



東瑞製葯(控股)有限公司

**DAWNRAYS PHARMACEUTICAL (HOLDINGS) LIMITED**

(在開曼群島註冊成立的有限公司)

(incorporated in the Cayman Islands with limited liability)

股份編號：2348 Stock Code：2348

# 2022

ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT

環境、社會及管治報告

About the Group 關於本集團	2
About the ESG Report 關於 ESG 報告	4
Stakeholders Engagement 持份者參與	8
Materiality Assessment 重要性評估	11
A. Environmental A. 環境	13
A1. Emissions A1. 排放物	14
A2. Use of Resources A2. 資源使用	20
A3. The Environment and Natural Resources A3. 環境及天然資源	24
A4. Climate Change A4. 氣候變化	25
B. Social B. 社會	27
B1. Employment B1. 僱傭	27
B2. Health and Safety B2. 健康與安全	31
B3. Development and Training B3. 發展及培訓	34
B4. Labour Standards B4. 勞工準則	36
B5. Supply Chain Management B5. 供應鏈管理	37
B6. Product Responsibility B6. 產品責任	38
B7. Anti-corruption B7. 反貪污	41
B8. Community Investment B8. 社區投資	43
HKEX ESG Reporting Guide Content Index Table 聯交所 ESG 報告指引內容索引表	48

# About the Group

## 關於本集團

Dawnrays Pharmaceutical (Holdings) Ltd. (the “Company”) and its subsidiaries (collectively referred to as the “Group” or “we”) operate and develop its business in an integrity, pragmatic and stable manner. The Group also always adheres to the principle of product quality as its operational principle to carry out daily production and management for the purpose of providing customers with reliable products and services, creating economic growth for the society, and bringing return for shareholders’ investment.

During the progress of our business development, the Group is committed to maintain the core values of its operations and always complies with the requirements of various laws and regulations. The Group responds positively to all aspects of environmental, social and corporate governance (“ESG”), continues to improve and merge with management, and fulfills its obligations as a social corporate to ensure the sustainable development of the Group’s business.

The Group knows well that corporate sustainability is closely related to ESG factors and affects each other. Therefore, when planning business development, the Group strives to assess the long-term impact of the business on social interests and takes the allocation of environmental resources into consideration so as to seek the maximum balance between the business development and ESG.

## CORPORATE OVERVIEW

The Group was founded in December 1995 with focus on product development, production and sale of cephalosporin antibiotics and system specific medicines. The Group listed on the Main Board of The Stock Exchange of Hong Kong Limited (“HKEX”) on 11 July 2003 with stock code 2348.

The cephalosporin antibiotics products of the Group include intermediates, bulk medicines, powder for injections and oral preparations. Specific medicines cover the cardiovascular system, anti-HBV, anti-allergic, digestive system, urinary system and endocrine system. The dosage forms include tablets, capsules, granules, pills and dry suspensions.

The Group’s Research and Development Center was established in 2002. It is a research and development team with professional technical staff as the backbone and composed of senior researchers. The research direction is mainly based on generics of the system specific medicines but also giving consideration to the development of new drugs and exploration of innovative drugs.

東瑞製葯(控股)有限公司(「本公司」)及其附屬公司(統稱「本集團」或「我們」)一向以誠信、務實和穩健的態度經營與發展業務。本集團亦始終堅持以產品質量為營運的基本原則，執行日常生產及管理任務，旨在為客戶供應可信賴的產品和服務，為社會創造經濟增長，為股東投資帶來回報。

在業務發展過程，本集團致力維護經營的核心價值觀，不忘遵守各種法例和規則的要求，就環境、社會及企業管治(「ESG」)各範疇事務積極回應，持續進步並融會貫通於管理工作，以盡義務履行企業的社會責任，務求本集團業務可持續發展。

本集團深知企業可持續發展與ESG因素息息相關，互相影響。因此，本集團在策劃業務發展過程中，均盡力評估業務長遠對社會利益的影響並將環境資源分配列入考慮當中，以尋求企業發展與ESG的互動達致最大平衡。

## 企業概覽

本集團始創於一九九五年十二月，主要從事頭孢菌素類抗生素以及系統專科藥物的開發、製造及銷售。本集團於二零零三年七月十一日在香港聯合交易所有限公司(「聯交所」)主板上市，股份編號：2348。

本集團頭孢菌素類抗生素產品包括中間體、原料藥、粉針劑和口服製劑。專科藥物覆蓋心血管系統、抗乙型肝炎病毒、抗過敏、消化系統、泌尿系統和內分泌系統。劑型有片劑、膠囊劑、顆粒劑、滴丸劑及干混懸劑。

本集團研發中心於二零零二年成立，是一支以專業技術人員為骨幹，由資深研究人員組成的研發團隊。研發方向主要以系統專科藥物仿製藥為主，同時兼顧新藥的研發和一些創新藥的探索。

At present, the Group has established “Xian” series of anti-infective drug and “An” series of cardiovascular drug brands. The Group’s anti-infective drugs such as Cefoperazone Sodium for injection (先必先<sup>®</sup>), Cefoperazone Sodium and Sulbactam Sodium for injection (先舒<sup>®</sup>); the specific medicines such as Amlodipine Besylate Tablets (安內真<sup>®</sup>), Losartan Potassium and Hydrochlorothiazide Tablets (安內喜<sup>®</sup>), Cetirizine Hydrochloride Tablets (西可韋<sup>®</sup>), Entecavir Dispersible Tablets (雷易得<sup>®</sup>), Atorvastatin Calcium Tablets (安維寧<sup>®</sup>) and Simvastatin Pills (劍之亭<sup>®</sup>) were all either earlier approved for production and marketing in the similar products in Mainland China or with market shares placed in leading positions.

The Group has well established quality management system. The existing production workshops strictly adopt People’s Republic of China (“China”) and international standards for construction. The Group will keep devote itself to the health of human beings and rely on the high sense of social responsibility and forward looking thought in order to continuously deliver safe and effective drugs through constant technological innovation.

目前，本集團已建立起「先」系列抗感染藥物和「安」系列心血管藥物品牌，而本集團的抗感染藥物注射用頭孢哌酮鈉(先必先<sup>®</sup>)、注射用頭孢哌酮鈉舒巴坦鈉(先舒<sup>®</sup>)、專科藥物苯磺酸氨氯地平片(安內真<sup>®</sup>)、氯沙坦鉀氫氯塞嗪片(安內喜<sup>®</sup>)、鹽酸西替利嗪片(西可韋<sup>®</sup>)、恩替卡韋分散片(雷易得<sup>®</sup>)、阿托伐他汀鈣片(安維寧<sup>®</sup>)和辛伐他汀滴丸(劍之亭<sup>®</sup>)等皆為國內同類品種較早獲准生產上市的產品或市場佔有率位居前列。

本集團擁有完善的質量管理體系，現有廠房嚴格按照中華人民共和國(「中國」)和國際標準建設。本集團將始終以致力於人類的健康事業為己任，憑藉高度的社會責任感與前瞻性的思維，通過持續的技術創新，不斷為社會提供安全有效的藥物。

# About the ESG Report

## 關於 ESG 報告

The board of the Company (the “Board”) has overall responsibility for the Group’s ESG strategy and reporting. The Group expects that the stakeholders fully understand the Group’s corporate mission and social responsibility fulfilled through this ESG Report (the “Report”).

### ESG GOVERNANCE STRUCTURE

The Group has developed an ESG governance structure to ensure that ESG governance is consistent with our business strategy and to integrate ESG management into our business operations and decision-making process.

The Board assumes overall responsibility for the Group’s ESG issues and is required to develop ESG-related management approach, strategy, priorities and objectives. In order to better manage the Group’s ESG performance, related issues and potential risks, the Board regularly assesses and determines the Group’s ESG risks and opportunities, and reviews its performance and progress in relation to the relevant goals to respond to China’s vision of carbon neutrality and enhance the corporate reputation. The Board is also responsible for ensuring the effectiveness of risk management and internal control systems and considering and approving the disclosures in the Report.

In order to systematically manage ESG issues under the authority of the Board, the Board authorized a director of the Company together with the Chief Executive Officer (“CEO”) to assist the Board in managing and making decisions on ESG-related matters. They possess the requisite appropriate skill, experience, knowledge and view to supervise the ESG matters of the Group, responsible for supervising the implantation of the ESG policies, including reviewing the related policies, practices and the materiality of the ESG-related topics, reviewing ESG-related objectives and performance, and assessing and making recommendations on matters concerning the Group’s ESG development direction, strategy, planning and risks. The CEO is also required to report periodically to the Board on ESG risks and opportunities, and their impact on business strategy and new investments to assist the Board in the assessment and identification of the Group’s ESG risks and opportunities, and to ensure the implementation and effectiveness of risk management and internal control systems. The Board should discuss the ESG-related matters at least once a year, review the annual ESG working plan and working report.

本公司董事會(「董事會」)對本集團的ESG策略及匯報承擔全部責任。本集團期望通過本ESG報告(「本報告」)，讓持份者充分了解本集團的企業使命及履行的社會責任。

### ESG 管治架構

本集團已制定ESG管治架構，以確保ESG管治與我們的業務策略保持一致，並將ESG管理融入至我們的業務營運及決策過程當中。

董事會對本集團的ESG議題承擔整體責任，並需制訂ESG相關的管理方針、策略、優次及目標。為了能更完善地管理本集團於ESG方面的表現、相關問題和潛在風險，董事會定期評估及釐定本集團的ESG風險和機遇，並就其相關目標檢討其表現和進展，以響應國家碳中和之願景，提升企業聲譽。董事會亦負責確保風險管理及內部監控系統的有效性，並審批本報告內的披露資料。

為了在董事會的授權下對ESG議題進行系統管理，董事會授權一名董事與總裁(「總裁」)協助董事會管理及決策ESG相關事宜，彼等具備監督本集團ESG事宜所需的適當技能、經驗、知識及觀點，負責監督本集團ESG發展措施的實施，包括審閱相關政策、常規以及ESG相關議題的重要性，檢討ESG相關目標及表現，以及就ESG發展方向及策略、規劃及風險事宜作出評估及提出建議；總裁並須就ESG風險和機遇，以及其對業務策略及新投資的影響定期向董事會作出匯報，協助評估及識別本集團ESG風險及機遇，並確保風險管理及內部控制系統的實施及有效性。董事會需至少每年一次集體討論ESG相關事宜，審議年度ESG工作計劃及工作報告。

At the execution level, the CEO has established an ESG working group (the “Working Group”) and appointed a vice president to be the Working Group’s leader, with various business departments and subsidiaries’ senior management as the Working Group members. They have the relevant qualification and experience in the ESG in all respects. The ESG Working Group partnered with the independent third party, and is responsible for executing the Group’s ESG policies, collecting and analyzing ESG data, monitoring and evaluating the Group’s ESG performance, tracking and reviewing the progress of its related goals, ensuring compliance with relevant laws and regulations, assisting in materiality assessments, and preparing the Report. The Working Group is also required to arrange formal meetings at least twice a year, assesses the effectiveness of existing policies and procedures. The Working Group should present the analysis report and recommend appropriate solutions to the Board at least twice a year, to improve the overall performance of ESG policies.

#### REPORTING PERIOD

The Report forms part of the effort of the Group to communicate to its stakeholders in a broad manner the relevant environmental and social initiatives the Group has made during the period from 1 January 2022 to 31 December 2022 (“Reporting Period” or “2022”), and comparative data for the year ended 31 December 2021 (“2021”) will be provided where appropriate.

在執行層面，總裁成立了ESG工作組（「工作組」）並委派一名副總裁擔任工作組組長，工作組成員由各業務部門及附屬公司的高級管理層組成，在ESG各方面具備相關資歷及經驗。ESG工作組與獨立第三方合作，負責執行本集團ESG政策、收集和分析ESG數據、監察和評估本集團ESG的表現、跟進及檢討其相關目標的進度，確保遵守相關法律和法規和協助開展重要性評估，以及編制本報告。工作組亦需每年至少安排兩次正式會議，評估現行政策和程序的有效性，工作組需至少每年兩次向董事會匯報分析報告以及建議適當的解決方案，以提高ESG政策的整體績效。

#### 報告期間

本報告是本集團向持份者廣泛傳達於二零二二年一月一日至二零二二年十二月三十一日期間（「報告期間」或「二零二二年」）本集團在ESG方面的努力並在適當的情況下提供截至二零二一年十二月三十一日止年度（「二零二一年」）的比較數據。

### REPORTING FRAMEWORK

The Group prepared this Report according to the requirements set out in Appendix 27 “Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) of Listing Rules of HKEX. Details of Corporate Governance are addressed separately in the Corporate Governance Report in the Group’s Annual Report 2022. During the preparation for the Report, the Group has applied the reporting principles in the aforementioned ESG Reporting Guide as the following:

*Materiality:* The Group conducted materiality assessment to identify material issues during the Reporting Period, and adopted the confirmed material issues as the focus for the preparation of the Report. The materiality of issues was reviewed and confirmed by the Board and the Working Group. Please refer to the sections headed “Stakeholders Engagement” and “Materiality Assessment” for further details.

*Quantitative:* The standards and methodologies used in the calculation of key performance indicators (“KPIs”) data, as well as the applicable assumptions are supplemented by explanatory notes.

*Consistency:* Unless otherwise stated, the preparation approach of the Report was substantially consistent with 2021 for comparison purposes. During the Reporting Period, due to changes in the operating structure and business of the Group, the scope of disclosure has been changed accordingly and will be explained in detail in the section headed “Reporting Scope”. If there is any change in the calculation methodologies in the Report, which may affect the comparison with previous reports, the Group will also explain the corresponding data.

### REPORTING SCOPE

During the Reporting Period, there were ten subsidiaries directly or indirectly owned by the Group. Based on the Group’s vertically integrated business model and the functions of its subsidiaries, the Report only included the following five subsidiaries of the Group of production and research bases. These production and research bases are the Group’s main source of production capacity and revenue, and the revenue accounted for about 99.37%.

### 報告框架

本集團根據ESG報告指引編製本報告。而有關企業管治方面之詳情則另在本集團二零二二年報的企業管治報告刊登。在編制本報告時，本集團採用了上述ESG報告指引中匯報原則，如下所示：

*重要性：*本集團已於報告期間進行重要性評估以識別重大議題，並將已確認的重大議題作為本報告的編制重點。議題的重要性已由董事會及工作組審閱及確認。有關進一步詳情，請參閱「持份者參與」及「重要性評估」兩節。

*量化：*計算關鍵績效指標（「關鍵績效指標」）數據所使用的標準和方法以及適用的假設均已於註釋補充。

*一致性：*除非另有說明，本報告的編制方法與二零二一年一致，以便進行比較。於報告期間，由於本集團的營運結構及業務變動，因而披露範圍亦相應地作出變更，並將於「報告範圍」一節詳細解釋。本報告如計算方法有任何變化，並可能影響與過往報告的比較，本集團亦將對相應的數據進行解釋。

### 報告範圍

於報告期間，本集團直接或間接擁有10間附屬公司。基於本集團垂直綜合的業務模式和附屬公司的功能，本報告僅包含本集團下述五間附屬的生產及研發基地，其生產及研發基地皆為本集團主要產能和收入來源，收入佔比約99.37%。

Su Zhou Dawnrays Pharmaceutical Science and Technology Co., Ltd., (“Su Zhou Dawnrays Pharma Science and Tech”) sold 65% of its equity to a third party in July 2021, therefore this company was removed from the reporting scope in 2022. In addition, Dawnrays (Nantong) Pharmaceutical Science and Technology Co., Ltd. (“Dawnrays (Nantong) Pharma Science and Tech”) stopped production since January 2021, and in October 2021, a contract agreement on asset disposal (acquisition) regarding exiting enterprise was signed. As the clearance for the production workshop and sales activities of this company are still in progress in 2022, the operating activities of this company still included in this Report. Besides, in view of the importance and revenue contribution, Nanjing PharmaRays Science and Technology Co., Ltd. (“Nanjing PharmaRays Science and Tech”) and Lanzhou Dawnrays Pharmaceutical Co., Ltd. (“Lanzhou Dawnrays Pharma”) are newly added in this Report. The reporting scope of 2022 is as follow:

1. Suzhou Dawnrays Pharmaceutical Co., Ltd. (“Suzhou Dawnrays Pharma”) — responsible for development, production and sales of pharmaceutical products.
2. Dawnrays (Nantong) Pharma Science and Tech — responsible for production and sales of pharmaceutical intermediates.
3. Fujian Dawnrays Pharmaceutical Co., Ltd. (“Fujian Dawnrays Pharma”) — responsible for development, production and sales of pharmaceutical products.
4. Nanjing PharmaRays Science and Tech — responsible for research and development of pharmaceutical products.
5. Lanzhou Dawnrays Pharma — responsible for development, production and sales of pharmaceutical products and the business of Contract Development and Manufacturing Organization (“CDMO”) of bulk medicine.

The performance of the above-mentioned businesses in various areas of ESG matters during the Reporting Period has been disclosed in the Report in accordance with the ESG Reporting Guide. We will continue to expand the scope of disclosure in the future as the data collection system of the Group becomes more mature and the sustainable efforts deepened.

