及《危險源辨識、風險評價控制程序》，持續、主動識別危險源，制定並完善風險控制措施，以便在緊急情況發生時及時做出響應。二零二一年，本集團EHS部門積極參與新改擴建項目等有重大變更項目的前期EHS風險評估，提出專業意見，避免出現後期大規模整改等情況。當子公司的生產組織方式有重大調整時，EHS部門亦輔助子公司進行EHS管理的變更。

為營造安全、健康的工作環境，我們還制定了《安全風險隱患排查表》，分別從基礎管理、設計總圖、設備儀錶、電氣、應急與消防、危險化學品等方面規範了隱患排查的內容及法規依據，為子公司的隱患排查工作提供參考依據。其中，弘和製藥在本年度的電氣系統專項安全檢查中表現突出，被集團選為突出EHS管理案例，在各子公司推廣，規範了電氣設備的使用及管理，提升了風險防範水平。

EHS審計

二零二一年度，本集團EHS審計工作採取內部交叉互審的方式，從子公司中篩選符合資格要求的審核員，通過報名、評審的方式確定集團EHS內部審計小組，由集團EHS人員及審計小組成員共同組成審計組。通過交叉審計，促進各子公司互相借鑒、互相交流、取長補短，不斷夯實基礎工作，以更加嚴謹的作風和有利的措施，提升EHS管理水平。

EHS Risk Prevention and Control

The Group strictly complies with relevant laws and regulations and has established the "EHS Risk and Opportunity Control Procedures" and "Hazard Sources Identification and Risk Assessment and Control Procedures" in accordance with ISO system requirements to continuously and proactively identify hazard sources and develop and improve risk control measures so as to make a timely response in case of emergency. In 2021, the Group's EHS department actively participated in the preliminary EHS risk assessment of new, renovation and expansion projects with significant changes, and offered professional opinions to avoid situations such as large-scale rectification in the later stage. The EHS department also assisted the subsidiaries in EHS management changes when there were significant changes in the production organization of subsidiaries.

In order to create a safe and healthy working environment, we have also formulated the "Form for Identification of Hidden Safety Risk and Hazard" to standardize the content and legal basis of hidden danger investigation from the aspects of basic management, general plans, equipment and instrumentation, electric, emergency and fire protection, and hazardous chemicals, to provide subsidiaries with a reference basis for the hidden danger investigation. Among them, Ambest Pharmaceutical performed outstandingly in the special safety inspection of electrical system during the Year, which was selected by the Group as an outstanding EHS management case and promoted among all subsidiaries, standardizing the use and management of electrical equipment and improving the level of risk prevention.

EHS Audit

In 2021, the Group's EHS audits were conducted in the form of internal cross audits. Auditors who met the qualification requirements were selected from the subsidiaries. The internal EHS audit team of the Group was identified through enrollment and evaluation, and the audit team was composed of EHS personnel of the Group and audit team members. Through cross audits, we facilitated communications and exchanges of experience among the subsidiaries to continuously strengthen the basic work, and improve EHS management with more rigorous style and strong measures.

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

本年度，本集團依據《EHS審計管理規程》對九家子公司實施了年度EHS審計工作，包括北京澳合、長春翔通、吉林四環澳康、弘和製藥、吉林四環、吉林振澳、吉林匯康、康通集團、本溪恒康。我們從安全、環保、職業健康三個維度出發，對包括機構設置、人員配置、體系建設、設備設施、教育培訓、勞動防護、環境保護、健康監護等方面進行現場檢查，幫助子公司發現實際管理中存在的缺陷和不足，並提出針對性的改善建議，為子公司的EHS工作提供指導。

2. 安全生產管理

四環醫藥將保障員工的生產安全視作本集團的重要社會責任之一，始終貫徹「安全第一，預防為主，綜合治理」的方針，堅守法律紅線，持續加強各項安全工作的管理力度，確保工作落到實處，並不斷提升全員的安全意識，為企業安全生產，員工健康工作而不懈努力。

- **更新規章制度：**根據新《中華人民共和國安全生產法》的要求，四環醫藥及各子公司更新完善了安全生產責任制、安全生產規章制度、崗位安全操作規程等，從總經理至一線員工全員簽訂安全生產責任書，嚴格落實「一崗雙責」，責任落實到人，確保安全生產責任制落到實處，營造全員參與安全管理的安全文化氛圍；

During the Year, the Group implemented annual EHS audits for 9 subsidiaries, including Beijing Ao He, Changchun Xiangtong, Jilin Sihuan Aokang, Ambest Pharmaceutical, Jilin Sihuan, Jilin Zhen'ao, Jilin Huikang, Kangtong Group, and Benxi Hengkang, in accordance with the "EHS Audit Management Protocol". We conducted on-site inspections on organization infrastructure, personnel allocation, system construction, equipment and facilities, education and training, labor protection, environmental protection and health monitoring from three dimensions of safety, environmental protection and occupational health, to help subsidiaries identify defects and deficiencies in actual management and provide targeted improvement recommendations as guidance for the EHS work of subsidiaries.

2. Work Safety Management

Sihuan Pharmaceutical considers protecting work safety for employees as one of the important social responsibilities of the Group, and has always been implementing the policy of "safety first with prevention and comprehensive treatment". We do not touch the red line of laws, continuously strengthen the management of all safety work to ensure the work is carried out and continue to improve the safety awareness of all employees to protect the work safety of the enterprise and the health of employees.

- **Updating the rules and regulations:** According to the requirements of the new "Work Safety Law of the People's Republic of China", Sihuan Pharmaceutical and its subsidiaries have updated and improved the production safety responsibility system, production safety rules and regulations, and job safety operating protocol. With all staff from general manager to front-line employees having signed the letter of production safety responsibility, Sihuan Pharmaceutical strictly implements the practice of "one post, dual responsibilities" to ensure responsibilities are assumed and the production safety responsibility system is put into place, so as to create a safety culture atmosphere where all employees participate in safety management;

Ensuring Safety and Pursuing Green Development

- 提升應急能力：**為了提升應對突發事件的能力，各公司不斷強化應急力量，完善應急物資的配置，增加應急人員的訓練，修訂應急預案，組織開展各類應急演練，目前各公司均建立了一支素質過硬的應急隊伍。同時對消防系統、監控系統進行更新、維護，加強消防安全重點部位的監控及檢查，以便於及時消除各項安全隱患；
- 保障園區安全：**園區EHS委員會積極統籌落實相關工作，開展集團區域的安全日檢、消防設施的點檢及月度檢查等形式，對園區內存在的安全隱患進行及時排查，並督促相關部門和人員進行整改，對整改結果進行追蹤，確保及時發現、及時解決安全隱患，防止安全事故的發生；
- 落實「安全生產月」：**由集團統一規劃，各子公司積極開展以「落實安全責任，推動安全發展」為主題的「安全生產月」活動。各公司通過豐富多彩的宣傳方式，如實戰演練、宣講培訓、事故案例、知識競賽、趣味活動、技能比武等，宣傳和貫徹了國家及地方各項法規政策，提高全員安全生產意識及安全文化素質，強化員工的自我保護意識及突發事件的應急處理能力。
- Enhancing emergency response capability:** In order to enhance the ability to respond to emergencies, each company continuously strengthens its emergency response, improves the allocation of emergency materials, increases the training of emergency personnel, revises emergency plans, and organizes various emergency drills. At present, each company has established a well-qualified emergency response team. Meanwhile, the fire protection system and monitoring system are updated and maintained, and the monitoring and inspection of key fire safety areas are strengthened in order to eliminate hidden safety hazards in a timely manner;
- Safeguarding safety of the park:** The EHS committee of the park actively coordinated and implemented relevant work, conducted daily safety inspections on the Group, spot inspections and monthly inspections on fire protection facilities, investigated hidden safety hazards in the park in a timely manner, and urged relevant departments and personnel to carry out rectification, and tracked the results of rectification to ensure timely detection and resolution of hidden safety hazards to prevent safety accidents;
- Conducting “Safe Production Month” activities:** Under the unified planning of the Group, all subsidiaries actively carried out “Safe Production Month” activities with the theme of “Implementing Safety Responsibility and Promoting Safety Development”. Through various education campaigns such as drills, lectures and training, accident cases, knowledge competitions, fun activities, skill contests, each company promoted and implemented various national and local regulations and policies. These activities improved the awareness and competency of all employees on production safety, and enhanced employees’ awareness of self-protection and emergency response capability.

過往三年，本集團未發生任何因工死亡事件；本報告期內，本集團因工傷損失工時為0。

During the past three years, there were no work-related injuries or fatalities of the Group; during the Reporting Period, the Group lost 0 man-hours due to work-related injuries.

消防安全管理

消防安全對於廠區的安全運營及員工的身體健康均十分重要。本集團制定並嚴格遵守《消防系統管理規程》，定期進行安全檢查，排除消防隱患。與此同時，我們在各子公司開展應急演練等活動，普及火災時的逃生自救及滅火知識，提升員工的消防安全意識和應對突發事件的能力，有效預防消防安全事故的發生，營造安全和諧的辦公環境。

Fire Safety Management

Fire safety is crucial to the operation safety of the plant and the health of employees. The Group has formulated and strictly followed the “Regulations on the Management of Fire Protection System” to regularly conduct safety inspections and eliminate fire hazards. Meanwhile, we carry out emergency drills and other activities in the subsidiaries to popularize the knowledge of self-rescue and fire fighting in case of fire, improve the fire safety awareness of employees and their ability to deal with emergencies, in an effort to effectively prevent fire safety accidents, and create a safe and harmonious office environment.



「一警六員」消防基本技能公益實訓
“One Police and Six Members” Public Welfare Practical Training on Basic Fire Fighting Skills

為進一步提升全員消防安全素質，二零二一年六月，北京四環配合區消防中隊開展「一警六員」消防基本技能實操實訓，共239位公司員工參與本次實訓，進行了滅火器「滅真火」和消火栓「出真水」操作培訓考核，合格率100%。

To improve employees' basic quality in fire safety, in June 2021, Beijing Sihuan cooperated with the regional fire brigade to carry out “one police and six members” public welfare practical training on basic fire fighting skills. A total of 239 employees of the Company participated and underwent training and assessment on the practical operation of fire extinguishers and fire hydrants respectively, with a 100% pass rate.



吉林振澳 — 變電所火災事故應急演練
Jilin Zhen'ao — Substation Fire Emergency Drill

二零二一年六月，吉林振澳在公司變電所模擬AA205-6抽屜式開關斷路器產生濃煙和微小火苗，由此展開應急處置。通過演練，驗證了變電所火災事故應急預案的適用性和可操作性，提高了公司的應急能力。

In June 2021, Jilin Zhen'ao simulated a scenario of smoke and tiny fire from the AA205-6 drawer-type switch circuit breaker in the company's substation, and carried out an emergency drill. The drill verified the applicability and operability of the substation's response plan for fire emergencies, and improved the company's capability in responding to emergencies.



吉林匯康 — 綜合應急預案演練
Jilin Huikang — Comprehensive Emergency Drill

二零二一年十一月，吉林匯康舉行安全、消防、環保綜合應急演練，共37人參演，通過近乎實戰的演練將各種突發事故狀態下可能發生的情況進行演練，從演練中暴露問題，改進預案，提高應急處置水平。

In November 2021, Jilin Huikang organized a comprehensive emergency drill for safety, fire protection and environmental protection, involving 37 participants. Through simulating various emergencies, drills close to real situations were carried out, aiming to discover the deficiencies, optimize the response plan, and improve the emergency response ability.



朝陽區八里莊消防站演練
Fire Drill at Balizhuang Fire Station, Chaoyang District

四環醫藥組織集團員工，於二零二一年七月赴八里莊消防站進行消防知識培訓及演練。全體參訓人員在消防員的指導下進行了滅火實操演練。通過親手操作不同的消防器材，進一步提高消防意識和消防技能，確保遇到突發火災時能夠正確、安全處置。

Sihuan Pharmaceutical organized employees of the Group to receive fire-fighting knowledge training and carry out a fire drill at the Balizhuang Fire Station in July 2021. All the participants, under the guidance of firemen, carried out a fire extinguishing drill. Through the hands-on operation of different types of fire fighting equipment, the drill aims to further improve fire awareness and fire fighting skills of the employees and ensure that they are able to respond in a correct and safe manner in case of fire.

安全守護，綠色發展 Ensuring Safety and Pursuing Green Development

安全宣貫與培訓

二零二一年，本集團及各公司繼續積極推進EHS相關教育培訓及應急演練工作，年初制定培訓及演練計劃，培訓包括全員培訓、專項培訓、班組活動等，力求通過各種形式的宣導，使員工掌握EHS知識、提高EHS專業水平，提升應急能力。

- EHS看板宣傳

各子公司均在廠區內人流較多的醒目位置設置了安全看板，定期更新EHS相關知識，包括公司EHS制度、安全常識、職業健康知識、危險作業須知等，及時提醒員工重視安全、紮緊安全弦。

Safety Publicity and Training

In 2021, the Group and its subsidiaries continued to actively promote EHS-related education and training and emergency drills. Training and drill plans were developed at the beginning of the Year, including all-employee training, special training and team activities, aiming to enable the employees to master EHS knowledge, improve their professional level in EHS and their ability in emergency response through various forms of publicity and guidance.

- EHS Billboard Publicity

All subsidiaries have set up safety billboards in eye-catching locations of the plant with large employee flow, and regularly updated EHS-related knowledge, including the Company's EHS system, safety knowledge, occupational health knowledge and hazardous operation instructions, to timely remind employees to enhance their safety awareness.



弘和製藥安全看板
Safety Billboard of Ambest Pharmaceutical



長春翔通安全看板
Safety Billboard of Changchun Xiangtong

安全守護，綠色發展 Ensuring Safety and Pursuing Green Development

• EHS專項培訓

每年各子公司的負責人及各級員工均按照法規要求接受安全再教育，通過專項課程培訓，不斷地鞏固和提升員工的安全知識。其中，子公司主要負責人和EHS管理人員每年都會參加政府組織的外部EHS培訓課程，取得安全、職業衛生培訓合格證書。

• EHS Training

On an annual basis, the heads of the subsidiaries and employees at all levels receive safety re-education in line with laws and regulations. Special training courses are carried out to constantly consolidate and broaden employees' safety knowledge. Among them, the principal persons-in-charge and EHS management personnel of subsidiaries attend external EHS training courses annually organized by the government and obtain the certificates of safety and occupational health training.



子公司負責人、安全管理人員培訓及合格證書

Training for Persons-in-charge and Safety Management of Subsidiaries and Training Certificates

本集團及子公司亦定期開展EHS相關知識的專項培訓課程，主要形式為全員培訓、部門培訓、班組培訓，例如：新《中華人民共和國安全生產法》等法規培訓、消防安全知識、部門安全要求、崗位風險分析、防護用品佩戴等各類安全知識培訓。

The Group and its subsidiaries also regularly carry out special training courses on EHS knowledge, mainly including all-employee training, department training, and team training on various laws and regulations, such as the new "Work Safety Law of the People's Republic of China", as well as safety knowledge such as fire safety, department's safety requirements, post risk analysis, correct wearing of protective articles, etc.

弘和製藥 — 安全知識培訓

Ambest Pharmaceutical — Safety Knowledge Training

弘和製藥有限公司定期組織班組安全活動，以班組為單位有針對性地開展安全知識培訓，強化日常安全管理，同時結合實際操作使培訓更直觀，更具體。

Ambest Pharmaceutical Co., Ltd. regularly organizes team safety activities, carries out targeted safety knowledge training with team as a unit, strengthens daily safety management, and combines the actual operation to make the training more intuitive and specific.



安全守護，綠色發展 Ensuring Safety and Pursuing Green Development

- *EHS趣味活動*

為了提升宣傳培訓的效果，各公司積極開展了豐富多彩的活動，如知識競賽、技能比武等，通過寓教於樂的形式讓員工更深入的了解安全知識，提升安全意識。

- *EHS Fun Activities*

In order to improve the effect of publicity and training, the subsidiaries actively carried out a variety of activities, such as knowledge contests and skill competitions, to enable the employees to gain a deeper understanding of safety knowledge and improve their safety awareness in lively activities.

弘和製藥 — 《安全生產法》知識競賽

Ambest Pharmaceutical — Work Safety Law Knowledge Contest



吉林匯康 — 安全生產知識競賽、消防競技賽

Jilin Huikang — Work Safety Knowledge Contest and Fire Fighting Skill Competition



安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

綜合應急演練

為了提升應對突發事件的能力，各公司不斷強化應急力量，組織開展各類綜合應急演練，涵蓋如危險化學品泄漏、有限空間作業、環境突發事件等方面，模擬生產工作中可能遇到的各種突發狀況，做到及時響應、有序救援。

Comprehensive Emergency Drill

With an aim to improve the ability to deal with emergencies, the subsidiaries continue to strengthen their emergency response capacity, and organize comprehensive emergency drills, covering hazardous chemical leakage, operation in confined space, environmental emergencies, etc., to simulate all types of emergencies that may occur in production, so as to achieve timely response and orderly rescue.

吉林升通 — 綜合應急預案演練

Jilin Shengtong — Comprehensive Emergency Drill



二零二一年六月，吉林升通開展了綜合應急預案演練，模擬反應釜失控，引發閃爆、模塊內起火，釜內有機溶劑泄露到地面燃著，導致一名操作人員下半身起火，另一名操作人員手臂受傷。

In June 2021, Jilin Shengtong carried out a comprehensive emergency plan drill. During the drill, the simulated reactor was out of control, leading to a flash explosion and fire in the module. Organic solvents in the reactor leaked to the ground and burnt, resulting in fire in the lower body of one operator and arm injury of another operator.

