



四环医药
SihuanPharm

2022

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

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

(incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股份代號: 0460

目錄

CONTENTS

2	關於本報告 About the Report	47	安全守護，綠色發展 Ensuring Safety and Pursuing Green Development
4	聚焦二零二二 • 大事記 Focus 2022 – Memorabilia	48	1、完善EHS管理機制 1. Improving EHS Management Mechanism
5	責任治理，可持續運營 Responsible Governance, Sustainable Operation	54	2、安全生產管理 2. Work Safety Management
5	ESG管治理念 ESG Governance Concept	60	3、環境管理 3. Environmental Management
9	ESG管治架構 ESG Governance Structure	75	聚焦人才，攜手並進 Empowering Talents and Shaping a Brighter Future
12	董事會聲明 Board Statement	76	1、尊重人才 1. Respecting Talents
13	利益相關方參與 Stakeholders Engagement	81	2、關懷員工 2. Employee Care
13	1、利益相關方溝通 1. Communication with Stakeholders	85	合規經營，誠信為先 Enhancing Compliance Governance and Upholding Integrity
15	2、重要性評估 2. Materiality Assessment	86	1、加強廉政建設 1. Strengthening Construction of Clean Administration
19	創新科技，健康未來 Fostering Innovation in Science and Technology for a Healthy Future	87	2、投訴舉報的受理和保障 2. Acceptance and Guarantee of Complaints and Reporting
20	1、推動創新，助力醫藥產品服務可及 1. Facilitating Innovation and Promoting the Accessibility of Pharmaceutical Products and Services	88	3、合規培訓 3. Compliance Training
30	2、嚴控質量，把握產品安全生命線 2. Strictly Control Quality and Observe the Lifeline of Quality and Safety	89	熱心公益，共繪美好 Devoting to Social Public Welfare for a Happy Life
37	3、用心服務，提供優質客戶體驗 3. Providing Considerate Service and High-quality Customer Experience	90	1、助力社會發展 1. Contributing to Social Development
42	責任並進，互利共贏 Making Progress Together with Responsibility to Promote Win-win Cooperation	93	2、投身社區公益 2. Dedicated to Social Philanthropy
43	1、供應商管理 1. Supplier Management	96	附錄I 二零二二年ESG關鍵績效數據表 Appendix I Table of 2022 ESG Key Performance Data
45	2、供應商溝通交流 2. Communication with Suppliers	102	附錄II 《環境、社會及管治報告指引》內容索引 Appendix II Content Index of Environmental, Social and Governance Reporting Guide
45	3、可持續供應鏈打造 3. Creating a Sustainable Supply Chain		

關於本報告 About the Report

本報告是四環醫藥控股集團有限公司連同其子公司(「四環醫藥」、「本集團」或「我們」)發佈的第七份環境、社會及管治報告(下稱「本報告」)，全面闡釋四環醫藥二零二二年度在環境、社會及管治方面的實踐表現。

報告週期

本報告為年度報告。本年度報告於二零二三年三月二十四日獲得董事會批准發佈。

報告範圍

本報告涵蓋本集團於二零二二年一月一日至二零二二年十二月三十一日期間(「本年度」)在履行環境與社會責任方面的表現。環境數據範圍覆蓋四環醫藥集團總部及附屬11家生產企業、2家研究及開發(「研發」)機構以及3個營銷中心¹。本報告覆蓋我們擁有運營控制權或對我們的環境、社會及管治方面有顯著影響的所有業務單位。本報告的內容亦聚焦於我們在經濟、環境及社會方面影響最顯著的重大可持續發展領域，以及我們的利益相關方最關注的領域。

報告標準

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

1 **生產企業**：北京四環製藥有限公司(「北京四環」)、本溪恆康製藥有限公司(「本溪恆康」)、吉林振澳製藥有限公司(「吉林振澳」)、吉林四長製藥有限公司(「吉林四長」)、吉林四環製藥有限公司(「吉林四環」)、吉林津升製藥有限公司(「吉林津升」)、長春翔通藥業有限公司(「長春翔通」)、吉林四環澳康藥業有限公司(「吉四澳康」)、弘和製藥有限公司(「弘和製藥」)、吉林匯康製藥有限公司(「吉林匯康」)、吉林惠升生物製藥有限公司(「吉林惠升」)。較上一年度，本年度剔除吉林升通化工有限公司，因其運營控制權已不屬於本集團。

研發機構：北京澳合藥物研究院有限公司(「北京澳合研究院」)、山東軒竹醫藥科技有限公司(「山東軒竹」)。

營銷中心：北極星營銷中心(「北極星營銷」)、津升營銷中心(「津升營銷」)、深圳四環醫藥有限公司(「深圳四環」)。因架構調整，上一年度環境數據範圍內的北京四環營銷中心、吉林四環營銷中心整合成本年度的北極星營銷；弘和營銷中心業務整合至津升營銷。

This report is the seventh environmental, social and governance report (the “Report”) published by Sihuan Pharmaceutical Holdings Group Ltd. and its subsidiaries (collectively referred to as “Sihuan Pharmaceutical”, the “Group” or “We”). It comprehensively explains the practice performance of Sihuan Pharmaceutical in environmental, social and governance matters in 2022.

REPORT CYCLE

The Report is an annual report. This annual report was approved by the board of directors (the “Board”) on 24 March 2023.

SCOPE OF THE REPORT

The Report covers the achievements of the Group in the performance of environmental and social responsibilities during the period from 1 January 2022 to 31 December 2022 (the “Year”). The Report covers the headquarters of Sihuan Pharmaceutical and its 11 affiliated production enterprises, 2 research and development (“R&D”) institutions and 3 marketing centers¹. The Report covers all business units where we had operational control or which have significant impact on environmental, social and governance aspects. The content of the Report also focuses on the major sustainable development areas which have the most significant economic, environmental and social impacts, and the areas where our stakeholders are most concerned about.

REPORTING STANDARDS

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

1 **Production enterprises**: Beijing Sihuan Pharmaceutical Co., Ltd. (“Beijing Sihuan”), Benxi Hengkang Pharmaceutical Co., Ltd. (“Benxi Hengkang”), Jilin Zhen’ao Pharmaceutical Co., Ltd. (“Jilin Zhen’ao”), Jilin Sichang Pharmaceutical Co., Ltd. (“Jilin Sichang”), Jilin Sihuan Pharmaceutical Co., Ltd. (“Jilin Sihuan”), Jilin Jinsheng Pharmaceutical Co., Ltd. (“Jilin Jinsheng”), Changchun Xiangtong Pharmaceutical Co., Ltd. (“Changchun Xiangtong”), Jilin Sihuan Aokang Pharmaceutical Co., Ltd. (“Jisi Aokang”), Ambest Pharmaceutical Co., Ltd. (“Ambest Pharmaceutical”), Jilin Huikang Pharmaceutical Co., Ltd. (“Jilin Huikang”), and Jilin Huisheng Biological Pharmaceutical Co., Ltd. (“Jilin Huisheng”). Compared with the previous year, Jilin Shengtong Chemical Co., Ltd. was excluded during the Year, as the Group no longer had control over its operation.

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

Marketing centers: Polaris Marketing Center (“Polaris Marketing”), Jinsheng Marketing Center (“Jinsheng Marketing”) and Shenzhen Sihuan Pharmaceutical Co., Ltd. (“Shenzhen Sihuan”). Due to structural adjustment, Beijing Sihuan Marketing Center and Jilin Sihuan Marketing Center in the previous year were integrated as Polaris Marketing during the Year in the range of environmental data, and businesses of Ambest Pharmaceutical Marketing Center were integrated into that of Jinsheng Marketing.

報告流程

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

報告發佈方式

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

報告原則回應

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

PROCEDURE OF THE REPORT

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

FORMS OF PUBLICATION

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

RESPONSE TO REPORTING PRINCIPLES

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

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

聚焦二零二二 • 大事記
Focus 2022 — Memorabilia

軒竹生物榮獲「中國創新生物醫藥TOP 10」
Xuanzhu Biopharm was awarded "TOP 10 China Innovative
Bio-pharmaceutical Companies"

第六屆未來醫療100強大會
The 6th Future Healthcare VB100 Conference

獲獎時間: 2022年6月 Time : June 2022



軒竹生物獲「2022中國生物醫藥產業價值榜
—最具成長性小分子創新藥企業TOP10」
Xuanzhu Biopharm was awarded "2022 China Bio-pharmaceutical
Industry Value List – TOP 10 Growing Innovative Drug Companies in the
Field of Small Molecules"

中國生物醫藥創新合作大會組委會
Organizing Committee of China Bio-Pharm Partnering Forum

獲獎時間: 2022年8月 Time : August 2022

「金格獎」—大中華區卓越上市公司2023「轉型先鋒公司」
"Jinge Award" — "Transformation Pioneer" at the 2023 Outstanding
Listed Companies in Greater China

格隆匯
Gelonghui

獲獎時間: 2022年12月 Time : December 2022



第七屆「最具價值醫藥及醫療公司」大獎 & 第七屆「最佳IR團隊獎」
The 7th "Most Valuable Pharmaceutical and
Medical Company Award" & The 7th "Best IR Team Award"
智通財經
Zhitongcaijing

獲獎時間: 2022年12月 Time : December 2022

第六屆中國卓越IR評選「最佳信披獎」& 「最佳領袖獎」& 「35 UNDER 35」
"Best Information Disclosure Award" & "Best Leadership Award" & "35 UNDER 35" of
6th China Excellence IR Awards
Roadshow China路演中及其旗下子品牌「卓越IR」
Roadshow China and its brand "Excellence IR"

獲獎時間: 2022年12月 Time : December 2022





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

本集團深知履行企業社會責任的重要性，將其視為對企業可持續發展的重要基石。我們始終秉承「成為具有競爭力的國際化製藥企業」的企業願景，肩負「創新服務於人類健康」的企業使命，將可持續發展理念融入本集團戰略規劃和業務運營當中，在不斷促進自身高質量發展的同時，積極履行社會責任，展現企業擔當，為行業及社會的可持續發展貢獻四環力量。

ESG管治理念

本集團不斷強化自身的ESG管治能力，以負責任的態度看待並提升ESG表現，以實際行動踐行可持續發展理念。我們以聯合國可持續發展目標（「SDGs」）為指引，結合利益相關方訴求以及自身業務特點，不斷探索本集團的可持續發展之路。

我們根據自身的業務發展情況，分析和梳理了在產品、環境、社區以及人四個方面與SDGs的關聯程度以及本集團採取的責任措施。我們將不斷發揮所在行業的技術和產品優勢，為二零三零年實現全球目標做出貢獻。

The Group is fully aware of the importance of fulfilling corporate social responsibility and regards it as an important cornerstone for its sustainable development. Adhering to the corporate vision of “becoming a competitive international pharmaceutical company” and the corporate mission of “innovation for human health”, we have integrated the concept of sustainable development into the Group’s strategic planning and business operations. While continuously promoting our own high-quality development, we actively fulfilled our social and corporate responsibilities to contribute to the sustainable development of the industry and the society.

ESG GOVERNANCE CONCEPT





The Group continuously strengthened its ESG governance capabilities, reviewed and enhanced its ESG performance in a responsible manner, and implemented the concept of sustainable development through practical actions. Guided by the United Nations Sustainable Development Goals (“SDGs”), we have been exploring the Group’s sustainable development path by taking into account the demands of our stakeholders and our own business characteristics.

Based on our business development, we analyzed the correlation with SDGs from the perspectives of product, environment, community and people, and the responsible measures the Group has taken. We will continue to leverage our technological and product strengths in our industry to contribute to the global goal in 2030.

責任治理，可持續運營

Responsible Governance, Sustainable Operation



責任領域	責任舉措	ESG管理目標	響應聯合國 可持續發展目標
創新科技， 健康未來	<ul style="list-style-type: none"> • 推進研發創新，助力醫療普惠 • 持續加強研發投入 • 升級產品研發體系 • 推進關鍵性藥品領域研究 • 優化產品質量管理體系，保障用藥健康 	持續加強創新研發投入，持續提供優質可及的產品，嚴格遵守質量管理規範，開展全生命週期的質量管控，保障產品使用安全，為客戶創造最大的價值。	 良好健康與福祉
			 產業、創新和基礎設施
			 負責任消費和生產
責任並進， 互利共贏	<ul style="list-style-type: none"> • 強化供應商管理體系，實行分級分類管理 • 加強供應商溝通交流 • 打造綠色可持續供應鏈 	持續強化供應商管理，積極關注供應鏈的ESG風險，攜手供應商構建綠色、可持續的商業生態。	 負責任消費和生產

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






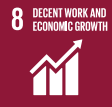


Responsible fields	Responsible measures	ESG management goals	Responding to SDGs
Fostering Innovation in Science and Technology for a Healthy Future	<ul style="list-style-type: none"> Facilitating R&D and innovation to promote inclusive health care Continuing to increase investment in R&D Upgrading the product R&D system Promoting research in key drug areas Optimizing product quality control system to ensure the safety of drug use 	Continuously increase innovation and R&D investment, continue to provide quality and accessible products, strictly comply with quality control regulations and carry out quality control throughout the life cycle to ensure the safety of product use and create maximum value for customers.	<p>Good health and well-being</p>
			<p>Industry, innovation and infrastructure</p>
			<p>Responsible consumption and production</p>
Making Progress Together with Responsibility to Promote Win-win Cooperation	<ul style="list-style-type: none"> Strengthening supplier management system and implementing classification management Enhancing communication with suppliers Creating a green and sustainable supply chain 	Continuously strengthen supplier management, focus on ESG risks in the supply chain, and work with suppliers to build a green and sustainable business ecosystem.	<p>Responsible consumption and production</p>
			<p>Responsible consumption and production</p>

責任治理，可持續運營

Responsible Governance, Sustainable Operation

責任領域	責任舉措	ESG管理目標	響應聯合國可持續發展目標
安全守護，綠色發展	<ul style="list-style-type: none"> 提升能源及資源利用效率 強化三廢管理，降低環境負面影響 開展精益生產項目，持續探索低碳減排潛力 完善極端天氣應急機制 	強化生產安全管理，持續優化環境管理體系，提高資源利用效率，減少污染排放，並積極響應國家「碳达峰」、「碳中和」目標，助力全球氣候變化應對。	<p>12 負責任消費和生產</p>  <p>負責任消費和生產</p> <p>13 氣候行動</p>  <p>氣候行動</p>
聚焦人才，攜手並進	<ul style="list-style-type: none"> 強化人才發展與培訓管理 建立全面的薪酬與福利體系 創建多元共融的工作環境 強化員工健康安全 	堅持以人為本，通過完善的人才發展體系，培育員工，並從員工福利、員工健康與安全、員工權益等方面強化管理，加強員工歸屬感，實現員工與企業共同發展。	<p>3 良好健康與福祉</p>  <p>良好健康與福祉</p> <p>8 體面工作和經濟增長</p>  <p>體面工作和經濟增長</p>
合規經營，誠信為先	<ul style="list-style-type: none"> 建立內部監督機制和廉潔建設體系 持續開展商業道德及反貪腐培訓 暢通利益相關方溝通機制 	進一步加強廉潔建設，通過內部監督機制、合規培訓等措施，強化廉潔管控，保障合規運營。	<p>16 和平、正義與強大機構</p>  <p>和平、正義與強大機構</p>
熱心公益，共繪美好	<ul style="list-style-type: none"> 持續助力鄉村振興 投身公益助力社區發展 建立教育發展基金會 助力學校基礎設施建設 	持續參與社會公益事業，積極履行自身肩負的社區使命，為社區發展貢獻四環力量。	<p>1 無貧窮</p>  <p>無貧窮</p>

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

Responsible fields	Responsible measures	ESG management goals	Responding to SDGs
Ensuring Safety and Pursuing Green Development	<ul style="list-style-type: none"> Improving the energy and resource use efficiency Strengthening the management of three wastes to reduce the adverse impact on the environment Launching lean production projects to explore the potential of carbon emission reduction Perfecting the emergency response mechanism for extreme weather 	Strengthen work safety management, continuously optimize the environmental management system, improve resource utilization efficiency, reduce pollution and emissions, and actively respond to the national “carbon peak” and “carbon neutrality” goal to help combat global climate change.	 <p>Responsible consumption and production</p>  <p>Climate action</p>
Empowering Talents and Shaping a Brighter Future	<ul style="list-style-type: none"> Strengthening talent development and training management Establishing a comprehensive compensation and benefit system Creating a diversified and inclusive workplace Strengthening employee health and safety management 	Uphold the people-oriented concept, cultivate employees through a perfect talent development system, and strengthen management in terms of employee welfare, employee health and safety, and employee rights and interests to enhance employees’ sense of belonging and realize the common development of employees and the enterprise.	 <p>Good health and well-being</p>  <p>Decent work and economic growth</p>
Enhancing Compliance Governance and Upholding Integrity	<ul style="list-style-type: none"> Establishing internal supervision mechanism and integrity system Continuously carrying out training on business ethics and anti-corruption Providing a more effective mechanism for stakeholder communication 	Further uphold integrity and enhance integrity management through measures such as internal supervision mechanism and compliance training to ensure compliant operation.	 <p>Peace, justice and strong institutions</p>
Devoting to Social Public Welfare for a Happy Life	<ul style="list-style-type: none"> Continuing to support rural revitalization Contributing to community development Establishing the foundation for educational development Facilitating the construction of school infrastructure 	Continue to participate in social philanthropy undertakings and actively fulfil our mission to contribute to the community development.	 <p>No poverty</p>

ESG管治架構

本集團將ESG融入發展戰略，持續完善ESG管治架構和運行機制。我們依據《四環醫藥集團ESG管理辦法》建立了以董事會為最高決策層的三級ESG管治架構，明確各項ESG工作事務和管理職責，有效推動各部門參與ESG工作，實現ESG工作的制度化、規範化、專業化管理。