蘇州東瑞醫藥科技有限公司(「蘇州東瑞醫藥科技」)已於二零二一年七月出售 65% 股權予第三方，故該公司已被剔除於二零二二年報告範圍外。另外，東瑞(南通)醫藥科技有限公司(「東瑞(南通)醫藥科技」)已於二零二一年一月起停止生產，並於二零二一年十月簽署退出企業資產處置(收購)合同協議。但由於該公司二零二二年仍正進行清空廠房工作及銷售活動，故本報告仍包含該公司的營運活動。此外，基於其重要性及收入佔比，本報告已新增涵蓋南京福美瑞信科技有限公司(「南京福美瑞信科技」)及蘭州東瑞製藥有限公司(「蘭州東瑞製藥」)。二零二二年報告範圍如下：

1. 蘇州東瑞製藥有限公司(「蘇州東瑞製藥」) — 負責開發、生產及銷售醫藥產品。
2. 東瑞(南通)醫藥科技 — 負責生產及銷售醫藥中間體。
3. 福建東瑞製藥有限公司(「福建東瑞製藥」) — 負責開發、生產及銷售醫藥產品。
4. 南京福美瑞信科技 — 負責醫藥研發。
5. 蘭州東瑞製藥 — 負責開發、生產、銷售醫藥產品及原料藥合同定制研發生產機構(「CDMO」)業務。

本報告已按 ESG 報告指引要求披露了上述業務於報告期間在 ESG 事宜各範疇之表現。待本集團之資料收集系統更趨成熟，以及可持續發展工作深化之後，我們將於未來繼續擴大披露範圍。



# Stakeholders Engagement

## 持份者參與

The Group understands that all stakeholders have different expectations and requirements to the Group. We wish to establish open, transparent and effective communication channels with our stakeholders to understand each other's needs. Our goal is to gain a balance between the business development and meeting the requirements of stakeholders so as to achieve a balanced and satisfactory result. In order to understand stakeholders' concerns regarding the Group's business as well as ESG issues, we collect their opinions through questionnaires annually.

The Group identifies external and internal stakeholders in accordance with prevailing criteria of measuring the influence, relevance and importance of different people or organizations on the operations of the Group. Communicating with external stakeholders such as customers, suppliers, shareholders and investors, government and regulators, community and environment and banks can deepen their understanding of the Group's efforts in ESG. For internal stakeholders, the Group deepens employees' and directors' understanding on relevant areas through various forms of functions. The following are the stakeholders, expectations and communication channels identified by the Group:

本集團明白各方面的持份者對本集團的期望及要求各有不同，我們期望與本集團持份者建立公開、透明以及有效溝通渠道，以了解彼此的需求；我們的目標是兼顧業務發展同時，能滿足持份者的要求，以取得平衡及美滿的結果。為了解持份者對於本集團業務以及ESG等範疇的關注事項，我們每年透過問卷收集他們的意見。

本集團根據有關通行準則衡量不同持份者對本集團營運的影響力、相關程度和重要性，識別出外部及內部持份者。外部持份者如客戶、供應商、股東及投資者、政府及監管機構、社區與環境和銀行等進行溝通能加深他們對本集團在ESG方面工作的認識。對於內部持份者僱員及董事而言，本集團透過不同形式的活動加深企業人員對有關範疇的認識。以下為本集團已識別出的持份者、期望及溝通管道：

### Stakeholders

持份者

### Expectations

期望

### Communication Channels

溝通管道

#### Internal Stakeholders

內部持份者

- Employees  
僱員

- Career development opportunities
- Health and safety
- Remuneration and benefits
- Working environment
- Recruit staff legally
- Corporate culture
- Reward and punishment system
- 事業發展機會
- 健康與安全
- 薪酬與福利
- 工作環境
- 合法用工
- 企業文化
- 獎懲制度

- Employee performance appraisal
- Cultural and sports events
- Training, seminars and briefings
- Internal network and email
- Direct communication
- 員工績效考核
- 文化及體育活動
- 培訓、研討會和簡介會
- 內部網絡及電郵
- 直接溝通交流

**Stakeholders**

## 持份者

- Directors  
董事

**Expectations**

## 期望

- Safeguard the rights and interests of employees
- Financial performance
- Corporate sustainability
- Health and safety working environment
- Product innovation
- 維護員工權益
- 財務業績
- 企業可持續發展
- 健康安全工作環境
- 產品創新

**Communication Channels**

## 溝通管道

- Annual general meetings and other general meetings
- Financial reports
- The Group's website, email and telephone
- The management's work reports
- The Group's announcements and notices
- 股東週年大會及其他股東大會
- 財務報告
- 本集團網頁、電郵及電話
- 管理層工作報告
- 本集團公告及通知

**External Stakeholders**

## 外部持份者

- Customers  
客戶

- Stable relationship
- Product quality and safety
- Product price
- Timely delivery of product
- Protect customer privacy
- Business integrity and ethics
- 穩定關係
- 產品質量和安全
- 產品價格
- 產品及時交付
- 保障客戶私隱
- 商業誠信與道德

- Customer support hotline and email
- Telephone
- Salesperson
- 客戶支援熱綫和電郵
- 電話
- 銷售人員

- Suppliers  
供應商

- Long term collaboration
- Fair tender
- Timely payment
- Unified delivery standard
- Industry ethic and reputation
- Quality requirement
- 長期合作關係
- 公平招標
- 及時付款
- 統一交付標準
- 行業道德與聲譽
- 質量要求

- Business meetings, emails and phone calls
- Review and assessment
- 商務會議、電郵和電話
- 審核與評估

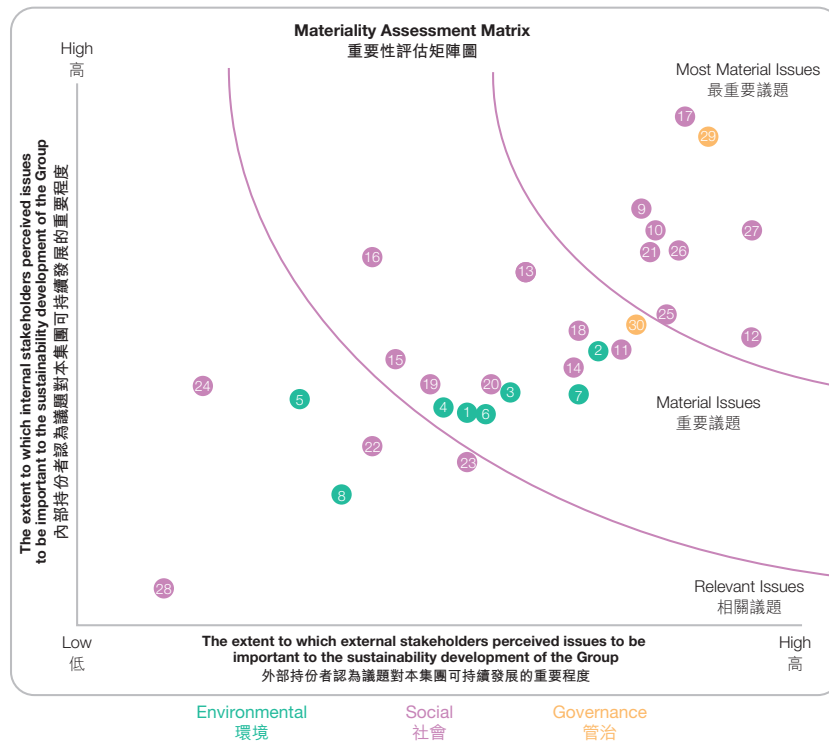
# Stakeholders Engagement

## 持份者參與

Stakeholders 持份者	Expectations 期望	Communication Channels 溝通管道
<ul style="list-style-type: none"> <li>Shareholders and Investors 股東及投資者</li> </ul>	<ul style="list-style-type: none"> <li>Compliant operation</li> <li>Information transparency</li> <li>Protection of rights and interests and fair treatment of shareholders</li> <li>Return on investment</li> <li>Corporate profit and marketing share</li> <li>Corporate innovation and long-term operation</li> <li>合規經營</li> <li>信息透明度</li> <li>保障權益及股東公平待遇</li> <li>投資回報</li> <li>企業盈利及市場佔有率</li> <li>企業創新及長期經營</li> </ul>	<ul style="list-style-type: none"> <li>Annual general meetings and other general meetings</li> <li>Financial reports</li> <li>The Group's website, email and telephone</li> <li>The Group's announcements and notices</li> <li>股東週年大會及其他股東大會</li> <li>財務報告</li> <li>本集團網頁、電郵及電話</li> <li>本集團公告及通知</li> </ul>
<ul style="list-style-type: none"> <li>Government and Regulators 政府及監管機構</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with regulations and compliant operation</li> <li>Policy implementation</li> <li>Economical benefit</li> <li>Timely tax payment</li> <li>法規遵守及合規經營</li> <li>政策執行</li> <li>經營效益</li> <li>按時納稅</li> </ul>	<ul style="list-style-type: none"> <li>Field visits</li> <li>Compliance consultant</li> <li>Financial reports</li> <li>The Group's website</li> <li>實地考察</li> <li>合規顧問</li> <li>財務報告</li> <li>集團網站</li> </ul>
<ul style="list-style-type: none"> <li>Community and Environment 社區與環境</li> </ul>	<ul style="list-style-type: none"> <li>Give back to society</li> <li>Health and safety</li> <li>Environmental protection and energy saving and emission reduction</li> <li>Charitable and community activities</li> <li>Social welfare</li> <li>回饋社會</li> <li>健康與安全</li> <li>環境保護及節能減排</li> <li>慈善事業及公益活動</li> <li>社會福利</li> </ul>	<ul style="list-style-type: none"> <li>Media</li> <li>Social event</li> <li>Corporate open day</li> <li>ESG reports</li> <li>媒體</li> <li>社會活動</li> <li>企業開放日</li> <li>ESG 報告</li> </ul>
<ul style="list-style-type: none"> <li>Banks 銀行</li> </ul>	<ul style="list-style-type: none"> <li>Financial performance</li> <li>Compliance with laws and regulations</li> <li>Operating with integrity</li> <li>財務業績</li> <li>遵守法律法規</li> <li>誠信經營</li> </ul>	<ul style="list-style-type: none"> <li>Information disclosure</li> <li>Annual reports, interim reports and announcements</li> <li>Field visits, interviews</li> <li>資料披露</li> <li>年報、中期報告及公告</li> <li>實地考察、訪談</li> </ul>

To better understand the opinions and expectations of stakeholders on the Group's ESG performance, a systematic approach has been adopted to conduct annual materiality assessments. With reference to the Group's business development strategies and industry practices, the Group identified and confirmed the list of material ESG issues and has compiled a questionnaire according to the list. Internal and external stakeholders were invited to rate the material issues regarding the Group's sustainable development. The Group analyzed the results of the questionnaire and compiled a materiality assessment matrix. The materiality assessment matrix and identified material issues have been reviewed and confirmed by the Board and the Working Group and are disclosed in the Report. During the Reporting Period, the Group's materiality assessment matrix is as follows:

為更有效瞭解持份者對本集團之ESG表現的意見及期望，我們採用有系統的方法進行年度重要性評估工作。本集團參考本集團業務發展策略及行業慣例，識別並確認重大ESG議題清單，並按照清單編制問卷調查。本集團已邀請內部及外部持份者對本集團可持續發展的重大議題進行評級。本集團就問卷調查結果進行分析並編制重要性評估矩陣圖。重要性評估矩陣圖及已識別的重大議題會經由董事會及工作組審閱及確認，並於本報告作出披露。於報告期間，本集團的重要性評估矩陣圖如下：



Aspect	Issues
Environmental	1. Greenhouse gas ("GHG") and exhaust gas emissions management
	2. Waste and wastewater management
	3. Energy consumption
	4. Water consumption
	5. Packaging materials consumption
	6. Protective measures of natural ecological environment
	7. Environmental impact of construction project
	8. Response to climate change

範疇	議題
環境	1. 溫室氣體(「溫室氣體」)及廢氣排放管理
	2. 廢棄物與廢水管理
	3. 能源消耗
	4. 水資源消耗
	5. 包裝物消耗
	6. 自然生態環境的保護措施
	7. 建設項目的環境影響
	8. 應對氣候變化

# Materiality Assessment

## 重要性評估

Aspect	Issues	
<b>Social</b>	9. Employee remuneration and welfare	
	10. Employee communication and labour rights	
	11. Equal opportunity, diversification and anti-discrimination	
	12. Occupational health and safety	
	13. Employee training and development	
	14. Prevention of child labour and forced labour	
	15. Supply chain management	
	16. Sustainable raw material sourcing	
	17. Product quality and safety	
	18. Product R&D and innovation	
	19. Product pricing	
	20. Customer service	
	21. Product patent protection and management	
	22. Product labeling	
	23. Customer privacy protection	
	24. Marketing and publicity	
	25. Integrity operation and code of ethics	
	26. Anti-corruption policies and measures	
	27. Compliant operation	
	28. Community investment	
	<b>Governance</b>	29. Sustainable business development
		30. Corporate governance

範疇	議題	
<b>社會</b>	9. 員工薪酬與福利	
	10. 員工溝通與勞動權益	
	11. 平等機會、多元化與反歧視	
	12. 職業健康與安全	
	13. 員工培訓與發展	
	14. 防止童工與強制勞工	
	15. 供應鏈管理	
	16. 可持續原料採購	
	17. 產品質量與安全	
	18. 產品研發與創新	
	19. 產品訂價	
	20. 客戶服務	
	21. 產品之專利保護及管理	
	22. 產品標籤	
	23. 顧客隱私保護	
	24. 市場推廣與宣傳	
	25. 誠信經營與道德守則	
	26. 反貪污政策及措施	
	27. 合規運營	
	28. 社區投資	
	<b>管治</b>	29. 業務可持續發展
		30. 企業管治

## CONTACT US

The Group welcomes stakeholders' valuable opinions about ESG aspects to help the Group improve. Please contact the Group by following means.

Address: Units 3001-02, 30/F, CNT Tower,  
338 Hennessy Road, Wan Chai, Hong Kong  
Telephone: 852-21119708  
Email: info@dawnrays.com.hk  
Website: www.dawnrays.com

## 與我們聯絡

本集團歡迎各持份者就ESG方面提供寶貴意見，以助本集團作出改善，請透過以下方式與本集團聯絡。

地址：香港灣仔軒尼詩道338號  
北海中心30樓3001-02室  
電話：852-21119708  
電郵：info@dawnrays.com.hk  
公司網站：www.dawnrays.com

## ENVIRONMENTAL TARGET

The Group had set various environmental targets in 2021 according to our development direction and strategic approach, with an aim to manage sustainable development performance of the Group effectively and implement sustainable business development model of the Group. The Group also closely monitors and reviews the progress of the targets periodically. The relevant data, comparative data of past years and various environmental measures were set out in the later sections.

## 環境目標

本集團已根據其發展方向和戰略方針，於二零二一年訂立多個環境目標，以有效地管理本集團的可持續發展績效並推行可持續的商業發展模式。本集團密切監控及定期審查目標的進展情況，相關數據、同比比較及各種環保措施已於後續章節列出。

Aspects 層面	Targets 目標	Progresses 進展
GHG emissions 溫室氣體排放	Proactively cooperate with national policy of “reaching carbon peak by 2030, carbon neutrality by 2060”, strictly implement and actively response and cooperate with the realization of the target for emissions reduction plan of the government, strive to complete the mission of peaking carbon emissions and emissions reduction within the target period. 積極配合「二零三零年碳達峰、二零六零年碳中和」的國家政策，嚴格執行及積極響應配合實現政府的減排計劃目標，力爭於目標期內完成碳達峰及減排任務。	Smooth progress 進展順利
Exhaust gas emissions 廢氣排放	Taking 2021 as the base year, reduce the intensity of exhaust gas emissions gradually in the next five years. 以二零二一年作基準年，將在未來五年逐步降低廢氣排放量密度。	Implement as planned 按計劃實施中
Hazardous waste 有害廢棄物	Taking 2021 as the base year, reduce the intensity of total hazardous waste gradually in the next five years. 以二零二一年作基準年，將在未來五年逐步降低有害廢棄物總量密度。	Smooth progress 進展順利
Non-hazardous waste 無害廢棄物	Launch campaign every year (e.g. seminar and activity for exchange of goods) to raise employees' awareness of waste reduction. 每年開展活動(例如講座和交換物品活動)以提高員工的減廢意識。	The Group did not launch relevant campaign individually during the Reporting Period, but conducts document and system training and education every year, and will also publish relevant articles or materials for employees' study in due course. 本集團於報告期間未有單獨開展相關活動，但每年會進行文件、制度的培訓教育，亦會適時刊發相關文章或材料以供員工學習。
Energy consumption 能源消耗	Launch campaign every year (e.g. seminar) to raise employees' awareness of energy saving. 每年開展活動(例如講座)以提高員工的節能意識。	
Water consumption 水資源消耗	Launch campaign every year (e.g. seminar) to raise employees' awareness of water saving. 每年開展活動(例如講座)以提高員工的節約用水意識。	

## A. Environmental

### A. 環境

#### A1. EMISSIONS

The Group is convinced that enterprise must pay attention to environmental protection during its pursuing business development. Only co-existing with the environment and ecology friendly can we achieve sustained economic and social development and ensure that future generations can continue to enjoy better living standards than now. Therefore, the Group actively understands the importance of environmental protection for the sustainable and stable development of the Group, taking into account of the impact on the environment when making business decisions, establishes Energy Management Procedures and “Carbon Peak, Carbon Neutrality” Emissions Reduction Management System and implements various energy and environmental protection measures, strives to improve product quality, meanwhile, seeks to achieve the best balance between company efficiency and environmental protection, and devotes to becoming an enterprise with low energy and resource consumption, low pollutant emissions, resource conservation and environmental protection.