事故發生後，車間負責人即刻上報事故信息，啓動公司級應急響應，對事故現場展開救援，由其他各子公司進行支援。

In response to the accident, the head of the workshop immediately reported the accident information, activated the company-level emergency response, and launched a rescue on the accident site, and other subsidiaries also provided their support.

吉林四長 — 有限空間應急預案演練

Jilin Sichang — Emergency Drill in Confined Space



本集團十分重視有限空間作業的安全管控。二零二一年七月，吉林四長組織開展了有限空間專項應急演練，在廠區內機修井現場模擬工程部機修人員井下維修工作情況，作業時因缺氧窒息緊急求救。現場人員立即匯報至應急指揮部，啓動預案響應，實施救人排險。

The Group attaches great importance to safety control of the operation in confined space. In July 2021, Jilin Sichang organized a special emergency drill in a confined space, simulating the downhole maintenance carried out by mechanic personnel of the Engineering Department on the site of mechanical repair well in the plant. In the simulated operation, the personnel called for emergency help due to hypoxia and asphyxia. The on-site personnel immediately reported to the emergency headquarters, activated the response plan, and launched the rescue.

Ensuring Safety and Pursuing Green Development

3. 環境管理

四環醫藥堅持綠色發展的理念，嚴格遵守《中華人民共和國環境保護法》、《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》、《中華人民共和國固體廢物污染環境防治法》等環境相關法律法規，減少我們的生產運營對於環境的負面影響，響應雙碳政策，降低企業碳排放，助力綠色可持續發展。

二零二一年，本集團在節能減排方面對子公司進行了統一要求，本著「節能降耗，減污增效」的原則，要求各公司從強化責任意識、完善管理制度、實施數字化節能管理、從細節入手增效益等方面制定目標、方案，基於實際運營情況開展節能減排工作。為倡導綠色環保理念，我們在辦公室積極推行節能節水、共享辦公資源及公務車等措施，以促進員工養成良好習慣，踐行低碳生活方式。

排放物管理

本集團高度重視排放物管理，制定《廢水、廢氣、噪聲管理規程》等內部制度，規範排放流程，嚴格監督並定期檢測相關指標，確保三廢排放合規。同時，我們積極申領及更新排放許可證，持續優化升級設備和工藝以提升減排能力，定期進行環境影響評價以審視自身管理成效，努力防治環境污染。

3. Environmental Management

Sihuan Pharmaceutical adheres to the concept of green development and strictly abides by the “Environmental Protection Law of the People’s Republic of China”, “Atmospheric Pollution Prevention and Control Law of the People’s Republic of China”, “Water Pollution Prevention and Control Law of the People’s Republic of China” and “Law of the People’s Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes”, and other laws and regulations related to environmental protection to reduce the negative impact of our production and operation on the environment, respond to the dual carbon policy, reduce carbon emissions, and contribute to green and sustainable development.

In 2021, the Group issued unified requirements for the subsidiaries in terms of energy conservation and emission reduction. In line with the principle of “energy saving and cost reducing, pollution decreasing and efficiency increasing”, all subsidiaries are required to formulate goals and plans from the aspects of strengthening responsibility consciousness, improving the management system, implementing digital energy conservation management, and increasing benefits from details, and carry out energy conservation and emission reduction work based on actual operation conditions. In order to advocate the concept of environmental protection and green development, we actively promote energy and water saving, and sharing of office resources and official vehicles, in an effort to encourage employees to form good habits and practice low-carbon lifestyles.

Emissions Management

With great importance attached to emissions management, the Group formulated the “Wastewater, Exhaust Gas and Noise Management Protocol” to standardize the discharge process, strictly supervise and regularly verify relevant indicators to ensure the discharge of three wastes is compliant. In the meantime, we actively apply for and renew emission permits, continuously optimize and upgrade our equipment and processes to improve our emission reduction capacity, and regularly conduct environmental impact assessments to review our management effectiveness, striving to prevent and control environmental pollution.

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

廢氣排放

本集團生產運營中主要產生的廢氣來源於鍋爐廢氣，以及藥物質檢、包裝噴碼等過程中產生的揮發性有機物(「VOCs」)等，如未能進行有效處理，進入大氣後會造成污染，損害人體健康。為了預防上述環境與健康影響，本集團及子公司定期自行或委託第三方進行廢氣排放檢測，並安裝廢氣收集處理設施，將收集到的廢氣進行活性炭吸附處理，確認處理後符合相關法律規例要求，再進行排放。

本年度的廢氣排放情況如下表所示：

Exhaust Gas Emissions

The exhaust gases generated during the Group's production and operation mainly come from the boiler, as well as the volatile organic compounds ("VOCs") generated in the process of drug quality inspection and package inkjet printing, which will cause pollution and damage human health after entering the atmosphere, if not effectively disposed of. In order to prevent the above impacts, the Group and its subsidiaries regularly carry out emission testing on their own or entrust a third party to conduct the testing, and install waste gas collection and treatment facilities. The collected waste gases will be treated through activated carbon adsorption, and discharged after meeting relevant laws and regulations.

During the Year, the exhaust gas emissions are shown in the table below:

| 排放物 | Emission | 二零二一年 2021 | 二零二零年 2020 |
|---------------|---|------------------|---------------|
| 廢氣排放總量(萬標立方米) | Total exhaust gas emissions (10,000 standard cubic meters) | 48,651.75 | 47,353.46 |
| 二氧化硫排放量(噸) | Sulphur dioxide emissions (tons) | 25.22 | 39.51 |
| 氮氧化物排放量(噸) | Nitrogen oxides emissions (tons) | 35.20 | 49.52 |
| 顆粒物排放量(噸) | Particulate matter emissions (tons) | 4.95 | 7.93 |

廢水排放

四環醫藥及子公司日常運營中產生的廢水主要為生產廢水和生活污水，該兩種污水進入公司污水處理站進行統一處理後達標排放。

本集團在二零二一年持續完善廠區污水站的建設，並在總排口安裝污水在線監測系統，實時監控及檢測化學需氧量(「COD」)、氨氮、pH值、污水流量等關鍵指標，並定時向地方生態環境局上傳污染物監測結果。借助系統，實時了解污水排放情況，對污染物超標情況進行分析、治理，確保廠區設備的正常運行，排水水質符合要求。與此同時，我們在各廠區組織開展環保培訓，培訓內容涉及污水站工藝技術及操作等，藉此提升員工的技術水平和熟練程度，確保廢水處理工作的高效、安全進行。

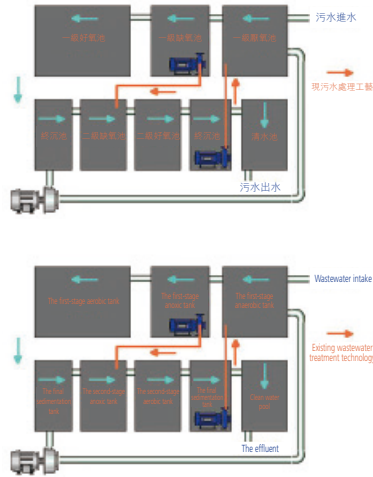
Wastewater Discharge

The wastewater generated in the daily operation of Sihuan Pharmaceutical and the subsidiaries is mainly production wastewater and domestic sewage, which are discharged after unified treatment in the company's sewage treatment station.

In 2021, the Group continued to improve the construction of the plant's sewage station, and installed an online sewage monitoring system at the main outlet to monitor and test key indicators such as chemical oxygen demand ("COD"), ammonia nitrogen, pH value and sewage flow, and regularly uploaded the pollutant monitoring results to the local ecological environment bureau. With this system, sewage discharge is monitored in real time for the analysis and treatment of pollutants exceeding the standard, thus ensuring the normal operation of the plant equipment and the compliance of wastewater discharge. Additionally, we organized environmental protection training in the plants, with the training content covering wastewater treatment processes and techniques, as well as the operation of sewage station, so as to improve the staff's technical level and proficiency and ensure the wastewater is treated in a safe and efficient way.

弘和製藥 — 污水處理站優化「金點子」項目

Ambest Pharmaceutical — Sewage Treatment Station Optimization “Golden Ideas” Program



弘和製藥本年度開展了污水處理站二級系統優化項目，通過增設輸送管線及排污泵，將一級缺氧池的污水和菌種混合液排至二級缺氧池，並將終沉池沉澱下來的菌種排至一級厭氧池，減除投糖工藝。

During the Year, Ambest Pharmaceutical launched a second-stage system optimization program for the sewage treatment station. Through the conveying pipeline and sewage pump added, the sewage and bacteria mixture of the first-stage anoxic tank is discharged to the second-stage anoxic tank, and the bacteria deposited from the final sedimentation tank is discharged to the first-stage anaerobic tank, thus leaving out the sugar feeding process.

改造後，系統適用能力更強，工藝可靈活切換，當進水指標過低時採用原工藝處理，確保污水出水達標，從而降低環保的排污風險。

After the transformation, the system gains better applicability, and the processes can be flexibly switched. When the water intake indicators are excessively low, the original process will be launched to treat the wastewater, so as to ensure that the effluent meets the standard and lower the risk of environmental pollution.

二零二一年，本集團在求取適用水源上無任何問題，廢水排放情況如下表所示：

In 2021, the Group had no problem in obtaining applicable water sources, and the discharge of wastewater is shown in the table below:

| 排放物 | Emission | 二零二一年 2021 | 二零二零年 2020 |
|-----------|-------------------------------------|---------------|---------------|
| 廢水排放總量(噸) | Total wastewater discharge (tons) | 546,331.30 | 379,102.40 |
| 總化學需氧量(噸) | Total chemical oxygen demand (tons) | 33.48 | 37.80 |
| 氨氮排放量(噸) | Ammonia-nitrogen discharge (tons) | 2.23 | 2.15 |

安全守護，綠色發展 Ensuring Safety and Pursuing Green Development

廢棄物管理

本集團的無害廢棄物主要來源於一般工業固體廢棄物等生產垃圾及餐廚垃圾等生活垃圾，由具有資質的單位進行收集並運出到指定地點進行無害化處理，降低處理成本的同時，也減少了对環境的污染。

本集團的有害廢棄物主要為生產與研發過程中產生的化學品及醫療廢物，以及減排過程中產生的廢活性炭、污水站污泥等。我們嚴格遵守危險廢棄物管理相關法律法規，制定《危險廢棄物管理規程》等內部制度，對危險廢棄物進行嚴格管控，並統一委託有資質的第三方單位進行轉運處理。危廢從產生、包裝、分類，到入庫、儲存、轉移處置，每個環節由專人負責，並對相關人員進行定期培訓，確保台賬的及時、準確錄入，保證每個環節都實現可控管理。二零二一年，本集團針對危廢間地面重新進行了防水、防滲等處理，進一步提升暫存危廢管理水平。

Waste Management

Non-hazardous waste of the Group mainly comes in the form of production waste, such as general industrial solid waste, and daily garbage, such as kitchen waste. These wastes are collected by qualified units and transported to the designated place for harmless treatment, which lowers the cost for treatment and at the same time reduces pollution to the environment.

Hazardous waste of the Group mainly includes chemicals and medical waste from production and R&D, as well as waste activated carbon and sewage sludge generated in the process of emission reduction. We strictly abide by relevant laws and regulations on the management of hazardous waste, formulate internal systems such as the "Provision on Hazardous Waste Management" to strictly control hazardous waste, and uniformly entrust qualified third-party units with transshipment and disposal. From the generation, packaging, classification to warehousing, storage, transfer and disposal of hazardous waste, each link is under the responsibility of a dedicated person, and relevant personnel is regularly trained to ensure timely and accurate entry of accounts, and ensure that each link can be managed under control. In 2021, the Group re-treated the ground in hazardous waste rooms with water and seepage prevention to further improve the management level of temporarily stored hazardous waste.



餐廚垃圾處理
Kitchen waste disposal

吉四澳康 — 中藥藥渣綜合利用「金點子」項目

Jilin Sihuan Pharmaceutical — Comprehensive Utilization of Residues of Traditional Chinese Medicines "Golden Ideas" Program

中藥藥渣作為濕物料一般採取堆放、填埋、焚燒的傳統處理方式，其中以堆放為主，在炎熱的夏天極易變質、滋生細菌，造成廠區及周邊環境污染。為了避免在廢棄物處理時造成上述二次污染，吉四澳康聯繫相關人員定期上門收集，將廢藥渣製成養殖業飼料、種植業肥料，充分利用藥渣資源，在減少成本的同時，維護周邊環境。

Residues of traditional Chinese medicines, as wet materials, are generally treated by stacking, landfill and incineration. They are mainly stacked, which are prone to deterioration and bacteria growth in hot summer, causing environmental pollution in the factory and surrounding areas. In order to avoid such secondary pollution caused by waste disposal, Jilin Sihuan Pharmaceutical Co., Ltd. contacts relevant personnel to collect regularly to make waste residues into feed and fertilizer, to make full use of the residue resources, and to protect the surrounding environment while reducing costs.

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

| 廢棄物種類 | Type of Waste | 二零二一年 2021 | 二零二零年 2020 |
|---------------------|---|-----------------------------|---------------|
| 無害廢棄物總量(噸) | Total non-hazardous waste (tons) | 3,126.88 | 4,794.55 |
| 生活垃圾(噸) | Domestic waste (tons) | 751.37 | 924.83 |
| 一般工業固體廢棄物(噸) | General industrial solid waste (tons) | 2,375.51 | 3,869.72 |
| 無害廢棄物密度(千克/收益人民幣千元) | Intensity of non-hazardous waste (kg/thousand RMB revenue) | 0.95 | 1.95 |
| 有害廢棄物總量(噸) | Total hazardous waste (tons) | 1,636.37³ | 712.40 |
| 固體有害廢棄物(噸) | Solid hazardous waste (tons) | 1,224.42 | 247.70 |
| 液體有害廢棄物(噸) | Liquid hazardous waste (tons) | 411.96 | 464.70 |
| 有害廢棄物密度(千克/收益人民幣千元) | Intensity of hazardous waste (kg/thousand RMB revenue) | 0.50 | 0.29 |

³ 吉林振澳提取車間於二零二一年恢復生產，相應產生牛腦殘渣等固體有害廢棄物；同時，部分廠區的試驗項目較上一年有所增加，從而導致固體有害廢棄物總量增加；且有害廢棄物總量相應增長。

³ The extraction workshop of Jilin Zhen'ao resumed production in 2021 and accordingly generated solid hazardous waste such as bovine brain residue; at the same time, the amount of tests carried out in some plants increased compared with the previous year, thus leading to an increase in the total amount of solid hazardous waste; and the total amount of hazardous waste increased accordingly.

能源及資源管理

四環醫藥作為忠實履行社會責任的醫藥企業，致力於將綠色發展理念融入生產及運營的各個環節。本集團制定《資源利用與能源消耗管理規程》，由企業價值管理中心負責監督各部門資源使用情況、與各部門簽訂節能目標責任制並定期開展節能教育培訓，合理管控能源、資源使用，提高資源利用率，持續積極探索節能降耗的可能性。

Energy and Resource Management

Sihuan Pharmaceutical, as a pharmaceutical enterprise faithfully fulfilling its social responsibility, is committed to integrating the concept of green development into all aspects of production and operation. The Group has formulated the "Resource Utilization and Energy Consumption Management Protocol". The Enterprise Value Management Center is responsible for supervising the use of resources in various departments, signing the responsibility system for energy conservation goals with each department, and conducting regular energy conservation education and training, rationally controlling the use of energy and resources, improving the utilization rate of resources, and continuously actively exploring the possibility of energy conservation and consumption reduction.

節能減排

• 節約生產用電

我們在生產過程中堅持計劃用電、安全用電、服從電網統一調度。各生產車間和輔助車間均安裝電壓表計量，由專人負責定期抄表、分析、匯總各區域的用電情況，加強用電管理，做到經濟適用，壓縮非生產用電，統一進行調控。二零二一年，集團在各廠區通過升級變頻設備、改造冷卻系統、更換LED照明、安裝太陽能光伏裝置等優化措施，切實減少了電能的浪費。

Energy Conservation and Emission reduction

• Conservation of production electricity

In the production process, we adhere to the planned and safe use of electricity and obey the unified dispatching of the power grid. All production workshops and auxiliary workshops are equipped with voltmeters for measurement, and a specially assigned person is responsible for regularly reading, analyzing and summarizing the power consumption of each area, to strengthen the power consumption management, achieve economy and applicability, reduce non-production power consumption and realize unified regulation. In 2021, the Group effectively reduced the waste of electric energy by upgrading frequency conversion equipment, transforming the cooling system, using LED lighting, installing solar photovoltaic devices and other optimization measures in various plant areas.

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

• 節約蒸汽

本集團的生產過程及生活供暖均需耗用一定量的蒸汽，為了節約能源，我們制定相應的規章制度，要求使用蒸汽的單位嚴格遵守，認真記錄並定期匯總耗氣量。與此同時，加強對蒸汽管道的維護、巡檢，發現洩漏點及時補修，及時消除蒸汽系統跑冒滴漏現象，減少浪費。我們還通過多效蒸發等方法，反覆利用蒸汽潛熱，節省了大量生蒸汽，提高了蒸汽的利用率。

• Steam saving

A certain amount of steam is required in the production process and domestic heating of the Group. In order to save energy, we have formulated corresponding rules and regulations, requiring the units using steam to strictly abide by, carefully record and regularly summarize the gas consumption. Meanwhile, we strengthen the maintenance and patrol inspection of the steam pipeline, repair the leakage points, and eliminate the leakage and dripping of the steam system in time to reduce waste. We also use the latent heat of steam repeatedly by means of multiple-effect evaporation, which saves a lot of raw steam and improves the utilization rate of steam.