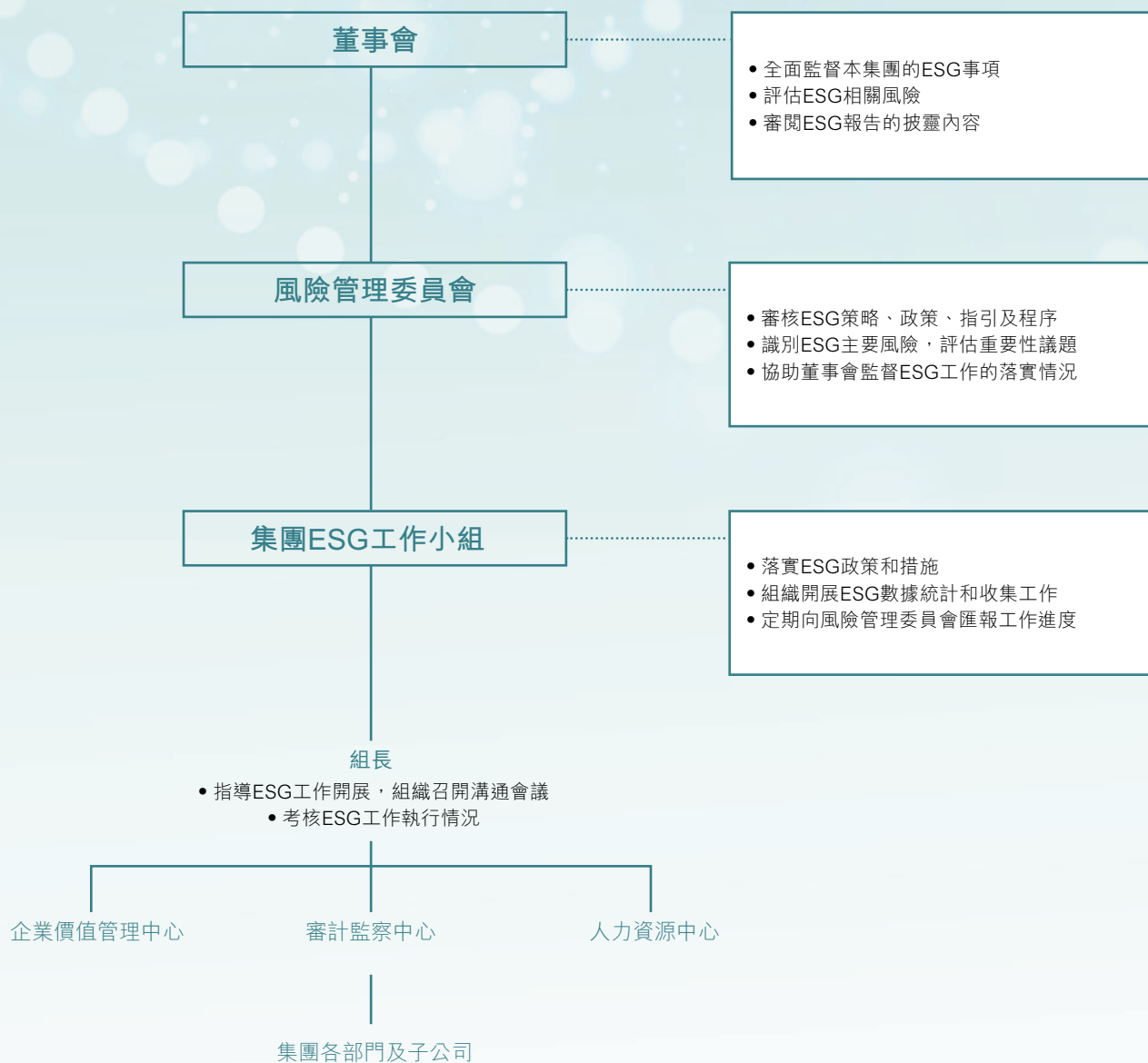
ESG Governance Structure

The Group integrates ESG into its development strategy and continues to improve its ESG governance structure and operation mechanism. In accordance with the “ESG Management Measures of Sihuan Pharmaceutical”, we established a three-tier ESG governance structure with the Board as the highest decision-making level, which clarifies various ESG work affairs and management responsibilities, effectively promotes all departments to participate in ESG work, thereby realizing the institutionalized, standardized and professional management of ESG work.

責任治理，可持續運營

Responsible Governance, Sustainable Operation

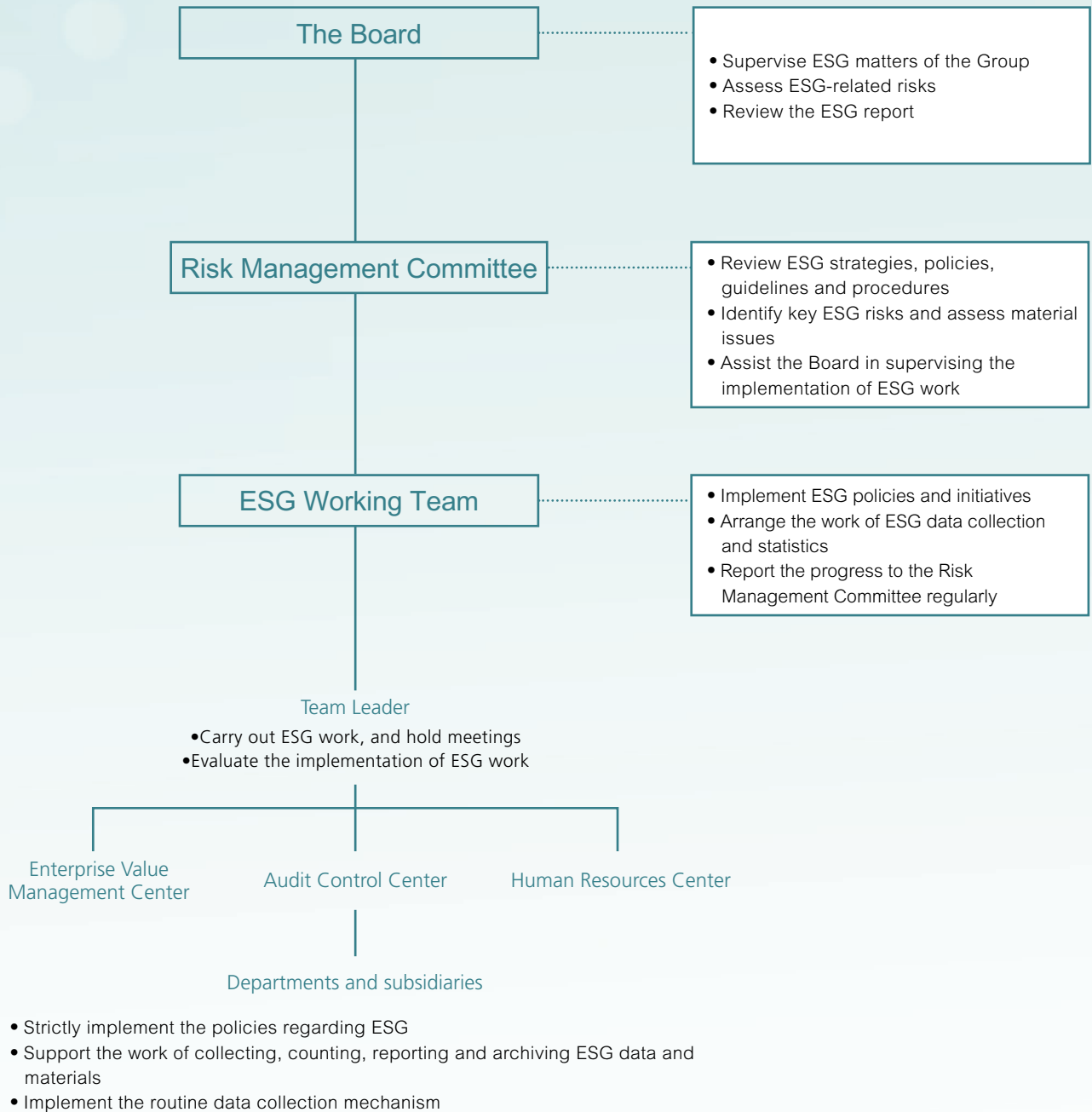
本集團ESG管治架構的具體角色和責任如下所示：



- 嚴格執行ESG相關管理政策
- 配合開展各項ESG工作，包括數據及資料收集、統計、上報、存檔等
- 落實數據常態化收集機制

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

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



責任治理，可持續運營

Responsible Governance, Sustainable Operation

董事會聲明

本集團高度重視ESG管理，將綠色低碳、員工關懷、社會貢獻等責任理念與企業運營策略進行有機融合，切實履行企業社會責任，持續推進可持續發展管理，助力實現國家「碳達峰」、「碳中和」目標。

我們持續踐行ESG管治理念，通過科學有效的ESG管治架構，落實ESG責任管理。同時，為了確保ESG工作有序開展，我們針對各子公司持續開展ESG績效考核，建立ESG績效考核機制，將ESG管理工作納入負責人年度考核，以監督相關負責人的ESG工作執行情況。ESG工作小組全面檢查各子公司提報數據和資料的準確性、完整性、及時性，綜合評估數據提供部門和負責人的相關工作，將考核情況納入季度和年度的績效考核範圍。

此外，我們不斷優化ESG管理工作流程，加強ESG常態化管理，持續落實數據及資料常態化收集機制，並檢查ESG數據提報準確性和資料報告情況，確保ESG數據及信息的披露質量。

展望未來，我們將貫徹並加速「醫美+創新藥」雙輪驅動戰略，持續以創新研發驅動，助力實現打造中國領先醫美和生物醫藥企業的戰略目標。同時，我們將繼續履行企業社會與環境責任，積累創新力量，通過產品全生命週期的質量管控，持續提供優質可及的產品，努力達成各利益相關方的期望，攜手各方助力可持續發展目標。

BOARD STATEMENT

The Group attaches great importance to ESG management, and integrates the concepts of green and low-carbon development, employee care and social contribution with the corporate operation strategy, so as to effectively fulfil corporate social responsibility, continuously promote sustainable development management, and assist achieving the national goals of “carbon peak” and “carbon neutrality”.

We continue to practice the concept of ESG governance and implement ESG management through a science-based and effective ESG governance framework. Meanwhile, in order to ensure the orderly implementation of ESG work, we continue to carry out ESG performance appraisal for each subsidiary by establishing an ESG performance appraisal mechanism. We also incorporate ESG management into the annual appraisal of the person in charge, in a bid to supervise the implementation of the ESG work. The ESG Working Team comprehensively assesses the accuracy, completeness and timeliness of the data and materials submitted by each subsidiary, evaluates the relevant work of the department and person in charge of providing data, and includes the evaluation results into the quarterly and annual performance appraisal.

In addition, we continue to optimize the ESG management procedures, strengthen regular ESG management, implement the regular data and information collection mechanism, and check the accuracy of ESG data and information to ensure the quality of ESG data and information disclosure.




Looking ahead, we will accelerate the implementation of the strategy of “medical aesthetics + innovative drugs” driven by innovation and R&D, with an aim to realize the strategic goal of being a leading medical aesthetics and biopharmaceutical company in China. Also, we will continue to fulfill our corporate social and environmental responsibilities, build up our innovation capabilities, and continue to deliver quality and accessible products through quality control in the product life cycle. We will strive to meet the expectations of all stakeholders and work together to contribute to the SDGs.

1、利益相關方溝通

本集團重視利益相關方溝通，深知企業的可持續發展離不開各利益相關方的支持。我們定期通過面談、郵件、電話、座談會等方式，積極了解各利益相關方的環境、社會及管治關注重點及意見，並針對性回應他們的需求與期望，以持續提升本集團的可持續發展水平。

1. COMMUNICATION WITH STAKEHOLDERS

The Group attaches great importance to the communication with stakeholders and is fully aware that the sustainable development of the enterprise cannot be achieved without the support of all stakeholders. We actively understand their focus and opinions on ESG issues through regular interviews, emails, phone calls and seminars, and respond to their needs and expectations in order to continuously enhance the sustainable development of the Group.

利益相關方 Stakeholders	關注議題 Issues of concern	溝通回應方式 Ways of communication and response
 政府／監管機構 Government/regulatory departments	遵紀守法 Compliance	遵守法律法規 Observing laws and regulations
	企業管治水平 Corporate governance level	信息披露 Information disclosure
	支持地方經濟 Supporting the local economy	創造就業機會 Creating job opportunities
 股東／投資者 Shareholders/investors	經營業績 Operating performance	舉辦股東大會 General meeting
	合法合規經營 Legal operation	上市公司日常信息披露 Daily information disclosure of listed companies
	反腐敗 Anti-corruption	完善內部政策 Improving internal policies
 客戶／分銷商 Customers/distributors	風險管理 Risk management	完善內控體系 Improving internal control system
	藥物安全質量 Drug safety and quality	保障產品質量與安全 Ensuring product quality and safety
	服務質量 Service quality	開展客戶滿意度調查 Conducting customer satisfaction surveys
	知識產權保護 Intellectual property protection	處理詢問和投訴 Addressing inquiries and complaints
	負責任營銷 Responsible marketing	完善信息交流機制 Improving information exchange mechanism
客戶信息與隱私保護 Customer information and privacy protection	履行客戶保密協議 Performing the customer confidentiality agreement	

利益相關方參與 Stakeholders Engagement



內部員工
Internal employees

職業健康與安全
Occupational health and safety

日常安全檢查
Routine safety inspection

權利權益保障
Protection of rights and interests

設置投訴渠道
Establishing complaint channels

員工培訓教育
Staff training and education

提供技能培訓
Providing skills training

員工薪酬與福利
Employee compensation and benefits

多樣化員工福利
Diversified employee benefits

誠信共贏
Integrity and win-win

審查與評估
Review and evaluation

恪守商業道德
Complying with business ethics

日常溝通走訪
Daily communication and visits

安全優質產品
Safe and quality products

現場審計
On-site audit

供應鏈可持續發展管理
Sustainable development management of the supply chain

打造責任供應鏈
Establishment of the responsibility supply chain



供應商／合作夥伴
Suppliers/partners

藥物研發與創新
Drug R&D and innovation

參與行業組織會議
Participation in meetings organized by industry associations

打擊假藥
Combating against counterfeit medicines

開展同行經驗交流會
Holding peer experience exchange meetings

推動行業發展
Promotion of industry development

相關研發項目合作
Cooperation of R&D project



行業協會
Industry associations

社區公益
Community charity

開展公益活動
Participation in charitable activities

關愛大眾健康
Care for public health

健康知識普及
Health knowledge popularization

帶動地方就業
Promotion of local employment

參與社區共建
Participation in community co-construction



社區公眾
Community and the public

2、重要性評估

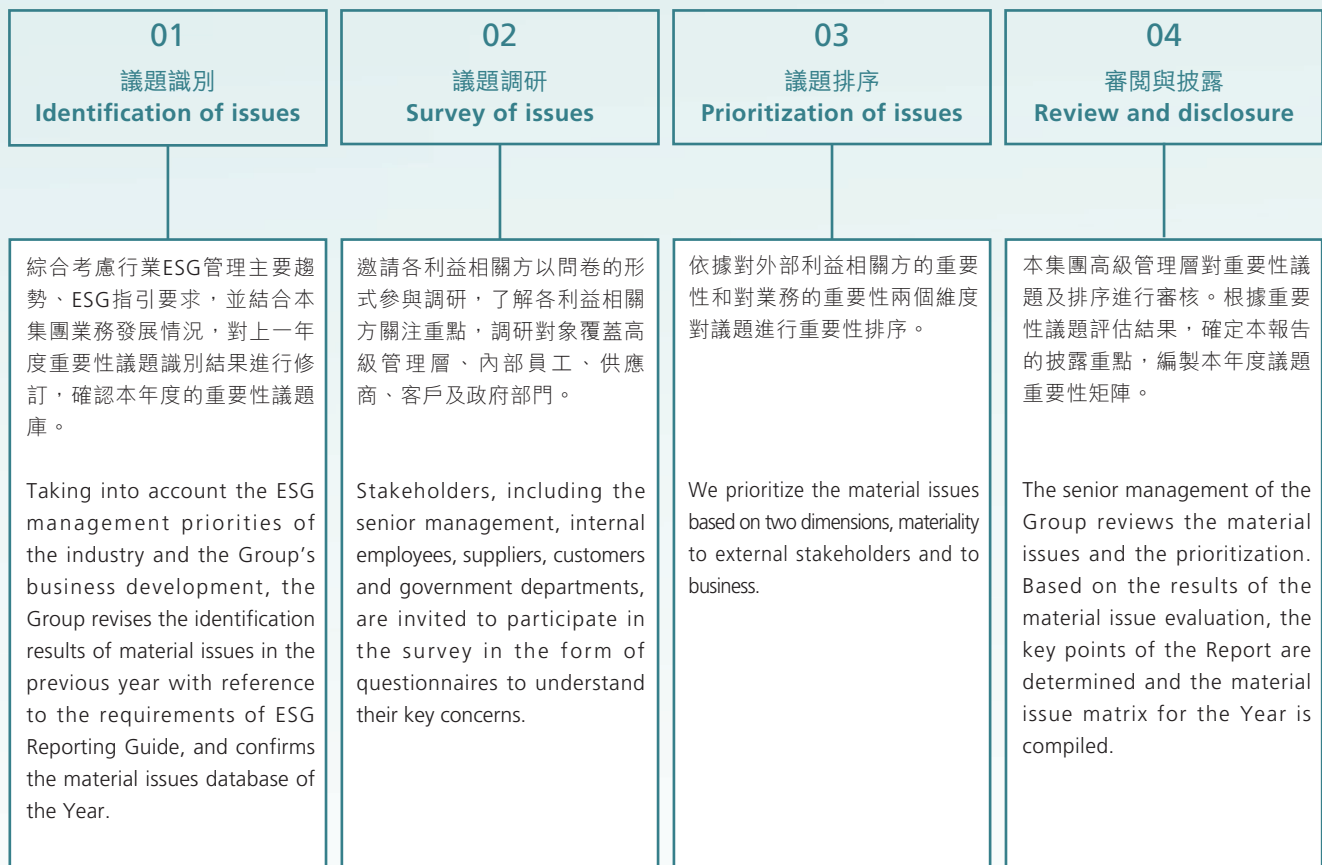
本集團通過利益相關方溝通，參照ESG指引的要求，並基於行業特點及本集團的實際運營情況，識別二零二二年重要性議題，並將重要性分析結果作為本年度報告信息披露和ESG管理目標設定的參考依據。

我們通過以下四個步驟判定重要性議題：

2. MATERIALITY ASSESSMENT

In 2022, based on the industrial characteristics and the actual operation situation of the Group, we communicate with stakeholders to identify material ESG issues with reference to the requirements of the ESG Reporting Guide. The Group also took the results of the materiality analysis as a reference for reporting information disclosure and subsequent ESG management target setting in the Year.