Through the establishment of an environmental management system, the Group promoted the applicable energy improvement and clean production plans, used resources more efficiently, reduced the generation of waste and pollution, and reduced the risk of environmental accidents. Meanwhile, the Group implemented its environmental protection guidelines in accordance with national and regional laws and regulations and identified various environmental factors, and formulated response methods such as Exhaust Gas Management Procedures, Wastewater Management Procedures and Waste Management Procedures, etc. to strengthen the compliance management of exhaust gas, wastewater, waste residue, and to classify and manage emissions and wastes generated from daily production and office work, so as to fulfil its responsibility to environmental sustainability.

The Group has a Health, Safety and Environmental Protection Department responsible for handling the in-house relevant issues about occupational safety and environmental protection. Each production department sets energy targets annually and collects data for analysis each month. The production plants have installed on-line monitoring systems for wastewater, which cooperate with the government’s monitoring of emissions data. Suzhou Dawnrays Pharma and Fujian Dawnrays Pharma have obtained the ISO 14001 Environmental Management System certification authentication issued by a third-party assurance organization, and reports energy consumption to the GHG emissions direct reporting system of key enterprises in the province regularly.

#### A1. 排放物

本集團深信企業追求業務發展同時必須關注環境保護，唯有與環境生態的友好共存，才能達到經濟社會的可持續性發展，確保未來世代能持續享受不低於現代的生活水平。因此，本集團積極深入了解環境保護對本集團持續穩定發展的重要性，主動考慮業務決定對環境的影響，設立《能源管理程序》及《「碳達峰、碳中和」減排管理制度》，實行各項能源和環境保護措施，力求在提高產品質量的同時在公司效益及環境保護之間取得最佳平衡，致力成為能源資源消耗少、污染物排放低、節約資源及保護環境的企業。

本集團通過環境管理體系的建立，推動適用於本集團的能源改善和清潔生產計劃，更有效使用資源，減少產生廢物及污染，降低環境事故風險。同時，本集團按照國家及地區法律法規執行環境保護方針以及已識別出各項環境因素，並制定應對方法如《廢氣管理程序》、《廢水管理程序》和《廢棄物管理程序》等強化對廢氣、廢水及廢渣的合規性管理，及對日常生產及辦公產生的廢棄物和垃圾進行分類管理，以為可持續環境恪盡本分。

本集團設有健康安全環保部負責處理本集團內有關職業安全及環保事項。各生產部門每年設定能源指標，每月收集數據進行分析。生產廠房已安裝廢水在線監察系統，配合政府對排放數據監察。蘇州東瑞製藥及福建東瑞製藥已通過經由第三方審核機構頒發的ISO 14001環境管理系統認證，並定期向省重點企業溫室氣體排放直報系統填報能源使用情況。

The Group pays close attention to and strictly follows national environmental laws and regulations, including but not limited to the requirements of the Environmental Protection Law of China, the Environmental Protection Tax Law of China, the Law of China on Prevention and Control of Water Pollution, the Law of China on Prevention and Control of Atmospheric Pollution and the Law of China on Prevention and Control of Environmental Pollution by Solid Waste. During the Reporting Period, the Group had no material violations of relevant local environmental laws and regulations due to GHG and exhaust gas emissions, wastewater, hazardous and non-hazardous waste emissions.

#### GHG AND EXHAUST GAS EMISSIONS AND MANAGEMENT

GHG emissions data is an important KPI on environmental performance. The Group's GHG emissions is mainly generated from electricity and steam used in production, and secondarily from fugitive emission sources, diesel and petrol consumption by vehicles and forklifts, as well as the use of natural gas and acetylene. Reducing GHG emissions is one of the long-term goals of the Group. The Group formulated "Carbon Peak, Carbon Neutrality" Emissions Reduction Management System to regulate the reduction of energy consumption and emissions reduction strategies in the short-term and mid to long-term of the Group. During the Reporting Period, greening work was carried out at the factory zone at Suzhou Dawnrays Pharma during the headquarters relocation process, a total of 254 trees were planted to offset the carbon emissions. Other measures related to energy conservation and emission reduction were described in "Energy Management" section under Aspect A2. During the Reporting Period, the Group was recognized as "Leading Enterprise in Terms of Green Development".

The Group's exhaust gas emissions has been strictly monitored in accordance with the Exhaust Gas Management Procedures. In order to reduce emissions from the fuel combustion, the Group is committed to the construction and promotion of an energy management system, to accurately grasp the status of energy use, and allocate resources to purchase energy-efficient products and service to reduce pollution caused by exhaust gas emissions. In addition, the Group will also adjust the energy structure in the regions where each subsidiary is located and strengthen the control of emission sources at the root.

Due to the addition of operating data of Lanzhou Dawnrays Pharma in 2022, the total GHG emissions increased by approximately 3% compared with 2021. However, due to the increase in output value, the intensity of total GHG emissions decreased by approximately 5% compared with 2021. In addition, total vehicle mileage increased by approximately 27% from approximately 337,122 kilometers in 2021 to approximately 428,051 kilometers. Therefore, the intensities<sup>3</sup> of emissions of nitrogen oxides ("NOx"), sulphur oxides ("SOx") and particulate matter ("PM") increased by approximately 24%, 17% and 27% respectively, compared with 2021.

本集團密切留意並嚴格遵循國家環境法律及法規，包括但不限於中國的《中華人民共和國環境保護法》、《中華人民共和國環境保護稅法》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》及《中華人民共和國固體廢物污染環境防治法》所載的要求。於報告期間，本集團並無因溫室氣體及廢氣排放、廢水、有害及無害廢棄物排放而有任何違反當地相關環境法律法規的重大事宜。

#### 溫室氣體及廢氣排放與管理

溫室氣體排放數據是環境表現的重要關鍵績效指標。本集團的溫室氣體排放主要因生產時的用電及蒸汽，其次由逸散排放源、汽車及叉車的柴油及汽油消耗、天然氣及乙炔使用產生。減少溫室氣體排放是本集團的長遠目標之一。本集團制定了《「碳达峰、碳中和」減排管理制度》，規定本集團近期及中遠期的節能降耗及減排戰略。於報告期間，蘇州東瑞製藥在總部遷移實施過程中，已在廠區進行綠化工作，一共種植254棵樹木以抵銷碳排放。其他有關節能減排的舉措已於A2層面「能源管理」一節描述。於報告期間，本集團已獲頒發「綠色發展引領企業」。

本集團的廢氣排放已按照《廢氣管理程序》嚴格監察。為減少燃燒燃油時的排放，本集團致力於能源管理系統的建設和推動，確實掌握能源使用狀況，調配資源採購具備能源效率的產品和服務，以減少廢氣排放造成污染。另外，本集團亦會隨著各附屬公司所在地區能源結構進行調整，加強從源頭上控制排放源。

由於二零二二年已新增蘭州東瑞製藥的營運數據，故溫室氣體排放總量較二零二一年上升約3%。但由於產值上升，溫室氣體排放總量密度因此較二零二一年下降約5%。此外，車輛行駛里程總數由二零二一年約337,122公里上升約27%至約428,051公里，故氮氧化物（「NOx」）、硫氧化物（「SOx」）及顆粒物（「PM」）排放量密度<sup>3</sup>分別較二零二一年上升約24%、17%及27%。



## A. Environmental

### A. 環境

The GHG and exhaust gas emissions data performance within the reporting scope is summarized below:

報告範圍內的溫室氣體及廢氣排放數據表現概述如下：

	Unit 單位	2022 二零二二年	2021 二零二一年
Direct GHG emissions (Scope 1) <sup>1</sup> 直接溫室氣體排放量(範圍一) <sup>1</sup>	tonnes of carbon dioxide equivalent 噸二氧化碳當量	711	565
Energy indirect GHG emissions (Scope 2) <sup>1</sup> 能源間接溫室氣體排放量(範圍二) <sup>1</sup>	tonnes of carbon dioxide equivalent 噸二氧化碳當量	26,962	26,206
Emissions reduction of GHG <sup>1</sup> 溫室氣體減排量 <sup>1</sup>	tonnes of carbon dioxide equivalent 噸二氧化碳當量	6	N/A 不適用
<b>Total GHG emissions (Scope 1 and 2)<sup>1</sup></b> 溫室氣體排放總量(範圍一及二) <sup>1</sup>	<b>tonnes of carbon dioxide equivalent</b> <b>噸二氧化碳當量</b>	<b>27,667</b>	26,771
<b>Intensity of total GHG emissions<sup>1,2</sup></b> 溫室氣體排放總量密度 <sup>1,2</sup>	<b>tonnes of carbon dioxide equivalent/ output value 10,000 yuan</b> <b>噸二氧化碳當量/萬元產值</b>	<b>0.19</b>	0.20
NOx emissions <sup>3</sup> NOx 排放量 <sup>3</sup>	gram 克	572,304	419,571
SOx emissions <sup>3</sup> SOx 排放量 <sup>3</sup>	gram 克	1,060	822
PM emissions <sup>3</sup> PM 排放量 <sup>3</sup>	gram 克	54,451	39,315
Intensity of NOx emissions <sup>3</sup> NOx 排放量密度 <sup>3</sup>	gram/output value 10,000 yuan 克/萬元產值	3.95	3.18
Intensity of SOx emissions <sup>3</sup> SOx 排放量密度 <sup>3</sup>	gram/output value 10,000 yuan 克/萬元產值	0.007	0.006
Intensity of PM emissions <sup>3</sup> PM 排放量密度 <sup>3</sup>	gram/output value 10,000 yuan 克/萬元產值	0.38	0.30

## Remarks:

1. The calculation methodology of GHG emissions is based on How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs issued by HKEX, Notice on the Management of Enterprise Greenhouse Gas Emissions Reporting for Power Generation Industry from 2023 to 2025 issued by the Ministry of Ecology and Environment of China, Greenhouse Gas Accounting Tool for Cities issued by the World Resources Institute, 2006 IPCC Guidelines for National Greenhouse Gas Inventories issued by the Intergovernmental Panel on Climate Change (“IPCC”) and IPCC Fifth Assessment Report. As the emission factor of the electricity grid is updated, the Group recalculated the relevant data of GHG emissions in 2021 according to Notice on the Key Management of Enterprise Greenhouse Gas Emissions Reporting in 2022 issued by the Ministry of Ecology and Environment of China.
2. The output value 10,000 yuan listed in the Report refers to the output value of RMB10,000, which is calculated under the calculation methodology of gross industrial output value required by the National Bureau of Statistics of China. During the Reporting Period, output value within the reporting scope was approximately RMB1,450.11 million (2021: approximately RMB1,320.79 million), and the data are also used to calculate other intensity data.
3. The calculation methodology of exhaust gas emissions is based on the How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs issued by HKEX; and is calculated based on stationary combustion sources and vehicle fuels. In order to monitor the progress of the target, the Group disclosed the intensity of exhaust gas emissions since 2022, and also added the intensity data of 2021.

**WASTEWATER MANAGEMENT**

As a chemical and pharmaceutical company, water is an indispensable resource in the Group’s production process. The Group understands that if chemical solutions dissolve into rivers or seawater, it will have an impact on the ecological environment. Therefore, the Group has formulated the Wastewater Management Procedures, which stipulates that the industrial wastewater generated during the production process can only be discharged after the chemical substances are treated by the wastewater treatment system. In addition, all factories are equipped with monitoring devices for real-time monitoring of emissions by government departments and set up online monitoring of pollution sources to ensure that industrial wastewater discharges continue to meet relevant standards. The Group reviews the operating efficiency and status of the system from time to time, and carries out necessary renovation and repair in due course, and also regularly invites third parties to conduct inspections every year.

## 備註：

1. 溫室氣體排放計算方法已參考聯交所發佈的《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》，中國生態環境部發佈的《關於做好2023–2025年發電行業企業溫室氣體排放報告管理有關工作的通知》，世界資源研究所發佈的《城市溫室氣體核算工具指南》，政府間氣候變化專門委員會（「IPCC」）發佈的《二零零六年IPCC國家溫室氣體列表指南》及《IPCC第五次評估報告》。由於電網排放因子有所更新，本集團已按照中國生態環境部發佈的《關於做好2022年企業溫室氣體排放報告管理相關重點工作的通知》重新計算二零二一年溫室氣體排放相關數據。
2. 本報告列示之萬元產值指人民幣10,000元之產值，乃按照中國國家統計局要求的工業總產值計算方法計算。於報告期間，報告範圍內的產值為約人民幣145,011萬元（二零二一年：約人民幣132,079萬元），此數據亦會用作計算其他密度數據。
3. 廢氣排放計算方法已參考聯交所發佈的《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》，按固定燃燒源及汽車燃料計算。為監測目標進展，本集團自二零二二年起披露廢氣排放量密度，亦已補充二零二一年密度數據。

**廢水管理**

作為化學製藥企業，水為本集團生產過程中不可或缺的資源。本集團深化化學性溶液若溶入河流或海水會對生態環境造成影響，因此，本集團已制定《廢水管理程序》列明製作過程產生的工業廢水均需由廢水處理系統處理各種化學物質後方可排放。所有廠房亦安裝了由政府部門即時監測排放的監測儀和設置污染源線上監控，保證工業廢水排放持續達標。本集團將不時檢討系統的運行效率和狀況，並於適時進行必要的改造修繕工程，每年亦會定期邀請第三方進行檢測。

## A. Environmental

### A. 環境

As there are changes in the reporting scope in 2022 and the clearance for the production workshop in Dawnrays (Nantong) Pharma Science and Tech is nearly complete, the intensity of industrial wastewater discharged decreased by approximately 38% compared with 2021.

The industrial wastewater data performance within the reporting scope is summarized below:

	Unit 單位	2022 二零二二年	2021 二零二一年
Industrial wastewater discharged 工業廢水排放量	m <sup>3</sup> 立方米	331,966	489,930
<b>Intensity of industrial wastewater discharged</b> 工業廢水排放量密度	<b>m<sup>3</sup>/output value 10,000 yuan</b> 立方米/萬元產值	<b>2.29</b>	3.71

#### WASTE MANAGEMENT

Proper disposal of waste can help reduce the impact on the environment and ecology. The Group has established Waste Management Procedures and Waste Packaging Materials Disposal Management Regulations in accordance with the National Catalogue of Hazardous Wastes to classify wastes, and strictly control the waste treatment and disposal processes to ensure that the Group's wastes are under effective management and disposal. In addition, the Group has also established the cleaner production evaluation system and implemented an energy saving and consumption reduction mechanism to reduce waste generation. In terms of product process design, the Group, if feasible, prioritizes non-toxic or easily degradable raw materials to reduce the burden on the environment. Wastes are classified into hazardous waste (including distillation residues, activated carbon, sludge, waste engine oil and contaminated powder packaging, etc.) and non-hazardous waste (including recyclable wastes, household wastes, construction and kitchen wastes, etc.). Different types of waste are collected and processed through various departments of the Group, and suitable classified storage places are arranged for temporary store of wastes. Hazardous waste is properly packaged and stored in designated storage areas and are handled by qualified contractors in due course. The Group also launches campaign every year, e.g. seminar and activities for exchange of goods, to raise the employees' awareness of waste reduction.

由於二零二二年報告範圍有所變化，以及東瑞（南通）醫藥科技廠房清空工作已接近尾聲，故工業廢水排放量密度較二零二一年下降約38%。

報告範圍內的工業廢水數據表現概述如下：

#### 廢棄物管理

妥善處理廢棄物能有助減低對環境及生態的影響。本集團根據《國家危險廢物名錄》建立了《廢棄物管理程序》和《廢棄包材處置管理規程》為廢棄物進行分類，並嚴格管控廢棄物處理及處置等流程，確保本集團的廢棄物得到有效的管理和處置。另外，本集團亦建立了清潔生產評估管理的制度及實行節能降耗機制，以減少廢棄物產生。在產品工藝設計上，本集團在可行的情況下優先考慮選用無毒或易降解的原材料，減少對環境負擔。廢棄物分為有害廢棄物（包括蒸餾殘渣、活性碳、污泥、廢機油和沾染藥粉包裝物等）及無害廢棄物（包括可回收垃圾、生活垃圾、建築和餐廚垃圾等），本集團透過各部門對不同類型的廢棄物進行收集和處理，並配置合適的分類貯存場所暫存廢棄物。有害廢棄物均妥善封裝存放於指定貯存區，適時由合格承辦商處理。本集團亦會每年開展活動（例如講座和交換物品活動）以提高員工的減廢意識。

*Hazardous waste*

As there are changes in the reporting scope in 2022 and the clearance for the production workshop in Dawnrays (Nantong) Pharma Science and Tech is nearly complete, the intensity of total hazardous waste decreased by approximately 75% compared with 2021.