吉林津升 — 車間冷凝水餘熱回收

Jilin Jinsheng — Recovery and Conversion of Condensate Water into Heat



為減少蒸汽耗用量，實現持續的資源節約，吉林津升於二零一七年起開展車間冷凝水餘熱回收轉換暖氣系統的改造，將車間純蒸汽、多效蒸餾水機及滅菌設備的冷凝水收集後，利用板式換熱器把車間排出冷凝水的熱量轉換至供暖系統回水管道，節省供暖系統工業蒸汽的使用量。

In order to reduce steam consumption and save resources continuously, Jilin Jinsheng started to upgrade the heat system of its workshops in 2017 by recovering the waste heat of condensate water and transferring it into heat. After collecting the pure steam of the workshops, the condensate water of the multi-effect distilled water machine and sterilization equipment, the heat of the condensate water discharged from the workshops is converted to the return pipe of the heat system by using the plate heat exchanger, so as to save the use of industrial steam in the heat system.

• 綠色工廠

四環醫藥積極響應國家雙碳戰略，建設並不斷完善綠色工廠相關體系，成立了綠色工廠工作小組，明確責任分工，按照行業標準開展節能減排工作。本年度，本溪恒康已經完成了產品碳足跡核算和溫室氣體排放統計的工作，並將相關定性定量數據匯總成相應報告，為中長期綠色工廠的建設打下良好基礎。二零二一年十二月，本溪恒康獲得遼寧省綠色工廠認定。

• Green factory

SiHuan Pharmaceutical actively responded to China's strategy of carbon peak and carbon neutralization, and built and continuously improved the relevant systems of green factories. The Group established a green factory working group, to clarify the division of responsibilities and carry out energy conservation and emission reduction in accordance with industry standards. During the Year, Benxi Hengkang has completed the work of product carbon footprint accounting and greenhouse gas emission statistics, and summarized the relevant qualitative and quantitative data into corresponding reports, laying a good foundation for the medium and long-term construction of green factories. In December 2021, Benxi Hengkang was recognized as a green factory in Liaoning Province.

Ensuring Safety and Pursuing Green Development

節約水資源

本集團十分重視生產用水的節約使用，根據車間生產任務的情況及季節的變化，由動力負責人統一進行用水調度，統計月度用水量，對耗水量較高的工藝進行改造優化。我們倡導水資源的二次利用和循環使用，要求供水供氣車間盡量做到循環水閉路循環，保證濃縮倍數，提高設備冷卻效率。此外，本集團堅決杜絕「細長水流」現象，對於違反節水規定、浪費水的行為，視情節輕重給予批評處分，在日常管理中加強用水設備的檢查和維護，及時處理跑、冒、滴、漏現象。二零二一年九月，子公司弘和製藥正式被梅河口市申報為省級節水型企業，凸顯了集團在節約水資源領域做出的優異成績。

Conservation of Water Resources

The Group attaches great importance to the economical use of production water. According to the production tasks of the workshops and the changes of seasons, the person in charge of power has carried out unified water scheduling, counted the monthly water consumption, and optimized the processes with high water consumption. We advocate the secondary utilization and recycling of water resources, and require the water supply and gas supply workshop to realize the closed-circuit cycling of water as far as possible to ensure the concentration multiple and improve the cooling efficiency of the equipment. In addition, the Group resolutely puts an end to "water flowing". Violations of water conservation regulations and waste of water shall be given a disciplinary punishment depending on the seriousness of the circumstances. The Group strengthens the inspection and maintenance of water equipment in daily management and promptly deals with the phenomena of water running, dripping and leaking. In September 2021, the subsidiary Ambest Pharmaceutical was officially declared as a provincial water-saving enterprise by Meihokou, highlighting the excellent achievements made by the Group in the field of conservation of water resources.



弘和製藥獲評省級節水型企業

Ambest Pharmaceutical was rated as a provincial water-saving enterprise

節約包裝材料

本集團持續關注產品包裝材料的安全性與環保性，從包裝設計、包材選擇、包裝優化三個維度推出了多項管理措施：

- **包裝設計：**本集團在保證包裝正常功能和藥品質量的前提下，基於內裝藥品的質量及規格，設計科學的包裝結構，以減少材料的用量及成本，提高資源利用率；合理選擇說明書的尺寸及紙張厚度，減少紙張浪費；採用三色印刷藥品內外包裝及說明書，降低油墨的消耗；

Saving of Packing Materials

The Group continues to pay attention to the safety and environmental protection of product packaging materials, and has launched a number of management measures from the three dimensions of package design, selection of packaging materials and packaging optimization:

- **Package design:** On the premise of satisfying the normal packaging function and ensuring the quality of drugs, the Group has designed a scientific packaging structure based on the quality and specifications of the drugs inside, so as to reduce the consumption and cost of materials and improve the utilization rate of resources; the size and paper thickness of the instructions are reasonably selected to reduce paper waste; for the inner and outer packaging and instructions of drugs, three-color printing is used to reduce the amount of ink used;

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

- 包材選擇：**在不影響藥品質量、成分穩定性的基礎上，我們優先使用可回收可循環的包裝材料，降低包材廢棄處理時對環境的影響；
- 包裝優化：**對於已經上市的藥品，集團將通過探索環保工藝流程，優化現有的包裝形式，實現材料的高效使用。二零二一年，弘和製藥調整了250ml瓶簽的尺寸，瓶簽由每批更換11次調整為更換8次，每批可節約更換時間6分鐘，在降本提效的同時節省了包裝材料，推進集團環保進程。
- Selection of packing materials:** On the basis of ensuring the quality of drugs and stability of various components, we give priority to the use of recyclable packaging materials to reduce the environmental impact of disposal of packaging materials;
- Packaging optimization:** For the marketed products, the existing packaging forms are optimized upon exploration for environmentally friendly processes, so as to realize the efficient use of materials. In 2021, Ambest Pharmaceutical adjusted the size of 250ml labels. The change frequency of the labels was changed from 11 times to 8 times per batch, which could save 6 minutes in each batch. While reducing costs and improving efficiency, it saves packaging materials and promotes the Group's environmental protection process.

| 資源使用 | Use of Resources | 二零二一年 2021 | 二零二零年 2020 |
|--------------------|---|-----------------------|----------------|
| 總能耗量(千瓦時) | Total energy consumption (kWh) | 279,149,342.15 | 275,678,125.42 |
| 能耗強度(千瓦時/收益人民幣千元) | Energy consumption intensity (kWh/thousand RMB revenue) | 84.81 | 111.87 |
| 用水量(立方米) | Water consumption (cubic meter) | 821,894.01 | 695,966.00 |
| 用水強度(立方米/收益人民幣千元) | Water consumption intensity (cubic meter/thousand RMB revenue) | 0.25 | 0.28 |
| 包裝材料(噸) | Packaging material consumption (tons) | 4,640.03 | 3,592.58 |
| 包裝材料強度(千克/收益人民幣千元) | Packaging material consumption intensity (kg/thousand RMB revenue) | 1.41 | 1.46 |

綠色辦公

本集團在日常辦公中注重培養員工的節能環保意識，以巡檢和自查相結合的模式管理辦公區域的水電使用，並積極推進辦公自動化、網絡化，減少資源浪費。同時，我們鼓勵靈活使用辦公資源及公務車輛，通過設備、車輛共享等相關制度流程，將綠色辦公的理念貫徹全集團，致力於為員工營造舒適、健康的辦公環境，建設資源節約型、環境友好型企業。

Green Office

In daily office work, the Group pays attention to cultivating employees' awareness of energy saving and environmental protection, manages the use of water and power in the office area through combining inspection by rotation and self-inspection, and proactively promotes office automation and networking to reduce resource waste. Meanwhile, we encourage flexible use of office resources and vehicles. Through the equipment and vehicle sharing system, as well as other related systems and procedures, we implement the concept of green office in the whole Group, striving to create a comfortable and healthy office environment for our employees, and build a resource-saving and environment-friendly enterprise.

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development



節約水電

Water and Power Conservation

- 辦公室晴天時不開燈，人少時少開燈，人走時隨手關燈；調整各部門辦公桌的位置，盡量採用自然光，少開照明燈；對於需要照明的辦公區域，盡可能更換使用高效節能燈具代替白熾燈；
Do not turn on the lights in fine weather. Only turn on a few lights needed when there are only a few staff in the office, and turn off the lights before leaving the office. We adjusted the orientation of all departments' office desks to depend more on natural light and reduce the use of lamps. For office areas that require lighting, we replaced incandescent lamps with energy-efficient lamps as much as possible;
- 減少電子辦公設備電耗和待機能耗。合理開啓和使用計算機、打印機、複印機、掃描儀、傳真機等用電設備，下班時要關閉電源，防止待機；
Efforts are made to reduce power consumption and stand-by energy consumption of electronic office equipment. Employees are encouraged to reasonably use computers, printers, copiers, scanners, fax machines and other electrical equipment, and switch off the equipment before leaving the office, instead of putting them to standby;
- 合理調整辦公樓電熱飲水機的數量和配置，控制開關時間，減少無效電耗；
The number and allocation of electric water dispensers in office buildings are reasonably adjusted, and their switch-on time is controlled to reduce power consumption;
- 通過在衛生間張貼標語等，督促員工節約用水，發現漏水的水龍頭及時知會相關人員；
Reminders are posted in the toilet area to urge employees to save water and timely inform relevant personnel in case they find leakage of the water faucet;
- 合理使用空調，開空調時關閉門窗，並提倡下班前半小時關閉空調，每天少開一小時空調，嚴禁室內無人時開機空耗。每個空調控制板、每層樓均制定責任人，如發現不當行為，進行通報批評處罰。
Air-conditioners are used reasonably. Doors and windows should be closed during the use of air-conditioning. We advocate to switch off the air conditioners half an hour prior to leaving the office, and lessen one-hour use of them each day. The circumstance where the air conditioners are still on when there is no one in the office is strictly prohibited. Personnel is designated to be responsible for the management of the air conditioner control panels on each floor, and should report improper behaviors by anyone who is subject to criticism or punishment.

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development



節約辦公資源

Saving of Office Resources

- 鼓勵本集團內部共享資源，各公司可在大健康商城上出售閑置資產，減輕庫存壓力的同時，合理利用辦公資源，減少浪費；
Sharing of resources in the Group is encouraged. Subsidiaries are suggested to sell idle assets at the website dajiangkang.com, which can not only reduce their inventory pressure, but also reasonably use the office resources and reduce waste;
- 推行《研發用設備儀器共享管理規程》，促進研究院設備儀器利用及共享，減少設備閑置過程中的損壞和貶值；
The “Management Procedures for the Sharing of R&D Equipment and Instruments” is implemented to facilitate the utilization and sharing of the R&D equipment and instruments in the research institute, and reduce the damage and depreciation of equipment during the idle period;
- 積極推進無紙化辦公，盡量使用電子文件、電子信箱等聯繫工作，提倡在電子媒介上修改文稿，減少紙張消耗；
Paperless office is advocated. The use of electronic documents and e-mails is advocated in contact work, and the revision of manuscripts through electronic media is promoted to reduce paper waste;
- 精簡文件，盡量通過會議方式部署工作，代替發文；確需發文的，要精確計算印刷數量，避免重印、多印；
Documents are simplified and lessened, and work is arranged through meetings instead of issuing documents. Where necessary, the printing quantity should be calculated accurately to avoid reprinting and excess printing;
- 各部門的日常辦公用品指定專人管理，員工需嚴格遵守領用制度；
Designated persons are responsible for managing daily office supplies of the department, and employees should strictly follow the application and requisition regulations;
- 在廠區閑置荒地開展綠化活動及「菜籃子」工程等，美化辦公環境，為工作餐提供食材。
Greening activities and the “vegetable basket” program are carried out in the unused space of the plant area to improve the office environment and at the same time provide food materials for employees’ working meals.



公務車輛管理

Office Vehicle Management

- 在各子公司試行並推廣車輛共享平台，建立公車管理員群，共享行程信息，員工出差等如行程相近盡量同車前往；通過發放補貼等方式鼓勵車輛共享，提高車輛使用效率，避免長途車輛資源浪費；
A vehicle sharing platform is trialed and promoted in each subsidiary and a group of office vehicle administrators is established to share travel information. Employees with similar travel routes in business trips should ride the same vehicle. Vehicle sharing is encouraged through subsidies and other means to improve vehicle use efficiency and avoid waste of long-distance vehicle resources;
- 推行公務車線上管理，公務車的申請、調度、維護保養等流程均通過線上OA系統進行，協助合理安排車輛，提高工作效率；
Online management of office vehicles is implemented. The application, scheduling, maintenance, etc. of office vehicles are carried out via the online OA system to reasonably arrange vehicles and improve work efficiency;
- 通過日常宣導，鼓勵員工日常通勤選擇公共交通，綠色出行。
Through daily publicity and guidance, employees are encouraged to take public transportation in daily life and to practice low-carbon travel.

安全守護，綠色發展 Ensuring Safety and Pursuing Green Development



廢棄物管理

Waste Management

- 制定《垃圾分類管理制度》，確保辦公室垃圾的分類收集、定時轉送、妥善處理；
The “Garbage Classification Management System” is formulated to ensure the office garbage is collected after classification, transferred timely, and disposed of properly;
- 設置分類回收垃圾桶，張貼宣傳標語，區分可回收與不可回收垃圾；
Recycling bins and posters are set up to distinguish recyclable and non-recyclable garbage;
- 開展垃圾分類培訓引導員工進行合理垃圾回收。
Garbage classification training is carried out to guide employees to recycle garbage reasonably.

弘和製藥 — 綠化辦公室「菜園子」工程

Ambest Pharmaceutical - Greening Office “Vegetable Garden” Program



弘和製藥於公司停建項目荒地種植果樹苗800餘棵，廠區綠化覆蓋率達70%以上。弘和製藥制定綠化管理措施，在每個綠化責任區設立綠化團隊標識牌，監督種植樹苗的後期養護工作，確保植一片、活一片，綠一片。為加大綠化種植覆蓋率，弘和製藥開闢共1,500m²菜園子種植玉米及各類蔬菜，為員工工作餐提供綠色食材。Ambest Pharmaceutical has planted more than 800 fruit seedlings in a wasteland of the company’s suspended project, and the plant’s green coverage ratio reaches over 70%. The company has formulated greening management measures and set up green team identification signboards in each greening responsibility area to supervise the later maintenance of planted seedlings, and ensure they can all survive and prosper. To enlarge the planting coverage, it has cultivated a total of 1,500m² land to grow corn and various vegetables to provide green food materials for employees’ working meals.

環境目標

1. 節約能源與資源

本集團以降低生產過程中的資源能源消耗為目標，採用數字化方式監控能耗，分析消耗能源資源較多的生產單位以及生產流程，並對其加以優化和改進。部分子公司設立績效指標對能源資源消耗進行考核，如單位產品電量等。本集團計劃在更多子公司推行相關環境目標，通過多個部門、多個崗位的協同配合，合理調配及共享資源，更好地控制我們的消耗，精益生產、減本增效的同時，切實貫徹可持續發展理念。

Environmental Objectives

1. Saving of Energy and Resources

Aiming at reducing resource and energy consumption in the production process, the Group adopts a digital approach to monitor energy consumption, analyze and optimize the production units and processes that consume more energy and resources. Some subsidiaries put forward performance indicators to assess energy and resource consumption, such as power consumption per unit product. The Group plans to implement relevant environmental objectives in more subsidiaries. Through the coordination of multiple departments and positions, as well as rational allocation and sharing of resources, we can better control our consumption. In this way, we can realize lean production, reduce cost and increase efficiency, while earnestly implementing the concept of sustainable development.

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

2. 節約用水

本集團優先選用高效能節水設備，並持續通過精益生產項目改造現有設備，以響應集團現有的可持續發展理念。部分子公司如弘和製藥已在年度環境目標中包括節水目標，並設立定額考核，年末總結中對全年度節水工作完成情況進行審核與反思。本集團計劃在其餘子公司推行節水績效考核，鼓勵各子公司根據自身業務情況設定目標並採取相關節水措施，培養節水意識，科學合理利用水資源。

3. 減少三廢排放

我們致力於減少生產及運營過程中產生的三廢排放，現階段在EHS管理目標中包括如下三廢相關目標，並採取污水站改造、活性炭吸附、推行綠色工廠建設等措施切實減少三廢排放。在確保排放達標，杜絕嚴重污染事件發生的同時，努力減少我們對環境造成的負面影響：

- 環境污染事件發生次數為零；
- 無環境污染事件，廢水、廢氣、廢棄物等污染物排放符合標準；

積極應對氣候變化

隨著氣候影響日漸嚴重，氣候變化逐漸成為政府、公眾共同關注的一個重要議題。本集團持續密切關注氣候變化對集團業務等帶來的影響，響應國家雙碳政策，主動識別相關風險並採取對應措施以減低其對業務持續性、平穩性的影響。

2. Saving of Water

The Group prioritizes the use of efficient water saving equipment and continues to retrofit existing equipment through lean production projects, in response to the Group's philosophy of sustainable development. Some subsidiaries, such as Ambest Pharmaceutical, have included water-saving targets in their annual environmental objectives and carried out quota assessments, and reviewed and reflected on the completion of annual water-saving tasks in the year-end summary. The Group plans to implement water-saving performance appraisal in other subsidiaries and encourages them to set goals and take relevant water-saving measures based on their own business conditions so as to cultivate their water-saving awareness and realize scientific and rational use of water resources.