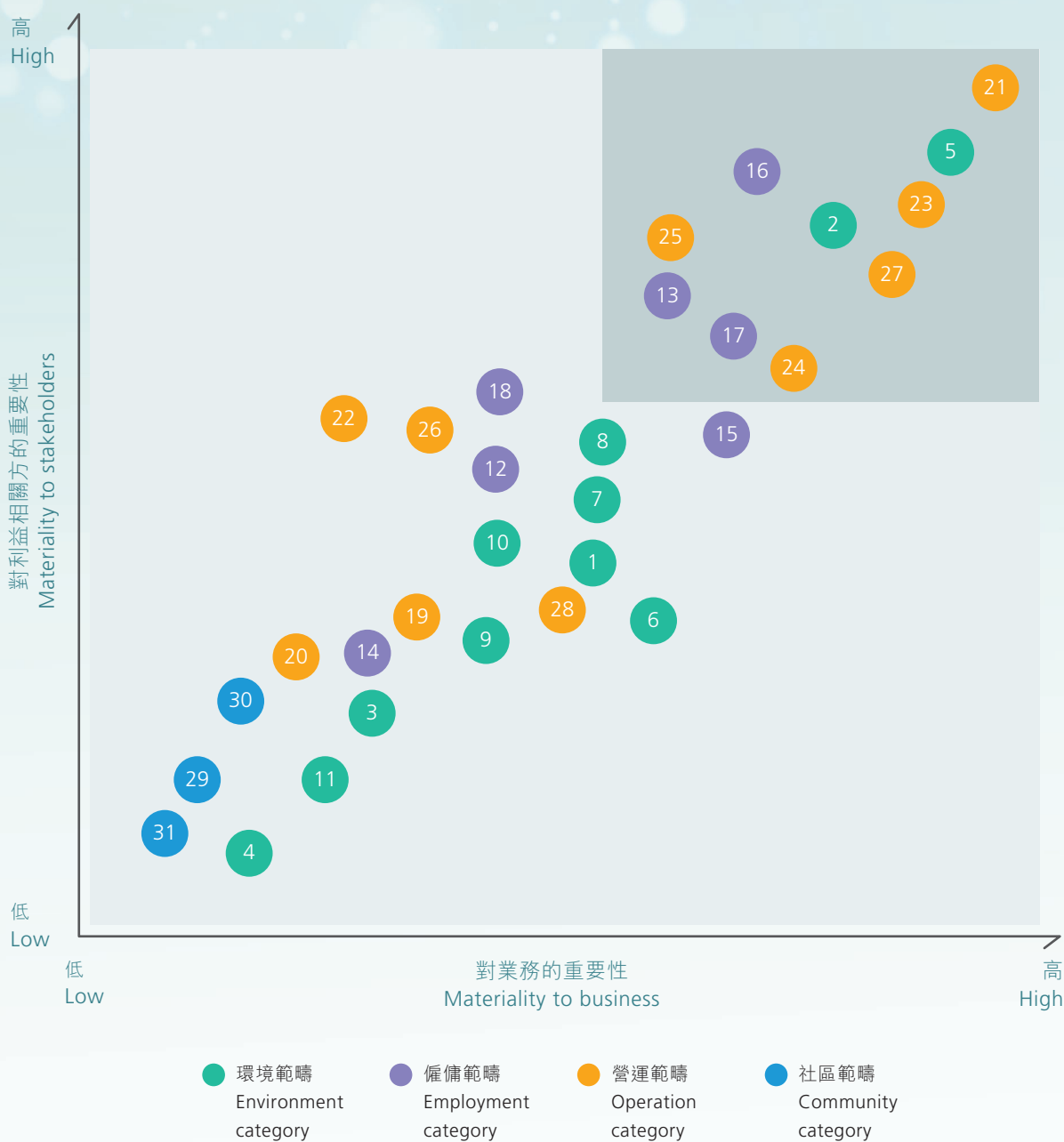
We determine material issues through the following four steps:



利益相關方參與 Stakeholders Engagement

以下為二零二二年度重要性評估結果：

The following are the materiality assessment results of 2022:



環境 Environment	1	廢氣管理 Air pollutant management
	2	污水處理與合規排放 Wastewater treatment and legal discharge
	3	溫室氣體排放 Greenhouse gas ("GHG") emission
	4	氣候變化減緩與適應 Mitigation of and adaption to climate change
	5	有害廢棄物管理 Hazardous waste management
	6	能耗管理 Management of energy consumption
	7	水資源使用與節水措施 Use of water resources and water-saving measures
	8	清潔生產 Clean production
	9	綠色辦公 Green office
	10	包材合理使用和減少浪費 Reasonable use of packaging materials and reduction of waste
	11	保護動物權益 Protection of animal rights
僱傭 Employment	12	薪酬與福利 Compensation and benefits
	13	員工權益保障 Protection of employee rights and interests
	14	多元化與平等機會 Diversity and equal opportunities
	15	人才吸納與團隊建設 Talents attraction and team building
	16	職業健康與安全 Occupational health and safety
	17	員工培訓與發展機會 Staff training and development opportunities
	18	合法合規僱傭 Compliance with labor legislation and regulations

利益相關方參與 Stakeholders Engagement

營運 Operation	19	供應商管理 Supplier management
	20	供應鏈環境及社會風險管控 Environmental and social risk control of the supply chain
	21	產品安全與質量 Product safety and quality
	22	研發及創新 R&D and innovation
	23	保障知識產權 Protection of intellectual property rights
	24	負責任營銷 Responsible marketing
	25	客戶服務品質 Quality of customer service
	26	客戶信息安全與隱私保護 Customer information security and privacy protection
	27	反腐敗與內控管理 Anti-corruption and internal control management
	28	廉潔培訓與宣傳 Integrity training and publicity
社區 Community	29	社區參與及公益活動 Community involvement and charitable activities
	30	帶動地方就業 Promotion of local employment
	31	關愛社區健康 Care for community health

* 加粗的議題為重要性議題

* *Issues in bold are material*

相較於二零二一年，二零二二年本集團內外部利益相關方依然將產品安全與質量、反貪腐與內控管理、負責任營銷、客戶服務品質、員工權益保障、職業健康與安全等作為本集團在可持續發展方面的重要事宜，並加強對有害廢棄物管理、保障知識產權、污水處理與合規排放、員工培訓與發展機會等事宜的關注。本集團將在之後章節就核心議題進行重點闡釋，以回應各利益相關方的關注與期待。

Compared with 2021, the Group's internal and external stakeholders still regarded product safety and quality, anti-corruption and internal control management, responsible marketing, quality of customer service, protection of employee rights and interests and occupational health and safety as material issues of the Group in terms of sustainable development in 2022. More attention was paid to hazardous waste management, protection of intellectual property rights, wastewater treatment and legal discharge and staff training and development opportunities. The Group will elaborate on the core issues in the following sections as a response to stakeholders' concerns and expectations.

創新科技，健康未來

FOSTERING INNOVATION IN SCIENCE AND TECHNOLOGY FOR A HEALTHY FUTURE

四環醫藥始終秉持「創新服務於人類健康」的使命，致力於滿足患者尚未被關注的臨床需求，持續提供優質可及的創新產品。我們以創新研發優勢驅動企業發展，積極投入資金設備，持續完善產品研發體系，並不斷夯實產品質量管理，提高服務水平，持續提供高質量的產品與服務，切實履行對患者和客戶的健康責任，為大眾健康保駕護航，為健康中國行動貢獻企業力量。

Undertaking the corporate mission of “innovation for human health”, Sihuan Pharmaceutical is devoted to satisfying patients’ clinical demands, and constantly providing accessible high-quality innovative products. We have been stimulating the enterprise development through innovation and R&D strength, actively investing in equipment, constantly improving the product R&D system, consolidating the product quality management, improving services, providing high-quality products and services, and protecting the health of patients and customers, with an aim of safeguarding the public health and contributing to the Healthy China initiative.

ESG 績效

5 款產品中選第七批國家藥品集中採購

全球持有授權專利共 520+ 件

商標註冊獲准 1,196 件

制定「三七原則」投訴處理機制，優化客戶服務

推進張家灣機房優化建設，保障客戶信息安全

ESG performance

5 products won the bid of the seventh batch of national centralized drug procurement

520+ globally authorized patents

1,196 trademarks were granted approval for registration

The “Principles for Three and Seven Days” were formulated as the complaint handling mechanism to optimize customer service

Promoting the optimization of computer room in Zhangjiawan to ensure customer information security

聯合國可持續發展目標(SDGs)響應
Response to SDGs



創新科技，健康未來

Fostering Innovation in Science and Technology for a Healthy Future

1、推動創新，助力醫藥產品服務可及

本集團深知創新研發是構建自身核心競爭力的基石。二零二二年，我們堅定貫徹「醫美+創新藥」的雙輪驅動戰略，通過持續的研發資金投入、配套設施優化，不斷完善產品研發體系，持續打造中國域內醫美和生物醫藥領軍企業。

創新研發

四環醫藥秉持初心，堅持研發創新藥物，滿足患者的健康需求，加快打造中國領先醫美及生物製藥企業。二零二二年，我們充分貫徹雙輪驅動戰略，持續推進業務實現轉型與發展，加快在糖尿病、心腦血管、消化系統、腫瘤等方面疾病藥物的開發研製：

- 二零二二年，本集團醫美平台漢顏空間成功推進2.0營銷版本的業務升級發展，持續完善醫美產品矩陣，不僅在產品端實現多個產品的註冊上市，還成功引入多個海外中高端醫美產品以拓展產品管線佈局，並完成三個高效率、低成本生產基地的設立，總面積達16,000平方米，共設立了10條生產線；

1. FACILITATING INNOVATION AND PROMOTING THE ACCESSIBILITY OF PHARMACEUTICAL PRODUCTS AND SERVICES

The Group is well aware that innovation and R&D are its core competitiveness. In 2022, we promoted the two-wheel drive strategy of “medical aesthetics + innovative drugs”, continued to invest in R&D funds, improved supporting facilities, and constantly improved product R&D system, in order to build a leading medical aesthetics and biopharmaceutical company in China.

Innovation and R&D

Remaining true to its original aspiration, Sihuan Pharmaceutical has continued to conduct R&D of innovative drugs, and satisfy the health demands of patients, with an aim of building a leading biopharmaceutical company in China. In 2022, we fully implemented the two-wheel drive strategy, continued to promote business transformation and development and accelerated the development and research in drugs for diabetes, cardiovascular and cerebrovascular, digestive, tumor diseases:

- In 2022, MeiYan KongJian, a medical aesthetic platform of the Group, successfully promoted the upgrading and development of 2.0 version for marketing and sales, and continued to build its medical aesthetic product matrix. In addition to registering and launching a number of products, it successfully introduced a wide range of overseas mid-to-high-end medical aesthetic products to expand the product pipeline, while also completed the establishment of three high-efficiency and low-cost production bases with a total area of 16,000 square meters and 10 production lines.

Fostering Innovation in Science and Technology for a Healthy Future

- 軒竹生物聚焦於消化、腫瘤及非酒精性肝炎(NASH)等重大疾病領域，同時具備小分子化藥和大分子生物藥兩大研發體系，雙引擎推動軒竹生物創新發展。軒竹生物的產品管線以自主研發為主，引進為輔，佈局了20餘個在研產品，對乳腺癌的主要靶點進行了全面佈局，是國內乳腺癌賽道佈局最全面的公司之一；
- 吉林惠升專注於糖尿病及併發症領域，實現了在該領域的全產品覆蓋。年內，吉林惠升成功地進一步實現了其打造糖尿病及併發症領域全產品覆蓋的生物醫藥領導者的戰略目標，共9款藥物的上市申請已獲受理(包括7款降糖藥物及2款併發症藥物)。
- Xuanzhu Biopharm focuses on major diseases such as digestion, tumor and nonalcoholic steatohepatitis (NASH). It has set up two R&D systems for small-molecule and macro-molecule bio-drugs which has jointly promoted the innovative development of Xuanzhu Biopharm. Xuanzhu Biopharm's product pipeline is mainly driven by independent R&D and supplemented by introduction. It has more than 20 innovative drugs under development in aspect of product pipeline. Moreover, it has made a comprehensive development for the main targets of breast cancer, and is one of the companies with the most comprehensive layout in the breast cancer track in China.
- Jilin Huisheng specialized in diabetes and complications and realized the full product coverage in the field. During the Year, Jilin Huisheng successfully further achieved the strategic goal of building a biopharmaceutical leader in the field of diabetes and complications with a full product matrix coverage. During the Year, the marketing applications for 9 drugs (including 7 glucose-lowering drugs and 2 complication drugs) of Jilin Huisheng have been accepted.

在全體員工的共同努力下，二零二二年四環醫藥重點研發項目進展順利，累計完成4個原料藥、7個製劑的生產註冊申請，以及6個原料、7個製劑的已註冊品種的補充研究；取得原料藥生產批件6個，製劑生產批件5個。其中，替格瑞洛片為心血管疾病藥物，能夠降低心血管死亡、心肌梗死等的發生率，有效守護患者身體健康；富馬酸丙酚替諾福韋片為慢性乙肝治療藥物，具有抗毒作用強、耐藥率低、妊娠安全級別高的優點，還能減少腎損傷和骨密度降低，其靶向作用明顯，精準性更高，藥效更佳；注射用奧美拉唑鈉和注射用鹽酸羅沙替丁醋酸酯則聚焦消化系統治療，解決患者在日常生活中的用藥需求。

With the concerted efforts of all employees, the key R&D projects of Sihuan Pharmaceutical achieved smooth progress in 2022. The applications for the production registration of four active pharmaceutical ingredients ("API") and seven formulations, and the supplementary research of the registered products of six APIs and seven formulations were completed, and the manufacture approval of six APIs and five formulations were obtained. Among them, Ticagrelor Tablets, as a cardiovascular drug, can reduce the risk of cardiovascular death and myocardial infarction and effectively protect the health of patients. Tenofovir Alafenamide Fumarate Tablets are used to treat chronic hepatitis B with high antiviral efficacy, low drug resistance rate and less adverse impact on pregnancy. The medicine can also reduce the renal injury and decrease in bone mineral density with obvious targeting effects, higher accuracy and better efficacy. Omeprazole Sodium for Injection and Roxatidine Acetate Hydrochloride for Injection are used for the treatment of the digestive system for patients in their daily life.

創新科技，健康未來

Fostering Innovation in Science and Technology for a Healthy Future

二零二二年，本集團共五款產品中選第七批全國藥品集中採購，包括：醋酸奧曲肽注射液(1ml: 0.1mg)、富馬酸丙酚替諾福韋片(25mg)、磺達肝癸鈉注射液(0.5ml: 2.5mg)、拉考沙胺片(50mg)，和琥珀酸美托洛爾緩釋片(47.5mg)(本集團自佛山德芮可製藥有限公司獲授予於中國大陸地區的獨家市場推廣權)，為廣大患者帶來了新的治療選擇。四環醫藥與聯營公司北京銳業製藥有限公司共同開發的兩款非PVC粉液雙室袋產品，及吉四澳康生產的咪達唑侖口頰黏膜溶液成功被納入2022年國家醫保目錄，為提高醫藥產品可及性貢獻企業力量。

展望未來，我們將繼續堅持創新藥業務以自主研發與創新為驅動，始終保持創新與創業的初心，用製藥人的嚴謹和創新努力打造中國領先醫美及生物製藥企業，用工匠精神精心「雕琢」我們的產品管線，努力向著四環醫藥集團的創新轉型企業發展新的3.0版本進發。

In 2022, a total of five products of the Group, including octreotide acetate injection (1ml: 0.1mg), tenofovir alafenamide fumarate tablets (25mg), fondaparinux sodium injection (0.5ml: 2.5mg), lacosamide tablets (50mg), and metoprolol succinate sustained-release tablets (47.5mg) (the Group was granted exclusive marketing rights in mainland China by Pharmadax (Foshan) Co., Ltd.), won the bid of the seventh batch of national drug centralized drug procurement, bringing new treatment choices for patients. Two types of non-PVC solid-liquid double chamber bag products developed jointly by Sihuan Pharmaceutical and Beijing Ruiye Drugs Manufacture Co., Ltd. (an associate of Sihuan Pharmaceutical) and midazolam oromucosal solution produced by Jisi Aokang were successfully included into 2022 National Reimbursement Drug List (“NRDL”), making contributions to the accessibility of pharmaceutical products.

Looking into the future, we will continue to develop the innovative drug business driven by independent R&D and innovation, always bear in mind the original aspiration of innovation and entrepreneurship, strive to build the leading medical aesthetics and biopharmaceutical company in China with the rigour and innovation of a pharmaceutical company. We will carefully “carve” our product pipeline with the spirit of craftsmanship, and make every effort to promote and realise the Group’s innovation and transformation enterprise development version 3.0.

咪達唑侖口頰黏膜溶液 保障低齡癲癇患者健康

MIDAZOLAM OROMUCOSAL SOLUTION ENSURES THE HEALTH OF CHILDREN WITH EPILEPSY

咪達唑侖口頰黏膜溶液是一種苯二氮草類鎮靜催眠藥，是國內首個針對嬰幼兒、兒童及青少年開發的黏膜給藥劑型，用於治療3個月至18歲兒童高熱或癲癇引起的急性、持續性驚厥發作，在癲癇治療指南及熱性驚厥發作指南中均為推薦治療藥物。目前臨床使用的咪達唑侖主要為口服或靜脈給藥，這對於持續性驚厥發作中的嬰幼兒及兒童用藥造成了極大不便。

四環醫藥開發的咪達唑侖口頰黏膜溶液為國內首仿、國產獨家，與其它劑型相比，給藥方便、起效快，甚至可用於院外家庭急救，極大提升了用藥便捷度。本年度，吉四澳康生產的咪達唑侖口頰黏膜溶液獲納入國家醫保目錄，為更多的兒童病患提供了更加便捷的用藥新選擇。

Midazolam oromucosal solution is a benzodiazepine sedative-hypnotic drug, which is the first mucosal delivery drug developed for infants, children and adolescents in China. It is used to treat acute and prolonged convulsive seizures caused by high fever or epilepsy in children from 3 months to 18 years old, and is recommended in the guidelines for epilepsy treatment and febrile seizures. Midazolam, which is currently in clinical use, is mainly administered orally or intravenously, causing significant impediment to the medication administration for infants and children during prolonged convulsive seizures.

Midazolam oromucosal solution developed by Sihuan Pharmaceutical is the first generic in China and exclusive in China. Compared with other dosage forms, oromucosal solution is featured by convenient administration and quick efficacy. It can also be used for emergency treatment at home, which greatly enhances the convenience of medication. During the Year, midazolam oromucosal solution produced by Jisi Aokang was included into NRDL, providing more children patients with a new and more convenient treatment option.