The hazardous waste discharge data performance within the reporting scope is summarized below:

	Unit 單位	2022 二零二二年	2021 二零二一年
Total hazardous waste 有害廢棄物總量	tonnes 噸	465	1,566
<b>Intensity of total hazardous waste</b> 有害廢棄物總量密度	<b>tonnes/output value 10,000 yuan</b> 噸／萬元產值	<b>0.003</b>	0.012

*Non-hazardous waste*

As there are changes in the reporting scope in 2022 and the clearance for the production workshop in Dawnrays (Nantong) Pharma Science and Tech is nearly complete, the intensity of total non-hazardous waste decreased by approximately 20% compared with 2021.

The non-hazardous waste discharge data performance within the reporting scope is summarized below:

	Unit 單位	2022 二零二二年	2021 二零二一年
Total non-hazardous waste 無害廢棄物總量	tonnes 噸	644	649
<b>Intensity of total non-hazardous waste</b> 無害廢棄物總量密度	<b>tonnes/output value 10,000 yuan</b> 噸／萬元產值	<b>0.004</b>	0.005

*有害廢棄物*

由於二零二二年報告範圍有所變化，以及東瑞（南通）醫藥科技廠房清空工作已接近尾聲，故有害廢棄物總量密度較二零二一年下降約75%。

報告範圍內的有害廢棄物排放數據表現概述如下：

*無害廢棄物*

由於二零二二年報告範圍有所變化，以及東瑞（南通）醫藥科技廠房清空工作已接近尾聲，故無害廢棄物總量密度較二零二一年下降約20%。

報告範圍內的無害廢棄物排放數據表現概述如下：

## A. Environmental

### A. 環境

#### A2. USE OF RESOURCES

##### ENERGY CONSUMPTION

The Group mainly purchases electricity and steam for daily production. Energy consumption mainly includes electricity, steam, natural gas, diesel and petrol. In order to reduce energy consumption, the Group has formulated Energy Management Procedures, trying to control the consumption of various kinds of energy. Production department reduced the energy consumption of high-energy-consuming equipment by adopting frequency conversion control method during the production processes. Besides, because the air-conditioning system is a high-power-consumption facility, the office building has adopted summer air-conditioning temperature control and a certain percentage of return air to optimize air conditioning management. The Group also organize annual activities (e.g. seminars) to raise staff awareness of energy conservation.

The Group will continue to implement energy-saving transformation of the main energy-consuming systems by using new technologies, including heating systems, air-conditioning and ventilation systems, lighting systems, power transmission and distribution systems, water supply and drainage systems and elevator systems, to enhance the effectiveness of energy savings. According to the High Energy-consuming Backward Electromechanical Equipment (Products) Elimination Catalogue proposed by the Ministry of Industry and Information Technology of China, the Group will sort out the existing main energy-consuming equipment, accelerate the elimination of high energy-consuming backward electromechanical equipment (products), and continue to level up the energy efficiency of key energy-consuming equipment. During the Reporting Period, Suzhou Dawnrays Pharma has also built PV-powered parking lots and outdoor PV street lights in its factories, and plans to make contributions to continuous energy conservation and emission reduction for at least 25 years. Suzhou Dawnrays Pharma has successively applied the new power operation and maintenance (“O&M”) management system in its two factories. The system consists of ten modules, including system overview, power monitoring, power quality, operating environment, report management, event recording, equipment control, O&M management, IoT facilities and system facilities, which can conduct all-round O&M management of substations through functions such as overview on substation status, power data analysis, power quality analysis, power consumption statistics, power statistical reports, abnormality warnings, abnormality records and O&M inspection task dispatching.

#### A2. 資源使用

##### 能源消耗

本集團主要透過購買電力及蒸汽以進行日常生產，能源消耗中主要包括電力、蒸汽、天然氣、柴油及汽油的消耗。為減少能源消耗，本集團已制定《能源管理程序》，儘量控制各類資源的耗用量。生產部門亦於生產程序中採取變頻控制方式降低高能源消耗設備的能耗。另外，由於室內空調系統為高耗電量設施，因此辦公大樓亦已實施空調優化管理，實行夏日空調溫度控制及一定比例的回風。本集團亦會每年開展活動(例如講座)以提高員工的節能意識。

本集團將持續利用新研發的技術做好主要用能系統的節能改造，包含供暖系統、空調通風系統、照明系統、變配電系統、給排水系統及電梯系統等，以加強節能有效性。本集團亦會根據工信部們提出之《高耗能落後機電設備(產品)淘汰目錄》，對現有的主要用能設備進行梳理，加快淘汰高耗能落後機電設備(產品)，持續提升重點用能設備能效水平。於報告期間，蘇州東瑞製藥亦已在廠區進行光伏發電停車場及室外光伏路燈建設，計劃在至少25年內提供不斷的節能減排貢獻。蘇州東瑞製藥兩個廠區更已先後新增應用電力運營與維護(「運維」)管理系統。其由系統概況、電力監測、電能質量、運行環境、報表管理、事件記錄、設備控制、運維管理、物聯設施和系統設施等十大模塊組成，可通過變電站狀態總覽、電力數據分析、電能質量分析、用電統計分析、電能統計報表、異常預警、異常記錄和運維巡檢派單等功能對變電站進行全方位的運維管理。

The specific solid preparation workshop of Suzhou Dawnrays Phama has also carried out energy-saving transformation for the refrigeration system to achieve energy-saving effect by using the temperature monitoring and control equipment operation mode. Furthermore, Fujian Dawnrays Pharma has put into operation energy-saving devices for hot air recycling in air compressors and fresh air dehumidification units for coating machines to enhance energy efficiency.

Due to the addition of operating data of Lanzhou Dawnrays Pharma in 2022, total energy consumption increased by approximately 8% compared with 2021. However, due to the increase in output value, the intensity of total energy consumption remained at a similar level to 2021.

The energy consumption data performance within the reporting scope is summarized below:

Energy Type <sup>4</sup> 能源種類 <sup>4</sup>	Unit 單位	2022 二零二二年	2021 二零二一年
<b>Direct energy consumption</b> 直接能源消耗量	<b>MWh</b>	<b>768</b>	624
Petrol 汽油	MWh	<b>317</b>	289
Diesel 柴油	MWh	<b>385</b>	255
Natural Gas 天然氣	MWh	<b>66</b>	80
<b>Indirect energy consumption</b> 間接能源消耗量	<b>MWh</b>	<b>29,554</b>	27,385
Purchased electricity 外購電力	MWh	<b>29,013</b>	26,833
Purchased steam 外購蒸汽	MWh	<b>541</b>	552
<b>Total energy consumption</b> 能源總消耗量	<b>MWh</b>	<b>30,322</b>	28,009
<b>Intensity of total energy consumption</b> 能源總消耗量密度	<b>MWh/output value 10,000 yuan</b> 兆瓦時／萬元產值	<b>0.21</b>	0.21

Remarks:

4. The unit conversion method of energy consumption data is formulated based on the Energy Statistics Manual issued by the International Energy Agency and the Guidelines on Accounting and Reporting of Corporate Greenhouse Gas Emissions — Power Generation Facilities issued by the Ministry of Ecology and Environment of China. The purchased steam is the standard coal amount converted with reference to the General Principles for Calculation of the Comprehensive Energy Consumption published by the government of China.

而蘇州東瑞製藥專科固型劑車間亦已為冷凍系統進行節能改造，通過溫度監測控制設備運作模式，以達到節能效果。此外，福建東瑞製藥已投入空壓機熱風回用節能裝置和包衣機新風除濕節能裝置，以提升能源使用效率。

由於二零二二年已新增蘭州東瑞製藥的營運數據，故能源總消耗量較二零二一年上升約8%。但由於產值上升，能源總消耗量密度因此與二零二一年維持相近水平。

報告範圍內的能源消耗數據表現概述如下：

備註：

4. 能源消耗數據的單位換算方法乃根據國際能源署所發佈之《能源數據手冊》及中國生態環境部發佈的「企業溫室氣體排放核算方法與報告指南—發電設施」所制訂；外購蒸汽乃參照中國政府公佈的《綜合能耗計算通則》折算成的標煤量。

## A. Environmental

### A. 環境

#### WATER CONSUMPTION

The Group use water supplied by the water supply company, there is no problem with the sourcing of suitable water. The water is mainly used for production, testing and daily life of employees. In order to effectively use water, the Group has set up water saving management system in accordance with the Energy Management Procedures containing posting of water saving signage at workplaces and recycling cooling water to increase the efficiency of water resources. The Group also organize annual activities (e.g. seminars) to raise staff awareness of water conservation. The design concept of "Sponge City" was considered for the construction of Suzhou Dawnrays Pharma Shanfeng Road project, so that falling rainwater can quickly penetrate into the ground, reduce surface runoff, alleviate urban waterlogging, replenish groundwater, restore and control the urban ecological environment, thereby building a green, healthy and harmonious ecosystem.

As there are changes in the reporting scope in 2022 and the clearance for the production workshop in Dawnrays (Nantong) Pharma Science and Tech is nearly complete, the intensity of total water consumption decreased by approximately 36% compared with 2021.

The water consumption data performance within the reporting scope is summarized below:

	Unit 單位	2022 二零二二年	2021 二零二一年
Total water consumption 水資源總消耗量	m <sup>3</sup> 立方米	434,318	621,535
<b>Intensity of total water consumption</b> 水資源總消耗量密度	<b>m<sup>3</sup>/output value 10,000 yuan</b> 立方米／萬元產值	<b>3.00</b>	4.71

#### 水資源消耗

本集團採用自來水公司供應水源，於求取適用水源上不存在任何問題。其水源主要用於生產、試驗及員工日常生活。為有效使用水資源，本集團依據《能源管理程序》增加節約用水管理制度，包括於工作場所張貼節約用水標示牌以及冷卻水循環使用以增加水資源效益。本集團亦會每年開展活動(例如講座)以提高員工的節約用水意識。蘇州東瑞製藥善豐路項目建設已考慮到「海綿城市」設計理念，讓降落的雨水能快速滲透到地下，減少地表徑流，緩解城市內澇，補充地下水，修復和治理城市生態環境，構建綠色健康和諧的生態體系。

由於二零二二年報告範圍有所變化，以及東瑞(南通)醫藥科技廠房清空工作已接近尾聲，故水資源總消耗量密度較二零二一年下降約36%。

報告範圍內的水資源消耗數據表現概述如下：

**PACKAGING MATERIALS CONSUMPTION**

The Group is an integrated pharmaceutical enterprise. The industry chain contains intermediates, bulk medicines and finished drugs. The packaging patterns and materials for each series of products must be designed in accordance with national and industry standards, and customer requirements. The daily used packaging materials meet the requirements of the national Environmental Protection Department and the procurements are regularly centralized on a demand basis so as to reduce waste. Subject to compliance with laws and regulations and without prejudice to product quality, the Group's product packaging adopts a simple, environmentally-friendly packaging design to save materials.

The packaging materials consumption data performance within the reporting scope is summarized below:

<b>Type of packaging material</b> 包裝物料種類	<b>Unit</b> 單位	<b>2022</b> 二零二二年	2021 二零二一年
Paper 紙張	tonnes 噸	<b>2,642</b>	3,201
Plastic 塑膠	tonnes 噸	<b>923</b>	908
Metal 金屬	tonnes 噸	<b>243</b>	246
Other materials (glass/rubber product) 其他物料(玻璃/橡膠製品)	tonnes 噸	<b>333</b>	269
<b>Total packaging materials consumption</b> 包裝物料總消耗量	<b>tonnes</b> 噸	<b>4,141</b>	4,624
<b>Intensity of total packaging materials consumption</b> 包裝物料總消耗量密度	<b>tonnes/output value 10,000 yuan</b> 噸/萬元產值	<b>0.03</b>	0.04

**包裝物消耗**

本集團為綜合式製藥企業，產業鏈中包含中間體、原料藥和成藥。各系列產品的包裝模式和物料均必須按照國家和行業標準及客戶的要求制定。日常使用的包裝物料均滿足國家環保部門要求且定時按需求集中採購，減少浪費。於符合法律法規和不影響產品質量前提下，本集團產品包裝採用簡約的環保包裝設計，以節省材料。

報告範圍內的包裝物消耗數據表現概述如下：



## A. Environmental

### A. 環境

#### A3. THE ENVIRONMENT AND NATURAL RESOURCES

##### PROTECTIVE MEASURES OF NATURAL ECOLOGICAL ENVIRONMENT

The Group deeply knows that the Group's business involves the production of chemical bulk drugs and finished drugs, our operation process may have an impact on the environment and natural resources. Therefore, the Group has conducted special environmental risk assessment and preparation for the environment and natural resources, construction projects. The assessment has already included the identification of environmental risks, the analysis of environmental emergencies and their consequences, the analysis of gaps between existing environmental risk prevention and control and emergency measures, the implementation plan for improving environmental risk prevention and control and emergency measures, and the details of the enterprise's risk level of environmental emergencies, in order to strictly manage the Group's environment-related risks. In addition, Suzhou Dawnrays Pharma and Fujian Dawnrays Pharma have obtained the three system certification, as well as the qualification results of wastewater and waste gas test reports and strived to comply with relevant environmental protection laws and regulations and emission standards, and implement the above-mentioned management systems to improve the utilization efficiency of various resources. The Group also continues to make efforts in improving its work under the basic requirements of safety, hygiene and environmental protection so as to avoid harm to the environment, employees and businesses caused by unsafe environment, behavior and facilities.

To successfully promote its working philosophy of safety, hygiene, and environmental protection, the Group not only needs to build the above-mentioned variety of systems and allocate appropriate resources, but also needs cooperation from its staffs. The Group conducts environmental emergency management promotion and training each year, requires all departmental management personnel and employees to report the emergency situations affecting the environment. The Group also advocates the concept of green office and engages a professional team to green the offices and outdoor area of production plants. It's our expectation to create a comfortable working environment for its employees and enhance the benefits.

#### A3. 環境及天然資源

##### 自然生態環境的保護措施

本集團深明本集團業務涉及化學原料藥和成品藥生產，營運過程中可能對環境及天然資源造成影響，因此，本集團特別為環境及天然資源，建設項目進行環境風險評估及編制。該評估已包括環境風險識別、突發環境事件及其後果分析、現有環境風險防控和應急措施差距分析、完善環境風險防控和應急措施的實施計劃及企業突發環境事件風險等級的詳細內容，以嚴格管理本集團環境相關的風險。另外，蘇州東瑞製藥及福建東瑞製藥亦已獲得三體系證書及取得廢水、廢氣檢測報告達標的結果，著力遵守有關環保法律法規及排放標準，並執行上述各種管理制度提升各類資源使用效率。本集團亦以安全、衛生和環保為基本要求，持續努力改善有關工作，力求避免不安全環境、行為及設施造成對環境、僱員及企業的危害。

本集團要成功推動安全、衛生和環保的工作理念，除了努力建設上述各種制度並配置適當資源外，同時亦需要員工配合。本集團每年進行環境应急管理宣傳和培訓，要求各部門管理人員及員工對環境有影響的突發情況作出匯報。本集團亦倡導綠色辦公理念，聘請專業的團隊為辦公室及生產廠房室外範圍進行綠化，期望為員工帶來舒適的工作環境，以提升工作效益。

## A4. CLIMATE CHANGE

**RESPONSE TO CLIMATE CHANGE**

The escalating risks and challenges posed by climate change to the global economy may also have a negative impact on the Group's business. Therefore, the Group understands the importance of identifying and mitigating any significant impacts of climate change. In accordance with the international advice from the Task Force on Climate-Related Financial Disclosures ("TCFD") established by the Financial Stability Board, the management of the Group has assessed and identified climate-related risks and corresponding opportunities that have an impact on the Group's business. Based on the assessment results, the Group has incorporated climate risk into its internal control procedures and has established an environmental risk assessment mechanism to manage and review climate-related risks and seize relevant opportunities. The climate-related risks the Group identified, and the corresponding management measures are as follows with reference to the risks classification of TCFD:

*Physical risks*

The gradual increase in the frequency and severity of extreme weather events such as extreme cold or extreme heat, storms, rainstorms and typhoons may increase the risk of power shortages and disrupt the supply chain, as well as the operations of the Group's production bases, thus resulting in revenue decline and increasing the cost for repairing or restoring damaged sites. These incidents may also hinder employees from working and even cause casualties.

The Group has taken countermeasures to formulate the Emergency Plan for Production Safety Accidents, the Emergency Plan for Typhoon Prevention and Flood Prevention and the Emergency Plan for Environmental Emergencies to reduce or avoid losses when extreme weather affects the Group's business premises, and the emergency plans will be updated every three years to ensure their effectiveness. The Group will identify these risks and give priority to the risks with serious impact so that preventive measures can be taken immediately. The Group is proactively concerned about the government weather department and emergency management department in relation to extreme weather events warning notice, and will adjust its business operations accordingly. The Group also purchased insurance for its employees and assets to mitigate or avoid the loss on our assets in the event of extreme weather affecting the Group's operations. In the meantime, the Group will explore the possibility of changing its business model to mitigate or avoid the severe impacts of these events on the business operation.