3. Reduction of Three Wastes

We are committed to reducing the discharge of three wastes in the process of production and operation. At present, our EHS management targets include the following three waste-related targets, and measures such as sewage station renovation, activated carbon adsorption, and green factory construction are taken to effectively reduce the discharge of three wastes. We strive to reduce our negative impact on the environment while ensuring that emissions meet the standards and serious pollution incidents are eliminated:

- Zero environmental pollution incident;
- No environmental pollution incident. Discharge of wastewater, waste gas, waste and other pollutants meet the standards;

Proactively Responding to Climate Change

As the effects of climate become increasingly severe, climate change has gradually become an important issue of concern to both the government and the public. The Group continues to pay close attention to the impact of climate change on the Group's business, responds to the national carbon peaking and carbon neutrality policy, actively identifies relevant risks and takes corresponding measures to reduce their impact on business sustainability and stability.

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

1. 管治

本集團董事會與風險管理委員會在ESG工作小組的協助下，識別並評估對集團業務影響較大、相關性較高的氣候風險，監督節能降耗、綠色辦公等內部管理流程的制定與相關工作的完成情況，積極參與集團的氣候變化管治。

2. 氣候風險管理

極端天氣帶來的實體風險與低碳經濟帶來的轉型風險均會對集團的業務產生影響。極端氣候如暴雨、颱風等會切斷電力，導致廠區停水停電或設備損壞，對我們的研發及生產、工期進度等均有一定影響。為了降低相應的實體風險，切實保障公司的員工和財產的安全，各子公司的EHS部門根據實際運營情況制定極端天氣應急預案，進行日常巡檢與預警工作，並與氣象、水利等部門保持密切聯繫，了解災害情況，針對可能出現的災害研究防禦對策，明確防禦重點。此外，我們積極開展災害預防相關培訓，提高員工的自我保護能力，做好應急抗災物資的準備。

在低碳經濟的大背景下，作為醫藥企業，我們亦十分重視節能減碳及限電政策帶來的轉型風險。各子公司與廠區所在管委會、電力公司等積極溝通，避免出現突然斷電導致生產反應異常的情況，減少生產事故的風險。同時對現有冷庫以及化驗室穩定性試驗箱做線路改造，保證基本生產要求，如園區拉閘限電，公司可以啟動發電機保證關鍵設備以及消防系統運行。

1. Governance

The Board of Directors and the Risk Management Committee of the Group, assisted by the ESG Working Group, identify and assess climate risks with great impact on and high relevance to the Group's business, supervise the formulation of internal management processes, such as energy saving and green office, as well as the completion of relevant work, and actively participate in the Group's climate change governance.

2. Climate Risk Management

Physical risks from extreme weather and transformation risks from a low carbon economy will bring challenges to the Group's business. Extreme weather, such as rainstorms and typhoons, will cut off the power, resulting in water shortage and power outage or equipment damage in the plant, which will have a certain impact on our R&D, production, construction progress, and other respects. In order to lower the corresponding physical risks and effectively safeguard the safety of employees and property of the company, EHS departments of each subsidiary develop emergency plans in response to extreme weather and carry out routine inspection by rotation and warning according to the actual operation situation. Besides, they keep close contact with the meteorological, water conservancy and other departments to master the disaster situation, study countermeasures for the possible disasters, and specify the key points for disaster prevention. In addition, we actively carry out disaster prevention-related training to improve the employees' self-protection ability, and prepare emergency supplies.

In the context of a low-carbon economy, the Group, as a pharmaceutical enterprise, also attaches great importance to the transformation risks brought by energy saving, carbon reduction and the policy of power rationing. In response, our subsidiaries actively communicate with the management committee and power company of the region where the plant locates to avoid abnormal production caused by sudden power failure, and reduce the risk of production accidents. Meanwhile, line transformation is carried out for the existing cold storage and laboratory stability test box to meet the basic production requirements. In the case of power cut by the park, the company can switch on its own generator to ensure continuous running of the key equipment and fire protection system.

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

雙碳政策的出台，致使生產藥品所用的原輔材料、能源普遍漲價，同時受疫情和重大氣候影響，物流成本也不斷增加。為應對市場挑戰，本集團積極展開原輔材料市場情況調研，建立原輔包成品聯動機制，實時掌握市場變化，同步推進集團招採平台建設工作，將採購數據及時收集分析，通過大數據平台提供決策支持。儲備生產用關鍵物料，子公司通用材料，由集團統一進行集採，以量換價降低成本。在制度建設方面，集團及時優化審批流程，提供工作效率。整個集團採購管理推行、落實精細化管理理念，形成組織精健化、管理精細化和經營精益化有效管理措施。

氣候變化要求我們有效管理自身的碳排放，管理不善會給客戶或社區留下不利印象，這同樣會為我們帶來聲譽風險。為了有效控制集團的碳排放，我們在生產經營中不斷優化工藝，節能減排，並在日常辦公中推行無紙化辦公、辦公資源共享等措施，將可持續的氣候管理理念融入本集團的風險管理理念中。

3. 我們的承諾

我們已將氣候變化相關風險納入集團的風險評估管理體系。展望未來，四環醫藥作為負責任的企業公民，將遵照聯交所的ESG各項合規要求，時刻關注與集團業務相關的氣候變化風險，及時進行評估及管理，並在風險中尋求機遇，變挑戰為動力，提高抗風險能力，助力集團平穩快速發展。

The introduction of the carbon peaking and carbon neutrality policy has led to an overall increase in the price of raw and auxiliary materials and energy used in the production of drugs. And affected by the epidemic and major climate disasters, logistics costs are also surging. To cope with the market challenges, the Group actively carries out research on the market of raw and auxiliary materials, and has established a linkage mechanism of raw materials, auxiliary materials, packaging materials and finished products to master the market changes in real time. In the meantime, we carry out the construction of the Group's procurement platform for real-time collection and analysis of the procurement data, which, via the big data platform, provide support for decision making. We also reserve core materials for production, and purchase general-purpose materials used by subsidiaries collectively, which is conducive to reducing the cost. In terms of system construction, the Group optimizes the approval process in a timely manner to improve work efficiency. With regard to procurement management, the whole Group promotes and implements the concept of refined management, and forms effective management measures of refined organization, refined management and lean operation.

Climate change requires us to manage our carbon emissions effectively. Poor management will leave a negative impression on our customers or communities, which may bring us reputational risk. To effectively control the carbon emission of the Group, we constantly optimize the processes, save energy and reduce emission in production and operation, implement paperless office and the office resource sharing system in daily office, and integrate the concept of sustainable climate management into the Group's risk management philosophy.

3. Our Commitment

We have incorporated climate change-related risks into the Group's risk assessment management system. Looking to the future, Sihuan Pharmaceutical, as a responsible enterprise, will focus on the risks of climate change related to the Group's business and conduct timely evaluation and management of them in compliance with the ESG reporting requirements of the Stock Exchange. We will endeavor to seek opportunities in the face of risks, turn challenges into motivation, and strengthen our risk-resistance capacity to bolster the fast and stable development of the Group.



聚焦人才 攜手並進

Empowering Talents and Shaping a Brighter Future

四環醫藥致力於打造高素質的人才團隊，將人才視為企業發展的寶貴資產。我們通過完善的人才管理體系，甄選、培育、激勵人才，促進人才發展。同時，我們注重員工關懷，為員工提供多樣化福利保障，締造包容、平等、多元的工作環境，確保員工健康生活，與員工共創共享企業發展的成果。Viewing talents as a valuable asset for development, Sihuan Pharmaceutical is committed to constructing a high-quality talent team. Through a sound talent management system, we select, cultivate and motivate talents to bolster their development. Moreover, we pay attention to the care for employees by providing them with diversified welfare, creating an inclusive, equal and diverse working environment to ensure them a healthy life, and creating and sharing the fruits of the Group's development with them.

章節要點：

人才僱傭
培訓與發展
員工關懷
多元共融

Key Points in this Chapter:

Talent Recruitment
Training and Development
Caring for Employees
Diversification & Inclusion

本章響應的聯合國可持續發展目標(「SDGs」)：

This Chapter responds to the UN Sustainable Development Goals (“SDGs”):



年度績效表現

Annual Performance

- 員工總人數4,282人
Total number of employees: 4,282
- 員工培訓總時數115,312.20小時
Total hours of training: 115,312.20
- 優化績效考核管理
Optimizing performance appraisal management
- 推進人才梯隊建設
Promoting talent team construction
- 研發在線學習平台
Developing an online learning platform
- 加強疫情防控制度
Strengthening epidemic prevention and control efforts

聚焦人才，攜手並進

Empowering Talents and Shaping a Brighter Future

1. 尊重人才 人才招聘

本集團秉承「人才強企」的招聘理念，制定並實施《四環醫藥控股集團勞動關係管理制度》、《四環醫藥控股集團招聘管理制度及流程規範》等內部管理制度，承諾依據招聘崗位任職資格，以員工的個人學識、專業技能、工作經歷及發展潛力作為甄選人才的標準。同時，我們根據公司的發展戰略，基於人力資源存量及需求分析，制定年度招聘計劃，滿足公司的用人需求。

本年度，集團採用外部引進與內部培育相結合的招聘策略，保障集團人才供給，助力業務的可持續發展。集團持續加強外部人才引進，通過與外部招聘渠道合作，拓展招聘範圍，吸引行業優秀人才，為企業發展注入新活力。同時，為實現員工個人成長與企業發展的共享雙贏，集團打造內部管理系統，推動人才發展，並通過「內部競聘」制度，發掘內部高潛力人才，第一時間滿足集團不同崗位的招聘需求。對於主動離職的員工，集團積極開展離職訪談，了解員工離職原因，有針對性推動員工管理的評估和優化。

截至二零二一年十二月三十一日，本集團共有員工4,282人，其中女性員工佔比54.48%。

1. Respecting Talents Talent Recruitment

Adhering to the recruitment concept of “empowering enterprises with talents”, the Group has formulated and implemented internal management systems such as the “Labor Relations Management System of Sihuan Pharmaceutical Holdings Group” and “Recruitment Management System and Procedures of Sihuan Pharmaceutical Holdings Group”, under which we promise to select talents based on their personal knowledge, professional skills, work experiences and development potential as well as the qualifications of the recruitment position. And we formulate annual recruitment plans to meet the Company’s employment needs based on the Company’s development strategy and the analysis of human resources stock and demand.

During the Year, the Group adopted the recruitment strategy of combining introduction with cultivation to guarantee the Group’s talent supply and promote sustainable development of the business. The Group continues to strengthen the introduction of talents. Through cooperation with external recruitment channels, we expanded the scope of recruitment to attract outstanding talents in the industry, and new vitality is injected into the development of the Group. At the same time, in order to achieve a win-win situation between the personal growth of employees and the development of the enterprise, the Group has built an internal management system to promote talent development. And through the “internal competition” system, we explore internal high-potential talents to promptly meet the recruitment needs of different positions in the Group. For employees who leave voluntarily, the Group actively carries out interviews to understand their reasons for leaving, so as to promote the evaluation and optimization of employee management.

As of 31 December 2021, the Group had a total of 4,282 employees, among which female employees accounted for 54.48%.

聚焦人才，攜手並進 Empowering Talents and Shaping a Brighter Future

績效考核

本集團以戰略導向、客觀公正、反饋提升、責任自律為績效考核原則，通過建立「集團—部門—崗位」三級績效指標體系，合理分解績效指標，將集團戰略轉化為各層級、各崗位員工的績效指標，實現員工成長與企業發展的統一，推動戰略目標的達成。

集團致力於建立公平合理的績效評價機制，持續優化績效管理制度，不斷加強績效過程管控。本年度，我們修訂《四環醫藥控股集團中高層績效管理制度》、《四環醫藥控股集團本部員工績效管理制度》，新增《四環醫藥控股集團本部試用期員工績效管理制度》，對不同級別員工開展針對性績效考核管理，同時明確各績效管理機構的職責分工、各階段績效指標內容及評分規則，並結合線上績效管理操作要求，調整績效考核工作流程，提升績效管理效率。此外，本集團制定《考勤管理制度》，將員工考勤納入績效考核過程。

本年度，為加強管理層績效考核的過程管理，集團明確年度、季度績效考核指標及評價標準，增加年度、季度績效評分規則說明。同時，為提升管理層績效考核的科學性，本年度集團調整績效評分、等級與系數的對應關係，並針對員工業績突出等特殊情況，新增績效系數確認規則。為保障績效考核的公平性，對考核結果持有異議的被考核人可以在規定時間內向集團分管領導或人力資源中心進行申訴。

Performance Appraisal

Under the appraisal principles of strategic orientation, objectivity and fairness, feedback for improvement, sense of responsibility and self-discipline, the Group reasonably decomposes its strategy into performance indicators for employees at all levels and positions through a three-level “Group level, department level and positional level” performance indicator system, in an effort to achieve the unity of staff growth and enterprise development, and propel the achievement of strategic goals.

The Group is committed to establishing a fair and reasonable performance appraisal mechanism, continuously optimizing the performance management system and strengthening the performance process control. During the Year, we revised the “Performance Management System for Middle and Senior Management of Sihuan Pharmaceutical Holdings Group” and “Performance Management System for Employees of Sihuan Pharmaceutical Holdings Group Headquarters”, and added the “Performance Management System for Probationary Employees of Sihuan Pharmaceutical Holdings Group Headquarters” to carry out targeted performance appraisal management for employees at different levels. In addition, we specified the responsibilities of the performance management body, the content of performance indicators at each stage and the scoring rules, and adjusted the process of performance appraisal according to the operational requirements of online performance management to improve the efficiency of performance management. In addition, the Group formulated the “Attendance Management Policies”, which incorporated employees’ attendance into the performance appraisal process.

During the Year, in order to strengthen the process management of the management personnel performance appraisal, the Group clarified the annual and quarterly performance appraisal indicators and evaluation criteria, and added the explanations of annual and quarterly performance scoring rules. Meanwhile, in order to make the management personnel performance appraisal more scientific, the Group adjusted the corresponding relations between the performance score, grade and coefficient during the Year, and added performance coefficient validation rules for special situations such as outstanding performance of employees. To ensure the fairness of performance appraisal, the appraised person who has any objection to the appraisal result can appeal to the responsible leader or Human Resources Center of the Group within the specified time.

聚焦人才，攜手並進

Empowering Talents and Shaping a Brighter Future

薪酬與晉升管理

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國社會保險法》、《中華人民共和國勞動和社會保障部最低工資規定》等法律法規，制定並落實《薪酬管理制度》、《四環醫藥控股集團員工晉職晉級管理制度》等內部管理制度，持續優化薪酬及晉升管理，激勵挽留優秀員工，實現集團的長期企業目標。

本集團根據《薪酬管理制度》，遵循「總量控制、戰略導向、崗位價值導向、績效導向」的薪酬原則，持續完善薪酬管理體系，給予員工公平、合理的薪酬待遇。為優化薪酬管理，本集團設立薪酬專業委員會負責對薪酬管理政策及策略做出決策，人力資源部門負責落實薪酬發放、調整、調研等日常工作。我們力求為員工提供具有市場競爭性的薪酬組合，根據年度績效考核結果為員工提供績效獎金，並參照薪酬政策、薪酬調查結果、通貨膨脹等內外因素，對員工薪酬進行動態調整。同時，我們針對管理類、生產類、研發類、市場銷售類、專業技術類員工，提供具有針對性的薪酬策略定位和薪酬結構類型。

為完善員工職業發展規劃，打造公平競爭平台，本集團以「能者上、平者讓、庸者下」的用人理念，不斷優化內部競聘與人才晉升機制，持續推動人才梯隊建設，建立企業人才長效運營機制。我們制定了規範的晉職晉級機制，以員工日常工作表現、能力素質、績效考核等多方面作為評審標準，判斷員工是否擁有晉職晉級資格。獲得晉升資格後，人力資源部和相關部門負責選對獲推薦員工進行任職資格、能力素質、工作表現等方面的考核。

本年度，為完善人才梯隊建設，本集團組織開展人才盤點工作。我們通過訪談及相關信息整理，對員工及中層管理者進行工作能力與績效分析，評估篩選出人才梯隊建設的重點培養對象，並制定人才盤點分析報告。基於人才盤點數據分析，我們明確集團人才分佈與人才提升方向，有針對性的制定出人才發展策略規劃。

Remuneration and Promotion Management

The Group continues to optimize remuneration and promotion management, motivate and retain outstanding employees to achieve the Group's long-term goals in strict compliance with the laws and regulations such as the "Labor Law of the People's Republic of China", "Social Insurance Law of the People's Republic of China", and "Provisions on Minimum Wages issued by the Ministry of Labor and Social Security of the People's Republic of China", as well as the Group's internal management regulations such as the "Remuneration Management Policies" and "Sihuan Pharmaceutical Holdings Group Employee Promotion Management System".

Based on the "Remuneration Management Policies", the Group adheres to the remuneration principle of "total control, strategic orientation, post value orientation and performance orientation" to continuously improve the remuneration management system, and provide fair and reasonable remunerations to employees. To optimize remuneration management, the Group has established a professional remuneration committee which is responsible for decision-making on remuneration management policies and strategies, and the human resources department is responsible for implementing daily work such as salary payment, adjustment and research. We strive to provide employees with compensation packages that are competitive in the market, provide performance bonus for employees based on their performance, and dynamically adjust employees' salaries after taking into account internal and external factors such as remuneration policies, remuneration survey results and inflation. At the same time, the Group provides targeted remuneration policies positioning and remuneration structure types for management, production, R&D, marketing and professional and technical employees.