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

拉考沙胺片成為癲癇患者治療新選擇

LACOSAMIDE TABLETS BECOMES THE NEW CHOICE FOR TREATMENT OF PATIENTS WITH EPILEPSY

據中國抗癲癇協會數據，中國約有900萬癲癇患者，且每年新增癲癇病例40萬。北京澳合研究院與北京四環共同研發的拉考沙胺片用於治療癲癇，適用於16歲及以上癲癇患者部分性發作的聯合治療，副作用小，且不經過肝臟代謝，不會與其他抗癲癇藥物產生有臨床意義的重大藥物相互作用，能夠更好地保護患者健康。因此，拉考沙胺片可作為部分癲癇發作患者的新治療選擇。

本年度，拉考沙胺片成功入選第七批國家藥品集中採購，為保障大眾健康做出了有力貢獻。

According to China Association Against Epilepsy, China has about 9 million patients who suffer from epilepsy, with about 400,000 new patients every year. Lacosamide Tablets jointly researched and developed by Beijing Ao He Research Institute and Beijing Sihuan are used for the treatment of epilepsy, and is suitable for the combined treatment of partial-onset seizures in patients aged 16 years and above with epilepsy. It has minor side effects, and does not undergo hepatic metabolism and produce clinically significant drug interactions with other anti-epileptic drugs, which can better protect the health of patients. Therefore, Lacosamide Tablets may be used as a new treatment option for some patients suffering from epileptic seizures.

During the Year, Lacosamide Tablets were successfully selected in the seventh batch of national drug centralized procurement, making great contributions to the protection of the public health.

同時，我們持續強化研發平台、研發團隊、研發質量等多方面的建設與管理，不斷提升本集團的創新研發能力，並積極關注研發過程中的倫理問題，在高效創新研發的同時，嚴格遵守研發管理規範，積極響應動物倫理政策和動物福利保護要求。

研發平台建設

為了更快的向創新藥領域升級發展，本集團將軒竹生物、吉林惠升兩大生物製藥板塊各自成立業務平台，分別聚焦腫瘤、消化、NASH等領域和糖尿病領域。我們將持續促進軒竹生物、吉林惠升兩大創新藥業務平台發展，在創新驅動自主研發進展的同時，引進行業領先技術及重磅產品，為患者帶來更多優質科技的創新產品。同時，我們積極推動科技型企業建設，不斷推進科研管理能力提升。二零二二年十一月，北京澳合研究院積極響應北京市科委「小升規」政策，成功完成科技型中小企業評價工作。該政策鼓勵小微企業升級為規模以上企業，成為促進經濟高質量發展的有生力量。北京澳合研究院入庫本年度北京市第9批科技型中小企業，意味著四環醫藥的科研管理能力獲得認可。

Meanwhile, we continued to strengthen the building and management of R&D platform, team and quality, constantly enhanced the innovative R&D capability of the Group, paid close attention to the ethics issues during the R&D process. We strictly abided by R&D management standards while ensuring efficient and innovative R&D, and actively responded to the ethics policies and welfare protection requirements in relation to animals.

Building of R&D platform

In order to accelerate the transition towards the innovative drug field, the Group respectively established business platforms for Xuanzhu Biopharm and Huisheng Biopharm, focusing on oncology, digestion, NASH and diabetes. We will continue to promote the development of two innovative drug business platforms of Xuanzhu Biopharm and Huisheng Biopharm, and introduced advanced industrial technology and blockbuster products while ensuring innovation-driven independent R&D, bringing more high-quality innovative products to patients. Meanwhile, we facilitate the development of sci-tech enterprise, and constantly enhance the scientific research management capability. In November 2022, in response to the "transition from small to large-scale enterprise" policy issued by Beijing Municipal Science and Technology Commission, Beijing Aohe Pharmaceutical Research Institute successfully completed the appraisal of small and medium sci-tech enterprises. The policy encourages micro and small enterprises to upgrade into large-scale enterprises, becoming the powerful drivers for promoting the high-quality economic development. Beijing Aohe Research Institute was listed in the ninth batch of small and medium-sized enterprises of Beijing this year, indicating the recognition for scientific research and management of Sihuan Pharmaceutical.

創新科技，健康未來

Fostering Innovation in Science and Technology for a Healthy Future

研發人才引進與培養

四環醫藥將研發人才引進與培養視為提升研發能力的重要途徑。二零二二年，本集團不斷加強研發人才隊伍的建設與培養，持續引進具有專業資質與豐富工作經驗的人才，為本集團的業務發展提供技術支持。同時，我們針對研發人員制定年度培訓計劃，並按照計劃開展研發設備使用、研發技能培訓、質量管理體系等相關培訓，培訓範圍涵蓋四環醫藥總部及子公司研發人才。為保障培訓效果，我們針對培訓內容開展考核，以有效提升研發人員的專業技能水平。此外，我們設立各部門培訓管理人員，負責培訓通知、登記等內容，以加強培訓管理，確保培訓工作的有效落實。

Introduction and Cultivation of R&D Talents

Sihuan Pharmaceutical regards talent introduction and cultivation as an important approach to the enhancement of R&D capabilities. In 2022, the Group continuously strengthened the building and cultivation of R&D talent teams, and introduced talents with professional credentials and rich working experience, providing technical support for the business development of the Group. Meanwhile, we formulated annual training plans, and conducted relevant training on R&D equipment usage, R&D skills and quality management system among R&D talents of the headquarters and subsidiaries of Sihuan Pharmaceutical. In order to ensure the training effect, we conducted an assessment of the training contents to effectively enhance the professional skills of R&D staff. In addition, relevant personnel of each department are designated to be responsible for training notification and registration in order to strengthen the training management and guarantee effective training.

北京澳合研究院分析部培訓

TRAINING OF THE ANALYZING DEPARTMENT OF BEIJING AOHE RESEARCH INSTITUTE

二零二二年三月，北京澳合研究院組織分析部參加《有關物質驗證方案撰寫》的相關培訓，從驗證方案的內容、形式、接受標準及注意事項等方面對部門員工進行培訓，增強了分析部員工在建立有關物質驗證方法學及方案設計方面的整體素養，有益於推進方法學開發及驗證的速度及質量。

In March 2022, Beijing Aohe Research Institute organized the Analyzing Department to participate in the relevant training on the "Formulation of Relevant Substance Verification Scheme", and trained the department staff on the contents, forms, acceptance standards and precautions of the verification scheme, which enhanced the overall attainment of the department staff in establishing relevant substance verification methodology and scheme design, and contributed to promoting the speed and quality of methodology development and verification.



《有關物質驗證方案撰寫》培訓
Training on the Formulation of
Relevant Substance Verification

「新藥創製項目管理人才培養研修班」培訓活動

TRAINING OF "NEW DRUG DEVELOPMENT PROJECT MANAGEMENT TALENT TRAINING"

二零二二年八月，北京澳合研究院選派代表人員參與北京市人力資源和社會保障局組織的「新藥創製項目管理人才培養研修班」，並按照培訓內容完成研修班論文提交工作。本次培訓覆蓋研發管理、新藥創新研發流程以及應用基礎研究等內容，助力研發人員更好地在藥物研發項目管理上進行嘗試和探索，提升實際操作能力和項目管理水平，增強自身核心競爭力。

In August 2022, Beijing Aohe Research Institute dispatched representatives to participate in the "New Drug Development Project Management Talent Training" organized by Beijing Municipal Human Resources and Social Security Bureau, and completed the submission of the thesis according to training contents. This training covers R&D management, new drug innovative R&D process and applied basic research, helping R&D staff to better make new attempts in drug R&D project management, improve practical operation ability and project management, and enhance their core competitiveness.



「新藥創製項目管理人才培養
研修班」開班動員會
Mobilization Meeting of
"New Drug Development
Project Management Talent
Training"

研發質量管控

本年度，四環醫藥積極完善研發質量管理體系，強化研發全過程的質量管理，保障藥品質量安全，具體的研發質量管控工作開展如下：

R&D Quality Control

During the Year, Sihuan Pharmaceutical actively improved its R&D quality control system, strengthened the quality management throughout R&D process, and ensured drug quality and safety. The specific work of quality control is as follows:

<p>質量體系管理 Quality system management</p>	<p>完善研發質量管理體系，持續新建及升級管理流程、項目質量標準及檢驗操作、儀器設備等類別文件；同時，持續加強文件記錄管理，開展各板塊文件記錄審核，確保文件記錄合規。 We improved the R&D quality management system, continued to develop and upgrade documents such as management process, project quality standards and inspection operation, instrument and equipment. Meanwhile, we continuously strengthened management of the document records, reviewed document record in each segment to ensure the compliance of document records.</p>
<p>研發質量審計 R&D quality review</p>	<p>依據質量管理目標開展內部審查，包括日常合規檢查、季度質量目標考核及年度質量審計，確保研發質量控制體系的有效運行；同時委託外部機構開展線上及現場審計，並積極落實核查整改意見，確保研發過程的科學性及合理性。 We carried out internal assessments based on quality management objectives, including daily compliance reviews, quarterly quality objective assessments and annual quality reviews to ensure the effective operation of the R&D quality control system. Meanwhile, we engaged external organizations to conduct online and on-site assessment and actively adopted verification and rectification suggestions to ensure the scientific and reasonable R&D process.</p>
<p>研發質量培訓 R&D quality training</p>	<p>定期組織研發質量管理相關培訓，圍繞國家新出臺的法規、指南及內部管理體系的核心流程開展組織宣貫，加強員工對本集團各規章制度及政策的理解，夯實研發基礎，規範研發操作流程，提升研發效率與質量。 We organized training on R&D quality management on a regular basis, carried out publicity of the newly released national regulations, guidelines and core processes of internal management system to increase employees' understanding of the Group's regulations and policies, consolidate R&D foundation, standardize the R&D operation process, and improve R&D efficiency and quality.</p>

尊重研發倫理

在臨床研究過程中，我們關注研發倫理，嚴格遵守《實驗動物管理條例》等國家政策法規，開展實驗動物管理，並倡導三項動物實驗基本原則：

- 動物保護原則：審查動物實驗的必要性，對實驗目的、預期利益與造成動物的傷害、死亡進行綜合的評估。
- 動物福利原則：保證實驗動物生存時包括運輸中享有最基本的權利，享有免受飢渴、舒適自由的生活環境，各類實驗動物管理應符合其對應的操作技術規程。
- 倫理原則：實驗應充分考慮動物的利益，保證從業人員的安全，動物實驗方法和目的應符合人類的道德倫理標準和國際慣例。

本集團涉及動物實驗的子公司已制定專項管理制度與操作流程，就動物實驗項目開展日常的倫理監督檢查工作，及時發現問題並提出整改意見，並對完結項目提出倫理終結審查，保障動物應有權益。

Respect for R&D Ethics

During the clinical research, we focus on R&D ethics, strictly comply with the “Regulations on the Administration of Experimental Animals” and other national policies and regulations, conduct management of experimental animals, and advocate three basic principles of animal experiments:

- Principle of animal protection: Review the necessity of animal experiments, and conduct a comprehensive assessment of the purpose of the experiment, the expected benefits, and the harm and death of animals.
- Principle of animal welfare: To ensure that experimental animals have the most basic rights when living and in transportation, and enjoy a living environment free from hunger and thirst and a comfortable and free life. The management of various experimental animals should comply with their corresponding operating technical regulations.
- Principle of ethics: Experiments should fully consider the interests of animals and ensure the safety of practitioners. The methods and purposes of animal experiments should conform to human ethical standards and international practices.

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

Fostering Innovation in Science and Technology for a Healthy Future

創新科技，健康未來

知識產權保護

知識產權是企業創新發展的源泉。本集團嚴格遵守《中華人民共和國專利法》《中華人民共和國商標法》《中華人民共和國著作權法》《中華人民共和國合同法》等法律法規，制定並嚴格落實《四環醫藥控股集團知識產權管理規定》等內部制度，明確各職能部門的知識產權管理職責，完善知識產權保護機制，持續建立與企業自身發展相適應的知識產權管理體系與運行機制。

為高效管理知識產權，我們設立知識產權決策委員會，負責制定四環醫藥知識產權管理工作的基本方針和戰略規劃，並採用「集中+分散」的知識產權管理模式，在各子公司設立專利事務部，由集團知識產權部負責落實集團知識產權工作規劃、管控並運維知識產權資產。同時，我們積極推進知識產權體系建設，持續加強知識產權體系化管理，保障四環醫藥從技術研發到生產經營全流程的順利運行。本年度，北京四環獲得知識產權管理體系認證。

Protection of Intellectual Property

The intellectual property is the driving force for innovation and development of the enterprise. The Group strictly abides by the "Patent Law of the People's Republic of China", "Trademark Law of the People's Republic of China", "Copyright Law of the People's Republic of China" and "Contract Law of the People's Republic of China" and formulated the "Provisions on Intellectual Property Rights Administration of Sihuan Pharmaceutical Holdings Group Ltd." and other internal systems. We specify the management responsibilities of intellectual property of each department, constantly develop and improve the intellectual property management system and operating mechanism in line with the enterprise development.

In order to efficiently manage intellectual property rights, we have established the Intellectual Property Decision-making Committee, which is for formulating the basic policy and strategic planning of Sihuan Pharmaceutical's intellectual property management with the "centralized + separate" management mode. We have established patent affairs departments in each subsidiary, and the Intellectual Property Department of the Group is responsible for implementing the Group's intellectual property planning, managing, operating and maintaining intellectual property assets. At the same time, we have actively promoted the development of intellectual property system and continuously strengthened the systematic management of intellectual property to ensure the orderly operation of Sihuan Pharmaceutical from technology R&D to the whole process of production and operation. During the Year, Beijing Sihuan was awarded the intellectual property management system certificate.



知識產權管理體系認證證書
Certification of Intellectual
Property Management System

創新科技，健康未來

Fostering Innovation in Science and Technology for a Healthy Future

此外，我們多措並舉，通過知識產權集中管理、嚴格保密規定、知識產權信息管理平台建設、知識產權相關培訓等多種方式，持續提升本集團知識產權管理水平，強化員工的知識產權保護意識，全方位保護本集團知識產權。

- 我們根據創新藥、仿製藥及藥物領域的特點，圍繞產品全生命週期，對本集團內部專利、商標、域名的申請、變更、放棄、轉讓，及科技論文發表、著作權登記等流程進行統一管理和嚴格審核，並由知識產權部負責涉及知識產權的相關合同和投資併購事宜的管理和審核；
- 我們根據新入職員工的工作性質及職級，在與其簽訂人事合同時制定並明確相關知識產權條款，並與離職員工簽署離職協議，確保其遵守勞動合同與保密協議中的競業限制條例；
- 我們嚴格遵守《集團保密信息管理規程》，利用文檔資產安全系統(DASS)加強知識產權信息管理。我們落實涉密文檔資產等管理要求，嚴格禁止將技術交底書、實驗數據、擬申報商標註冊申請等絕密級文檔存儲在個人電腦上，並定期將部門處理的專利、商標、版權等涉密文件上傳至DASS中，對所傳文件進行分類和密級劃分，切實保障知識產權等信息全生命週期安全，防止重要信息洩露；
- 我們積極開展知識產權相關培訓，通過實際的案例學習、法規政策的講解等，提高員工對於專利等知識產權的保護意識。各部門亦對新入職員工積極開展文檔資產安全系統培訓，增強員工的信息安全防護意識，培養他們在日常工作中良好的信息安全習慣。

In addition, we have continuously improved our Group's intellectual property management, raise our employees' awareness of intellectual property protection, and protected the Group's intellectual property in all aspects through several measures including centralized management of intellectual property, strict confidentiality regulations, building of an intellectual property information management platform, and training on intellectual property.

- Focusing on the product life cycle, Sihuan Pharmaceutical conducted centralized management and strict examination and approval for the application, change, abandonment and transfer of patents, trademarks and domain names within the Group, as well as the publication of scientific and technological papers and registration of copyrights according to the characteristics of innovative drugs, generic drugs and medicines. The Intellectual Property Department is responsible for the management and review of relevant contracts, and the investment, merger and acquisitions related to intellectual properties;
- When we sign the contract with new employees, we stipulate the relevant provisions of intellectual property according to the nature of their work and rank, and sign the separation agreement with the departing employees to ensure that they abide by the non-competition regulations in the labor contract and confidentiality agreement;
- We strictly abide by the "Confidential Information Management Regulations of the Group", and strengthen the management of intellectual property information with the Document Asset Security System (DASS). We implement the requirements for the management of confidential documents and assets, strictly prohibit the storage of top-secret documents such as technical disclosure, experimental data and registration and application for trademarks on personal computers. We regularly upload confidential documents such as patents, trademarks and copyrights handled by the department to DASS, classify and determine the security classification of uploaded documents, effectively guarantee the security of intellectual property and other information throughout its life cycle, and prevent the leakage of important information;
- We increase employees' awareness of protection of intellectual property rights including patents through relevant training on intellectual property rights, case study and explanations on the regulations and policies. Each department also actively conducts training on DASS for new employees to increase their awareness of information security protection and cultivate their good habits of information security in daily work.

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

知識產權案例培訓

TRAINING ON INTELLECTUAL PROPERTY CASES

本年度，本集團知識產權部開展高院典型案例學習活動，邀請外部專家為員工們開展《許諾銷售不屬於專利法規定的藥品和醫療器械行政審批例外範圍》的主題培訓。培訓通過實際商業案例分享，詳細說明許諾銷售行為不屬於專利法關於藥品和醫療器械行政審批的侵權例外等知識產權相關專業知識，進一步深化參會員工對於相關法律法規要求的理解，為後續優化知識產權工作提供有力支撐。

During the Year, the Intellectual Property Department of the Group carried out the study activity of typical cases of the High Court and invited external experts to conduct training on the theme of "Scope of Exception of Administrative Approval for Promised Sales of Drugs or Medical Devices beyond the Patent Law" for the staff. Through sharing business cases, the professional knowledge of intellectual property such as the exclusion of promised sales from the infringement exception of the administrative approval for drugs and medical devices in the Patent Law was explained in detail during training, which further deepened employees' understanding of relevant legal requirements and provided strong support for the subsequent optimization of intellectual property work.