## A4. 氣候變化

**應對氣候變化**

氣候變化為全球經濟帶來的風險和挑戰不斷升級，亦可能對本集團的業務帶來負面影響。因此，本集團深明識別和減輕氣候變化帶來的任何重大影響的重要性。根據金融穩定委員會成立的氣候相關財務信息披露工作組（「TCFD」）的國際建議，本集團管理層已評估並認識到對本集團業務有所影響的氣候相關風險及相應的機遇。本集團已根據評估結果，將氣候風險納入內部控制程序，並已建立環境風險評估機制以管理和審查氣候相關風險及把握相關機遇。參照TCFD的風險分類，本集團已識別的氣候相關風險及相應的管理措施如下：

*實體風險*

極寒或極熱、風暴、暴雨及颱風等極端天氣事件的頻率及嚴重程度逐漸增加，可能會增加電力短缺的風險及中斷供應鏈，並使本集團生產基地的營運中斷而導致收入減少，也會使修復或恢復受損地點的成本增加。這些事件亦可能會阻礙員工工作，甚至造成人命傷亡。

作為應對措施，本集團制定了《生產安全事故應急預案》、《防颱防汛應急預案》以及《突發環境事件應急預案》，以在極端天氣影響本集團經營場所時減少或避免損失，且應急預案每三年將進行一次更新，確保預案有效性。本集團將識別該等風險，並優先考慮具有嚴重影響的風險，以便於第一時間採取預防措施。本集團積極關注政府氣象部門及應急管理部門針對極端天氣事件的預警通知，並配合其做相應業務調整。本集團亦已為其員工及資產購置保險，以在極端天氣影響本集團營運時減少或避免財產損失。同時，本集團將研究改變業務模式的可能性，以減少或避免這些對業務營運的嚴重影響。

## A. Environmental

### A. 環境

#### *Transition risks*

In order to achieve sustainable development, local governments have successively enacted climate-related laws or tightened regulations to support the global decarbonization vision. The tightening measures such as higher taxes may affect business operations and promote green business operations in various ways. In response to climate change, China has set a strong and powerful goal of “reaching carbon peak by 2030 and carbon neutrality by 2060”, which clearly depicts a blueprint and direction for China to move towards a low-carbon life. The Group will cooperate with the government of China decision-making and deployment, follow the green and low-carbon development path, and actively explore, improve and add environmental protection elements in operations and future development plans, including but not limited to the production process and drug packaging, to contribute to the low-carbon development of China. In addition, the HKEX also requires listed companies to strengthen climate-related disclosures in ESG reports, which may increase related compliance costs. Failure to meet climate change compliance requirements may expose the Group to the risk of claims and litigation, which may result in a decline of corporate reputation.

The Group will regularly monitor existing and emerging trends, policies and regulations related to climate change to avoid reputational risk due to slow response. In addition, the Group formulated “Carbon Peak, Carbon Neutrality” Emissions Reduction Management System and a series of environmental management procedures, and set the target for reduction of energy consumption and GHG emissions, proactively monitoring and controlling the performance of reduction of carbon emission of the Group and mitigating the impacts on the environment. The Group will continue to evaluate the effectiveness of its actions on climate change and enhance its ability to address climate-related issues.

#### *轉型風險*

為實現可持續發展，各地政府相繼制訂氣候相關法律或收緊法規，以支持全球脫碳願景。其收緊措施例如加強稅收都可能影響企業營運，以不同方式促進各企業邁向綠色經營。我國為應對氣候變化作出了「二零三零年碳達峰、二零六零年碳中和」強而有力的目標，鮮明地繪畫了中國邁向低碳生活的藍圖和方向。本集團將配合其決策部署，依循綠色低碳發展路徑，積極在營運和未來發展計劃包括但不限於製造藥物過程及包裝等方面探索、改進及加入環保元素，為我國低碳發展作出貢獻。除此之外，聯交所亦要求上市公司在ESG報告中加強與氣候相關的披露，相關合規成本可能會因而增加。如未能滿足氣候變化的合規要求，本集團可能會面臨索賠和訴訟風險，使企業聲譽可能下降。

本集團將會定期監測與氣候變化有關的現有及新興趨勢、政策及法規，以避免因反應遲緩而導致的聲譽風險。此外，本集團已制定《「碳達峰、碳中和」減排管理制度》及一系列環境管理程序，並訂立減少能源消耗和溫室氣體排放的目標，積極監察及控制本集團的碳排放表現，減少對環境的影響。本集團將繼續評估本集團應對氣候變化行動的有效性，並增強其應對氣候相關問題的能力。

## B1. EMPLOYMENT

Employees are corporate stakeholders and executors who achieve business goals. The development of enterprise is closely related to the competence, skills, and team spirit of the employees. The continuous hard work of our employees has created the Group's achievements today. The Group always cares for talents, advocates team work spirit of unity, collaboration, and efficiency, interpersonal relationships with tolerance, understanding and harmonious. The Group builds a career platform with diversity of communicative, harmonious, safe and healthy and work environment for employees with a target to become a high-quality professional team aiming to bring safe and effective drugs for society.

The Group has complied with all laws and regulations related to remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination and other treatment and benefits, including but not limited to the Labour Law of China and the Labour Contract Law of China, etc. During the Reporting Period, the Group was not aware of any material violation of relevant local employment laws and regulations. There were also no discrimination incidents related to race, religion, age and disability, etc.

Number of employees classified by gender, employment type, age group and geographical region within the reporting scope is summarized below:

		<b>As at 31 December 2022 (Employees) 截至二零二二年 十二月三十一日 (人)</b>	As at 31 December 2021 (Employees) 截至二零二一年 十二月三十一日 (人)	<b>Percentage Change (%) 百分比變化 (%)</b>
<b>Total</b>	總計	<b>1,089</b>	902	+21
<b>By Gender</b>	按性別			
Male	男性	<b>605</b>	500	+21
Female	女性	<b>484</b>	402	+20
<b>By Employment Type</b>	按僱傭類型			
Full time	全職	<b>1,021</b>	844	+21
Trainees	實習生	<b>68</b>	58	+17
<b>By Age Group</b>	按年齡組別			
18–24 years old	18–24 歲	<b>207</b>	149	+39
25–34 years old	25–34 歲	<b>370</b>	276	+34
35–44 years old	35–44 歲	<b>276</b>	225	+23
45–54 years old	45–54 歲	<b>184</b>	197	-7
55–64 years old	55–64 歲	<b>51</b>	55	-7
65 years old or above	65 歲或以上	<b>1</b>	-	N/A 不適用
<b>Geographical region</b>	按地區			
China	中國	<b>1,089</b>	902	+21

## B1. 僱傭

僱員是企業的持份者和實現業務目標的執行者。企業的發展與員工的才幹、技能和團隊精神息息相關。員工持續不斷的努力，為本集團創造了今天的成就。本集團一貫以人才為本，提倡團結、協作、高效的團隊精神、包容、理解和融洽的人際關係，為員工建設多元共融、和諧無間和安全健康的職業平台與工作環境，以成為一支高質素專業隊伍為目標，矢志為社會帶來安全有效的藥物。

本集團已遵守所有與薪酬及解僱、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法律法規，包括但不限於中國的《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等。於報告期間，本集團並沒有發現任何違反當地相關僱傭法律及法規之重大事宜，亦無發生任何涉及種族、宗教、年齡和殘疾等歧視事件。

報告範圍內的僱員人數，按性別、僱傭類型、年齡組別及地區劃分如下：

**EMPLOYEE REMUNERATION, RECRUITMENT AND PROMOTION AND DISMISSAL**

The employee remuneration system of the Group is formulated based on laws and regulations, responsibilities and duties, market trends, human resources supply and demand conditions and overall salary levels. Remuneration adjustments are subject to the performance of employees and results of the Group. The Group is also based on Employment Management Practice to ensure that the basic principles for hiring are open recruitment, equal competition and rigorous appraisal as well as merit priority. Promotion is based on the performance and ability of employees. To facilitate the long-term development of the company and cultivate talents for the society, the Group recruits in campus every year to provide opportunities for the younger generation and assist them in accumulating experience. During the Reporting Period, the Group had 68 trainees. Besides, Employee Manual and the Personnel Relationship Management Rules of the Group clearly list out the rewards and punishments and resignation management rules, which clearly regulate the handling of various kinds of employee demission and employment contracts.

During the Reporting Period, a total of 314 employees within the reporting scope left (2021: 265 employees), data on turnover rate by gender, age group and geographical region is summarized below:

		2022 (%) 二零二二年 (%)	2021 (%) 二零二一年 (%)	Change in number of employee turnover (%) 僱員流失 人數變化 (%)
<b>Turnover rate<sup>5</sup></b>	<b>流失率<sup>5</sup></b>			
<b>Total</b>	<b>總計</b>	<b>29</b>	29	+18
<b>By Gender</b>	<b>按性別</b>			
Male	男性	<b>30</b>	31	+17
Female	女性	<b>27</b>	27	+20
<b>By Age Group</b>	<b>按年齡組別</b>			
18–24 years old	18–24 歲	<b>57</b>	46	+71
25–34 years old	25–34 歲	<b>33</b>	29	+54
35–44 years old	35–44 歲	<b>16</b>	24	-19
45–54 years old	45–54 歲	<b>9</b>	25	-66
55–64 years old	55–64 歲	<b>25</b>	20	+18
65 years old or above	65 歲或以上	–	N/A 不適用	-100
<b>By Geographical Region</b>	<b>按地區劃分</b>			
China	中國	<b>29</b>	29	+18

Remarks:

5. Turnover rate = number of employees who left by category during the year ÷ number of employees by category at the end of the year x 100%. A total of 2 employees aged 65 or above left in 2021, as there is no employee aged 65 or above at the end of the year, the turnover rate could not be determined.

**員工薪酬、招聘及晉升及解僱**

本集團之僱員薪酬系統設計是根據法律法規、職責、市場趨勢、人力資源供需狀況及總體薪資水平釐定，薪酬則是按照僱員工作表現及本集團業績進行調整。本集團亦依據《招聘管理規程》確保聘用的基本原則是公開招聘、平等競爭、嚴格考核及擇優錄用，並根據僱員工作表現及能力決定其晉升機會。為配合企業長遠發展並為社會培育人才，本集團每年在校園進行招聘，為年輕新一代提供機會和協助他們累積經驗。於報告期間，本集團共有 68 名實習生。除此之外，本集團的《員工手冊》和《人事關係管理規程》已清晰列明有關獎勵與懲戒和離職管理規定，明確規範員工各種離職和僱傭合約處理情況。

於報告期間，報告範圍內一共有 314 名僱員離職（二零二一年：265 名），按性別、年齡組別及地區劃分的流失率數據概述如下：

		2022 (%) 二零二二年 (%)	2021 (%) 二零二一年 (%)	Change in number of employee turnover (%) 僱員流失 人數變化 (%)
<b>Turnover rate<sup>5</sup></b>	<b>流失率<sup>5</sup></b>			
<b>Total</b>	<b>總計</b>	<b>29</b>	29	+18
<b>By Gender</b>	<b>按性別</b>			
Male	男性	<b>30</b>	31	+17
Female	女性	<b>27</b>	27	+20
<b>By Age Group</b>	<b>按年齡組別</b>			
18–24 years old	18–24 歲	<b>57</b>	46	+71
25–34 years old	25–34 歲	<b>33</b>	29	+54
35–44 years old	35–44 歲	<b>16</b>	24	-19
45–54 years old	45–54 歲	<b>9</b>	25	-66
55–64 years old	55–64 歲	<b>25</b>	20	+18
65 years old or above	65 歲或以上	–	N/A 不適用	-100
<b>By Geographical Region</b>	<b>按地區劃分</b>			
China	中國	<b>29</b>	29	+18

備註：

5. 流失率 = 年內該類別的離職僱員人數 ÷ 年末該類別的僱員人數 × 100%。二零二一年共流失 2 名 65 歲或以上的員工，由於該年年末無 65 歲或以上員工，故無法計算流失率。

**WORKING HOURS, HOLIDAY AND WELFARE**

The Group implements five work-day weeks and works overtime is not encouraged. If employees are required to work overtime if needed, the Group will compensate the employees in accordance with laws, regulations and internal regulations. In accordance with relevant national regulations and the Group's welfare policy, employees are entitled to various types of occupational and medical insurance, provident funds and paid holidays, etc. In addition, the benefits provided by the Group to its employees include free meals, annual body checks, shared transportation, dormitories and tourism.

**EQUAL OPPORTUNITY, DIVERSIFICATION AND ANTI-DISCRIMINATION**

As an equal opportunity employer, the Group ensures that all employees are treated fairly, commits to ensuring that employees will not suffer any form of discrimination and employees are entitled to complain and appeal. There are formal channels for employees to complain and appeal about irrational treatment. In order to support disabilities in self-reliance, the Group continued to employ disabled people during the Reporting Period.

**EMPLOYEE COMMUNICATION AND LABOUR RIGHTS**

Cultivating employees' sense of belonging can strengthen the unity of the workforce and reduce the turnover of employees, thus improving the quality of production and the efficiency and effectiveness of operations. To facilitate communication with employees and enhance mutual trust, the Group has established a labour union and employees can choose to participate freely. In addition to monthly meetings with the representatives of the Group, employees can also communicate with management through the bulletin boards set up in staff restaurant, symposiums, internet community platforms and automated office systems. The Group has internal journals, the main content of which, apart from reporting corporate information, is composed of various types of articles written by employees. Employees are free to submit articles for publication and get paid. Besides, the Group conducts performance assessment every year which also provides a formal platform for employees to discuss their development direction and training needs with their supervisors.

**工作時數、假期與福利**

本集團實行每週五天工作制並且不提倡加班，若因工作需要僱員加班，本集團將按照法律法規及內部相關規定向僱員作出補償。按照國家相關規定和本集團福利制度，僱員享有各類職業和醫療保險、公積金及帶薪假期等。此外，本集團向僱員提供的福利還包括免費膳食、年度健康體檢、共乘交通、宿舍和旅遊等。

**平等機會、多元化與反歧視**

作為平等機會僱主，本集團確保所有僱員得到公平對待，致力確保僱員不會遭受任何形式的歧視並賦予僱員投訴和申訴的權利，僱員有正式的途徑就不合理對待作出投訴和申訴。為支持殘障人士自力更生，本集團於報告期間繼續聘用殘障人士工作。

**員工溝通與勞動權益**

企業培養僱員的歸屬感能加強工作隊伍凝聚力，減少僱員流失，因而可提高生產質量和營運效率及效果。為促進與僱員溝通和增進互信，本集團已成立工會，僱員可自由選擇參與，除每月與本集團代表進行會議外，僱員亦可透過員工餐廳的公告欄、座談會、互聯網社群平台及自動辦公系統等與管理層進行溝通。本集團設有內部期刊報導企業訊息，主要內容由僱員撰寫的各類文章組成，僱員可自由投稿並獲得稿酬。除此之外，本集團每年都會進行表現評估，亦提供一個正式平台讓僱員與其上司討論發展方向及培訓需要。

## B. Social

### B. 社會

The Group has held various types of employee activities during the Reporting Period to strengthen the colleagues' friendship, enhance their teamwork spirit, the followings were the large activities:

#### I. Employee Birthday Party Activities

To appreciate the employees for their hard work, enrich their spiritual and cultural life, and let every employee feel the birthday blessing and care of the Group, the Group organized two birthday parties during the Reporting Period.



#### II. Team Building Activities

The Group organized various team building activities to enhance team cohesion among departments and strengthen team building, including "One Heart, One Ethic, Create Future Together" Minfeng Road production system team building activity, "Walk Together with One Heart, Dream Together" quality system team building activity, Comprehensive Preparation Workshop and Solvent Recovery Workshop Tai Hu team building activity, Finance Department Mount Wuyi team building activity, Bulk Medicines Workshop 104 Sha Jia Bang Shang Lake team building activity, Sales head office Xiang Shan team building activity and Party branch's "Suzhou Dongshan "Red Begonia Flower" Vanguard Site Visit and Learning" activity, etc.



本集團於報告期間舉辦了不少員工活動加深同事間的友誼，促進團隊合作關係，其中較大型活動有：

#### I. 員工生日會活動

為感謝員工的辛勤付出、豐富員工的精神文化生活，本集團於報告期間舉辦了兩期生日會，讓員工感受到本集團對大家生日的祝福與關愛。



#### II. 團隊團建活動

本集團為提升各部門團隊凝聚力及加強團隊建設舉辦了各類型團建活動。其中包括：「同心同德，共創未來」民豐路生產系統團建活動、「同心同行，攜手築夢」質量系統團建活動、綜合製劑車間和溶媒回收車間太湖團建活動、財務部武夷山團建活動、原料藥104車間沙家浜尚湖團建活動、營銷總公司象山團建活動及黨支部「蘇州東山「海棠花紅」先鋒陣地參觀學習」活動等。



### III. Graduate, Trainee Series Activity

In order to let the graduates and trainees better integrate with the Dawnray's family, the Group organized a series of activities of "To Youth, Pursuing Dream; Move forward with Heart, Promising Future" during mid year maintenance stop production period.