To optimize employees' career development and planning and construct a platform for fair competition, the Group continuously improves the talent selection and promotion mechanism and makes efforts to the construction of the talent team under a merit-based philosophy, so as to build a high-quality talent team and establish a long-term operation mechanism for talent development. We have developed a standard promotion mechanism to judge whether employees are qualified for promotion based on their daily work performance, qualifications and abilities, and the performance appraisal. Employees who meet the promotion conditions will be recommended for promotion and advancement, and assessed by the Group's human resources department and relevant departments regarding their qualifications, abilities and work performance.

During the Year, in order to optimize talent team construction, the Group organized a screening of talents. By interviewing and collecting relevant information, we analyzed the competence and performance of employees and middle management, evaluated and screened out key training objects for the talent team construction, and formulated a talent screening and analysis report. Based on the screening data analysis, we made clear the direction of talent distribution and promotion of the Group, and developed targeted strategies and plans for talent development.

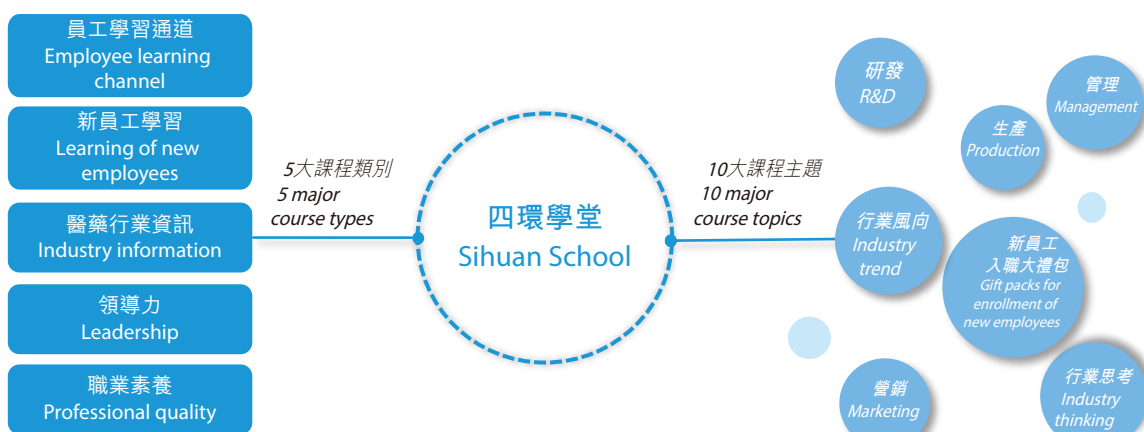
聚焦人才，攜手並進 Empowering Talents and Shaping a Brighter Future

培訓與發展

本集團以持續建設人才培養與學習發展體系為目標，根據員工的職業發展需求，通過線上線下多種培訓方式，逐步建立多維度、多層次、多形式的員工培訓體系，為員工提供豐富的培訓資源與發展路線，持續推動季度、年度培訓計劃落地，推動四環人才的培育與發展，實現員工與企業的共創共贏。

本年度，為積極響應疫情防控政策，我們持續推進員工四環大學在線學習平台項目，實現員工的常態化、體系化培養。同時，為豐富內部培訓資源，集團本年度通過自主研發，建設四環學堂在線學習平台項目，打造全員授課、全員分享、全員學習的自主自發式學習模式。四環學堂在線學習平台針對集團各業態員工，建立豐富的課程資源。同時，四環學堂在線學習平台可實現優秀課程推薦、後台學習管理等功能。

本年度，四環學堂在線學習平台共更新90+門課程，100+章節的優質內容，平台上線首日學習瀏覽量達1,500餘人次。此外，我們還建立「四環成立20週年特輯」，深入貫徹四環的企業文化。



Training and Development

With the aim to continuously construct a system of talent cultivation, learning and development, the Group, based on employees' needs for career development, has gradually established a multi-dimensional, multi-level and multi-form employee training system through various online and offline training approaches to provide abundant training resources and development routes for employees. In addition, we continuously promote the implementation of quarterly and annual training plans and promote the cultivation and development of Sihuan talents, so as to achieve a win-win situation between the employees and the Group.

During the Year, we continued to promote the Group's online learning platform project to realize regular and systematic training of employees, in a proactive response to the epidemic prevention and control policies. Additionally, in order to enrich the internal training resources, the Group built the Sihuan Online Learning Platform during the Year through independent R&D, creating an autonomous and spontaneous learning mode characterized by all-employee teaching, all-employee sharing and all-employee learning. The Sihuan Online Learning Platform has established rich curriculum resources for employees of various business types of the Group. Meanwhile, Sihuan University Online Learning Platform can realize the functions of excellent course recommendation, background learning management and so on.

During the Year, the Sihuan Online Learning Platform updated a total of 90+ courses and 100+ chapters of high-quality content. On the first day of its launch, more than 1,500 visitors browsed the platform. In addition, we also established the "Special Edition of the 20th Anniversary of the Founding of Sihuan" to deeply implement the corporate culture of Sihuan.

聚焦人才，攜手並進

Empowering Talents and Shaping a Brighter Future

研發培訓

R&D Training

集團十分重視研發人員的培養，積極開展涵蓋多種主題的研發培訓。本年度，集團各部門積極開展質量標準管理規程、關鍵工藝分析、方法學研討等相關研發培訓，夯實研發人員的技術基礎，提升員工工作中解決問題的能力，提高研究院的研發速度與質量，以研發創新賦能企業高速發展。

The Group attaches great importance to the training of R&D personnel and actively carries out R&D training covering a variety of topics. During the Year, all departments of the Group actively carried out relevant R&D training such as quality standard management procedures, key process analysis and methodology discussion to consolidate the technological foundation of R&D personnel, and improve the ability of employees to solve problems at work, and the R&D speed and quality of the Research Institute, so as to enable the rapid development of the enterprise with R&D innovation.

內部講師培訓

Train-the-Trainer (TTT)

二零二一年九月，集團開展第一期內部講師培訓及學習交流會。本次培訓及學習交流會的主要內容為《企業內部知識萃取——如何講好一節課》課程及微課程製作，共計60餘名來自集團及子公司的講師、學習管理員通過線上線下的方式參加培訓，並進行實時交流互動，進一步提升集團內部講師的專業技能。

In September 2021, the Group held the first TTT and learning exchange meeting. The main content of this training and learning exchange meeting is course and micro course production under the theme of "Enterprise Internal Knowledge Extraction - How to Deliver a Good Lesson". A total of more than 60 lecturers and learning administrators from the Group and its subsidiaries participated in the training online and offline, and conducted real-time communication and interaction to further improve the professional skills of lecturers within the Group.



多名講師、學習管理員
於線下參與內部講師培訓
Several lecturers and learning
administrators participated in the
TTT offline.

聚焦人才，攜手並進 Empowering Talents and Shaping a Brighter Future

二零二一年，本集團及子公司員工培訓總時數達115,312.20小時，按性別、職級劃分的受訓僱員百分比及每位僱員的受訓平均時數如下所示：

In 2021, the total training hours for the employees of the Group and its subsidiaries amounted to 115,312.20 hours. The percentage of employees trained and average training hours per employee by gender and grade are as follows:

- 按性別劃分的僱員平均受訓時數：

- Average training hours of employees by gender:

| Gender 性別 | Percentage of employees trained 受訓僱員百分比 | Average training hours 受訓平均時數 |
|--------------|---|-------------------------------------|
| 男 Male | 97.32% | 23.91 |
| 女 Female | 97.94% | 18.16 |

- 按職級劃分的僱員平均受訓時數：

- Average training hours of employees by grade:

| Grade 職級 | Percentage of employees trained 受訓僱員百分比 | Average training hours 受訓平均時數 |
|----------------------------|---|-------------------------------------|
| 總監及以上 Director or above | 81.90% | 17.91 |
| 經理主管 Manager or head | 95.78% | 23.63 |
| 普通員工 General staff | 98.29% | 20.13 |

2. 關懷員工 員工健康

本集團高度重視員工健康，致力於為員工營造舒適、健康的工作環境。我們嚴格遵守《工作場所職業衛生監督管理規定》等法律法規，制定並落實《員工健康管理程序》，規範員工健康管理。

2. Employee Care Employee Health

The Group attaches great importance to employee health and is committed to creating a comfortable and healthy working environment for employees. We strictly abide by the "Provisions on the Supervision and Administration of Occupational Health at Work Sites" and other laws and regulations, have formulated and implemented the "Employees' Health Management Procedure", to standardize the employee health management.

聚焦人才，攜手並進 Empowering Talents and Shaping a Brighter Future

我們持續關注員工健康，為員工建立健康檔案並定期為員工提供普通體檢與職業健康體檢。同時，我們組織舉辦多項健康知識培訓及考核，向員工推廣健康知識，提醒員工注意疾病預防。此外，我們積極推廣健康的生活方式，在辦公區域內建設了籃球場館、羽毛球館、桌上足球、乒乓球台、多功能廳等輔助設施，以滿足不同員工需求。

新型冠狀病毒爆發後，本集團成立了防控新型冠狀病毒工作組，在疫情防控政策的指導下制定相應的疫情防控措施，有條不紊的開展保生產促安全的工作。為響應疫情期間「盡量不聚集、少聚集」的防控要求，工作組通過電話、語音會議等方式，針對不同時間、不同地區出現的疫情進行緊急應對，制定疫情防控措施，部署疫情防控力量。

本年度，我們不斷加強疫情防控工作力度，圓滿完成「無疑似病例、無感染病例」的疫情防控目標。我們採取一系列防疫措施，包括：

- 對辦公及生產廠區進行每日定期消毒，並在衛生間等公共區域配備洗手液、消毒液等消毒物資；
- 對進入廠區的員工進行嚴格的體溫測量與登記，體溫異常者嚴禁入廠，並設置隔離房間20餘間，對疑似感染者等進行隔離觀測；
- 定期派送醫用口罩等疫情防護工具，組織員工核酸檢測約1萬人次，組織完成疫苗接種工作5千人次，全方位保障員工安全；
- 同時，通過系統通知和郵件等方式發送疫情防疫學習資料20餘份，不斷提升員工疫情防疫意識，督促員工做好個人防護。

We continue to pay attention to the health of employees, establish health files for employees, and regularly provide employees with general physical examinations and occupational health examinations. Meanwhile, we organize a lot of health knowledge training and assessment to promote health knowledge to employees and remind employees to pay attention to disease prevention. In addition, we actively promote a healthy lifestyle and have also built various auxiliary facilities in the office area, including basketball courts, badminton courts, table football and table tennis tables and multi-functional hall for our employees with different needs.

After the outbreak of COVID-19, the Group set up working groups for the prevention and control of the new coronavirus. Under the guidance of the epidemic prevention and control policy, we have taken appropriate measures for epidemic prevention and control and carried out the work of ensuring production and promoting safety in an orderly manner. In response to the prevention and control requirements of “no and less gatherings” during the epidemic, the working groups carried out emergency response to the epidemic at different times and in different regions by means of telephone and voice conference, formulated epidemic prevention and control measures and deployed epidemic prevention and control forces.

During the Year, we continued to strengthen epidemic prevention and control, and successfully completed the epidemic prevention and control goal of “no suspected cases and no infected cases”. We took a series of epidemic prevention measures, including:

- Strict disinfection was carried out on a regular basis at offices and production bases every day. Besides, Public areas, including restrooms, were equipped with hand sanitizer and other disinfectants;
- Strict temperature measurement and registration were carried out for employees entering the factory. Those with abnormal temperatures were strictly prohibited from entering the factory, and more than 20 isolation rooms were set up to isolate and observe those suspected of infection;
- Medical masks and other epidemic protection tools were regularly sent, about 10,000 people were organized to receive nucleic acid testing, and 5,000 people were organized to complete vaccination, so as to ensure the safety of employees in an all-round way;
- Meanwhile, more than 20 epidemic prevention learning materials were sent through system notification and e-mail to continuously improve employees' awareness of epidemic prevention and control and urge employees to do a good job in personal protection.

聚焦人才，攜手並進 Empowering Talents and Shaping a Brighter Future

員工溝通與關懷

集團持續優化與員工的溝通機制，聆聽員工的聲音。員工在日常工作中遇到與薪酬、績效、考勤、員工關係等問題，可通過內部通訊工具與人力資源部門進行實時溝通諮詢。同時，為保障員工的合法權益，本年度我們對內部制度進行修訂，豐富員工申訴機制和途徑，並設置相應的申訴處理機構，員工可以通過審計監察中心的監察熱線電話進行申訴、舉報及投訴。

此外，本集團持續優化員工福利關愛體系，不斷提升員工的歸屬感。我們提倡工作與休息之平衡，於《考勤管理制度》中明確工作時數，針對確因工作需要延長工作時間的員工，集團在制度中明確了加班補償、加班時間計算等規定，保障員工的合法權益。我們制定《考勤管理制度》，明確休假申請流程，妥善管理員工的假期安排，為員工提供法定節假日、年假、婚嫁、產假、陪護假、哺乳假等假期福利。除了法定「五險一金」和帶薪假期外，我們還為員工提供多樣化福利保障，包括膳食補貼、通訊補貼、特殊崗位津貼、商業保險等項目。同時，我們積極開展節日活動、體育活動、知識競賽等活動，持續優化食堂運營，不斷升級菜品，鼓勵員工平衡工作和生活，提升員工的幸福感，保持更好的工作及生活心態。

Employee Communication and Care

The Group continues to optimize the communication mechanism with employees and listens to their voices. If employees encounter problems related to salary, performance, attendance and employee relations in their daily work, they can communicate and consult with the Human Resources Department in real time through internal communication tools. Meanwhile, in order to protect the legitimate rights and interests of employees, during the Year we revised the internal system, enriched the employee complaint mechanism and channels, and set up the corresponding complaint handling institutions. Employees can appeal, report and complain through the supervision hotline of the Auditing and Supervision Center.

In addition, the Group continues to optimize the employee welfare and care system and continuously improved the employees' sense of belonging. We advocate the balance between work and life, and specify the working hours in the "Attendance Management System", which clarifies the provisions of overtime compensation and calculation of overtime hours for employees who really need to extend their working hours for work reasons to protect the legitimate rights and interests of employees. We have formulated the "Attendance Management System" to clarify the leave application process, properly manage the leave arrangement of employees, and provide employees with statutory holidays, annual leave, marriage, maternity leave, paternity leave, breast-feeding leave and other leave benefits. In addition to the statutory "five social insurance and one housing fund" and paid holidays, we also provide employees with diversified welfare guarantees, including food subsidies, communication subsidies, special post subsidies, commercial insurance and other items. At the same time, we actively carry out festival activities, sports activities, knowledge competitions and other activities, continuously optimize the operation of the canteen, constantly upgrade the dishes, encourage employees to balance work and life, improve employees' happiness and maintain a better attitude towards work and life.

五一勞動節活動

May Day Activity

本集團始終高度重視先進勞動者的選、樹、育工作。在五一勞動節來臨之際，本集團積極弘揚勞動模範與先進工作者事跡，對各個崗位上的勞動者致以崇高敬意，持續推進集團內部尊重勞動者、學習勞動者、崇尚勞動者、關愛勞動者，爭當典範的良好氛圍建設。

The Group has always attached great importance to the selection and cultivation of advanced workers. At the advent of May Day, the Group actively carried forward the deeds of labor models and advanced workers, paid high tribute to workers in various posts, and continued to promote the construction of a good atmosphere within the Group to respect, learn from, appreciate and care for workers and strive to be a model.



聚焦人才，攜手並進

Empowering Talents and Shaping a Brighter Future

除夕活動

Activity for Chinese New Year's Eve

二零二一年，為響應「非必要不出京、非必要不出境」的疫情防控號召，本集團於除夕當天舉辦「今年過年不回家，我在四環過大年」春節活動。集團在活動現場組織員工包餃子、寫春聯、掛燈籠，並準備各類書籍以滿足不同崗位員工的需求，在響應政府號召的同時，拉近員工彼此間距離，實現企業文化的共建共享。

In 2021, in response to the call for epidemic prevention and control of “no going out of Beijing and no going out of China without necessity”, the Group held the spring festival activity of “celebrating Chinese New Year in Sihuan instead of going back home this year” in Chinese New Year's Eve. At the event site, the Group organized employees to make dumplings, write Spring Festival couplets and hang lanterns, and prepared various books to meet the needs of employees in different positions. While responding to the call of the government, the Group shortened the distance between employees and realized the co-construction and sharing of the corporate culture.



公園健步走活動

Brisk Walking in Park

二零二一年七月，北京四環員工參加張家灣開發區工會組織的「慶祝建黨一百週年」公益健步走活動。北京四環員工身著統一服裝，走進自然，圍繞公園徒步行走五公里，在健步走活動中進一步提升對運動的熱愛，增強團隊的凝聚力。

In July 2021, employees of Beijing Sihuan participated in the public brisk walking activity of “celebrating the 100th anniversary of the founding of the CPC” organized by the labor union of Zhangjiawan Development Zone. Employees of Beijing Sihuan, dressed in uniform, walked into nature, walked five kilometers around the park, and further enhanced their love for sports and team cohesion in the brisk walking activity.



聚焦人才，攜手並進 Empowering Talents and Shaping a Brighter Future

弘和製藥新春晚會

New Year Party of Ambest Pharmaceutical

弘和製藥二零二零年總結表彰暨二零二一年新春晚會於二零二一年一月四日舉行，公司全員200餘人參與此次活動。晚會共設「戰疫情、奮前行、新跨越」三個篇章，全面總結和表彰了二零二零年的工作，並伴有精彩的演出，貫徹了公司「發展永無窮盡，奮鬥永不言止」的企業精神。

Ambest Pharmaceutical's Summary and Commendation in 2020 & New Year Party in 2021 was held on 4 January 2021. More than 200 employees of the company participated in the event. At the party, there were three chapters of "fighting the epidemic, forging ahead and striding forward", which comprehensively summarized and commended the work in 2020, accompanied by wonderful performances, and implemented the company's enterprise spirit of "endless development and never-ending struggle".