四環醫藥開展知識產權案例培訓
Training on intellectual property cases by Sihuan Pharmaceutical

截至二零二二年底，本集團累計提交專利申請1,000餘件，在中國國家知識產權局維持有效的授權專利共420多件，在其他國家或地區獲得授權且維持有效的國外授權專利100餘件，累計提交PCT國際申請及國外申請180餘項；圍繞醫美和特醫食品等快消領域，提交商標註冊申請2,171件，獲准註冊1,196件，獲得著作權11項。

四環醫藥在知識產權保護領域的傑出實踐也獲得了外界的認可。本年度，四環醫藥榮膺中國知識產權新媒體平台知產力「中國優秀法務榜（團隊）TOP50」；海南四環醫藥有限公司獲二零二二年海南省高新技術產業發展知識產權專項資助10萬；軒竹（北京）醫藥科技有限公司獲「專精特新」中小企業稱號；北京四環獲北京市企業海外知識產權預警項目（巴洛沙韋和索非布韋）；北京漢顏空間生物醫藥有限公司獲北京市企業海外知識產權預警項目（PLLA）。

By the end of 2022, the Group had submitted more than 1,000 patent applications in total, of which over 420 were validly authorized and maintained by China National Intellectual Property Administration and over 100 by other countries or regions. We had also submitted more than 180 PCT international applications and foreign applications. In terms of fast-consuming fields such as medical aesthetics products and special medical food, 2,171 applications were filed for trademark registration, of which 1,196 were granted approval for registration, and 11 were granted copyrights.

The outstanding practices of Sihuan Pharmaceutical in the field of intellectual property protection have also been recognized. During the Year, Sihuan Pharmaceutical was listed among "Top 50 Chinese Outstanding Legal Affairs (Team) of IPLEAD, a new media platform of intellectual property in China; Hainan Sihuan Pharmaceutical Co., Ltd. obtained the sponsorship of RMB100,000 for the intellectual property of high-tech industrial development of Hainan Province in 2022; XuanZhu (Beijing) Pharm Co., Ltd. was awarded the title of small and medium enterprise of "Expertise, Precision, Specialty, and Innovation"; Beijing Sihuan was listed as the Overseas Intellectual Property Early-warning Project of Beijing Enterprises (Baloxavir and Sofosbuvir); Beijing Meiyuan Kongjian Technology Co., Ltd. was listed as the Overseas Intellectual Property Early-warning Project of Beijing Enterprises (PLLA).

北京市“專精特新”中小企業



軒竹（北京）醫藥科技有限公司

有效期三年：2022.1-2025.1

北京市經濟和信息化局



北京軒竹獲「專精特新」中小企業稱號
Small and Medium Enterprise of
"Expertise, Precision, Specialty, and
Innovation" of Beijing Xuanzhu

2、嚴控質量，把握產品安全生命線

作為一家醫藥企業，四環醫藥視產品質量為企業的生命線。我們將產品質量作為第一核心競爭力，不斷以高標準推進產品質量管理體系的建設，實施嚴格的質量審計及考核，並持續健全藥物警戒體系，保障產品的品質與安全。

生產質量管理

四環醫藥嚴格遵循《中華人民共和國藥品管理法》《藥品生產監督管理辦法》《藥品生產質量管理規範》(GMP)等法律法規，並持續完善質量體系，通過內部質量審計、培訓等手段提升質量管理工作質量。

2. STRICTLY CONTROL QUALITY AND OBSERVE THE LIFELINE OF QUALITY AND SAFETY

As a biopharmaceutical company, Sihuan Pharmaceutical regards product quality as the enterprise's lifeline. Taking product quality as the first core competitiveness, we promote the building of product quality control system with high standards, carry out strict quality audit and assessment, and constantly improve the pharmacovigilance system, so as to ensure product quality and safety.

Production Quality Management

Sihuan Pharmaceutical constantly improved the quality system and enhanced quality management through internal quality audit and training in strict accordance with the "Drug Administration Law of the People's Republic of China", "Measures for the Supervision over and Administration of Pharmaceutical Production", "Good Manufacturing Practices (GMP) for Pharmaceutical Products" and other laws and regulations.

質量體系管理 Quality system management	<p>嚴格監控生產質量，落實各項質量管理制度，強化過程控制和質量監控點；以各崗位質量控制點為核心，加強GMP日常檢查力度，嚴格執行驗證管理、GMP文件管理及偏差變更管理，實現GMP常態化和主動化管理；結合本集團實際情況持續升級完善文件體系，並針對接受委託生產的情況配套建立相應文件體系。</p> <p>We strictly monitored production quality, implemented the quality management system, and strengthened the process control and quality control points. We strengthened the daily GMP inspection, strictly implemented the verification management, GMP document management and deviation change management, and realized normalized and active GMB management, centered on the quality control points of each position. We continuously upgraded and improved the document system based on the situation of the Group, and established the corresponding document system according to the entrusted production situations.</p>
質量審計 Quality audit	<p>定期開展法規符合性審計，審計內容包括但不限於GMP符合性、藥物警戒體系符合性、研發技術轉移及委託/受託生產法規符合性；圍繞研發品種分別在各階段點組織自檢；定期組織開展各層級自檢工作。</p> <p>We conducted regular legal compliance audits, including but not limited to GMP compliance, pharmacovigilance system compliance, R&D technology transfer and the legal compliance of entrusted or trusted production. We also organized self-inspection on R&D varieties in each stage and organized regular self-inspection at various levels.</p>
質量信息收集 Quality information collection	<p>安排專人進行產品質量反饋跟蹤，包括藥品在市場上的抽送檢情況、藥品質量反饋情況以及藥品上市後不良反應情況。</p> <p>We arranged staff to collect product quality feedback, including the situation of drug sampling and inspection in the market, drug quality feedback, and adverse reactions after the drugs are put on the market.</p>
質量培訓 Quality training	<p>以線上線下多渠道開展內部培訓工作，覆蓋法規要求、產品特性、研發技術等方面；對新員工進行崗前培訓與入職培訓；積極參加優秀製藥設備廠家、專業製藥培訓機構等開展的外部培訓。</p> <p>We carried out internal online and offline training, covering legal requirements, product characteristics and R&D technology. We conducted pre-employment and orientation training for new employees and participated in external training held by excellent pharmaceutical equipment manufacturers and professional pharmaceutical training organizations.</p>

弘和製藥質量安全月活動

AMBEST PHARMACEUTICAL — QUALITY SAFETY MONTH

「人人參與質量管理」是質量管理的最佳方式。二零二二年，弘和製藥以「查漏補缺，人人參與」為主題，開展了第五屆質量月活動。在活動中，弘和製藥發動一線人員主動篩查所負責崗位的GMP缺陷項目，並與法規、藥典等資料一一進行核對、排查，發現生產、檢驗工作中的瑕疵並進行相應整改。

通過質量月活動，一線人員更加深入地理解「誠信、合規做藥」、「質量就是在無人監督的時候仍然做對的事情」等質量理念，有效強化全員質量意識。

“Everyone participating in quality control” is the best mode of quality management. In 2022, Ambest Pharmaceutical conducted the 5th Quality Safety Month with the theme of “participation of everyone for detection of defects”. During the activity, Ambest Pharmaceutical arranged the front-line personnel to screen the GMP defects in the positions they are responsible for, and check with the regulations, pharmacopoeia and other materials one by one to find the defects in the production and inspection work and make rectification accordingly.

After the Quality Month, the front-line personnel had a deeper understanding of the quality concept of “manufacturing drugs in an honest and legal manner” and “ensuring quality requires us to do the right thing even without supervision”, and the quality consciousness of all the employees was effectively strengthened.

臨床試驗質量管理

四環醫藥嚴格遵守國家藥監局相關部門發佈的《藥品臨床試驗管理規範》(GCP)、一致性評價要求等法律法規，並制定並執行標準作業程序(SOP)，嚴格管控臨床試驗流程，保證試驗質量。我們以自有團隊開展與外包支持相結合的模式開展臨床試驗項目，科研管理中心按照本集團的業務發展目標和要求，承接各子公司臨床試驗項目的委託，負責臨床試驗的整體實施及管理，為產品研發提供臨床數據支持，為產品的成功註冊提供依據和保障。

在臨床試驗項目管理過程中，本集團全流程跟蹤項目進展，並嚴格把控各關鍵質量節點，持續進行風險識別與評估並積極應對，保證項目進度和質量。

Clinical Trial Quality Control

Sihuan Pharmaceutical strictly implemented the “Good Clinical Practice (GCP)”, consistency evaluation requirements and other laws and regulations issued by the departments of National Medical Products Administration (“NMPA”), formulated and implemented standard operating procedures (SOP), strictly controlled the clinical trial procedures to ensure the trial quality. The clinical trial project of the Group was carried out by both our own teams and outsourcing teams. The Scientific Research Management Center is responsible for the overall implementation and management of clinical trials as entrusted by the clinical trial projects of each subsidiary according to the business development objectives and requirements of the Group, providing clinical statistics for product R&D and offering basis and foundation for the successful product registration.

In the process of clinical trial project management, the Group followed the whole progress of the project, and strictly controlled each key quality stage, continuously identified and assessed risks and actively responded to them to ensure the progress and quality of the project.

進程管理

PROCESS MANAGEMENT

根據整體項目計劃，科研管理中心制定臨床試驗進度計劃表，確認供應商，簽署相關合同，啟動項目，並審核確認試驗相關文件；項目進展過程中，要求合同研究組織(CRO)每週匯報進度，同時實時跟進監控進程，協調處理各種風險和問題，保障臨床試驗進度。

According to the overall project plan, the Scientific Research Management Center made the clinical trial schedule, selected suppliers, signed the relevant contracts to start the project, and reviewed and confirmed the relevant trial documents. During the project progress, the contract research organization (“CRO”) was required to report the progress on a weekly basis, follow up and monitor the process in real time, coordinate and handle various risks and problems to guarantee the clinical trial progress.

關鍵質量節點把控

CONTROL OF KEY QUALITY STAGE

在臨床試驗項目管理過程中，通過會議溝通確認各關鍵節點，以把控項目質量；必要時，在關鍵節點採用協同監察，對項目質量及流程進行管控，包括但不限於研究者文件夾、臨床用藥等，通過監察、評估、整改等措施，保證臨床試驗項目質量。

In the process of clinical trial project management, we confirmed each key stage through meeting communication to control the project quality. If necessary, we adopted the approach of collaborative monitoring at the key stage to control the project quality and process, including but not limited to researcher folders, clinical drug use, etc., to ensure the quality of clinical trial projects through monitoring, evaluation and rectification measures.

藥物警戒體系

本集團持續推進藥物警戒管理，不斷加強風險把控，保障患者用藥安全。本集團藥物警戒體系由本集團藥械警戒部和各子公司藥物警戒部(PV)共同組成，採取各子公司獨立搭建與四環醫藥統一管理的交互運行模式，以確保本集團藥物警戒工作的合規性、一致性。二零二二年，隨著《藥物警戒質量管理規範》的全面推行，我們進一步加強了藥物警戒體系建設，具體包括如下措施：

- **專設部門，明確責任：**根據法規要求，各子公司設置獨立的藥物警戒部門，專職開展藥物警戒工作，監測產品安全性信息，分析控制產品潛在風險，為其他部門提供藥物警戒數據及資料支持；本集團藥械警戒部指定專人對接各子公司進行業務溝通及管理，協助開展產品安全性信息收集，及時宣貫國家監管要求及集團工作規範，定期監控體系考核指標，確保本集團藥物警戒體系的持續運行；
- **優化人員，細化管理：**本集團引入醫學背景專職人員，提高產品風險分析能力，增加風險控制維度；同時，我們進一步細化子公司藥物警戒工作的管理職責、工作流程及審核要求，規範和統一相關制度文件。本年度，四環醫藥藥械警戒部更新藥物警戒制度文件3個，同時啟動子公司藥物警戒體系文件模版修訂工作，共發佈11個；根據本集團發佈的制度及模板文件，各子公司亦對自身藥物警戒體系文件進行了系統修訂，共計100餘個，保障本集團藥物警戒體系的合規運行。

同時，我們持續進行產品安全性檢測及風險管理，並通過應用藥物警戒數字化系統、開展藥物警戒審計及相關培訓，不斷強化藥物警戒管理，進一步保障藥物使用安全。

Pharmacovigilance System

The Group constantly enhances the pharmacovigilance management, and strengthens risk control, in order to ensure the drug safety of patients. The Group's pharmacovigilance system is composed of the pharmacovigilance departments ("PV") of the Group and its subsidiaries. The interactive operation mode integrating independent establishment of each subsidiary and unified management of Sihuan Pharmaceutical was adopted to guarantee the compliance and conformity of the pharmacovigilance work of the Group. In 2022, with the comprehensive implementation of the "Good Pharmacovigilance Practices", we further strengthened the development of the pharmacovigilance system as follows:

- **Establishment of a specific department to take responsibilities:** According to regulatory requirements, each subsidiary established independent pharmacovigilance departments to conduct pharmacovigilance, monitor the product safety information, analyze and control potential product risks, in order to provide pharmacovigilance data and information for other departments. The pharmacovigilance department of the Group designated personnel for the business communication and management of each subsidiary, assisted in the collection of product safety information, promptly popularized the national regulatory requirements and the Group's work specification, and regularly monitored the system assessment indexes to guarantee the sustainable operation of the Group's pharmacovigilance system;
- **Personnel optimization and detailed management:** The Group introduced professional personnel with medical backgrounds, enhanced the product risk analysis capabilities and increased the risk control. Meanwhile, we further detailed the management responsibilities, working procedures and review requirements of the pharmacovigilance work of subsidiaries, and standardized and unified relevant system documents. During the Year, the pharmacovigilance department of Sihuan Pharmaceutical updated three pharmacovigilance system documents, revised the document templates of the pharmacovigilance system of subsidiaries, and released eleven document templates. Each subsidiary also revised more than 100 pharmacovigilance system documents on their own according to the document templates issued by the Group to ensure the operation compliance of the Group's pharmacovigilance system.

Meanwhile, we constantly conducted product safety inspection and risk management, carried out pharmacovigilance audits and relevant training by applying the digital pharmacovigilance system, continued to strengthen the pharmacovigilance management and further guaranteed drug usage safety.

產品安全性監測和風險管理

PRODUCT SAFETY MONITORING AND RISK MANAGEMENT

- 根據外部監管要求及內部管理規範，持續開展產品安全性監測和風險管理，推進產品的安全性評價工作，確保產品風險最小化；
- In combination with external regulatory requirements and internal management standards, the Group has continuously carried out the product safety monitoring and risk management and promoted product safety evaluation, in order to minimize product risks;
- 積極開展和支持上市後重點監測，監督各生產企業及時遞交定期安全性更新報告，開展藥物不良反應(ADR)安全性信號檢測、疑似藥品不良反應處理以及修訂說明等，及時為本集團各行銷部門提供藥品安全性資料支援；
- We actively carried out and supported the key post-marketing monitoring, monitored the timely submission of regular safety update reports by production enterprises, carried out safety signal detection of adverse drug reaction (“**ADR**”), suspected ADR treatment and specifications revision, etc., and provided support for marketing departments of the Group on drug safety issues in time;
- 二零二二年度，相關子公司對1個產品制定了藥物警戒計畫，對2個產品制定了風險管理計畫，對相關產品的藥物警戒活動及風險管理制定了更高的工作要求。
- In 2022, relevant subsidiaries formulated the pharmacovigilance plan for one product and risk management plans for two products, with higher work requirements for pharmacovigilance activities and risk management of related products.

藥物警戒系統數字化

DIGITIZATION OF PHARMACOVIGILANCE SYSTEM

- 使用第三方藥物警戒eSafety系統，主要用於本集團藥品／藥物不良事件報告的處理、存儲、分析以及向藥品監管部門遞交等工作。系統供應商負責系統版本的更新以及數據的儲存和安全性，藥械警戒部負責eSafety系統的使用與維護管理；
- The third-party pharmacovigilance eSafety system is mainly used for the processing, storage, analysis and submission of the Group’s drug/adverse drug event reports to the drug regulatory authorities. The system supplier is responsible for the update of the system version and data storage and safety, and the Pharmacovigilance Department is responsible for the use, maintenance and management of the eSafety system;
- 系統覆蓋藥物警戒工作全流程，建立了完整的產品安全性信息數據庫，並且內嵌藥物警戒工作邏輯，嚴格遵循業務法規時效限定，系統設計符合國際標準和中國國情，稽查痕跡保留，滿足核查要求，確保藥物警戒工作在線高效推進；
- The system covers the whole process of pharmacovigilance and a complete product safety information database embedded with pharmacovigilance logic, and strictly follows the time limit of business laws and regulations. The system design conforms to international standards and China’s national conditions, and the inspection traces are retained to meet the verification requirements, which can guarantee the effective implementation of pharmacovigilance work;
- 二零二二年，四環醫藥對藥物警戒電子系統進行深度功能挖掘，多次與電子系統供應商溝通研討，推動開發並上線新功能，改進現有運行問題，提升電子系統使用效率，節約人力及時間成本。
- In 2022, Sihuan Pharmaceutical further explored the functions in the electronic pharmacovigilance system. With several discussions with the electronic system suppliers, the Group has facilitated the development and launch of new functions to cope with existing operation problems, enhance the usage efficiency of electronic system, and save labor and time costs

藥物警戒內部審計

INTERNAL AUDIT OF PHARMACOVIGILANCE

- 本年度，我們採用線上、現場相結合的方式開展內部審計，並在內審開展前制定詳細的內審計劃，包括內審要求及時間節點，以進一步提高在內審效率；
- The internal audit was carried out online and offline during the Year, and a detailed plan was formulated before the internal audit, including the internal audit requirements and schedule, in order to further improve the internal audit efficiency;
- 本年度，本集團藥械警戒部對各子公司組織開展了1次藥物警戒內部審計工作，審計範圍主要為子公司藥物警戒相關制度、規程及其執行情況，並重點對組織架構、人員管理、培訓、個例不良事件報告處置、定期安全性分析報告撰寫等工作的實施情況進行了檢查，內審結果顯示，各子公司藥物警戒體系運行有效，工作開展規範，工作效果持續提升，未發現重大缺陷；
- During the Year, the Group's Pharmacovigilance Department conducted one internal audit on all the subsidiaries, covering the systems, rules and the implementation of pharmacovigilance and mainly inspected on the implementation of the organizational structure, personnel management, training, the treatment of adverse event reports of individual cases and the preparation of regular safety analysis reports, etc. The internal audit results showed that the pharmacovigilance systems of all subsidiaries operated effectively, the work was greatly improved, and no major defects were found;
- 依據內審結果，我們督促子公司對相關問題及時進行整改，以確保藥物警戒體系的持續改進。內審結束後三個月內，各子公司均按要求提交內審整改計畫，並最終完成了有效整改。
- Based on the results of internal audit, we urged the subsidiaries to make timely rectification for relevant issues to ensure the continuous improvement of the pharmacovigilance system. Within three months after the completion of the internal audit, all subsidiaries submitted the internal audit rectification plan as required, and finally completed the rectification in an effective manner.