### III. 應屆生、實習生系列活動

本集團為讓應屆生、實習生更好地融入東瑞大家庭，利用年中檢修停產期間組織了「致青春，逐夢想；用心前行，未來可期」系列活動。



## B2. HEALTH AND SAFETY

### OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety guidelines of the Group are "law-abiding operation, safety first, continuous improvement, be sure". In accordance with established guidelines, the Group has established the Health, Safety and Environmental Protection Department that is responsible for developing safety standards and strategies to reduce accidents and protect the health of employees and fulfill its responsibility for ensuring that employees work in a safe environment. Suzhou Dawnrays Pharma and Fujian Dawnrays Pharma have obtained the ISO 45001 Occupational Health and Safety Management System authentication issued by a third-party assurance organization, the Group also standardized safety behaviors according to the "Enterprise Requirements of Safety Standardization". Suzhou Dawnrays Pharma and Fujian Dawnrays Pharma were awarded the certificates of "Level II Enterprise of Safety Production Standardization (Chemical Pharmaceutical Industry)" and "Level III Enterprise of Safety Production Standardization (Pharmaceutical Industry)" respectively. The Group has also identified work procedures involving high risks based on Hazard Identification, Risk Assessment and Control Procedures, and setting safety guidelines and providing employees with appropriate protective equipments and tools. Regular inspection was carried out on the practices and arrangements of all the workshops according to different safety risks.

## B2. 健康與安全

### 職業健康與安全

本集團的職業健康及安全方針為「守法經營、安全第一、持續改進、萬無一失」。按照既定方針，本集團已設立健康安全環保部，其負責制定安全標準及策略，以減低意外事故及保障員工健康，並履行確保員工在安全環境下工作的責任。蘇州東瑞製藥及福建東瑞製藥已通過由第三方審核機構頒發的ISO 45001職業健康安全管理体系認證，本集團亦根據《安全標準化企業要求》將安全行為標準化，蘇州東瑞製藥及福建東瑞製藥分別獲得「安全生產標準化二級企業(化工醫藥行業)」證書及「安全生產標準化三級企業(醫藥行業)」證書。本集團依據《危險源識別、風險評價及控制程序》已識別出涉及高風險的工作程序，並設定安全指引及為員工提供適當的防護裝備和工具。按不同的安全風險對所有工作場所的常規及安排進行定期檢查。



## B. Social

### B. 社會

The Group's production plants have obtained Good Manufacturing Practices ("GMP") for Pharmaceutical Products certification. The production area where has been specially designed to strengthen the ventilation system and the air-conditioning system is regularly inspected and repaired as well as keeps maintaining indoor air circulation. The Group believes that enhancing employees' safety awareness is the most effective way to avoid accidents. Therefore, the Group has formulated the Management Procedures for The Management Scheme of Environmental and Occupational Health and Safety Target Indicators and the Management Procedures for the Prevention of Occupational Diseases, and at least two occupational safety trainings are held every month. During the Reporting Period, Suzhou Dawnrays Pharma organized a series of experiential activities for leaders and employees of various departments around the theme of "Complying with Production Safety Law and Being A Good Primary Responsible Person" during the "Safety Production Month", in order to solidly implement various safety regulations and create a safety culture of "safety first, prevention-oriented, comprehensive management". The Group will be committed to conveying health knowledge to all employees in various fields through various forms of media, so as to develop healthy behaviors. The Group also revised the Employee Body Check and Healthy Management System to ensure that employees receive health checks every year and to safeguard their health.

本集團的生產廠房獲得藥品生產質量管理規範（「GMP」）認證，生產範圍經過特別設計加強通風系統，空調系統定期檢查及維修，保持室內空氣流通。本集團相信最有效防止事故發生是提高員工的安全意識，因此本集團已制定《環境職業健康安全目標指標管理方案管理程序》及《職業病預防管理規程》，並每月最少舉辦兩次職業安全培訓。於報告期間，蘇州東瑞製藥圍繞「遵守安全生產法，當好第一責任人」的主題為有關領導及各部門員工開展「安全生產月」系列體驗活動，以期紮實做好各項安全制度的落實，營造「安全第一、預防為主、綜合治理」的安全文化。本集團將致力於通過形式豐富的媒介在不同領域向全體職工傳達健康知識，從而養成健康的行為。本集團亦於報告期間修訂了《員工體檢和健康管理制度》，確保每年會為員工提供健康檢查，保障員工健康。

The Group has strictly complied with relevant laws and regulations including but not limited to the Labour Law of China, the Law of China on the Prevention and Control of Occupational Diseases and the Fire Protection Law of China. The Group was not aware of any material violations of relevant local health and safety laws and regulations. In the past three years (including the Reporting Period), the Group has not recorded any death due to work. Although the Group has strived to supervise occupational health and safety affairs, unfortunately there was 219 working days lost (2021: 170 working days) in total due to work injury incidents during the Reporting Period. If an employee injury incident occurred at workplace unfortunately, the Group will provide immediate assistance to the injured employees and reports relevant work injuries to the social security department. All employee injury incidents will be investigated according to procedures to minimize the chance of recurrence.

#### RESPONSE TO THE PANDEMIC

In response to the continuous prevention and control of the pandemic from January to November 2022, the Group has formulated the Management System for the Prevention and Control of COVID-19 pandemic and has taken relevant measures in a rigorous manner to strengthen the health and safety precautions in the office to ensure the health of employees and the internal safety and business continuity of the Group. The policies include crowd control, environmental disinfection, material preparation, publicity and education on the pandemic prevention, government communication, and isolation and treatment and other major aspects. In addition, the Group has also strictly required employees to undergo temperature checks, hand disinfection and health status confirmation before work, and to wear surgical masks for a long time, and kept reminding employees of the importance of maintaining personal hygiene. If any abnormal situation is found, the Group will control the employee behaviour from going to work and decide whether to send him or her directly to the designated medical institution for investigation, diagnosis and treatment according to the actual situation. In addition, all external personnel, including contractors, are required to be disinfected and monitored, their dining and activity areas are controlled to ensure the internal hygiene and safety of the Group. Following the adjustment to the national policy of prevention and control of COVID-19 pandemic, starting from December 2022, the Group has shifted the focus of prevention and control management of the pandemic to providing necessary medicine, antigen test and other care and assistance to employees.

本集團嚴格遵守包括但不限於中國的《中華人民共和國勞動法》、《中華人民共和國職業病防治法》及《中華人民共和國消防法》等相關法律法規。本集團亦並未發現任何違反當地相關健康及安全法律及法規之重大事宜。過去三年(包括報告期間)，本集團均無錄得任何因工作關係而死亡的事件。儘管本集團已盡力監督職業健康及安全事務，於報告期間仍不幸發生工傷事件導致合共損失219工作日(二零二一年：170工作日)。若不幸地發生工傷事故，本集團會為受傷員工提供即時協助並向社會保障部申報工傷。所有的工傷事故都會按程序進行調查，減少再次發生的機會。

#### 應對疫情

2022年1至11月為應對疫情的持續防控，本集團已制定《應對新型肺炎防疫防控管理制度》，以嚴謹的態度採取相關措施，加強辦公室的健康及安全預防措施，確保僱員的健康及本集團內部安全和業務連續性。其政策包括：人流管控、環境消毒、物資籌備、宣傳防疫教育、政府對接及隔離救治等主要範疇。除此之外，本集團亦嚴格要求員工在上班前需進行體溫檢測、手部消毒及健康狀況確認，並需要長期佩戴外科口罩，提醒員工保持個人衛生的重要性。如發現任何異常情況，本集團管控該員工上班行為及按實際情況決定是否直接送往指定醫療機構進行排查及診療。此外，所有外來人員包括承包商都需進行消毒及監測，管控其用餐及活動區域，確保本集團內部衛生安全。隨著國內新冠肺炎防控政策調整，2022年12月起本集團對新冠疫情的防控管理的重點，調整為給予員工必要的藥品、檢測抗原等關懷協助。

## B. Social

## B. 社會

### B3. DEVELOPMENT AND TRAINING

#### EMPLOYEE TRAINING AND DEVELOPMENT

The Group attaches great importance to the development of talents and encourages employees to continuously learn new knowledge and skills, improve their position competence and their working ability, thereby enhancing the Group's competitiveness. The Group's business grows with employees' personal and career development, and both parties will make progress together. Therefore, the Group has formulated the Employee Training Management Regulations to provide employees with various types of quality training. For example, to conduct specialized training camp aiming at various departments, general skills training, general management training and post professional training to enhance individual professional knowledge and skills. In order to use resources more effectively, the Group will prepare an annual training plan as needed, the contents of which includes professional skills training for the post and management ability advancement training. The Group has internal training that management or employees with relevant knowledge share their knowledge or experience according to Chapter 8 Internal Trainer Management Regulations of the Employee Manual. As the innovation in production and management of drugs keeps going and regulatory laws are complicated and updated frequently, the Group regularly dispatches employees to participate in trainings regarding policies and regulations on pharmaceuticals and the latest technical guidance so as to continuously absorb and obtain new industry knowledge. In order to improve training content and plans more effectively, the company will conduct demand questionnaires before each training and results assessment after each training with an aim to optimize future training.



Employees' Outdoor Development Training organized during the Reporting Period  
於報告期間舉辦的員工戶外拓展訓練

### B3. 發展及培訓

#### 員工培訓與發展

本集團重視人才的發展，鼓勵員工不斷學習新知識及技能，提高崗位勝任能力和從業能力，從而提升企業競爭力。在業務發展的同時促進員工個人自我成長和職業發展，雙方共同進步，因此本集團制定了《員工培訓管理規程》為員工提供各類型的素質培訓，例如針對各系統開展的專題訓練營、通用技能培訓、通用管理類培訓以及提升個人專業知識及技能的崗位專業類培訓。為更有效地使用資源，本集團每年會按照需要編寫年度培訓計劃，內容包括崗位專業技能及管理能力提升培訓。本集團設有內部培訓體系，並依據《員工手冊》第八章《內部培訓師管理規程》由管理層或具備相關知識的員工分享知識或經驗。此外，藥物的生產和管理不斷創新而監管法例繁複並經常更新，為能夠準確掌握各範疇最新知識，本集團定期外派員工參加藥政法規以及最新技術指導培訓，從而不斷吸收和掌握行業新知識。為更有效完善培訓內容及計劃，在每次培訓前進行培訓需求調研，培訓後進行培訓效果評估，以優化未來的培訓。



Employees' health training camp organized during the Reporting Period  
於報告期間舉辦的員工健康訓練營

During the Reporting Period, approximately 97.6%<sup>6</sup> of the employees within the reporting scope participated in career development-related training (2021: approximately 99.6%), and the percentage of employees trained and the average training hours by gender and employee category are summarized below:

於報告期間，報告範圍內約97.6%<sup>6</sup>僱員已參加職業發展相關的培訓(二零二一年：約99.6%)，按性別及僱員類別劃分的受訓僱員百分比及平均受訓時數概述如下：

		2022 二零二二年		2021 二零二一年	
		Breakdown of employees trained (%) <sup>7</sup> 受訓僱員 明細 (%) <sup>7</sup>	Average training hours <sup>8</sup> 平均 受訓時數 <sup>8</sup>	Breakdown of employees trained (%) <sup>7</sup> 受訓僱員 明細 (%) <sup>7</sup>	Average training hours <sup>8</sup> 平均 受訓時數 <sup>8</sup>
<b>Total</b>	<b>總計</b>	<b>N/A 不適用</b>	<b>66</b>	N/A 不適用	59
<b>By Gender</b>	<b>按性別</b>				
Male	男性	56	65	55	54
Female	女性	44	67	45	66
<b>By employee category</b>	<b>按僱員類別</b>				
Senior management	高級管理層	2	44	2	58
Middle management	中級管理層	6	55	5	51
Supervisor	主管	5	82	6	70
Other level	其他層級	87	66	87	59

Remarks:

- Percentage of employees trained = Total number of employees trained during the year ÷ Total number of employees at the end of the year x 100%
- Breakdown of employees trained = Number of employees trained by category during the year ÷ Total number of employees trained during the year x 100%
- Average training hours = Training hours by category during the year ÷ Number of employees by category at the end of the year

備註：

- 受訓僱員百分比 = 年內總受訓僱員人數 ÷ 年末總僱員人數 × 100%。
- 受訓僱員明細 = 年內該類別的受訓僱員人數 ÷ 年內總受訓僱員人數 × 100%。
- 平均受訓時數 = 年內該類別的受訓時數 ÷ 年末該類別的僱員人數。

## B. Social

### B. 社會

#### B4. LABOUR STANDARDS

##### PREVENTION OF CHILD LABOUR AND FORCED LABOUR

The Group has complied with all laws and regulations related to the prevention of child labour or forced labour, including but not limited to the Labour Law of China and the Regulations on Prohibition of Using Child Labour and strictly complied with the Abolition of Forced Labour Convention of “International Labour Organization” to conduct business activities. During the Reporting Period, the Group was not aware of any material violations of laws and regulations related to the prevention of child labour and forced labour.

The Group prohibits employing child labour and will never accept any child’s participation in any work. In accordance with the Employee Manual, Employment Management Practice and Personnel Relationship Management Rules, the identity documents of the applicants will be carefully reviewed to ensure that the newly recruited employees have reached the legal age on the date of employment in the recruitment process. If the employee is found to have provided false evidence when he enters his position, he or she will be deemed to be unqualified for employment. In that case, the Group has the right to terminate the employment contract at any time without paying compensation.

The Group understands the importance of balance between work and life. Long working hours will only reduce productivity and increase the risk of accidents. The Group has therefore established an overtime provisions section in the Employee Manual, emphasizes that the work flow should be properly arranged and overtime work should not be encouraged so as to achieve the goal of work-life balance. If employees need to work overtime as needed, the Group will adjust employees’ rest time or pay overtime salaries in accordance with legal requirements and internal regulations. Employees’ overtime situation and work schedules are reviewed monthly and report to management. If any case of violation is found, it will be handled according to internal policy with regard to the situation.

#### B4. 勞工準則

##### 防止童工與強制勞工

本集團已遵守所有與防止童工或強制勞工有關的法律法規，包括但不限於中國的《中華人民共和國勞動法》及《禁止使用童工規定》，並嚴格按照國際勞工組織的《廢除強迫勞動公約》進行商業活動。於報告期間，本集團並未發現任何違反防止童工及強制勞工相關法律條例的重大事宜。

本集團禁止僱用童工，絕不接受任何兒童參與任何工作。本集團依據《員工手冊》、《招聘管理規程》及《人事關係管理規程》在招聘流程會認真查閱職位申請人身份證明文件，確保新入職員工在就職當日已屆法定年齡。員工入職後若被發現入職時提供虛假證明，將被視為不符合錄用條件，本集團有權隨時解除僱傭合約且不支付補償金。

本集團深明工作與生活平衡的重要性。長時間工作只會降低生產力及增加意外風險，因此本集團已制定《員工手冊》的加班規定章節，強調妥善安排工作流程，不鼓勵加班，並以達到工作與生活平衡的目標。若因工作需要員工加班的，本集團將按照法律要求及內部相關規定給予員工調休或支付加班工資。員工加班情況及工作安排會每月進行檢視並向管理層匯報。如發現任何違規案件，將視乎情況依據內部政策作出相應處理。

## B5. SUPPLY CHAIN MANAGEMENT

**SUSTAINABLE RAW MATERIAL SOURCING**

The Group operates its business with the philosophy of "Focus on Health and Continuous Innovation". In addition to the efforts of the Group's employees, the cooperation and support of various suppliers are also required. To effectively manage and ensure product quality and supply, the Group only works closely with quality suppliers. In order to more effectively regulate the procurement process and reduce costs, the Group has formulated the Procurement Management Regulations. The Procurement Department is responsible for comprehensive procurement and liaison with suppliers and considers and approves suppliers in accordance with the Supplier Approval Form, which includes review of their quality and service performance, and the final purchases will be only made from approved suppliers. During the Reporting Period, the Group has implemented relevant supplier engagement practices for 188 new suppliers. (2021: 108 new suppliers) In addition, in order to support green procurement and effectively reduce carbon emissions during transportation, the Group will give priority to using suppliers who complied with national environmental policy practices and follow the principle of nearby procurement. Most of the suppliers are located in neighboring provinces. During the Reporting Period, the Group had a total of 202 suppliers who got through audit or annual evaluation (2021: 204 suppliers), including 182 qualified suppliers from China and 20 China agency suppliers (2021: 192 suppliers and 12 suppliers respectively).

**SUPPLY CHAIN MANAGEMENT**

In order to ensure that the quality of suppliers continues to meet the requirements and maintain a healthy and orderly supply chain system, regular audits are conducted over major suppliers in accordance with the Supplier Audit Management Procedures and the Supplier Annual Evaluation Management Procedures, including supplier production site audits, system evaluation, quality review and whether environmental and social risks being included in its supply, etc., to assess whether suppliers continue to be qualified. The Group will regularly review relevant procedures to ensure their effectiveness. Besides, the quality of the drug of the Group is strictly monitored by the regulatory institution.