聚焦人才，攜手並進

Empowering Talents and Shaping a Brighter Future

知識技能競賽

Knowledge and Skill Competition

為進一步加強企業文化建設，搭建學習型、知識型企業平台，引導和激發員工學習積極性，培養員工的臨場應變能力和團隊合作精神，弘和製藥舉辦了以「同台競技展風采，以賽促學共成長」為主題的全員知識競賽。競賽活動對管理層、行管人員、基層人員三個層次提出了不同的要求和期許，有助於員工紮實理論知識，立足崗位實際。

In order to further strengthen the construction of corporate culture and build a learning and knowledge-based enterprise platform, Ambest Pharmaceutical held a staff knowledge competition under the theme - "present yourself on the same stage and promote learning through competition" to stimulate employees' enthusiasm for learning and cultivate employees' on-the-spot adaptability and teamwork spirit. The competition activities put forward different requirements and expectations for the three levels of management, administrative personnel and grass-roots personnel, which would help employees consolidate their theoretical knowledge and focus on the actual situation of their posts.

此外，弘和製藥致力於全面提高職業技能，舉辦了「大容量注射劑車間員工技能大賽」與「藥物檢驗員職業技能大賽」，通過以賽促學精技能、以點帶面全發展的方式，讓員工在理論知識和實操技能的比拼中，切磋技藝、交流技術、展示技能，從而提高企業核心競爭力。

In addition, Ambest Pharmaceutical is committed to improving professional skills in an all-round way. It has held the "Skill Competition for Employees in Large-Volume Injection Workshop" and the "Professional Skill Competition for Drug Inspectors". Through the way of promoting learning and improving skills through competition and developing from part to entirety, employees can share insights, exchange technologies and display skills in the competition of theoretical knowledge and practical skills, so as to improve the core competitiveness of the enterprise.



3. 多元共融

本集團嚴格遵守《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等與勞工準則相關的法律法規，嚴禁聘用童工或強制勞工。崗位申請者必須持有本人合法身份證辦理相關手續，同時招聘人員會核查身份證原件，若發現有員工未滿法定工作年齡，我們將取消其入職資格。本年度，本集團未發現任何童工或強制勞工相關的違法事件。同時，我們也致力於創建多元化和包容的工作環境，為員工提供平等僱傭機會，不會因宗教、性別、年齡、婚姻狀況、殘疾等因素而產生歧視或設立區別的招聘標準。

3. Diversity and Inclusion

In strict compliance with the "Labor Law of the People's Republic of China", "Labor Contract Law of the People's Republic of China" and other laws and regulations related to labor standards, the Group strictly prohibits child labor or forced labor. Job applicants must hold their legal ID cards to go through relevant procedures. At the same time, recruiters will verify the original ID cards, and if any employee is found to be under the legal working age, we will disqualify him/her from employment. During the Year, the Group did not find any illegal events related to child labor or forced labor. Meanwhile, we are also committed to creating a diversified and inclusive working environment, providing equal employment opportunities for employees, and will not discriminate or set different recruitment standards due to religion, gender, age, marital status, disability and other factors.



合規經營 誠信為先

Enhancing Compliance Governance and Upholding Integrity

四環醫藥深知加強合規管理對集團健康穩定發展的重要性，始終致力於完善內部監督機制與廉政體系建設，提升合規經營管理水平，杜絕貪污腐敗及不正當競爭等違規行為。本集團通過反壟斷培訓等合規教育活動督促員工，貫徹落實「合規人人有責、合規創造價值、合規從我做起」的理念，共同打造廉潔透明的可持續運營環境。

Sihuan Pharmaceutical is well aware of the importance of strengthening compliance management for the healthy and stable development of the Group, and has always been committed to enhancing the internal supervision mechanism and the construction of clean administration system, enhancing the level of compliance operation and management, and eliminating corruption, unfair competition and other violations. Through antitrust training and other compliance education activities, the Group urges employees to implement the concept of "compliance is everyone's responsibility, compliance creates value, and compliance starts from me", so as to jointly create a clean and transparent sustainable operation environment.

章節要點：

廉政建設
合規教育

Key Points in this Chapter:

Construction of Clean Administration
Compliance Education

本章響應的聯合國可持續發展目標（「SDGs」）：

This Chapter responds to the UN Sustainable Development Goals ("SDGs"):



年度績效表現

Annual Performance

- 與員工簽訂《合規承諾書》
Signed "Compliance Undertaking Letter" with employees
- 完善反貪腐投訴舉報機制
Improved the anti-corruption complaint mechanism
- 開展各類合規培訓4次
Conducted various compliance training for 4 times

合規經營，誠信為先

Enhancing Compliance Governance and Upholding Integrity

1. 加強廉政建設

本集團嚴格遵守《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》及《中華人民共和國反壟斷法》等反貪腐相關法律法規，並基於集團內部的《合規管理規定》對經營中各個關鍵環節進行審查與監督。我們和工程、財務、採購、臨床開發中心、市場商務等重點部門的工作人員簽訂了《合規承諾書》，要求員工嚴格遵守法律法規，明確與賄賂、腐敗、不正當競爭相關的違規行為，禁止員工以任何形式損害集團利益，一旦違反承諾將面臨嚴重處罰。

此外針對醫藥代表特殊崗位，本集團根據國家版醫藥代表備案管理基礎上制定了《四環集團醫藥代表備案管理方案(試行)》，從工作內容界定、從業資格、管理要求、應對方案等進行了詳細的約束規範。嚴令禁止市場推廣活動中的「帶金銷售」等商業賄賂行為，使其回歸學術本位。同期也制定了《四環集團醫藥代表合規管理規範實施細則(試行)》：從反商業賄賂、與外部人士交流互動、聘用醫療衛生專業人士、招待用餐、禮品等方面對醫藥代表的日常行為制定了詳細的制度規範，約束醫藥代表的日常行為準則，防範及化解合規風險。

本集團高度重視供應鏈各環節中的反貪腐管理工作，從專業培訓、聯合審計、價格分析調研、供應商戰略合作等方向進行合規監管。採購管理部與供應商簽署戰略合作協議，對商品價格做全面梳理與調研確定，規避利用價格差收受回扣的腐敗風險。法務、財務、審計合規等部門成立聯合審計小組，進行專項審計，嚴格把控專業性強的採購流程，防止採購人員利用專業知識侵佔集團資產或參與不正當競爭。

1. Strengthening Construction of Clean Administration

The Group strictly complies with laws and regulations on anti-corruption such as the “Anti-unfair Competition Law of the PRC” and “Interim Provisions on Banning Commercial Bribery”, and “Anti-monopoly Law of the People’s Republic of China”, and conducts review and supervision of the Group’s key operation links in accordance with the “Compliance Management Regulation”. It has signed the “Compliance Undertaking Letter” with employees of major departments, such as engineering, finance, procurement, clinical development center and marketing and business, requiring employees to strictly abide by laws and regulations, clarifying violations related to bribery, corruption and unfair competition, and prohibiting employees from harming the interests of the Group in any form. Once they violate the commitment, they will face serious punishment.

In addition, for the special positions — pharmaceutical representatives, based on the national version of record-filing management of pharmaceutical representatives, the Group has formulated the “Administrative Measures for Record-filing of Pharmaceutical Representatives of Sihuan Group (Trial)”, which has carried out detailed constraints and specifications from the definition of work content, professional qualifications, management requirements, response plans, etc. It strictly prohibits commercial bribery such as “rebate marketing” so as to ensure that marketing activities are carried out for the academic purpose. In the same period, the Group also formulated the Detailed Rules for the “Implementation of Compliance Management Norms of Pharmaceutical Representatives of Sihuan Group (Trial)”: It formulated detailed systems and norms for the daily behavior of pharmaceutical representatives from the aspects of anti-commercial bribery, communication and interaction with outsiders, employment of medical and health professionals, entertainment and dining and gifts, so as to restrict the daily conduct of pharmaceutical representatives, and prevent and resolve compliance risks.

The Group attaches great importance to anti-corruption management in all links of the supply chain, and carries out compliance supervision from the aspects of professional training, joint audit, price analysis and research, strategic cooperation with suppliers and so on. The Procurement Management Department signs a strategic cooperation agreement with suppliers to comprehensively sort out, investigate and determine commodity prices, so as to avoid the corruption risk of taking advantage of price differences to receive kickbacks. The legal, financial, audit and compliance departments have set up a joint audit team to conduct a special audit, strictly control the highly professional procurement process, and prevent the procurement personnel from using their professional knowledge to appropriate the Group’s assets or participate in unfair competition.

2. 投訴舉報的受理和保障

本年度集團繼續完善反貪腐投訴舉報機制，為保證投訴舉報途徑暢通，合規部在集團總部、28家子公司及各營銷中心顯著位置增加或更新廉政投訴牌，接收電話、郵件、信件等多渠道的違規舉報。接到舉報後，集團合規部將按照舉報受理程序，評估舉報內容的真實性，確認是否存在違規行為，並根據評估結果初步回覆舉報人。同時，部門將圍繞舉報內容開展調查，通過談話等方式了解情況、收集證據，並以報告的形式匯總調查結果呈交集團管理層。若違規行為屬實，本集團將依據員工手冊規定予以相應的處罰，情節特別嚴重涉嫌犯罪者移送公安機關處理。為保障舉報人的合法權益，防止打擊報復舉報人的惡劣行為，本集團在《投訴舉報制度》詳細列示了舉報人保護條例，對舉報人資料進行嚴格保密。二零二一年，本集團未發生任何貪污訴訟案件。

2. Acceptance and Guarantee of Complaints and Reporting

During the Year, the Group continued to improve the anti-corruption complaint and reporting mechanism. In order to ensure the smooth channels of complaint and reporting, the Compliance Department added or updated the anti-corruption complaint board in the prominent positions of the Group's headquarters, 28 subsidiaries and marketing centers, and received violation reporting through telephone, e-mail, letters and other channels. After receiving a reporting, the Compliance Department of the Group will evaluate the authenticity of the reporting content according to the reporting acceptance procedures, confirm whether there are violations, and will give an initial reply to the whistleblower according to the evaluation results. Meanwhile, the Department will investigate the contents of the reporting, understand the situation and collect evidence through conversation, and summarize the investigation results through reports and submit them to the management of the Group. If the violation is true, the Group will impose corresponding punishment according to the provisions of the employee manual. If the circumstances are particularly serious, the suspected offender will be transferred to the public security agencies for handling. In order to protect the legitimate rights and interests of the whistleblower and prevent retaliation against the whistleblower, the Group has listed in detail the regulations on the protection of the whistleblower in the "Complaint and Reporting System", and will strictly keep the whistleblower's information confidential. In 2021, no litigation in regard to corruption was filed against the Group.



廉政投訴牌
Anti-corruption complaint board

合規經營，誠信為先

Enhancing Compliance Governance and Upholding Integrity

3. 合規培訓

本集團持續向員工開展反貪腐相關培訓，貫徹落實集團合規理念，宣貫合規制度，增強員工合規意識，使員工在日常工作中「有法可依、有法必依」。二零二一年，本集團共開展各類合規培訓4次，包括集團新員工合規培訓3次。培訓旨在明確集團《合規管理規定》中反腐敗、反賄賂、商務行為合規性、勞務報酬、資助捐贈、禮品、招待等重要合規事項，並向新員工介紹投訴舉報渠道。

除此之外，集團工程管理中心以視頻會議的方式向集團及各子公司項目部成員進行合規培訓，培訓內容涵蓋集團新建及改擴建工程項目的合規檢查範圍與檢查要點、工程項目流程管理、合同履約監察重點、反腐敗普法宣傳等；市場營銷部聯合法務、行政、財務等部門共同開展新入職員工培訓，重點闡述反商業賄賂規定，約定市場商務人員行為規範，防範送禮、招待中出現的違規問題。

3. Compliance Training

The Group continues to carry out anti-corruption related training for employees, implements its compliance concept, publicizes the compliance system, and enhances employees' compliance awareness to allow employees to "have laws to abide by and abide by laws" in their daily work. In 2021, the Group carried out various compliance training for 4 times, including 3 times for new employees. The purpose of the training was to clarify the important compliance matters in the Group's "Compliance Management Regulation", such as anti-corruption, anti-bribery, business behavior compliance, labor remuneration, subsidy donation, gifts, and hospitality, and introduce the complaint and reporting channels to new employees.

In addition, the Engineering Management Center of the Group provided compliance training for the members of the Project Department of the Group and its subsidiaries in the form of video conference, covering the scope and key points of compliance inspection of the Group's new and reconstruction and expansion projects, project process management, key points of contract performance supervision, anti-corruption law popularization and publicity, etc. The Marketing Department cooperated with the legal affairs, administration, finance and other departments to carry out training for new employees, focusing on the anti-commercial bribery provisions, agreeing on the code of conduct of marketing and business personnel, and preventing violations in gift giving and hospitality.

反壟斷法規學習

Learning of Antitrust Laws and Regulations



本年度，在國家加大藥品反壟斷領域監管的背景下，本集團積極響應，組織各部門高管學習現行反壟斷相關法律法規及司法解釋，對現存案例進行了研究探討。同時，本集團法務部督促各營銷子公司根據最新法律規定，重新梳理營銷合同模板。通過本次反壟斷法規學習、案例研究、合同模板修訂，集團對各子公司的營銷政策落實情況進行監督，對營銷工作推進過程中的反壟斷風險進行了嚴格把控。

During the Year, under the background of China's strengthened regulation on drug antitrust acts, the Group responded positively, organized the executives of various departments to study the current antitrust laws and regulations and judicial interpretation, and studied and discussed the existing cases. At the same time, the Legal Department of the Group urged all marketing subsidiaries to adjust the marketing contract template according to the latest laws and regulations. Through the learning of antitrust laws and regulations, case study and contract template revision, the Group supervised the implementation of marketing policies of its subsidiaries and strictly controlled the antitrust risks in the process of promoting marketing work.



熱心公益 共繪美好

Devoting to Social Public Welfare for a Happy Life

四環醫藥集團成立至今，一直秉承「創新服務於人類健康」的企業使命，本著對員工負責、對社會負責的態度回報社會，把關愛和健康帶到最需要的地方。我們鼓勵員工積極參與公益活動，在企業內部形成人人關心慈善、人人支持慈善的良好氛圍。

Since its establishment, Sihuan Pharmaceutical has been adhering to the corporate mission of "innovation for human health", returning to the society in line with the attitude of being responsible to employees and society, and bringing care and health to the places where they are most needed. We encourage employees to actively participate in public benefit activities and form a good atmosphere in the enterprise where everyone cares about philanthropy and everyone supports philanthropy.

章節要點：

公益活動
慈善捐助

Key Points in this Chapter:

Public Welfare Activities
Charitable Contributions

本章響應的聯合國可持續發展目標（「SDGs」）：

This Chapter responds to the UN Sustainable Development Goals ("SDGs"):



年度績效表現

Annual Performance

- 發起設立吉林省梅河口未來教育發展基金會，捐款2,000萬元
Initiated the establishment of Jilin Meihekou Future Education Development Foundation with a donation of RMB20 million
- 獲中國紅十字會授予新冠肺炎疫情防控貢獻獎章
Won the COVID-19 Prevention and Control Contribution Medal by the Red Cross Society of China
- 獨家支持北京廣播電視台《醫者》欄目策劃推出的《精誠醫者致敬盛典》
Exclusively supported "Honor Ceremony for Sincere Doctors" by the column "Doctors" of Beijing Radio and Television Station
- 「一袋牛奶的暴走」萬人健步行活動
The activity of brisk walking of ten thousand people titled "Trudge for a Bag of Milk"
- 榮獲第十一屆公益節「2021年度社會責任先鋒獎」
Won the "2021 Social Responsibility Pioneer Award" in the 11th Philanthropy Festival

熱心公益，共繪美好

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公益之路上，四環醫藥從未停下腳步。二零二一年，我們攜手公益夥伴，開展包括教育助力、健康關懷、文化建設等多種形式的公益活動，切實幫助需要關懷的群體，以赤誠之心，傳承愛與溫暖。

1. 助力社會發展

「十三五」以來，梅河口市依託區位優勢，在創新服務上精準發力，重點打造醫藥健康產業集聚發展，四環醫藥在梅河口市投資項目得到長足發展。投資新建吉林四環固體制劑項目、吉林惠升胰島素全產業鏈項目、麥孚營養特醫食品基地建設項目、澤盛生態環保項目等。近年來，四環醫藥在梅河口市累計投資100億元，在梅河口市企業發展到10戶，納稅總額達到100億元，為當地提供就業崗位，助力地方經濟增長。

除了完善的醫藥健康體系，我們深知教育水平提升和社區文化建設對於社會發展亦十分重要。為全面支持梅河口教育事業，本集團子公司吉林四環積極響應梅河口市委政府號召，與梅河口教育局、梅河口未來教育集團有限公司共同發起設立吉林省梅河口未來教育發展基金會，主要用於梅河口市教育事業人才培養、科學研究、師資建設、校園基礎設施建設及社會志願服務。吉林四環代表本集團向吉林省梅河口未來教育發展基金會捐款2,000萬元整，作為基金會原始基金。

On the road of public benefit, Sihuan Pharmaceutical has never stopped. In 2021, together with our public welfare partners, we carried out various forms of public welfare activities, including educational assistance, health care and cultural construction, so as to effectively help groups in need and inherit love and warmth with a sincere heart.