藥物警戒培訓

PHARMACOVIGILANCE TRAINING

- 本集團藥械警戒部通過組織藥物警戒法規解讀和檢測技術培訓，並參與藥品監管部門開展的外部培訓，及時更新及宣貫法規要求，確保相關人員掌握最新法規要求，持續提升藥物警戒管理能力；
- The Group's Pharmacovigilance Department organized the interpretations on the pharmacovigilance regulations and training on detection technology, participated in the external training organized by the drug regulatory authorities, and promptly updated and popularized regulations and requirements, in order to make sure that relevant staff can master the latest regulations and requirements, and constantly enhance the pharmacovigilance management capability;
- 同時，我們定期通過線上授課、內部例會的形式，在內部組織專業知識和業務培訓，提高藥物警戒工作人員的專業能力，確保藥物警戒管理滿足本集團要求。
- At the same time, we regularly organize professional knowledge and business training internally through online classes and regular internal meetings to improve the professional competence of pharmacovigilance staff and ensure that pharmacovigilance management meets the Group's needs.



藥物警戒檢查指導原則專題培訓
Special Training on Guiding Principle of
Pharmacovigilance Inspection

不良反應／事件管理機制

四環醫藥嚴格遵守國家法規，制定並落實《藥品／藥物安全性信息收集與處理程序》等相關制度，按照要求開展藥品不良事件的收集、調查、分析及評價，對事件中的潛在風險進行評估及控制，具體流程如下：

Adverse Reactions/Event Management Mechanism

Sihuan Pharmaceutical strictly abided by national regulations, formulated and implemented relevant systems such as the “Drugs Safety Information Collection and Handling Procedures”, conducted the collection, investigation, analysis and evaluation of adverse drug events as required, and evaluated and controlled potential risks in the event as follows:



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

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

產品召回

四環醫藥設立藥品安全委員會，成員包括集團高層、商務、市場、生產、質量等相關部門負責人，負責本集團產品安全性風險的評估和溝通，或針對產品風險制定或實施風險控制措施。若有發現產品存在不合理風險或其他缺陷的情況，持有該產品的子公司會立即組織召開藥品安全委員會會議，對該產品風險進行溝通及評估，根據評估結果制定風險控制措施，如根據質量體系相關要求，對符合藥品監管部門召回條件的涉事產品組織召回產品並監督執行。本年度，四環醫藥未檢測到產品重大安全性風險信號，亦未發生大規模藥品召回事件。

3、用心服務，提供優質客戶體驗

四環醫藥致力於為客戶提供優質的產品和服務，從客戶的需求和體驗出發，持續提高服務能力，以負責任的方式，不斷為客戶提供專業、高質量的醫療服務體驗。

保障服務質量

在夯實產品質量管理的同時，四環醫藥亦嚴格貫徹《用戶投訴管理規程》等內部制度要求，持續優化客戶服務管理，規範來自各渠道的投訴處理流程：

- 本集團商務部相關人員負責接收及登記投訴信息，並及時反饋至相關部門進行後續處理；
- 本集團質量部負責管理客戶投訴處理流程，並配合負責協調組織對產品缺陷引起的客戶投訴進行生產和質量方面的調查；
- 本集團對客戶投訴記錄進行檔案管理，定期評估及改進投訴處理流程。

此外，為了持續優化投訴處理機制，我們制定了「三七原則」機制，要求將客戶一般訴求的處理時間嚴格控制在三日之內，疑難業務處理時間控制在七日之內，必要時由主管或經理直接對接所涉及各部門的負責人，確保高效解決客戶的訴求，為客戶打造優質、安全的服務體驗。

四環醫藥通過制定及執行相應管理規程，對發貨及運輸過程進行嚴格管控，保障供應階段各環節的產品與服務質量。

Product Recalls

Sihuan Pharmaceutical has established the Drug Safety Committee which comprises senior management of the Group and heads of commercial, marketing, production and quality departments. The Committee is responsible for the assessment and communication of product safety risks related to the Group, or the formulation or implementation of risk control measures for product risks. In case of any unreasonable risks or other defects of products being detected, the subsidiary owning such product will immediately convene the Drug Safety Committee meeting to discuss and evaluate the product risks, and then formulate risk control measures based on the evaluation results. For example, the subsidiary recalls the involved products that falling into the recall scope set by drug regulatory authority and supervises the implementation according to relevant requirements of the quality system. During the Year, no major safety risk signals of products were recorded, and no large-scale drug recalls occurred in Sihuan Pharmaceutical.

3. PROVIDING CONSIDERATE SERVICE AND HIGH-QUALITY CUSTOMER EXPERIENCE

Sihuan Pharmaceutical strives to provide quality products and services for our customers. We continue to improve service capabilities based on customers' needs and experience to create professional, high-quality healthcare experience for customers in a responsible way.

Customer Service Quality Assurance

While strengthening the product quality control, Sihuan Pharmaceutical also strictly complied with the requirements under the "Management Regulations of User Complaints" and other internal systems, and constantly optimized customer service management and standardized the handling process of complaints from various channels:

- Responsible personnel of the Group's Commerce Department are responsible for receiving and recording complaints, and report them to competent departments for follow-up;
- The Quality Department of the Group is in charge of managing the handling process of customer complaints and assisting in the investigations on the production and quality of product defects complained about by customers;
- The Group maintains records of customer complaints for regular evaluation and improvement of the handling process.

In addition, in order to keep optimizing the complaint handling mechanism, we have formulated the "Principle for Three and Seven Days" to control the processing time of general customer complaints within three days and the processing time of complicated customer complaints within seven days. The head or manager of the department may communicate with the personnel in charge directly, if necessary, to handle the customer complaint efficiently, so as to provide quality and safe experience for customer.

Sihuan Pharmaceutical strictly controls delivery and transportation of goods by formulating and implementing management rules, with the aim of ensuring the product and service quality in each supply phase.

高效發貨

EFFICIENT DELIVERY

進行發貨之前，我們會與客戶保持溝通，及時了解客戶藥品使用情況及實際發貨需求。為避免發貨中出現錯誤或遺漏，我們在收到審批文件後應立即下單並進行發貨，在訂單中明確標注出貨廠家和倉庫信息，並持續及時向客戶反饋物流進度。

Before delivery, we will communicate with customers frequently to understand their medications and actual needs for delivery in a timely manner. In order to avoid errors or omissions in delivery, we place orders and deliver products immediately after obtaining approvals and specify the shipping manufacturer and warehouse information on the order. We also keep customers informed of logistics information constantly and promptly.

穩定運輸

STABLE TRANSPORT

為提升終端服務質量，我們根據《物流承運商管理規定》定期對承運商的運輸效率和服務質量進行評估，確保貨物損壞率在集團標準內、返廠率在0.1%範圍內，並在物流倉儲系統中引入前置倉庫，優化資源調度和物流配送問題，在縮短物流運輸時間的同時，極大提升客戶滿意度。

In order to improve terminal service quality, we regularly assess the timeliness and service quality of carriers in accordance with the "Administrative of Logistics Carriers" to control the damage rate of products within the standard of the Group and the return rate below 0.1%. Meanwhile, the front-end warehouses are introduced into the logistics and warehousing system to optimize the resource allocation and logistics distribution, which can not only shorten the logistics time but also increase customer satisfaction significantly.

及時退換

PROMPT RETURN AND EXCHANGE

為了解決客戶的退換貨需求，本集團將根據退換貨類型採取適當的方案，以便高效協調處理退換申請、補貨退款等客戶需求。為了進一步提高產品和服務質量，我們收集所有相關部門提供的退換貨信息，分析其退換貨原因並持續優化產品服務流程，保障客戶基本權益，提升客戶滿意度。

In order to address customers' needs for returns and exchanges, the Group will adopt appropriate plans according to the types of returns and exchanges in order to efficiently coordinate the handling of customer needs such as return applications and replenishment refunds. To further improve the product and service quality, we collect information on returns and exchanges from all relevant departments, analyze the reasons for their returns and exchanges and continuously optimize our product service processes to protect the basic rights and interests of our customers and enhance customer satisfaction.

本集團始終強調內部客服管理的重要性，持續優化工作流程，不斷提升客戶服務的效率和質量。我們致力於為客戶提供更優質的服務，通過定期開展業務技能培訓、產品相關知識培訓等，深化員工對於產品與服務的理解，提升其業務熟練度與服務水平。本年度，四環醫藥未接獲客戶重大投訴。

The Group always emphasizes the importance of internal customer service management, continues to optimize its workflow and improves the efficiency and quality of customer service. We are committed to providing better services for our customers, deepening employees' understanding of products and services and enhancing their business proficiency and service skills through regular training on business skills and relevant product training. During the Year, no major customer complaints were received by Sihuan Pharmaceutical.

堅持責任營銷

四環醫藥嚴格遵守《中華人民共和國廣告法》《藥品廣告審查發佈標準》《藥品說明書和標籤管理規定》等國家法律法規，對本集團發佈的宣傳內容及廣告真實性進行嚴格把控，嚴禁虛假、誇大宣傳，確保真實反映藥品療效，保障消費者的用藥安全。本年度，本集團未發生有關廣告的違規事件。

本集團亦遵循內部制定的《社交媒體宣傳標準》，監督發佈的宣傳內容的真實性與合規性，保障消費者的基本權益。我們定期更新藥品推廣內容，詳細闡釋藥品的特性、適用範圍及安全性；同時，在處方藥和非處方藥的宣傳中標明忠告語和專用標識，以便客戶甄選合適的藥品，切實保障客戶健康與安全；加強對廣告內容的嚴格審核，確保宣傳內容符合監管部門的要求。

為了保證營銷過程中的負責任行為，杜絕商業賄賂、誤導客戶及誇大宣傳，四環醫藥與符合國家及醫藥行業相關法律法規的藥品經銷商簽訂《經銷商合規承諾書》，確保經銷商營銷行為合法、誠信。同時，我們制定了《四環集團醫藥代表備案管理方案(試行)》以及《四環集團醫藥代表合規管理實施細則》，要求醫藥代表以提供藥品信息、專業知識培訓及支持等內容為主，不得出現誤導醫生使用藥品，誇大或者誤導療效，隱匿藥品已知的不良反應信息等情況，規範醫藥代表的學術推廣行為，保障營銷推廣的合規性。

Insisting on Responsible Marketing

Sihuan Pharmaceutical strictly controls the authenticity of promotional content and advertisements of the Group to eliminate false and exaggerated publicity, and ensures the true information of drug efficacy, and guarantees consumers' medication safety in strict accordance with the "Advertising Law of the People's Republic of China", "Standards for the Examination and Publication of Drug Advertisements", and "Provisions for the Administration of Drug Instructions and Labels" and other relevant laws and regulations. During the Year, the Group had no violation in terms of advertisement.

According to the internal "Social Media Promotion Standards", the Group supervises the authenticity and compliance of promotional content, and protects the basic rights and interests of customers. We regularly update drug promotion materials and explained the nature, indications and safety information of drugs in details. In addition, advisory messages and special signs are marked in our prescription drug advertisements and over-the-counter drug advertisements to enable customers to select appropriate pharmaceutical products and protect customers' health and safety. We strengthen the review of the content in drug advertisements to ensure compliance with the requirements of drug regulatory authorities.

In order to ensure legal and compliant marketing and prohibit commercial bribe, false and exaggerated publicity, Sihuan Pharmaceutical has signed the "Distributor Compliance Undertaking Letter" with drug distributors who comply with national and pharmaceutical laws and regulations to ensure distributors' marketing compliance and integrity. Meanwhile, we have formulated the "Measures for the Administration on the Record of Pharmaceutical Representatives of Sihuan Group (Trial)" and the "Detailed Rules for the Implementation of Compliance Management of Pharmaceutical Representatives of Sihuan Group". We require pharmaceutical representatives to provide drug information and professional knowledge training and support, and not to mislead doctors in the use of drugs, exaggerate or mislead the efficacy and conceal the known adverse reaction information of drugs, in order to standardize the academic promotion behaviour of pharmaceutical representatives, and guarantee the compliance of marketing.

創新科技，健康未來

Fostering Innovation in Science and Technology for a Healthy Future

信息安全與保護

四環醫藥高度重視網絡安全與客戶隱私信息保護，嚴格遵守《中華人民共和國網絡安全法》等法律法規，制定並實行《四環醫藥控股集團信息管理制度》等內部制度，通過信息安全管治架構，貫徹落實信息安全與保護要求，持續規範內部信息安全與保護管理，全方位構築信息安全與隱私保護屏障。我們搭建了清晰的信息安全管治架構，由執行總裁擔任信息安全決策小組組長，負責信息安全宏觀事項決策；下設信息安全小組，由本集團數字化運營中心負責人擔任組長並負責信息安全相關工作的日常管理。

四環醫藥為員工提供了詳細的數據安全保護指南，並通過設置賬戶權限分級、授權審批等流程，嚴格加密客戶信息，最大限度保護客戶隱私。本集團規定所有員工和協作第三方有責任和義務保護公司業務運營的信息數據安全，需及時向數字化運營中心報告任何信息安全事件，如病毒、未經授權使用用戶賬戶和公司系統等。為了更有效地保護客戶的隱私安全，四環醫藥定期開展針對全體員工的數據安全與保密相關培訓，不斷提升員工的信息安全與隱私安全保護意識。

Information Security and Protection

Sihuan Pharmaceutical attaches great importance to the cybersecurity and customer privacy information protection. We strictly comply with the "Cybersecurity Law of the People's Republic of China" and other relevant laws and regulations, formulate and implement the internal systems such as the "Information Management System of Sihuan Pharmaceutical Holdings Group". We implement information safety and protection requirements through information safety governance structure, constantly standardize the internal information safety management, and comprehensively guarantee information safety and privacy protection. We have set up a clear information security governance structure, with the executive president as the leader of the information security decision-making group to make decisions on macro issues of information security. The head of the digital operation center of the Group serves as the leader of the information security management team to be responsible for the daily management of work related to information safety.

Sihuan Pharmaceutical provides detailed data safety protection guidelines for employees, and keeps customer information strictly confidential by classifying account authority and authorizing approval, in order to protect the customer privacy to the largest extent. The Group stipulates that all the employees and the third parties should be obliged to protect the information data safety of the Company's business operation, and promptly report any information security events, such as viruses, unauthorized use of user accounts and company systems, to the Digital Operation Center. In order to protect the privacy safety of our customers more effectively, Sihuan Pharmaceutical conducts regular training on data security and confidentiality for all employees to continuously improve their awareness of information security and privacy safety protection.

數字化運營中心開展信息管理培訓

DIGITAL OPERATION CENTER CONDUCTED INFORMATION MANAGEMENT TRAINING

二零二二年五月，四環醫藥數字化運營中心開展了部門信息管理培訓，以強化信息管理運維規範及標準的貫徹落實；同時實施張家灣機房項目在超融合、網絡安全、備份管理等方面的優化方案，向部門全體人員介紹信息管理基礎架構層次的改進策略以及信息管理在新基礎架構上線後的系統切換方案。通過培訓，四環醫藥切實提升了部門員工對於信息管理基礎架構的認知，提升了信息管理整體能力與水平。

In May 2022, the Digital Operation Center of Sihuan Pharmaceutical carried out information management training for departments to strengthen the implementation of information management operation and maintenance norms and standards. At the same time, the Center implemented the optimization plan of Zhangjiawan computer room project in terms of hyper-convergence, network security and backup management, and introduced to all department personnel the improvement strategy of information management framework and the system switching proposal of information management after the launch of new framework. Through training, Sihuan Pharmaceutical has effectively enhanced the awareness for information management framework of the department staff and enhanced the overall capability and information management.

Fostering Innovation in Science and Technology for a Healthy Future

為了規範四環醫藥商業秘密及其保密管理，維護本集團合法權益，我們制定《保密信息管理規程》，建立並規範保密信息管理流程，從人員、信息、區域、設備四個維度加強涉密管理。同時，我們設立涉密管理專項工作組，領導集團涉密管理專項辦公室，負責確認本單位的保密信息與涉密清單，包括涉密人員、涉密信息、涉密區域、涉密設備等。此外，本集團要求員工遵守《員工行為守則》中與信息保密相關的管理要求，並與員工簽署《保密協議》，明確其對本集團機密、業務上重要數據的保密義務，若發現信息洩露將追究當事人責任。

本年度，本集團開展了張家灣機房優化項目，對機房設備及核心網絡進行升級維護，主要成果包括：建設新集群和雲管中心；完成核心應用遷移、核心網絡升級改造；存儲設備利舊及備份方案規劃實施、設備利舊集群搭建等。本次張家灣機房優化項目的順利實施，有利於保障機房穩定運行，優化了機房的安全性能。

In order to standardize business secrets and confidentiality management and safeguard the legitimate rights and interests of the Group, we have established the "Confidential Information Management Regulations" to establish and standardize the confidential information management processes, and carry out confidential control from the four aspects, namely personnel, information, region and equipment. Meanwhile, we have set up a confidentiality management working group with a confidentiality management special office of the Group thereunder, which is responsible for determining the confidential information and confidential lists of the unit, including confidential personnel, confidential information, confidential area and confidential equipment. In addition, the Group requires employees to comply with the management requirements related to information confidentiality under the "Code of Conduct for Employees", and signs a "Confidentiality Agreement" with employees to determine their obligations of the Group's confidential and important business information, and the person concerned will be held accountable in case of information leakage.

During the Year, the Group carried out the Zhangjiawan computer room optimization project to upgrade and maintain the computer room equipment and core network. The main achievements include construction of new clusters and cloud management center, relocation of core applications, upgrading and transformation of core network, implementation of the planning of utilizing used equipment and backup proposals, and establishment of used equipment cluster. The smooth implementation of Zhangjiawan computer room optimization project is conducive to ensuring stable operation of the computer room and optimizing the security performance of the room.