## B5. 供應鏈管理

**可持續原料採購**

本集團秉承「關注健康、持續創新」的理念經營業務。除本集團員工的努力外，亦需要各供應商的配合與支持。為有效管理及確保產品質量和供應，本集團只與優質供應商緊密合作。為了更有效規管採購程序及降低成本，本集團已制定《採購事務管理規程》，採購部門將負責進行綜合採購及與供應商聯絡，並會按照《供應商審批表》審批供應商，內容包括質量及服務表現等進行評審，最後將會向已通過審核的供應商進行採購。於報告期間，本集團已對188家新供應商執行相關聘用供應商慣例(二零二一年：108家)。此外，為支持綠色採購及有效減少運輸過程中的碳排放，本集團將優先考慮使用符合國家環保政策規範之供應商及依循就近採購作原則，供應商大多集中於鄰近省份。於報告期間，本集團共有202家通過審計或年度評價的供應商(二零二一年：共204家)，其中有182家來自中國的合資格供應商及20家中國代理供應商(二零二一年：分別為192家及12家)。

**供應鏈管理**

為確保供應商質量持續符合要求及維持健康有序的供應鏈體系，主要供應商會按照《供應商審計管理程序》及《供應商年度評價管理規程》定期進行審核，包括供應商的生產現場審計、體系評價、質量回顧及有否將環境及社會風險納入其供應等範疇，以評定供應商是否持續合格。本集團將定期審核相關程序及規程，以確保其有效性。另外，本集團的藥物質量都受監管機構嚴格監控。

## B. Social

### B. 社會

The Group has obtained GMP certification, and the production process and supplier selection set corresponding requirements. In addition, in view of the changing drug regulations from time to time, the Group exchanges opinions with its suppliers by participating in several large-scale meetings every year, with an aim to improve effectiveness and bring safer and more effective drugs for patients. Moreover, the Group also held seminars with the engineering contractors to discuss environmental protection measures and safety issues during the construction process during the Reporting Period. The sustainable corporate development cannot only depend on the Group's efforts. The Group expects to encourage suppliers to invest in the environment and community building through annual communication with them.

本集團已取得GMP認證，其生產過程及供應商挑選有相應的要求。此外，鑒於藥物規例不時變更，本集團每年都會參與不少大型會議與供應商交流意見，期望提高效益，為病患者帶來更安全有效的藥物。另外，於報告期間本集團亦與工程承建商進行研討會，討論在施工過程中的環保措施及安全事項。企業可持續發展不可只靠本集團努力，本集團希望每年透過與供應商的溝通能鼓勵他們在環境及社區建設出力。

#### B6. PRODUCT RESPONSIBILITY

Drug safety and effectivity are the core work of the Group. Any quality problems will pose a threat to the lives of patients. As a responsible drug manufacturer, the Group promises to provide safe and effective drugs and strictly abide by the relevant laws and regulations on health and safety, advertising, labeling and privacy matters and remedies for the products and services provided, including but not limited to the Law of China on the Protection of Consumer Rights and Interests, the Drug Administration Law of the People's Republic of China, the Product Quality Law of China and the Patent Law of China. During the Reporting Period, there was no violation of relevant laws and regulations that had a significant impact on the Group in relation to the health and safety, advertising, labeling and privacy matters regarding the products provided.

##### PRODUCT QUALITY AND SAFETY

The Group's production plants are constructed with reference to European Union standards in accordance with China's GMP requirements, which are also one of the first batches of GMP certified companies in China. The entire production chain, including plant construction, raw material use, production process control, packaging and labeling, are implemented in accordance with the law and monitored by the National Medical Products Administration. In order to ensure the safety and effectiveness of drugs, the Group has established a quality management system that clearly clarifies the requirements for the use of each element and the quality inspection requirements standards for each production process to ensure that products meeting the predetermined quality standards. Suzhou Dawnrays Pharma and Fujian Dawnrays Pharma have obtained the ISO 9001 Quality Management System authentication issued by a third-party assurance organization.

#### B6. 產品責任

藥物安全及有效性是本集團的核心工作，任何質量問題都會對病患者構成生命威脅，作為負責任的藥物生產商，本集團承諾提供安全有效的藥物，並嚴格遵守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相關法律及規例，包括但不限於中國的《中華人民共和國消費者權益保護法》、《中華人民共和國藥品管理法》、《中華人民共和國產品質量法》及《中華人民共和國專利法》。於報告期間，有關所提供產品的健康與安全、廣告、標籤及私隱事宜均未有發現違反對本集團有重大影響的相關法律及規例。

##### 產品質量與安全

本集團生產廠房按照中國GMP要求並參考歐盟標準建設，亦是首批獲得中國GMP認證企業之一，整個生產鏈從廠房建造、原材料使用、生產程序控制、包裝及標籤等均按照法例執行，並受到國家藥品監督管理局監控。為確保藥物安全及有效，本集團建立了質量管理體系，明確其中各要素用途及各個生產程序的質量檢查要求及標準，保證其生產符合預定質量標準的產品。蘇州東瑞製藥及福建東瑞製藥已通過經由第三方審核機構頒發的ISO 9001質量管理體系認證。

The Group continues to improve its product quality and processes. The Quality Assurance Department regularly reviews the production and monitoring process and makes suggestions for improvement. For any updates on product quality or legislation, the Group arranges employee training to ensure that its production and operation comply with the new regulations and provides the correct information to customers.

Drugs production needs to be carried out in a clean environment. There are strictly requirements for the dress and hygiene of employees in our Group's production plants. The plants are regularly cleaned and disinfected. Every employee is required to arrange for a physical examination to ensure that the health condition is in line with the production requirement. The Group has formulated management procedures for entering and leaving the workshop and the Proactive Reporting System for Employee Physical Discomfort for Production, etc. Employees are required to report health problems or when they are ill to avoid potential safety risks to production due to their physical conditions. In addition, the Group's production sites are equipped with laboratories, and drugs are subject to multiple tests from raw materials, manufacture processes and until they become finished products.

In order to further protect consumers, all items or products that do not meet the laboratory testing conditions of the Group will be entrusted to qualified institutions or laboratories for inspection in accordance with the Entrusted Inspection Management Regulations. In order to rationalize the use of resources, the Group has also entrusted the production of tablets and powder for injections. As a Marketing Authorization Holder, the Group is committed to continuously fulfilling its responsibility as the quality management subject throughout the entire process. This includes assessing the quality assurance and risk management capabilities of the entrusted party; signing quality agreements and entrusted production agreements with the entrusted party as required; fulfilling the obligation of product release for market launch; conducting regular on-site audits on quality management system of the entrusted party, and having on-site personnel closely supervise the production process to ensure the effective linkage between quality management systems of both parties as well as the continual compliance with statutory requirements during the production process. All of the Group's products must pass relevant internal quality inspection and certification as required by the laws and regulations to ensure that the quality of these products meet the registration requirements before they are released and sold.

本集團持續改善產品質量及流程，質量保證部定期檢視生產及監察過程並提出改善建議。對於任何有關於產品質量或法例上的更新，本集團都會安排員工培訓，確保按照新規定生產及營運以及為客戶提供正確資訊。

生產藥物需在潔淨環境下進行，本集團嚴格要求員工在生產廠房內的衣著及衛生，廠房定期進行清潔消毒，每名員工都會安排進行身體檢查確保健康要求符合生產工作。本集團已制定進出車間的管理規程和《員工身體不適應生產情況主動報告制度》等，員工需就健康問題或在患病時主動報告，以免身體狀況對生產構成潛在安全風險。另外，本集團的生產場所內設有化驗室，藥物由原材料、製造過程及成為成品前都需經過多重檢測。

為更進一步保障消費者，所有不適用於本集團化驗室檢測條件的項目或產品將依照《委託檢驗管理規程》委託予具備相應資質機構或化驗室進行檢驗。為合理利用資源，本集團亦已將片劑和粉針劑進行了委託生產。作為上市許可持有人，本集團致力於持續落實全過程質量管理主體責任。這包括評估受託方的質量保證能力和風險管理能力；按規定與受託方簽訂質量協議及委託生產協議；履行產品上市放行義務；定期現場審核受託方的質量管理體系，由駐廠人員密切監督生產過程，確保雙方質量管理體系有效銜接，生產過程持續符合法定要求。本集團產品均必須通過內部依法規制定的相關質量檢證，確保產品質量符合註冊要求方可放行及銷售。



If any unqualified products are found to enter the market, the Group will carry out the recall process systematically in accordance with the Drug Recall Management System. Meanwhile, the recall process will be led by the management and reported to the regulatory agency. To ensure the effectiveness of the system, relevant personnel will conduct regular system assessments and simulated recalls. During the Reporting Period, the Group did not have any product recalls due to product safety and health reasons. The Group has set up a special Pharmacovigilance Department, which is responsible for conducting pharmacovigilance throughout the life cycle of drugs, and based on the “Pharmacovigilance Big Data Cloud Computing System”, it is also responsible for monitoring, identifying, evaluating and controlling adverse drug reactions and other harmful reactions related to medication during the life cycle.

#### CUSTOMER SERVICE

The Group attaches great importance to the opinions of its customers. In order to improve service and product quality, Customer Service Department periodically contacts customers to understand their satisfaction to our products and services. If customers are in any doubt about product quality and services may contact the Group via written or other electronic channels. Besides, the Group has formulated User Complaint Management System in order to ensure the quality of service and maintain the good reputation of the Group. All complaints and valuable feedback will be recorded in detail so that follow-up actions will be conducted shortly and continuously make improvement. During the Reporting Period, the Group received a total of 31 complaints (2021: 38 complaints) and all complaints were properly handled in accordance with the User Complaint Management System.

#### PRODUCT PATENT PROTECTION AND MANAGEMENT AND PRODUCT LABELING

After technical assessment and market analysis, the Group sets prices for its products that meet the market and quality. In addition, since the uniqueness and innovation of product research and development technology and production process are the intangible assets of the Group, the Group has filed a patent application for the unique process technology developed by itself and with commercial value during the Reporting Period. At the same time, the Group also applied for trademark registration for its own brands and provided training and education for sales staff to educate customers on how to distinguish the Group's products. In addition, in accordance with

如發現任何不合資格之產品流入市場，本集團將依據《藥品召回管理制度》使召回過程能有系統地進行。同時，召回過程將由管理層領導並向監管機構匯報，為確保系統有效性，相關人員將定期進行系統評估及模擬召回。於報告期間，本集團未有任何因產品安全與健康理由而需回收的個案。本集團設立有專門的藥物警戒部，負責對藥品全生命週期開展藥物警戒工作，並依托「藥物警戒大數據雲計算系統」，對週期內的藥品不良反應及其他與用藥有關的有害反應進行監測、識別、評估和控制。

#### 客戶服務

本集團重視客戶意見，為提升服務及產品質量，客戶服務部會定期與客戶聯絡以了解對產品及服務的滿意度，客戶如對產品質量及服務有任何疑問，皆可透過書面或其他電子渠道與本集團聯繫。此外，為確保服務質素及維護本集團良好聲譽，本集團已制定《用戶投訴管理制度》，所有投訴及客戶寶貴的回饋都會詳細記錄，以便在日後跟進作出持續改善。於報告期間，本集團一共收到了31宗投訴（二零二一年：38宗），且所有投訴都已按《用戶投訴管理制度》妥善處理。

#### 產品之專利保護及管理 and 產品標籤

本集團經過技術評估及市場分析後會為其產品作出符合市場及質量的產品訂價。另外，由於產品研發技術的獨特性與創新及生產流程是本集團無形的財產，因此本集團已於報告期間對自行開發且具備商業價值的獨有工藝技術提出專利申請。同時，本集團亦為自創品牌申請商標註冊，並為銷售部員工提供培訓教育顧客分辨本集團產品。此外，本集團亦依據《商標管理制度》明確所有員工因履行職務而需要利用本集團各類資源所取得的專利權或其他知識產

the Trademark Management System, the Group also clarifies the regulations on the patents or other intellectual property rights all employees need to use the Group's various resources to obtain in order to protect the rights and interests of both parties. During the Reporting Period, the Group obtained 2 invention patent certificates. In addition, the Group also set the standard of quality for drug-related label, to ensure that the relevant information of the drug shown on the label are clear and accurate, to protect the right of the customer.

#### **CUSTOMER PRIVACY PROTECTION AND MARKETING AND PUBLICITY**

The Group's sales are mainly conducted on a business-to-business model and generally do not directly sell drugs to consumers and possess any personal data. In addition, due to the nature of the Group's business, the Group is not involved in any major advertising matters. There are only appropriate product marketing and promotion activities, and the advertising materials and content used during the Reporting Period have been reviewed and checked by internal relevant mechanisms to comply with statutory requirements.

權的規條，保障雙方權益。於報告期間，本集團獲得2項發明專利證書。另外，本集團亦已制定藥品相關的標籤質量標準，以確保標籤清楚及如實標示藥品相關資料，保障客戶權益。

#### **顧客隱私保護及市場推廣與宣傳**

本集團銷售主要以企業對企業模式進行，一般不會直接售賣藥物給予消費者及管有任何個人資料。另外，基於本集團的業務性質，本集團並不牽涉任何重大的廣告事宜。唯仍有適當的產品營銷推廣活動，於報告期間所使用之廣告材料及內容均經由內部相關機制覆核檢查以符合法定要求。

### **B7. ANTI-CORRUPTION**

#### **INTEGRITY OPERATION AND CODE OF ETHICS**

The Group adheres to the principle of "Integrity and Probity" and is committed to creating an anti-corruption working atmosphere, and will not tolerate illegal acts such as corruption, bribery, extortion, fraud and money laundering. The Group is committed to abiding by laws and regulations related to anti-corruption and money laundering, including but not limited to the Criminal Law of China and the Anti-Money Laundering Law of China. During the Reporting Period, the Group strictly complied with relevant anti-corruption laws and regulations. To the knowledge of the management, there were no material incidents in violation of relevant laws and regulations on the prevention of corruption, bribery, extortion, fraud and money laundering, and there were no closed corruption lawsuits.

### **B7. 反貪污**

#### **誠信經營與道德守則**

本集團秉持「誠信、廉潔」的原則，致力於營造反貪污的工作氛圍，對於貪污、賄賂、勒索、欺詐及洗黑錢等不合法行為絕不容忍。本集團致力恪守有關反貪污及洗錢的法規，包括但不限於中國的《中華人民共和國刑法》及《中華人民共和國反洗錢法》。於報告期間，本集團嚴格遵守反腐相關法律和法規，就管理層所知，並無發生違反有關防止貪污、賄賂、勒索、欺詐及洗黑錢的相關法律及法規的重大事件，亦沒有任何已審結的貪污訴訟案件。

#### ANTI-CORRUPTION POLICIES AND MEASURES

The Group has formulated the Anti-Fraud Management System and Resign Audit System, continued to improve the anti-corruption management system, and strengthened the systematic anti-corruption construction of prior prevention and post-event monitoring to examine and combat any fraud behaviour. In addition, the Group has also signed the Integrity and Self-discipline Commitment with employees and signed the Integrity Agreement with various business partners such as suppliers and construction units, to prevent commercial corruption at the root, and to jointly build a clean and compliant business environment. The Group has also established an Audit Committee in its governance structure, consisting of three independent non-executive directors, which is responsible for formulating, reviewing and monitoring corporate governance policies and routine operations, ensuring that the Group strictly abides by relevant laws and regulations. It also continuously reviews the effectiveness of internal monitoring systems to prevent corruption incidents.

As the Group attaches great importance to integrity education, it has regulated employees' behavior in detail in the Employee Manual, clarified the relevant accountability and punishment regulations. In addition, the Group arranges anti-corruption training at least twice a year. During the Reporting Period, the Group organized two anti-corruption seminars, 6 directors and 1,089 employees received about 8 hours and about 2,394 hours of training respectively (2021: 7 directors and 887 employees received about 9 hours and about 1,982 hours of anti-corruption training respectively), so as to cultivate the integrity of employees and jointly maintain the integrity of the Group.

#### WHISTLE-BLOWING MECHANISM

The Group has an online reporting channel to encourage employees to report misconduct and provide sufficient confidentiality measures for the identity of the whistle-blower. If any corruption, bribery, extortion, money laundering and other fraudulent acts are found, the Audit Committee will investigate and deal with them immediately. Serious illegal and criminal acts will be handed over to judicial organs for handling according to the laws.