1. Contributing to Social Development

Since the 13th Five-year Plan, Meihekou has relied on its regional advantages and made precise efforts in innovative services, focusing on the agglomeration and development of pharmaceutical and health industries. The investment project of Sihuan Pharmaceutical in Meihekou has made great progress. The Group invested in and established solid preparation project of Jilin Sihuan, insulin whole industry chain project of Jilin Huisheng, special medical food base construction project of Maifu Nutrition, environmental protection project of Zesheng Ecological, etc. In recent years, Sihuan Pharmaceutical has invested RMB10 billion in Meihekou, and developed 10 enterprises here, with a total tax payment of RMB10 billion, providing local jobs and boosting local economic growth.

In addition to a sound medical and health system, we are well aware that the improvement of education level and the construction of community culture are also very important for social development. In order to fully support the education of Meihekou, Jilin Sihuan, a subsidiary of the Group, actively responded to the call of the municipal Party committee and government of Meihekou, and jointly initiated the establishment of Jilin Meihekou Future Education Development Foundation with Meihekou Education Bureau and Meihekou Future Education Group Co., Ltd., mainly used for talent training, scientific research, teacher construction, campus infrastructure construction and social volunteer service. Jilin Sihuan, on behalf of the Group, donated RMB20 million to Jilin Meihekou Future Education Development Foundation as the original fund.



捐款現場
Donation site

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社區文化廣場建設

Construction of Community Cultural Square



二零二一年九月，吉林升通向經開區下轄頭台子村委會捐贈了一批石桌石凳，用於頭台子村文化廣場建設，投入資金約3萬元。目前，文化廣場已建成，為村民提供了休閒娛樂、開展體育活動的場所。同月，企業慰問了村中孤寡老人。為此，頭台子村委會向我公司授予了錦旗「情繫百姓、鼎力相助」，肯定了集團對於社區的支持與貢獻。

In September 2021, Jilin Shengtong donated a batch of stone tables and stone benches to the Toutaizi Village Committee under the Economic Development Zone for the construction of the cultural square in Toutaizi Village, with an investment of about RMB30,000. At present, the cultural square has been completed, providing the villagers with a place for recreation and sports activities. In the same month, the company visited the lonely old people in the village. For this reason, Toutaizi Village Committee awarded the silk banner of "Care for and help the common people" to our company, affirming the Group's support for and contribution to the community.

2. 關愛大眾健康

作為醫藥企業，大眾健康始終是我們心之所繫。疫情期間，集團嚴格遵守相關規定，積極進行疫情防控，我們的貢獻得到高度認可，榮獲中國紅十字會授予的新冠肺炎疫情防控貢獻獎章。

2. Care for Public Health

As a pharmaceutical company, public health is always our concern. During the epidemic period, the Group strictly abode by relevant regulations and actively carried out epidemic prevention and control. Our contributions were highly recognized and we were awarded the medal of contributions to COVID-19 prevention and control by the Red Cross Society of China.



疫情表彰

Commendation for contributions to the epidemic prevention and control

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此外，四環醫藥與重慶市九龍坡區政府合作興建重慶西區醫院，佔地面積約61畝，總建築面積約16萬平方米，床位1,200張，總投資額10億。該醫院的建成投用，提升了重慶市醫療技術整體水平，提供更優質的醫療衛生服務，更好地滿足老百姓就醫需求。

In addition, Sihuan Pharmaceutical cooperated with the Jiulongpo District Government of Chongqing to build Chongqing West Hospital, covering an area of about 61 mu, with a total construction area of about 160,000 m² and 1,200 beds, and a total investment of RMB1 billion. The completion and operation of the hospital have improved the overall level of medical technology in Chongqing, and provided better medical and health services to satisfy the medical needs of the people.



重慶西區醫院

Chongqing West District Hospital

我們亦關切守護大眾日常健康，獨家支持北京廣播電視台《醫者》欄目《精誠醫者致敬盛典》策劃，以生動的醫學人文紀錄片，講述醫學興國的故事，號召大家關注醫學、尊重醫學、投身醫學；動員員工參與「一袋牛奶的暴走」愛心活動，強身健體之餘，為貧困兒童的身體健康助力。

We also care for and protect public health on daily life, and exclusively support the planning of the “Honor Ceremony for Sincere Doctors” by the column “Doctors” of Beijing Radio and Television Station, which is a vivid documentary about medical humanities to tell the story of strengthening the nation by medicine and to call on everyone to pay attention to medicine, respect medicine, and devote themselves to medicine. We mobilize employees to participate in the love activity of “Trudge for a Bag of Milk” so as to help protect the poor children’s health when building up physical fitness.

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《精誠醫者致敬盛典》

Honor Ceremony for Sincere Doctors

為追憶健康心路、聚焦國之大醫、傳承血脈精神，四環醫藥獨家支持北京廣播電視台《醫者》欄目策劃推出的《精誠醫者致敬盛典》，通過重磅口述、明星演繹、百年對話、青春致敬等手法，生動展現精誠大醫與黨共進退，以醫學興國為己任，用熱血與求職鋪就革命、建設、救治之路的故事，以強化與青年群體的精神共振，使年輕醫者「立大志、明大德、成大才、擔大任」，產生共鳴、激發力量。除電視端播出外，《精誠醫者致敬盛典》還運用多重傳播互動手段，於10餘個主流媒體平台進行直播，並在微博平台上開展話題互動、挑戰接力等公益倡導，力求更有力、最大化拓展維度。

In order to recall the cause of health, focus on the country's great doctors, and inherit the spirit of them, Sihuan Pharmaceutical exclusively supported the "Honor Ceremony for Sincere Doctors" planned by the column "Doctors" of Beijing Radio and Television Station. Through such techniques as oral narration, celebrities interpretation, century-old dialogue and youth salutation, the story of great doctors together with the Party, developing the country with medicine as their mission, and paving the way for revolution, construction and treatment with warm blood is vividly shown, so as to strengthen the spiritual resonance with the youth group, so that the young doctors are inspired to "set up great ambition, brighten great virtue, become great talents, bear great responsibility". In addition to being broadcast on TV, the "Honor Ceremony for Sincere Doctors" was also broadcast live on more than 10 mainstream media platforms by means of multiple communication and interaction methods, and featured topic interaction, challenge relay and other public welfare initiatives on the Weibo platform, striving to reach the public in a wider range.



熱心公益，共繪美好

Devoting to Social Public Welfare for a Happy Life

「一袋牛奶的暴走」萬人健步行活動

Brisk Walking of Ten Thousand People Titled “Trudge for a Bag of Milk”

光輝百年，為愛暴走。二零二一年九月十一日，梅河新區隆重舉辦第四屆「一袋牛奶的暴走」公益活動。2.9萬餘人組成上百支隊伍環城暴走8公里，傳遞愛心與溫暖，助力貧困兒童每天都能喝上一袋愛心牛奶。

Trudge for love with a glorious century. On 11 September 2021, Meihe New District held the 4th public welfare activity of “Trudge for a Bag of Milk”. More than 29,000 people made up hundreds of teams and walked 8 kilometers around the city to pass on love and warmth so that poverty-stricken children can drink a bag of milk every day.

在浩浩蕩蕩的暴走隊伍中，吉林津升、弘和製藥作為四環醫藥代表隊以「充滿激情、強身健體、為愛助力」的良好精神風貌，展示了企業奮發向上的豪情和魅力城市的精神內涵。活動累計捐贈愛心牛奶23,651箱，滋潤了1,759名貧困兒童的心田。

In the mighty walk march, Jilin Jinsheng and Ambest Pharmaceutical, as the representative teams of Sihuan Pharmaceutical, demonstrated the pride of the enterprise and the connotation of the charming city with the spirit of “passion, physical fitness and love”. 23,651 boxes of milk were donated, nourishing the hearts of 1,759 poverty-stricken children.



熱心公益，共繪美好 Devoting to Social Public Welfare for a Happy Life

3. 勇做責任先鋒，踐行社會責任

凝聚公益力量，共創美好未來。本年度，在第十一屆公益節評選中，四環醫藥經提名推薦、評委會審議，榮獲「2021年度社會責任先鋒獎」。公益節設立於2011年，是國內首個由大眾媒體聯袂發起的以「公益」命名的節日，旨在弘揚公益精神，倡導公益行為，搭建多方深度對話、合作溝通的平台。此次獲獎是社會各界對四環醫藥在社會責任方面付出努力的認可，是我們持續投身國家和社會公益事業的最佳激勵。

3. Being a Pioneer in Social Responsibility

Unite the forces of public welfare for a better future. During the Year, in the selection of the 11th Philanthropy Festival, Sihuan Pharmaceutical won the “2021 Social Responsibility Pioneer Award” after being nominated, recommended and reviewed by the judging panel. Established in 2011, the Philanthropy Festival is the first festival named “philanthropy” jointly initiated by the mass media in China. It aims to promote the spirit of philanthropy, advocate public welfare behaviors and build a platform for in-depth dialogue and cooperation among various parties. The winning of this award is the recognition from all walks of life regarding the efforts made by Sihuan Pharmaceutical in social responsibility, and is the best incentive for the Group to continuously devote itself to the national and social philanthropy undertakings.



第十一屆中國公益節「2021年度社會責任先鋒獎」
“2021 Social Responsibility Pioneer Award” of the 11th Philanthropy Festival of China

熱心公益，共繪美好

Devoting to Social Public Welfare for a Happy Life

此外，四環醫藥在由新浪財經舉辦的2021年度金麒麟最佳港美股上市公司評選中，榮獲「2021新浪財經金麒麟最具社會責任上市公司」獎。此獎項旨在表彰努力踐行社會責任，在精準扶貧、生態保護、公益捐贈等方面做出積極貢獻的上市公司，榮獲此獎是對四環醫藥在社會責任方面努力的肯定。

展望未來，我們將秉承「創新服務於人類健康」的企業使命，堅持公益，回饋社會，積極履行醫藥企業的責任與擔當，把關愛和健康帶到最需要的地方。

In addition, Sihuan Pharmaceutical was granted the “2021 Sina Finance Golden Kirin Most Socially Responsible Listed Company” in the selection of the best Hong Kong and U.S. stock listed company of Golden Kylin Award in 2021 held by Sina Finance. Such award aims to praise listed companies for their efforts to practice social responsibility and for their positive contributions to targeted poverty alleviation, ecological protection, public welfare donations and other aspects. Winning this award is a recognition of Sihuan Pharmaceutical’s efforts in social responsibility.

Looking forward to the future, we will uphold the corporate mission of “innovation for human health”, adhere to philanthropy, give back to society, actively perform the responsibilities of a pharmaceutical enterprise, and bring care and health to the places where they are most needed.



2021金麒麟最佳港美股上市公司評選「最具社會責任上市公司」

The Best Hong Kong and U.S. Stock Listed Company of Golden Kylin Award 2021 “Most Socially Responsible Listed Company”

附錄I 二零二一年ESG關鍵績效數據表 Appendix I Table of 2021 ESG Key Performance Data

| 環境範疇 | | Environmental area | | |
|--|---|------------------------------------|-------------------|---------------|
| 關鍵績效指標 Key Performance Indicators (KPIs) | | 單位 Unit | 二零二一年 2021 | 二零二零年 2020 |
| A1.1 排放物 A1.1 Emissions | 廢氣排放總量 | 萬標立方米 | 48,651.75 | 47,353.46 |
| | Total exhaust gas emissions | 10,000 standard cubic meters | | |
| | 二氧化硫排放量 | 噸 | 25.22 | 39.51 |
| | Sulfur dioxide emissions | Tons | | |
| | 氮氧化物排放量 | 噸 | 35.20 | 49.52 |
| | Nitrogen oxides emissions | Tons | | |
| | 顆粒物排放量 | 噸 | 4.95 | 7.93 |
| | Particulate matter emissions | Tons | | |
| | 廢水排放總量 | 噸 | 546,331.30 | 379,102.40 |
| | Total wastewater discharge | Tons | | |
| | 總化學需氧量 | 噸 | 33.48 | 37.80 |
| Total chemical oxygen demand | Tons | | | |
| 氨氮排放量 | 噸 | 2.23 | 2.15 | |
| Ammonia-nitrogen discharge | Tons | | | |
| A1.2 溫室氣體排放 A1.2 Greenhouse gas emissions | 溫室氣體排放量(範圍一) | 噸二氧化碳當量 | 49,323.75 | 47,203.48 |
| | Greenhouse gas emissions (Scope 1) | Tons of CO ₂ equivalent | | |
| | 溫室氣體排放量(範圍二) | 噸二氧化碳當量 | 73,499.96 | 69,040.56 |
| | Greenhouse gas emissions (Scope 2) | Tons of CO ₂ equivalent | | |
| | 溫室氣體總排放量 | 噸二氧化碳當量 | 122,823.71 | 116,244.04 |
| | Total greenhouse gas emissions | Tons of CO ₂ equivalent | | |
| 溫室氣體排放強度 | 噸二氧化碳當量/ 收益人民幣千元 | 0.04 | 0.05 | |
| Greenhouse gas emission intensity | Tons of CO ₂ equivalent/ thousand RMB revenue | | | |
| A1.3 有害廢棄物 A1.3 Hazardous waste | 固體有害廢棄物 | 噸 | 1,224.42 | 247.70 |
| | Solid hazardous waste | Tons | | |
| | 液體有害廢棄物 | 噸 | 411.96 | 464.70 |
| | Liquid hazardous waste | Tons | | |
| | 有害廢棄物總量 | 噸 | 1,636.37 | 712.40 |
| | Total hazardous waste | Tons | | |
| 有害廢棄物密度 | 千克/ 收益人民幣千元 | 0.50 | 0.29 | |
| Intensity of hazardous waste | Kg/thousand RMB revenue | | | |

附錄I 二零二一年ESG關鍵績效數據表

Appendix I Table of 2021 ESG Key Performance Data

| 關鍵績效指標 | | 單位 | 二零二一年 | 二零二零年 | |
|--|--|--------------------------|-----------------------|-------------------------|--------|
| Key Performance Indicators (KPIs) | | Unit | 2021 | 2020 | |
| A1.4無害廢棄物 A1.4 Non-hazardous waste | 生活垃圾 | 噸 | 751.37 | 924.83 | |
| | Domestic waste | Tons | | | |
| | 一般工業固體廢棄物 | 噸 | 2,375.51 | 3,869.72 | |
| | General industrial solid waste | Tons | | | |
| | 無害廢棄物總量 | 噸 | 3,126.88 | 4,794.55 | |
| Total non-hazardous waste | Tons | | | | |
| 無害廢棄物密度 | 千克／ 收益人民幣千元 | | 0.95 | 1.95 | |
| Intensity of non-hazardous waste | Kg/thousand RMB revenue | | | | |
| A2.1資源能源使用 A2.1 Resource and energy consumption | 總能耗量 | 千瓦時 | 279,149,342.15 | 275,678,125.42 | |
| | Total energy consumption | kWh | | | |
| | 直接能耗量 | 千瓦時 | 157,630,516.57 | 156,238,975.14 | |
| | Direct energy consumption | kWh | | | |
| | 間接能耗量 | 千瓦時 | 121,518,825.58 | 119,439,150.28 | |
| | Indirect energy consumption | kWh | | | |
| | 能耗強度 | 千瓦時／ 收益人民幣千元 | | 84.81 | 111.87 |
| | Energy consumption intensity | kWh/thousand RMB revenue | | | |
| | 總用電量 | 千瓦時 | 70,236,154.00 | 64,371,176.67 | |
| | Total electricity consumption | kWh | | | |
| | 外購熱力 | 千瓦時 | 51,282,671.58 | 55,067,973.61 | |
| | Purchased heat | kWh | | | |
| | 汽油使用量 | 升 | 123,593.20 | 149,969.28 | |
| Gasoline consumption | Liter | | | | |
| 柴油使用量 | 升 | 26,496.76 | 21,593.32 | | |
| Diesel consumption | Liter | | | | |
| 液化石油氣使用量 | 千克 | 21,432.00 | 20,065.80 | | |
| Liquefied petroleum gas consumption | Kg | | | | |
| 管道天然氣使用量 | 立方米 | 7,385,700.25 | 6,353,764.60 | | |
| Pipeline natural gas consumption | cubic meter | | | | |
| 煤使用量 | 噸 | 14,304.00 | 15,791.00 | | |
| Coal consumption | Tons | | | | |
| A2.2用水量 A2.2 Water consumption | 用水量 | 立方米 | 821,894.01 | 695,966.00 ¹ | |
| | Water consumption | cubic meter | | | |
| | 用水強度 | 立方米／ 收益人民幣千元 | | 0.25 | 0.28 |
| Water consumption intensity | cubic meter/thousand RMB revenue | | | | |
| A2.5包裝材料 A2.5 Packaging materials | 包裝材料 | 噸 | 4,640.03 | 3,592.58 | |
| | Packaging materials | Tons | | | |
| | 包裝材料強度 | 千克／ 收益人民幣千元 | | 1.41 | 1.46 |
| | Packaging material consumption intensity | Kg/thousand RMB revenue | | | |
| 辦公用紙量 | 千克 | 38,859.66 | 42,061.47 | | |
| Office paper consumption | Kg | | | | |

¹ 根據二零二一年新修訂的用水量統計口徑，對二零二零年用水總量進行追溯調整。

¹ The total water consumption in 2020 was adjusted retroactively according to newly revised water consumption statistics in 2021.