責任並進，互利共贏

MAKING PROGRESS TOGETHER WITH RESPONSIBILITY TO PROMOTE WIN-WIN COOPERATION

四環醫藥致力於打造可持續發展的綠色供應鏈，建立並不斷完善覆蓋供應商管理主要環節的全生命週期管理體系，嚴格監控供應鏈合規情況，有效防範供應鏈的社會及環境風險。為推進與供應商的溝通，我們建立暢通有效的溝通交流機制，持續向供應商傳達可持續發展的責任意識，與供應商夥伴實現合作共贏。

Sihuan Pharmaceutical is committed to building a sustainable green supply chain, establishing and continuously improving a life cycle management system covering key aspects of supplier in order to strictly monitor and control supply chain compliance and effectively guard against social and environmental risks in the supply chain. We have established an effective communication mechanism to promote communication with our suppliers. Sihuan Pharmaceutical continuously leads suppliers to take the responsibility to pursue sustainable development and achieves win-win cooperation.

ESG 績效

秉持「公平競價、質量優先」的採購原則

對供應商實行全生命週期管理

持續強化供應鏈環境及社會風險防範管理

會面訪談、線上溝通、考察和評審多途徑與供應商開展定期業務溝通

ESG performance

Uphold the procurement principle of “**fair bidding and quality first**”

Life cycle management for suppliers

Continuously strengthen **prevention and management of environmental and social risks** in the supply chain

Maintain regular communication with suppliers in various forms such as meetings, interviews, online communication, visits and reviews

聯合國可持續發展目標(SDGs)響應
Response to SDGs

12 負責任消費
和生產



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



責任並進，互利共贏

Making Progress Together with Responsibility to Promote Win-win Cooperation

1、 供應商管理

四環醫藥嚴格遵守《中華人民共和國招投標法》及《中華人民共和國政府採購法》等法律法規，制定並嚴格落實《供應商管理規程》及《集中採購管理規程》等內部制度，不斷完善供應商管理體系。我們始終秉持「公平競價、質量優先」的採購原則，建立統一歸口、分類分級的供應商管理機制，對供應商尋源、准入、考核與評估流程實行全生命週期管理，以持續優化採購管理，提升供應商管理效率，從源頭保障產品的質量與安全。

供應商管理流程 Supplier Management process

供應商尋源
Supplier sourcing



供應商准入
Supplier admission



供應商考核與評價
Supplier assessment and evaluation



供應商分級分類管理
Supplier classified management

本集團開展備選供應商背景調查與資質審核，評估生產能力、技術水平、服務質量、履約能力、品質控制體系等多維度。

The Group conducts background investigation and qualification assessment of potential suppliers to assess their production capability, technological level, service quality, performance capability, quality control system and other aspects.

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

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

在供應商進入合格供應商庫之後，本集團通過日常監督管理和年度考核，對供應商質量狀況、履約情況、貿易合規性等方面進行持續監督與考核，督促其提升產品與服務質量。

For qualified suppliers, the Group conducts continuous evaluation through daily supervision and management and annual assessment based on indicators such as quality status, performance, and trade compliance of suppliers, and urges them to improve the quality of their products and services.

根據考核評價結果，本集團對供應商實施分級管理。對於年度考核不達標、產品品質存在瑕疵等供應商，本集團將根據實際情況，給予其中止交易、限期整改或直接進入黑名單的處罰。

Based on the assessment and examination results, the Group conducts the hierarchical management for suppliers. Suppliers with annual assessment not up to standard and with defective product quality will be required to suspend the transactions, take rectification action within a definite period or will be blacklisted directly, according to the actual situation.

本集團高度重視防範、管理供應鏈風險，及時梳理供應鏈的潛在風險，通過選擇備用供應商、推進供應商戰略合作等方式，應對市場波動，降低採購成本，確保供應鏈穩定性。

The Group increasingly prioritizes prevention and management of supply chain risks. Also, the Group reviewed the potential risks in the supply chain in a timely manner and dealt with market fluctuations, reduced procurement costs through the selection of potential suppliers and the promotion of strategic cooperation to maintain a stable supply chain.

責任並進，互利共贏

Making Progress Together with Responsibility to Promote Win-win Cooperation

為把控物料質量，保障本集團物料供應穩定性：

IN ORDER TO CONTROL THE QUALITY OF MATERIALS AND ENSURE THE STABLE SUPPLY OF MATERIALS FOR THE GROUP:

- 我們定期整理風險物料清單，減少風險物料種類，並提前尋找備選供應商，從源頭降低供應鏈風險影響，保證產品質量達到本集團要求；
- We compile a list of risky materials regularly to reduce the categories of risky materials and seek comparable suppliers in advance to reduce the impact of supply chain risks from the source and ensure that the quality of products meets the requirement of the Group;
- 同時，我們積極推進與供應商的戰略合作，就固定資產關鍵物料簽署戰略合作協議，利用雙方資源優勢，建立穩定長效的合作關係。
- Meanwhile, we proactively promote strategic cooperation with suppliers and signs strategic cooperation agreements for key materials of fixed assets so as to leverage resources of both sides and build a stable and effective cooperation relationship in the long run.

為應對市場波動、國家雙碳政策等對於供應鏈的影響：

IN ORDER TO COPE WITH THE IMPACT OF MARKET FLUCTUATION AND THE NATIONAL DUAL CARBON POLICY ON THE SUPPLY CHAIN:

- 我們積極開展原輔材料市場調研及重新集採招標，實時掌握市場變化，降低採購成本，建立原輔包成品聯動機制；
- We actively carry out research on the market of raw and auxiliary materials, and restart bidding on centralized procurement to keep abreast of the market changes in real time and reduce procurement cost. We have established a linkage system for raw materials, auxiliary materials, packaging materials and finished products;
- 我們推進集團數字化招採平台建設工作，及時收集分析採購數據，通過大數據平台提供決策支持；
- We advance the building of a digital procurement platform of the Group to collect and analyze procurement data, so as to support decision-making through big data platform;
- 同時，我們加強生產關鍵物料儲備，下屬子公司通用材料由本集團統一進行集採，以量換價降低成本。
- Meanwhile, we enhance the reservation of core materials for production, and purchase general-purpose materials used by subsidiaries collectively, which is conducive to reducing cost.

責任並進，互利共贏

Making Progress Together with Responsibility to Promote Win-win Cooperation

為不斷提升供應鏈管理水平，四環醫藥在夯實外部管理的同時，也注重提升內部採購人員的專業技能。本年度，我們通過線上授課的方式，圍繞日常採購工作、採購流程等相關知識，組織採購人員學習包括《壟斷原料管理策略》《供應商開發》《採購談判策略和技巧》《採購物資注意事項》等在內的採購管理課程，以通過系統的培訓和學習提升採購人員的專業水平，為企業打造專業的採購人才隊伍。

2、 供應商溝通交流

本集團注重與供應商建立穩定、深入的良好合作關係，通過會面訪談、線上溝通、供應商考察和評審等多種途徑，定期與供應商開展業務溝通與交流，攜手供應商實現共同成長。同時，我們定期組織技術交流和培訓活動，積極參加行業展會和論壇，保持供應鏈上下游信息的有效互通，在滿足自身創新研發需求的同時，推進行業共同發展。此外，本集團在與供應商的溝通交流過程中，積極學習供應商優秀的ESG管理經驗，不斷強化集團在環保材料選擇、節能設備選型、生產工藝優化等方面的管理，持續提升集團的ESG管理能力。

3、 可持續供應鏈打造

我們不僅關注供應商的產品與服務質量，還將供應商的環境與社會風險納入考慮範圍，堅持在日常運營中將可持續發展理念與採購工作深度融合。在招標過程中，我們通過嚴格的准入評估機制，把控供應商資質，確保供應商提供的產品符合相關法律法規的要求。同時，我們重視供應商在環保和員工健康安全方面的表現，優先考慮已取得ISO認證、CCC認證、職業健康安全系統認證的供應商。

In order to continuously strengthen supply chain management, Sihuan Pharmaceutical also focuses on enhancing the professional skills of procurement personnel while consolidating the external management. During the Year, we provided our procurement personnel with online training regarding daily procurement work and procurement process, including the "Strategy for Monopolized Raw Material Management", "Supplier Development", the "Strategy and Skills for Procurement Negotiation" and "Notes for Material Procurement", so as to increase their know-how through systematic training to form a professional talent team on procurement for the corporate.

2. Communication with Suppliers

The Group attaches importance to building a stable and in-depth cooperative relationship with suppliers. To this end, the Group communicates regularly with suppliers on business in various manners such as meetings, interviews, online communication, supplier visits and reviews to achieve mutual development. Meanwhile, we regularly organize technical seminars and training, and actively participate in industry exhibitions and forums to maintain effective exchange of information between the upstream and downstream sides of the supply chain, which would allow us to promote the development of the industry while meeting our need for innovative R&D. In addition, we proactively learn from the excellent ESG management experience of suppliers during the communication, and continuously strengthen the Group's management in selection of environmentally friendly materials and energy-saving equipment, and production process to improve the Group's ESG management on a continual basis.

3. Creating a Sustainable Supply Chain

We focus on the quality of products and service of suppliers, take the environmental and social risk of suppliers into consideration, and integrate the sustainable development principle into procurement in daily operation. During the bidding process, we evaluate the qualifications of suppliers through a strict admission and assessment system to ensure that the products provided by suppliers meet the requirements of relevant laws and regulations. Meanwhile, we pay attention to the performance of suppliers in areas of environmental protection and employee health and safety management. Suppliers who have obtained ISO, CCC, and the Occupational Health and Safety Management System Certification are preferred.

責任並進，互利共贏

Making Progress Together with Responsibility to Promote Win-win Cooperation

同時，我們持續完善綠色採購相關標準和制度，充分考慮產品生產、包裝和廢棄物處理時對環境的影響，推動上下游企業共同實現綠色環保採購。我們積極提升生產工藝，在生產過程中使用更為先進的技術和設備，並將安全環保、回收再利用的理念融入原輔料和包裝材料的採購過程，選用安全環保、無毒、無污染的包裝材料，盡最大努力減輕環境污染。我們亦推動各子公司積極踐行環境保護、節能減排等綠色環保要求，藥品運輸包裝材料均為可循環使用材料，力求實現經濟效益和社會效益的平衡。

此外，本集團持續加強供應鏈的廉潔管理，通過與外部供應商簽署《廉潔協議》，與經銷商簽署《經銷商合規經營承諾書》，與內部採購人員簽署《合規承諾書》，明確本集團廉潔合規管理要求，規範經銷商的誠信自律行為，嚴禁在供應鏈環節發生任何形式的賄賂、以權謀私、不正當競爭等違規行為。同時，我們通過開展供應鏈合規培訓、供應鏈聯合合規審計等多種方式，保障採購流程的公開透明、公平公正，持續強化供應鏈廉潔管控力度。本年度，我們成功上線數字化招採平台，實現採購制度流程化、模板化，並可通過該平台進行線上報價、定價等，增強採購工作透明度，提高採購工作效率，保障招標採購過程合法合規。

At the same time, we continuously improve the standard and system related to green procurement by giving full consideration to the impact of production, packaging and waste disposal on the environment, to ensure the green and environmental-friendly procurement practice implemented by both upstream and downstream corporations. To minimize environmental pollution, we actively upgraded our production processes, used advanced technology and equipment for production and purchased raw and auxiliary materials and packaging materials under the philosophy of being secure, environmental-friendly and recyclable, where only safe, environmental-friendly, toxic-free and pollution-free packaging materials were selected. Besides, we encourage our subsidiaries to fulfil requirements of environmental protection, energy conservation and emission reduction and use recyclable packaging material for pharmaceutical transportation, striving to achieve a balance between economic benefits and social benefits.

In addition, the Group continues to strengthen management of supply chain integrity through signing the "Integrity Agreement" with external suppliers, the "Letter of Commitment Relating to Distributors' Compliant Operation" with distributors, and the "Compliance Undertaking Letter" with internal procurement personnel. We clarify requirements on integrity compliance management of the Group, regulate the integrity and self-discipline of distributors and strictly prohibit any form of bribery, abuse of power for personal gains and unfair competition in the supply chain. At the same time, we ensure the transparency and fairness of procurement activities and continue to strengthen management of integrity in supply chain in various ways such as conducting compliance training and joint audit. During the Year, we successfully launched a digital procurement platform to streamline the procurement system, and carry out online quotation and pricing thereon, which enhanced the transparency and efficiency of procurement and ensured the legal compliance of the bidding and procurement process.

安全守護，綠色發展

ENSURING SAFETY AND PURSUING GREEN DEVELOPMENT

四環醫藥始終秉持可持續發展理念，致力於構建規範生產、以人為本、環保節約的企業。我們嚴格遵守安全與環境相關的法律法規及要求，制定環境、健康與安全(「EHS」)管理程序，持續提高EHS管理水平，營造安全可靠、綠色環保的工作環境，確保生產經營活動高效運行。

Sihuan Pharmaceutical, always adhering to the philosophy of sustainable development, is committed to developing into an enterprise with standardized production, people-oriented, and environmental conservation concepts. We strictly comply with safety and environment-related laws, regulations and requirements, establish environmental, health and safety ("EHS") management procedures in order to continuously improve EHS management, create a safe, reliable, green and environmentally friendly workplace, and to ensure efficient operation of production and operation activities.

ESG 績效

組建EHS委員會，構建EHS四級管理體系

制定科學嚴格的EHS管理目標

2家子公司獲ISO 14001和ISO 45001雙體系監督審核

投入20,339,100.48美元用於綠色定期存款，佈局綠色低碳產品，發展循環經濟

ESG performance

Establish EHS committee and build up four-level EHS management system

Formulate scientific and strict EHS management goals

2 subsidiaries passed ISO 14001 and ISO 45001 systems supervision audits

Invest USD20,339,100.48 in green deposits and develop low-carbon green products to boost circular economy

聯合國可持續發展目標(SDGs)響應
Response to SDGs



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

安全守護，綠色發展

1、完善EHS管理機制

本集團嚴格遵守《中華人民共和國安全生產法》《中華人民共和國消防法》《中華人民共和國職業病防治法》《工作場所職業衛生管理規定》等法律法規，制定並持續完善《環境職業健康安全手冊》等內部制度，不斷推進集團EHS建設，強化EHS風險管控能力，致力於構建規範生產、以人為本、環保節約的企業。

二零二二年，本集團與各子公司簽訂了《二零二二年度EHS管理目標責任書》，明確子公司職業健康、安全、消防、環保管理目標，並對目標完成情況進行績效考核，以加強EHS的責任管理。同時，我們定期進行風險評估和安全檢查，以控制潛在風險，消除安全隱患，並積極開展EHS審計，評估EHS管理要求落實情況，提高整體EHS管理水平。此外，我們鼓勵各子公司規範化生產，基於ISO管理體系要求，推進EHS體系建設與認證，逐步構建更加系統化的EHS基礎管理。

EHS管理方針

ENSURING SAFETY AND PURSUING GREEN DEVELOPMENT

1. Improving EHS Management Mechanism

The Group strictly abides by the laws and regulations such as the “Work Safety Law of the People’s Republic of China”, the “Fire Protection Law of the People’s Republic of China”, the “Law of the People’s Republic of China on Prevention and Control of Occupational Diseases”, and the “Provisions on the Administration of Occupational Health at Workplaces”, and has formulated and continuously improved internal systems such as the “Environmental and Occupational Health and Safety Management Manual” to continuously promote EHS management and strengthen EHS risk control capabilities, in order to develop into an enterprise with standardized production, people-oriented, and environmental conservation concepts.

In 2022, in order to clarify the subsidiaries’ goals of occupational health, safety, fire protection and environmental management, the Group signed the “Letter of Responsibility for EHS Management Goals in 2022” with its subsidiaries to conduct performance assessment on the completion of goals, and strengthen responsibility management of EHS. In addition, we also regularly conduct risk assessment and safety inspections to control potential risks and eliminate safety hazards, and actively carried out EHS audits to evaluate the implementation of EHS management requirements and improve the overall EHS management. Besides, we encouraged our subsidiaries to standardize production, promote EHS system building and certification based on ISO management system requirements to gradually build a more systematic EHS management.

EHS Management Policy



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

EHS管理架構

為落實EHS管理要求，我們圍繞EHS管理方針，組建了EHS委員會，持續強化本集團EHS管理，其主要職責為：

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

EHS Management Structure

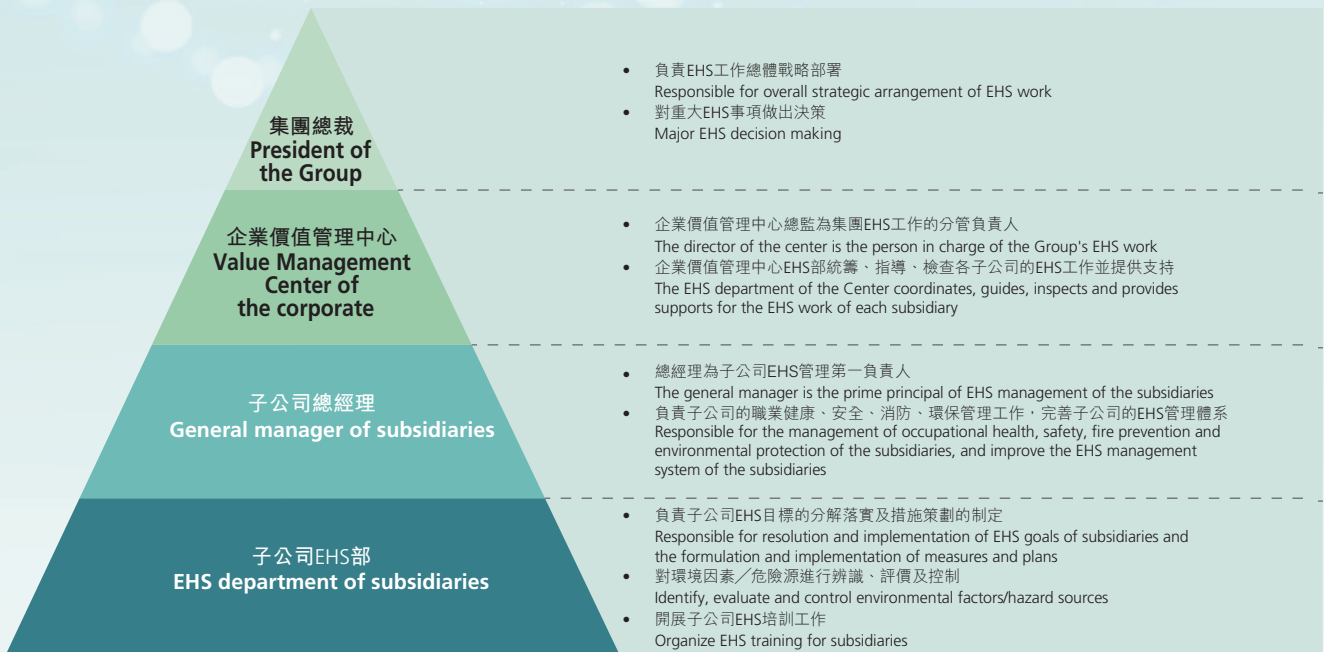
In order to implement EHS management requirements, we have established the EHS Committee based on our EHS management policy to continuously strengthen the Group's EHS management. The major duties of the Committee are as follows:

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

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

同時，我們構建了從集團至子公司的四級管理架構，明確了各層級的職責，貫徹落實集團EHS制度管理要求，確保EHS管理工作的高效運行。

Meanwhile, we built a four-level management structure from the Group to subsidiaries to clarify the management responsibilities of each department, and thoroughly implemented the requirements on EHS system management of the Group, in a bid to ensure the efficient operation of EHS management.