#### 反貪污政策及措施

本集團制定了《反舞弊管理制度》和《離任審計制度》，持續健全反貪污管理體系，加強事前預防及事後監察的體系化反腐倡廉建設，以審查及打擊任何舞弊行為。另外，本集團亦透過與員工簽訂的《廉潔自律承諾書》、與各合作業務夥伴如供應商和施工單位等簽署《廉潔協議書》，從源頭上預防商業腐敗發生，共建廉潔合規的經營環境。本集團在管治架構中亦設立了審核委員會，由三位獨立非執行董事組成，負責制定、檢討及監察企業管治政策及常規運營，確保本集團嚴守各項有關法律法規，並持續檢討內部監控系統的有效性，以防止發生貪污事件。

本集團高度重視廉潔教育，其已於《員工手冊》中詳細規範員工行為，明確相關的問責與懲處規定，此外，本集團每年至少安排兩次反貪污培訓。於報告期間，本集團已舉行兩次反貪污培訓講座，6名董事及1,089名員工分別接受共將約8小時和約2,394小時培訓(二零二一年：7名董事和887名員工已分別接受約9小時和約1,982小時的反貪污培訓)，從而培養員工廉潔從業精神，共同維護本集團廉潔之風。

#### 舉報機制

本集團設有網上舉報途徑，鼓勵員工舉報不當行為，並對舉報人身份提供足夠保密措施，如發現任何貪污、賄賂、勒索、洗黑錢及其他欺詐行為，審核委員會即時進行調查及處理，對於嚴重的違法犯罪行為本集團將交由司法機關依法處理。

## B8. COMMUNITY INVESTMENT

The Group shoulders corporate social responsibility and is committed to giving back to the community. The Group has formulated relevant policies and set up “Dawnrays Volunteer Service Team” and “Dawnrays Love Fund” to support and encourage employees to participate in social welfare activities, convey the Group’s care for the communities where the Group is located, and participate in building a harmonious and livable community. The purpose of “Dawnrays Love Fund” is “caring for employees and participating in social welfare”, and it mainly provides assistance to employees of the Group when their encounter domesticity difficulties, and actively supports the development of the Group’s charitable cause and the community charity activities where “Dawnrays Volunteer Service Team” participated. The following are the dedicated contribution areas covered by the “Dawnrays Love Fund” community investment:

**AREAS****範疇**

Staff

員工

Communities

社區

Medical

醫學

Poverty relief

扶貧

Disaster relief

賑災

During the Reporting Period, the Group and the “Dawnrays Love Fund” brought love to the following activities and regions, and during the Reporting Period, a total of approximately RMB199,000 and approximately 1,500 hours of volunteer services were devoted to support social charities and public welfare undertakings, with over ten thousand people were served.

## B8. 社區投資

本集團肩負著企業社會責任致力回饋社群。本集團制定相關政策，並設立了「東瑞志願者服務隊」及「東瑞愛心基金」以支持和鼓勵員工參加社會公益活動，傳達本集團對本集團所在社區的關懷，參與建設一個和諧宜居的社區。「東瑞愛心基金」宗旨是「立足關愛員工，參與社會公益」，主要為本集團的員工在其家庭生活遇到困難時提供協助，積極支持本集團的慈善事業發展和「東瑞志願者服務隊」參加的社區公益活動。以下為「東瑞愛心基金」社區投資所涵蓋的專注貢獻範疇：

**ASSISTANCE PLANS****幫扶計劃**

Subsidize the children of our staff to receive higher education, provide assistance with life difficulties

資助員工子女接受高等教育，提供生活遇困幫扶金

Actively participate in community charity activities

積極參與社區公益活動

Provide scholarships to students major in pharmaceuticals and medical and cultivate more outstanding medical professionals;

為藥物及醫科生提供獎學金，培育更多優秀醫療專才；

Set up special fund for conducting research on prevention and treatment of major diseases

設立基金為重大疾病預防和治療進行研究

Donate to poor families in the society to educate their children

捐助與社會上貧困家庭，讓他們的孩子接受教育

Donations in the event of major disasters in the country

在國內遇到重大災害事故時提供捐助

本集團及「東瑞愛心基金」於報告期間將愛帶到以下不同活動及地區。本集團於報告期間共投放公益捐款約人民幣199,000元及義工服務約1,500小時以支持社會慈善及公益事業，服務人數過萬人次。

## B. Social

## B. 社會

### CHARITY DONATION

#### Anti-pandemic Items Donation

In order to assist the local pandemic prevention, during the Reporting Period, the Group responded to the call from Suzhou Wuzhong District Chamber of Commerce of Pharmaceutical Industry to donate 10 boxes of hand wash and 140 packs of hypertensives drugs to nursing home of “Love Family 善愛之家” in Suzhou. In addition, we donated 1,000 sets of protective clothing and 10,000 pieces of N95 face mask to Wuzhong Economic Development Zone.



#### Community Charity Donation

During the Reporting Period, the Group actively participated in the community activities and charity donation, including the purchase of slow-selling loquat from farmers in the community, donations to children welfare home in the community, and participating in the community activities to help the disabled, etc.

In addition, “Dawnrays Love Fund” also accepted invitation from charity federation of Wuzhong District to join the charity project of “we love our children” and donated to help the poor children in the community.



### 公益捐獻

#### 防疫物資捐贈

為助力當地防疫工作，本集團於報告期間響應蘇州市吳中區醫藥行業商會號召，向蘇州市「善愛之家」養老院捐贈洗手液10箱及高血壓藥物140盒。另外亦有向吳中經濟開發區捐贈防護服1,000套及N95口罩1萬個。



#### 社區公益捐獻

本集團於報告期間積極參加社區公益活動和慈善捐獻，包括購買社區農戶滯銷枇杷、向社區兒童福利院捐贈物資，以及參加社區助殘公益活動等。

此外，東瑞愛心基金亦於報告期間接受吳中區慈善總會邀請，加入「吳愛吾童」慈善項目及捐款幫助社區窮困兒童。



*Education Sponsorship and poverty alleviation*

During the Reporting Period, Suzhou Dawnrays Pharma provided a education sponsorship to 28 students whose families had economic difficulties in Gohan Primary School in Baoshan Village, Yulong County, Yunnan Province, to help them complete their studies.

*助學扶貧*

於報告期間，蘇州東瑞製藥已向雲南省玉龍縣寶山鄉高寒完小28位家庭經濟困難的學生提供助學金幫助他們完成學業。

*Higher Education Scholarship*

The Group had granted scholarships to employees' children for five consecutive years for the purpose of guidance and encouragement of attaching great importance of education by employees and their children. In response to national and government philosophy of "National Rejuvenation Through Education", the Group granted a scholarships to 12 children of employees for their admissions into undergraduate courses and 1 employee who is eligible for postgraduate study during the Reporting Period. Since the establishment of "Dawnrays Love Fund" in 2017, the Group granted scholarships to 48 employees or their children.

*高等教育獎學金*

本集團已連續5年向員工子女發放獎學金，旨在引導和鼓勵員工及其子女重視教育，響應國家和政府「教育興國」之理念。於報告期間，本集團向12位考取大學本科的員工子女和1位獲得研究生進修資格的員工發放獎學金。自二零一七年東瑞愛心基金成立以來，本集團已累計向48位員工或其子女發放獎學金。

*Sympathize and assist employees*

During the Reporting Period, a total of 6 employees with life difficulties received assistance from "Dawnrays Love Fund". As at 31 December 2022, the Group provided assistance to 31 employees in total.

*員工慰問幫扶*

於報告期間，本集團內共有6位生活遇困員工得到東瑞愛心基金幫扶。截至二零二二年十二月三十一日，本集團已累計向31位員工發放幫扶款。

## B. Social

### B. 社會

#### *Establishment of “Dawnrays Family”, Recreational and Sports Activity Center for Employees*

On 25 August 2022, the labour union of Suzhou Dawnrays Pharma initiated the establishment of the “Dawnrays Family”, a recreational and sports activity center for employees. “Dawnrays Family” currently has a book corner (Meditation Corner), an independent breast milk storage room (Mother’s Post), a psychological counseling room and a table tennis table and other fitness equipment, which aims to provide a caring, learning, communication and relaxing place for employees. On this basis, with the further support of the Group, organizations such as Dawnrays Reading Club, Dawnrays Chorus, Dawnrays Dance Team, Dawnrays Basketball Team, Dawnrays Football Team, Dawnrays Badminton Team and Dawnrays Table Tennis Team were established to further build the “Dawnrays Family” into a spiritual civilization platform for Dawnrays employees, a rest stop for their health, their charging station, and a place to form cohesion. The Labour union of Suzhou Dawnrays Pharma was awarded the title of “Model Home of Employees in Wuzhong District 吳中區模範職工之家” in 2022 by the Wuzhong District Federation of Labour Unions.

#### 成立職工文體活動中心 — 「東瑞之家」

2022年8月25日，由蘇州東瑞製藥工會發起成立職工文體活動中心「東瑞之家」。「東瑞之家」目前擁有圖書角(靜心隅)、獨立母乳儲藏室(媽媽驛站)、心理諮詢室和乒乓球桌等健身器材，旨在為員工提供一個關愛、學習、交流和放鬆的場所。在此基礎上，在本集團的進一步支持下，成立東瑞讀書社、東瑞合唱團、東瑞舞蹈隊、東瑞籃球隊、東瑞足球隊、東瑞羽毛球隊、東瑞乒乓球隊等社團，進一步把「東瑞之家」建設成東瑞人精神文明的平台，成為東瑞人健康事業前進之路的休息站，為東瑞人充電、加油，凝聚團結之力量！蘇州東瑞製藥工會被吳中區總工會授予2022年度「吳中區模範職工之家」稱號。



#### **VOLUNTEER SERVICES**

##### *Pandemic Prevention Support*

The pandemic situation rebounded in Suzhou in the first half of 2022, the Group continued to organize employees voluntarily participated in the pandemic preventive activities at the factory zone, and encourage our employees to take part in community pandemic preventive work nearby their residence, to support the community for anti-pandemic, a total of 28 employees voluntarily participated in the pandemic preventive work about 500 times.

#### 志願服務

##### 防疫支援

二零二二年上半年，蘇州新冠疫情有所反彈，本集團繼續組織員工志願者參加廠區的防疫活動，並號召廣大員工在住所就近參加社區防疫工作，支持社區共同抗疫。全年共有28位員工志願者參加了500餘次防疫活動。

##### *Support Community Environmental Promotion Activity*

During the Reporting Period, the Group organized Suzhou volunteers network and volunteers of the Group’s employees to participated in the activities of clean mountain in the community 6 times, to collect non-biodegradable garbage at various scenic spots, to raise the awareness of environmental protection of employees and the public.

#### 支持社區環保宣傳活動

本集團於報告期間先後6次組織蘇州義工網和本集團員工志願者參加社區淨山活動，撿拾在景區各處的不可降解垃圾，以提升員工及公眾的環保意識。

*Charity Activities of Pharmaceutical Industry*

In 2022, the Group gathered the electrical volunteer team five times to participated in the charity activities of “Led by Party Building and Pharmaceutical Enterprises Benefiting the People” organized by the Party branch of Wuzhong District Federation of Industry and Commerce and the Party branch of Wuzhong District Chamber of Commerce of Pharmaceutical Industry, In such activities, we helped the local residents to repair household appliances free of charge.

醫藥行業公益活動

於二零二二年，本集團先後5次組織電工班志願者參加吳中區工商聯黨支部及吳中區醫藥行業商會黨支部主辦的「黨建引領，藥企惠民」公益活動，在活動現場幫助當地居民免費維修家電。



The Group is highly involved in community investment, and continuously engages with the community to understand the needs of the community where it operates and ensure the interests of the community are protected. The Group’s contributions on economy and society have also been recognized by various parties. The following are the honors received by the Group prior to the publication of this Report:

本集團高度參與社區投資，並持續以社區參與來了解營運所在的社區需要及確保社區利益。本集團經濟及社會貢獻亦受各方認證，以下為本集團於本報告刊發前獲得之榮譽：

**Granting Authorities**

授予機構

Putian Municipal Party Committee and Putian People’s Government  
 莆田市委、莆田市人民政府

Suzhou Wuzhong District Committee of the Communist Party of China and Suzhou Wuzhong District People’s Government  
 蘇州市吳中區委員會、蘇州市吳中區人民政府

**Honors**

榮譽

2022 “Outstanding Economic Contribution” award

2022年度「突出經濟貢獻獎」

2022 “Leading Enterprise in Terms of Green Development”

2022年度「綠色發展引領企業」





# HKEX ESG Reporting Guide Content Index Table

## 聯交所 ESG 報告指引內容索引表

Mandatory Disclosure Requirements 強制披露規定	Chapters/Declarations 章節／聲明
Governance Structure 管治架構	About the ESG Report — ESG Governance Structure 關於 ESG 報告 — ESG 管治架構
Reporting Principles 匯報原則	About the ESG Report — Reporting Framework 關於 ESG 報告 — 報告框架
Reporting Boundary 匯報範圍	About the ESG Report — Reporting Scope 關於 ESG 報告 — 報告範圍

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
<b>Aspect A1: Emissions</b> 層面 A1：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Emissions 排放物
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions — GHG and exhaust gas emissions management 排放物 — 溫室氣體及廢氣排放與管理
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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)。	Emissions — GHG and exhaust gas emissions management 排放物 — 溫室氣體及廢氣排放與管理
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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)。	Emissions — Waste management 排放物 — 廢棄物管理
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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)。	Emissions — Waste management 排放物 — 廢棄物管理
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 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。	Emissions — GHG and exhaust gas emissions management 排放物 — 溫室氣體及廢氣排放與管理
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 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。	Emissions — Waste management 排放物 — 廢棄物管理

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
<b>Aspect A2: Use of Resources</b> 層面 A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Use of Resources 資源使用
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 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)。	Use of Resources — Energy consumption 資源使用 — 能源消耗
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Use of Resources — Water consumption 資源使用 — 水資源消耗
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 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。	Use of Resources — Energy consumption 資源使用 — 能源消耗
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Use of Resources — Water consumption 資源使用 — 水資源消耗
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 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。	Use of Resources — Packaging materials consumption 資源使用 — 包裝物消耗
<b>Aspect A3: The Environment and Natural Resources</b> 層面 A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及天然資源
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	The Environment and Natural Resources — Protective measures of natural ecological environment 環境及天然資源 — 自然生態環境的保護措施
<b>Aspect A4: Climate Change</b> 層面 A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change — Response to climate change 氣候變化 — 應對氣候變化
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change — Physical risks, Transition risks 氣候變化 — 實體風險、轉型風險

# HKEX ESG Reporting Guide Content Index Table

## 聯交所 ESG 報告指引內容索引表

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
<b>Aspect B1: Employment</b> 層面 B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 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。	Employment 僱傭
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment — Employee remuneration, recruitment and promotion and dismissal 僱傭 — 員工薪酬、招聘及晉升及解僱
<b>Aspect B2: Health and Safety</b> 層面 B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康與安全
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Health and Safety — Occupational health and safety 健康與安全 — 職業健康與安全
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety — Occupational health and safety 健康與安全 — 職業健康與安全
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 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。	Health and Safety — Occupational health and safety, Response to the pandemic 健康與安全 — 職業健康與安全、應對疫情

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
<b>Aspect B3: Development and Training</b> 層面 B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 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。	Development and Training 發展及培訓
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Development and Training — Employee training and development 發展及培訓 — 員工培訓與發展
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training — Employee training and development 發展及培訓 — 員工培訓與發展
<b>Aspect B4: Labour Standards</b> 層面 B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Labour Standards 勞工準則
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Standards — Prevention of child labour and forced labour 勞工準則 — 防止童工與強制勞工
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labour Standards — Prevention of child labour and forced labour 勞工準則 — 防止童工與強制勞工
<b>Aspect B5: Supply Chain Management</b> 層面 B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management — Sustainable raw material sourcing 供應鏈管理 — 可持續原料採購
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Supply Chain Management — Sustainable raw material sourcing 供應鏈管理 — 可持續原料採購

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 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。	Supply Chain Management — Supply chain management 供應鏈管理 — 供應鏈管理
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management — Sustainable raw material sourcing 供應鏈管理 — 可持續原料採購
<b>Aspect B6: Product Responsibility</b> <b>層面 B6：產品責任</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility — Product quality and safety 產品責任 — 產品質量與安全
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility — Customer service 產品責任 — 客戶服務
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility — Product patent protection and management and product labeling 產品責任 — 產品之專利保護及管理和產品標籤
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility — Product quality and safety 產品責任 — 產品質量與安全
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility — Customer privacy protection and marketing and publicity 產品責任 — 顧客隱私保護及市場推廣與宣傳

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
<b>Aspect B7: Anti-corruption</b> 層面 B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 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。	Anti-corruption — Integrity operation and code of ethics 反貪污 — 誠信經營與道德守則
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption — Whistle-blowing mechanism 反貪污 — 舉報機制
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption — Anti-corruption policies and measures 反貪污 — 反貪污政策及措施
<b>Aspect B8: Community Investment</b> 層面 B8：社區投資		
General Disclosure 一般披露	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. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment 社區投資
KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Community Investment 社區投資

Units 3001-02, 30/F, CNT Tower, 338 Hennessy Road, Wanchai, Hong Kong  
香港灣仔軒尼詩道338號北海中心30樓3001-02室  
268 Minfeng Road, Wuzhong Economic Development District, Suzhou, Jiangsu, PRC.  
中國江蘇省蘇州市吳中經濟開發區民豐路268號

**[www.dawnrays.com](http://www.dawnrays.com)**