附錄I 二零二一年ESG關鍵績效數據表

Appendix I Table of 2021 ESG Key Performance Data

社會範疇

B1.1 按性別、僱傭類型、年齡組別及地區劃分的僱員總數

Social area

B1.1 Total workforce by gender, employment type, age group and geographical region

| | | 二零二一年 2021 | 二零二零年 2020 |
|-------------------------------------|----------------------------------|---------------|---------------|
| 按性別 By gender | 男 Male | 45.52% | 45.20% |
| | 女 Female | 54.48% | 54.80% |
| 按年齡 By age group | 30歲或以下 30 years old or below | 25.10% | 26.85% |
| | 31–50歲 31–50 years old | 69.48% | 67.80% |
| | 50歲或以上 50 years old or above | 5.42% | 5.35% |
| | | | |
| 按職級 By grade | 總監及以上 Director or above | 5.11% | 2.14% |
| | 經理主管 Manager or head | 18.87% | 8.91% |
| | 普通員工 General staff | 76.02% | 88.95% |
| | | | |
| 按僱傭類型 By employment type | 全職 Full-time employee | 98.86% | 99.22% |
| | 兼職 Part-time employee | 0.02% | 0.00% |
| | 實習 Intern | 0.61% | 0.30% |
| | 派遣 Dispatched employee | 0.51% | 0.48% |
| 按地區 By geographical region | 中國 China region employee | 99.77% | 99.66% |
| | 海外地區 Overseas region employee | 0.23% | 0.34% |
| 按學歷 By educational qualification | 博士 Doctor | 0.98% | 0.99% |
| | 碩士 Master | 8.71% | 8.22% |
| | 本科 Bachelor | 36.04% | 35.53% |
| | 大專及以下 Academy or below | 54.27% | 55.26% |
| | | | |
| 員工總人數 Total workforce | | 4,282 | 4,354 |

附錄I 二零二一年ESG關鍵績效數據表

Appendix I Table of 2021 ESG Key Performance Data

B1.2 按性別、年齡組別及地區劃分的僱員流失比率

B1.2 Employee turnover rate by gender, age group and geographical region

| | | 二零二一年 2021 | 二零二零年 2020 |
|-------------------------------|----------------------------------|---------------|---------------|
| 按性別 By gender | 男 Male | 27.40% | 20.38% |
| | 女 Female | 25.59% | 19.91% |
| 按年齡 By age group | 30歲或以下 30 years old or below | 41.95% | 34.99% |
| | 31-50歲 31-50 years old | 21.01% | 14.40% |
| | 50歲或以上 50 years old or above | 23.71% | 18.03% |
| | | | |
| 按地區 By geographical region | 中國 China region employee | 26.38% | 20.07% |
| | 海外地區 Overseas region employee | 40.00% | 33.33% |

B2 健康與安全

B2 Health and safety

| | | 二零二一年 2021 | 二零二零年 2020 |
|------------|-------------------------------------|---------------|---------------|
| 因工死亡的人數 | Work-related fatalities | — | — |
| 因工傷損失的工作日數 | Lost days due to work injury | — | — |
| 安全生產事故數 | Production safety accidents | — | — |
| 年度普通健康體檢人數 | Annual regular medical checkups | 2,261 | 2,344 |
| 年度職業健康體檢人數 | Annual occupational health checkups | 1,196 | 1,298 |

B3 按性別及僱傭類型劃分的受訓僱員百分比及受訓平均時數²

B3 The percentage of employees trained and average training hours by gender and employment category²

| | | 二零二一年 2021 | | 二零二零年 2020 | |
|------------------|----------------------------|--|---|--|---|
| | | 受訓僱員百分比 Percentage of employees trained | 人均受訓時數 Average training hours per employee | 受訓僱員百分比 Percentage of employees trained | 人均受訓時數 Average training hours per employee |
| 按性別 By gender | 男 Male | 97.32% | 23.91 | 97.53% | 14.39 |
| | 女 Female | 97.94% | 18.16 | 98.02% | 14.33 |
| 按職級 By grade | 總監及以上 Director or above | 81.90% | 17.91 | 60.43% | 51.85 |
| | 經理主管 Manager or head | 95.78% | 23.63 | 96.64% | 25.07 |
| | 普通員工 General staff | 98.29% | 20.13 | 99.09% | 16.36 |

附錄I 二零二一年ESG關鍵績效數據表 Appendix I Table of 2021 ESG Key Performance Data

B5.1 按地區劃分的供應商數量³

B5.1 Number of suppliers by geographical region³

| | | 二零二一年 2021 | 二零二零年 2020 |
|------------------------|-----------------|---------------|---------------|
| 按地區 | 海外 | 3 | 5 |
| By geographical region | Overseas | | |
| | 中國東北 | 500 | 35 |
| | Northeast China | | |
| | 中國華北 | 266 | 36 |
| | North China | | |
| | 中國華東 | 564 | 33 |
| | East China | | |
| | 中國華南 | 75 | 6 |
| | South China | | |
| | 中國華中 | 78 | 8 |
| | Central China | | |
| | 中國西南 | 31 | 9 |
| | Southwest China | | |
| | 中國西北 | 2 | — |
| | Northwest China | | |

B5.2 其他供應商指標

B5.2 Other supplier indicators

| | 二零二一年 2021 | 二零二零年 2020 |
|--|---------------|---------------|
| 簽訂《廉潔協議書》供應商數量 | 1,409 | 132 |
| Number of suppliers who signed the "Integrity Agreement" | | |

² 按性別劃分的受訓僱員百分比及受訓平均時數統計範圍為線下培訓；按職級劃分的受訓僱員百分比及受訓平均時數統計範圍為線下培訓以及線上培訓。

³ 集團於本年度更新採購管理系統，進一步梳理供應商數據，本年度數據覆蓋集團及所有子公司。

² The scope of statistics of the percentage of employees trained and average training hours by gender is offline training. The scope of statistics of the percentage of employees trained and average training hours by grade covers both online and offline trainings.

³ During the Year, the Group updated procurement management system, and further consolidated supplier data which covers the Group and all subsidiaries.

附錄II《環境、社會及管治報告指引》內容索引

Appendix II Content Index of Environmental, Social and Governance Reporting Guide

| | ESG指標 ESG KPIs | 披露情況 Disclosure | 對應章節 Corresponding Chapter |
|-----------------------|--|--------------------|---|
| A1一般披露 | 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的政策及遵守對發行人有重大影響的相關法律及規例的資料。 | 已披露 | 安全守護，綠色發展 |
| A1 General disclosure | Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to hazardous air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. | Disclosed | Ensuring Safety and Pursuing Green Development |
| A1.1 | 排放物種類及相關排放數據。 The types of emissions and respective emissions data. | 已披露 Disclosed | 安全守護，綠色發展 Ensuring Safety and Pursuing Green Development |
| 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(如以每產量單位、每項設施計算)。 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | 已披露 Disclosed | 附錄一 Appendix I |
| A1.3 | 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Total hazardous waste produced in tons and, where appropriate, intensity (e.g. per unit of production volume, per facility). | 已披露 Disclosed | 安全守護，綠色發展 Ensuring Safety and Pursuing Green Development |
| A1.4 | 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Total non-hazardous waste produced in tons and, where appropriate, intensity (e.g. per unit of production volume, per facility). | 已披露 Disclosed | 安全守護，綠色發展 Ensuring Safety and Pursuing Green Development |
| A1.5 | 描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emission targets set and the steps taken to achieve them. | 已披露 Disclosed | 安全守護，綠色發展 Ensuring Safety and Pursuing Green Development |
| A1.6 | 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, the waste reduction targets set and the steps taken to achieve these targets. | 已披露 Disclosed | 安全守護，綠色發展 Ensuring Safety and Pursuing Green Development |

附錄II《環境、社會及管治報告指引》內容索引

Appendix II Content Index of Environmental, Social and Governance Reporting Guide

| | ESG指標 ESG KPIs | 披露情況 Disclosure | 對應章節 Corresponding Chapter |
|-----------------------|--|--------------------|--|
| A2 一般披露 | 有效使用資源(包括能源、水及其他原材料)的政策。 | 已披露 | 安全守護，綠色發展 |
| A2 General disclosure | Policies on effective use of resources, including energy, water and other raw materials. | Disclosed | Ensuring Safety and Pursuing Green Development |
| A2.1 | 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。 | 已披露 | 安全守護，綠色發展 |
| | Direct and/or indirect energy (e.g. electricity, gas and oil) consumption in total in thousand kWh and intensity (e.g. per unit of production volume, per facility) by type. | Disclosed | Ensuring Safety and Pursuing Green Development |
| A2.2 | 總耗水量及密度(如以每產量單位、每項設施計算)。 | 已披露 | 安全守護，綠色發展 |
| | Water consumption in total and intensity (e.g. per unit of production volume, per facility). | Disclosed | Ensuring Safety and Pursuing Green Development |
| A2.3 | 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 | 已披露 | 安全守護，綠色發展 |
| | Description of energy efficiency targets set and the steps taken to achieve them. | Disclosed | Ensuring Safety and Pursuing Green Development |
| A2.4 | 描述求取適用水源可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 | 已披露 | 安全守護，綠色發展 |
| | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and the steps taken to achieve them. | Disclosed | Ensuring Safety and Pursuing Green Development |
| A2.5 | 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。 | 已披露 | 安全守護，綠色發展 |
| | Total packaging material used for finished products in tons and, if applicable, with reference to per unit produced. | Disclosed | Ensuring Safety and Pursuing Green Development |

附錄II《環境、社會及管治報告指引》內容索引

Appendix II Content Index of Environmental, Social and Governance Reporting Guide

| | ESG指標 ESG KPIs | 披露情況 Disclosure | 對應章節 Corresponding Chapter |
|-----------------------|--|--------------------|--|
| A3一般披露 | 減低發行人對環境及天然資源造成重大影響的政策。 | 已披露 | 安全守護，綠色發展 |
| A3 General disclosure | Policies on minimizing the issuer's significant impact on the environment and natural resources. | Disclosed | Ensuring Safety and Pursuing Green Development |
| A3.1 | 描述業務活動對環境及天然資源的重大資源的重大影響及已採取管理有關影響的行動。 | 已披露 | 安全守護，綠色發展 |
| | Description of the significant impacts of activities on the major environment and natural resources and the actions taken to manage them. | Disclosed | Ensuring Safety and Pursuing Green Development |
| A4一般披露 | 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。 | 已披露 | 安全守護，綠色發展 |
| A4 General disclosure | Policies on identifying and responding to significant climate-related issues that have and may have an impact on issuers. | Disclosed | Ensuring Safety and Pursuing Green Development |
| A4.1 | 描述已影響及可能對發行人產生影響的重大氣候相關事宜，及應對行動。 | 已披露 | 安全守護，綠色發展 |
| | Description of the significant climate-related issues that have and may have an impact on the issuer and the response actions to be taken. | Disclosed | Ensuring Safety and Pursuing Green Development |
| B1一般披露 | 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的政策及遵守對發行人有重大影響的相關法律及規例的資料。 | 已披露 | 聚焦人才，攜手並進 |
| B1 General disclosure | Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. | Disclosed | Empowering Talents and Shaping a Brighter Future |
| B1.1 | 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。 | 已披露 | 聚焦人才，攜手並進 |
| | Total workforce by gender, employment type (full-time or part-time), age group and geographical region. | Disclosed | Empowering Talents and Shaping a Brighter Future |
| B1.2 | 按性別、年齡組別及地區劃分的僱員流失比率。 | 已披露 | 附錄一 |
| | Employee turnover rate by gender, age group and geographical region. | Disclosed | Appendix I |

附錄II《環境、社會及管治報告指引》內容索引

Appendix II Content Index of Environmental, Social and Governance Reporting Guide

| | ESG指標 ESG KPIs | 披露情況 Disclosure | 對應章節 Corresponding Chapter |
|-----------------------|---|--------------------|--|
| B2 一般披露 | 有關提供安全工作環境以及保障僱員避免職業性危害的政策及遵守對發行人有重大影響的相關法律及規例的資料。 | 已披露 | 安全守護，綠色發展 |
| B2 General disclosure | Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. | Disclosed | Ensuring Safety and Pursuing Green Development |
| B2.1 | 過去三年(包括匯報年度)因工亡故的人數及比率。 | 已披露 | 安全守護，綠色發展 |
| | Number and rate of work-related fatalities in the past three years (including the reporting year). | Disclosed | Ensuring Safety and Pursuing Green Development |
| B2.2 | 因工傷損失工作日數。 | 已披露 | 安全守護，綠色發展 |
| | Lost days due to work injury. | Disclosed | Ensuring Safety and Pursuing Green Development |
| B2.3 | 描述所採納的職業健康與安全措施，以及相關執行及監察方法。 | 已披露 | 安全守護，綠色發展 |
| | Description of occupational health and safety measures adopted, how they are implemented and monitored. | Disclosed | Ensuring Safety and Pursuing Green Development |
| B3 一般披露 | 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 | 已披露 | 聚焦人才，攜手並進 |
| B3 General disclosure | Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. | Disclosed | Empowering Talents and Shaping a Brighter Future |
| B3.1 | 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。 | 已披露 | 聚焦人才，攜手並進 |
| | The percentage of employees trained by gender and employee category (e.g. senior management, middle management). | Disclosed | Empowering Talents and Shaping a Brighter Future |
| B3.2 | 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 | 已披露 | 聚焦人才，攜手並進 |
| | The average training hours completed per employee by gender and employee category. | Disclosed | Empowering Talents and Shaping a Brighter Future |

附錄II《環境、社會及管治報告指引》內容索引

Appendix II Content Index of Environmental, Social and Governance Reporting Guide

| | ESG指標 ESG KPIs | 披露情況 Disclosure | 對應章節 Corresponding Chapter |
|-----------------------|---|--------------------|---|
| B4一般披露 | 有關防止童工或強制勞工的政策及遵守對發行人有重大影響的相關法律及規例的資料。 | 已披露 | 聚焦人才，攜手並進 |
| B4 General disclosure | Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor. | Disclosed | Empowering Talents and Shaping a Brighter Future |
| B4.1 | 描述檢討招聘慣例的措施以避免童工及強制勞工。 | 已披露 | 聚焦人才，攜手並進 |
| | Description of measures to review employment practices to avoid child labour and forced labour. | Disclosed | Empowering Talents and Shaping a Brighter Future |
| B4.2 | 描述在發現違規情況時消除有關情況所採取的步驟。 | 已披露 | 聚焦人才，攜手並進 |
| | Description of steps taken to eliminate such practices when violations are discovered. | Disclosed | Empowering Talents and Shaping a Brighter Future |
| B5一般披露 | 管理供應鏈的環境及社會風險政策。 | 已披露 | 責任並進，互利共贏 |
| B5 General disclosure | Policies on managing environmental and social risks of the supply chain. | Disclosed | Making Progress Together with Responsibility to Promote Win-win Cooperation |
| B5.1 | 按地區劃分的供應商數目。 | 已披露 | 附錄一 |
| | Number of suppliers by geographical regions. | Disclosed | Appendix I |
| B5.2 | 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。 | 已披露 | 責任並進，互利共贏 |
| | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored | Disclosed | Making Progress Together with Responsibility to Promote Win-win Cooperation |
| B5.3 | 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 | 已披露 | 責任並進，互利共贏 |
| | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. | Disclosed | Making Progress Together with Responsibility to Promote Win-win Cooperation |
| B5.4 | 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察的方法。 | 已披露 | 責任並進，互利共贏 |
| | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. | Disclosed | Making Progress Together with Responsibility to Promote Win-win Cooperation |

附錄II《環境、社會及管治報告指引》內容索引

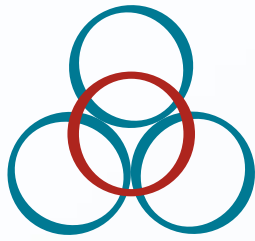
Appendix II Content Index of Environmental, Social and Governance Reporting Guide

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

附錄II《環境、社會及管治報告指引》內容索引

Appendix II Content Index of Environmental, Social and Governance Reporting Guide

| | ESG指標 ESG KPIs | 披露情況 Disclosure | 對應章節 Corresponding Chapter |
|-----------------------|---|--------------------|---|
| B7一般披露 | 有關防止賄賂、勒索、欺詐及洗黑錢的政策及遵守對發行人有重大影響的相關法律及規例的資料。 | 已披露 | 合規經營，誠信為先 |
| B7 General disclosure | Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to the prevention of bribery, extortion, fraud and money laundering. | Disclosed | Enhancing Compliance Governance and Upholding Integrity |
| B7.1 | 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 | 已披露 | 合規經營，誠信為先 |
| | 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. | Disclosed | Enhancing Compliance Governance and Upholding Integrity |
| B7.2 | 描述防範措施及舉報程序，以及相關執行及監察方法。 | 已披露 | 合規經營，誠信為先 |
| | Description of preventive measures and reporting procedures and whistle-blowing procedures, and how they are implemented and monitored. | Disclosed | Enhancing Compliance Governance and Upholding Integrity |
| B7.3 | 描述向董事及員工提供的反貪污培訓。 | 已披露 | 合規經營，誠信為先 |
| | Description of anti-corruption training provided to directors and employees. | Disclosed | Enhancing Compliance Governance and Upholding Integrity |
| B8一般披露 | 有關以社區參與來了解營運所在社區需要和確保其業務活動考慮社區利益的政策。 | 已披露 | 熱心公益，共繪美好 |
| B8 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. | Disclosed | Devoting to Social Public Welfare for a Happy Life |
| B8.1 | 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。 | 已披露 | 熱心公益，共繪美好 |
| | Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport). | Disclosed | Devoting to Social Public Welfare for a Happy Life |
| B8.2 | 在專注範疇所動用資源(如金錢或時間)。 | 已披露 | 熱心公益，共繪美好 |
| | Resources contributed (e.g. money or time) to the focus areas. | Disclosed | Devoting to Social Public Welfare for a Happy Life |



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