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

EHS管理目標與績效考核

本集團建立、實施並定期更新《環境、職業健康安全的監視與測量控制程序》，基於重要環境因素、危險源及相關的法律法規要求和其他要求，制定可測量、可評價的EHS目標，並考慮其風險和機遇，保證業務過程與EHS管理目標相契合，實現EHS績效的持續改進。同時，我們於本年度新增《EHS信息交流管理規程》，規範了本集團EHS信息的上報、協商、溝通等流程，通過對EHS信息的月度動態監管，將最新的EHS信息準確、快速地傳遞到各子公司。

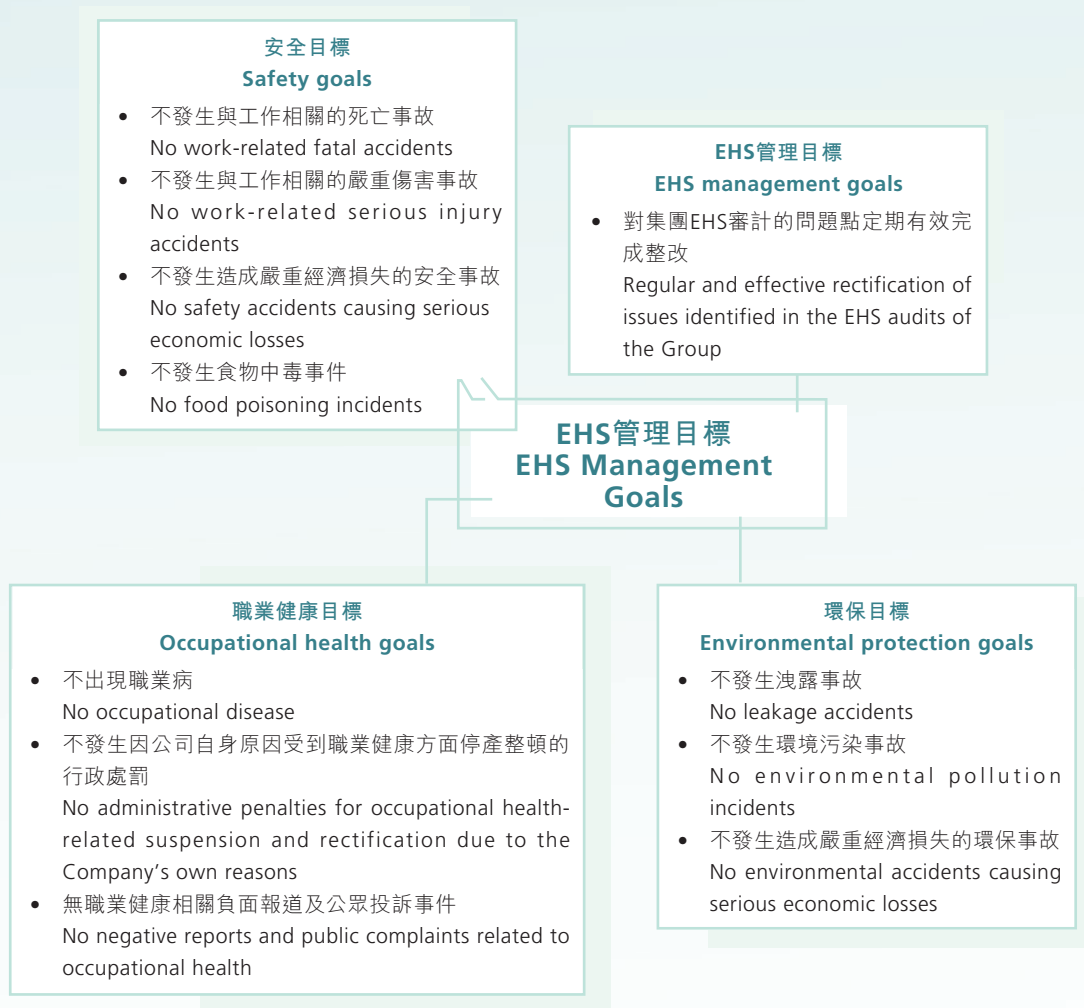
EHS Management Goals and Performance Appraisal

The Group establishes, implements and regularly updates the "Monitoring and Measurement Control Procedures for Environment, Occupational Health and Safety". Based on the important environmental factors, hazards and related laws and regulations and other requirements, we set measurable and appraisable EHS goals, and takes account of the risks and opportunities to integrate EHS management goals into business processes and continuously improve the EHS performance. In the meantime, we issued the "EHS Information Exchange Management Regulations" in the Year to regulate the process of reporting, negotiation and communication of EHS information of the Group. Through the monthly dynamic monitoring of EHS information, the latest EHS information is disseminated to all subsidiaries in an accurate and fast manner.

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

本集團結合國家EHS法規以及各子公司實際運營情況，修訂《二零二二年度EHS管理目標責任書》，明確各子公司需要達到的EHS目標及具體的考核細則，並根據各子公司目標完成情況，編寫《二零二二年度EHS管理目標責任書目標完成及考核情況匯總》，對年度目標完成情況進行評估與考核。本集團遵循《集團EHS獎懲管理規程》，將EHS績效與各子公司總經理薪酬掛鉤，同時根據子公司EHS目標完成情況對相應人員進行獎懲，做到賞罰分明、獎懲適度，充分調動各子公司的積極性，推動EHS管理的穩定發展。

Based on the national EHS laws and regulations and the actual operation of each subsidiary, the Group revised the "Letters of Responsibility for EHS Management Goals in 2022" to specify the EHS goals to be achieved by each subsidiary and the specific assessment rules. We prepared the "Summary of the Achievement of EHS Management Goals and Assessment for 2022" based on the goals achieved by each subsidiary to assess the achievement of the annual goals. The Group followed the "EHS Reward and Punishment Management Protocol of the Group" and linked the EHS performance with the general manager's compensation of each subsidiary. We provided rewards and imposed punishments based on the completion of annual EHS goals of subsidiaries with reward and punishment mechanism to fully mobilize the enthusiasm of each subsidiary and promote the steady development of EHS management.



截至二零二二年十二月三十一日，本集團各子公司本年度EHS目標完成情況良好，未發生EHS相關事故。

As of 31 December 2022, the EHS goals of the Group's subsidiaries for the Year were fulfilled well, and no EHS-related accidents occurred.

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

EHS體系建設與認證

本集團依據ISO 14001環境管理體系、ISO 45001職業健康安全體系的相關標準，結合本集團實際運營情況，持續推進EHS管理制度體系建設，制定《環境、職業健康安全手冊》，並對EHS管理體系的運行情況進行監督和評估。在日常體系運行中，我們根據各子公司的運行情況，收集優秀案例及專項管理提升方案並在本集團內部進行推廣，持續推進EHS體系建設，不斷提升EHS管理水平，提高EHS管理績效。

在穩步推動各子公司EHS體系建設的同時，我們也協助各子公司進行ISO體系認證並確保已經獲得ISO認證的子公司能夠持續滿足體系認證要求，進一步提升原有水平。目前，吉林津升和吉林四長已完成ISO 14001和ISO 45001雙體系監督審核。

EHS System Building and Certification

Based on the relevant standards of ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System and the actual operation situation of the Group, the Group has continued to promote the construction of EHS management system, formulated the "Environmental and Occupational Health and Safety Management Manual", and we monitored and evaluated the operation of EHS management system. In the daily operation of the system, we collect excellent cases and special management improvement plans from subsidiaries' operation and promote them within the Group to continuously improve the capability and effectiveness of EHS management.

While progressively promoting the establishment of subsidiaries' EHS systems, we also assist each subsidiary in ISO system certification and ensure that certified companies continue to meet the requirements of certification and make further improvement of their skills. Currently, Jilin Jinsheng and Jilin Sichang have completed supervision audits of both ISO 14001 and ISO 45001 system.



吉林津升ISO體系認證證書

ISO system certification certificate of Jilin Jinsheng

此外，我們也持續推進各子公司的安全生產標準化體系建設，確保企業安全生產。本年度，北京四環、吉林四環、弘和製藥、吉林津升、吉林振澳、吉林四長、長春翔通已獲得安全生產標準化三級企業資質。

In addition, we also continue to promote the construction of the production safety standardization systems of all subsidiaries to ensure production safety. During the Year, Beijing Sihuan, Jilin Sihuan, Ambest Pharmaceutical, Jilin Jinsheng, Jilin Zhen'ao, Jilin Sichang, and Changchun Xiangtong have obtained the level III certificate of production safety standardization.

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

EHS風險防範與控制

本集團嚴格遵循《中華人民共和國突發事件應對法》《突發環境事件應急管理辦法》《突發環境事件信息報告辦法》等法律法規，並依據ISO體系要求建立《EHS風險和機遇控制程序》及《危險源辨識、風險評價控制程序》等內部制度，主動識別在生產運營過程中EHS相關的風險源，建立並完善風險控制措施，並積極對新改擴建等有重大變更的項目進行前期EHS風險評估，及時識別潛在的風險因素，對潛在風險進行有效管理。

為加強安全生產管理，營造安全、健康的工作環境，我們建立了完善的安全檢查及隱患整改制度，通過定期或不定期的檢查對潛在風險源進行排查，消除安全隱患。同時，我們制定有針對性地應急預案，並進行安全教育和安全演練，提高員工應對突發事件的響應速度和應變能力，將風險事件的影響最小化。

EHS審計

二零二二年度，本集團制定了EHS審計計劃和各子公司審計實施方案，採取內部交叉互審的形式，以自願報名、公司審核的方式，從各子公司符合資格條件的人員中篩選出審計員組成集團EHS內部審計小組，與集團EHS人員共同組成審計組，對各子公司EHS情況進行審計。通過內部交叉互審互學，本集團加強各子公司之間的交流互鑒，實現取長補短、共同進步，提升EHS管理水平。

本年度，本集團依據《EHS審計管理規程》對八家子公司開展了EHS年度審計，包括北京澳合研究院、北京四環、吉四澳康、吉林津升、吉林四長、本溪恆康、吉林四環、吉林振澳。審計範圍涵蓋安全、環保、職業健康三個方面，我們從機構設置、人員配置、體系建設、設備設施、教育培訓、勞動防護、環境保護、健康監護等多個維度對子公司進行現場檢查，協助各子公司發現當前EHS管理的缺陷和不足，並制定專項整改方案，指導各子公司順利開展後續EHS工作。

EHS Risk Prevention and Control

The Group strictly complies with relevant laws and regulations such as the “Emergency Response Law of the People’s Republic of China”, “Measures for the Environmental Emergency Response Management” and “Measures for Information Report of Environmental Emergencies” and has established certain internal systems such as the “EHS Risk and Opportunity Control Procedures” and “Hazard Sources Identification and Risk Assessment and Control Procedures” in accordance with ISO system requirements to proactively identify EHS-related risk sources in the production and operation process, establish and improve risk control measures, and actively conduct preliminary EHS risk assessment of new, renovation and expansion projects with significant changes. Therefore, potential risk factors can be identified in a timely manner and potential risks can be effectively managed.

In order to strengthen work safety management and create a safe and healthy working environment, we have established a sound system of safety inspection and hidden danger rectification. Through regular or irregular inspection, we can identify potential risk sources and eliminate potential safety hazards. At the same time, we develop targeted emergency plans, and carry out safety education and safety drills to improve the response speed and ability of employees to emergencies, and minimize the impact of risk events.

EHS Audit

In 2022, the Group has formulated the EHS audit plan and the audit implementation plan of each subsidiary. Audits were conducted in the form of internal cross audits, which auditors are selected from qualified personnel of each subsidiary through voluntary enrollment and corporate evaluation to form the Group’s EHS internal audit team with the Group’s EHS personnel to audit the EHS performance of each subsidiary. Through internal cross audits and learning, the Group strengthened communications and exchanges of experience among the subsidiaries to realize mutual learning and common progress to improve EHS management.

During the Year, the Group implemented annual EHS audits for 8 subsidiaries, including Beijing Ao He Research Institute, Beijing Sihuan, Jisi Aokang, Jilin Jinsheng, Jilin Sichang, Benxi Hengkang, Jilin Sihuan and Jilin Zhen’ao, in accordance with the “EHS Audit Management Protocol”. The audit covers safety, environmental protection and occupational health. We conducted on-site inspections on organization infrastructure, personnel allocation, system construction, equipment and facilities, education and training, labor protection, environmental protection and health monitoring, to help subsidiaries identify defects and deficiencies in current EHS management and develop special rectification plan as guidance for subsidiaries to carry out subsequent EHS work smoothly.

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

2、安全生產管理

在生產經營活動中，四環醫藥始終將員工的健康與安全置於首位。我們持續完善安全生產政策制度，不斷加強對各項生產作業的安全管理力度，並通過開展安全培訓、安全演練等方式，提高員工安全意識，多管齊下，落實「安全第一，預防為主，綜合治理」的安全生產方針，確保為員工營造一個安全的工作環境。

- **更新安全管理制度：**根據新《中華人民共和國安全生產法》的要求，為加強公司安全生產管理，全面落實企業安全生產主體責任，四環醫藥及時更新了安全生產制度，於二零二二年初完成全員簽訂安全生產責任制，上至總經理，下至勞務派遣人員無一遺漏，保證全崗位、全員安全生產職責全覆蓋；
- **提高應急響應能力：**為提升應對各項突發事件的能力，各子公司修訂並完善《生產安全事故應急預案》，保證各類應急預案的適用性、有效性；制定年度應急演練計劃，組織開展各項演練及培訓，以提高員工面對突發情況的應變能力和自我保護能力；定期核實應急救援物品的有效期、數量及完好性，保證應急物資齊全有效；
- **排查安全生產隱患：**各子公司定期組織員工對園區進行安全檢查，範圍涵蓋危險品倉庫、實驗室、廚房、配電室、水泵房、換熱站、製冷機房等，及時發現並消除安全隱患。同時，各子公司聯合第三方消防公司定期檢查廠區消防設施運行狀態，開展消防設施檢測和電氣防火檢測等，及時整改所查隱患，防患於未然；
- **開展安全宣傳活動：**為提升員工的安全生產意識，各子公司積極開展安全宣傳活動，包括職業健康宣傳週、安全生產月等。各子公司通過豐富多樣的宣傳形式，如培訓講座、實戰演練、知識競賽、事故案例分析等，貫徹落實了國家及地方各項政策法規，提高了員工的安全生產意識和應急處理能力。

2. Work Safety Management

In the production and operation activities, Sihuan Pharmaceutical always regards the health and safety of employees as its top priority. We continue to improve the work safety policy and system, constantly strengthen the safety management of various operations, and improve the safety awareness of employees by carrying out safety training, safety drills and other activities, thereby implementing the safety policy of "safety first with prevention and comprehensive treatment" to ensure a safe working environment for employees.

- **Updating the safety management regulations:** According to the requirements of the new "Work Safety Law of the People's Republic of China", Sihuan Pharmaceutical has timely updated the work safety regulations, in order to strengthen the work safety management of the Company and fully implement its main responsibility in terms of work safety. At the beginning of 2022, all staff, including general manager and labor dispatching personnel, signed the letter of production safety responsibility to ensure that the production safety responsibility of all posts and all employees are fully covered;
- **Enhancing emergency response capability:** In order to enhance the ability to respond to emergencies, each subsidiary has revised and improved the "Emergency Plans for Work Safety Accidents" to ensure the applicability and effectiveness of various emergency plans; they formulated annual emergency drill plans, organized and carried out various drills and trainings to improve employees' ability to respond to emergencies and self-protection; they regularly verified the validity, quantity and completeness of emergency rescue supplies to ensure that emergency supplies are complete and effective;
- **Investigating potential safety hazards:** Each subsidiary regularly organizes its employees to carry out safety inspections in the park, covering dangerous goods warehouses, laboratories, kitchens, power distribution rooms, water pump rooms, heat exchange stations, refrigeration rooms, etc., so as to identify and eliminate potential safety hazards in a timely manner. Furthermore, each subsidiary works with third-party fire protection company to regularly check the operation status of fire protection facilities in the plant area, carry out fire protection facilities detection and electrical fire protection detection, and timely rectify the hidden dangers found to prevent safety accidents;
- **Conducting safety publicity campaign:** In order to improve employees' awareness of work safety, all subsidiaries actively carry out safety publicity campaign, including occupational health education week and work safety month. All subsidiaries have implemented relevant national and local policies and regulations through various forms of propaganda, such as training lectures, practical drills, knowledge contests, accident case analysis, etc., which enhanced employees' awareness of work safety and emergency response capability.

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

過往三年，本集團未發生任何因工死亡事件；本報告期內，本集團因公損傷工時為0。

消防安全管理

四環醫藥充分認識到消防工作的必要性和重要性，制定並嚴格遵守《消防系統管理規程》，建立健全消防管理及應急組織，實行定期檢查和日常防範相結合的消防安全管理制度，全面貫徹「預防為主、防消結合」的消防工作理念。

本集團採取多項措施，保障消防工作落到實處。我們安排義務消防員日常值班巡查，定期排查消防安全隱患，確保消防系統穩定運行；組織開展多次消防安全培訓及演練，普及消防安全知識，提高員工消防安全意識，提高員工對消防程序的熟練度，將消防安全落到實處，有效建立起一堵保障公司及員工安全的「防火牆」。

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

Fire Safety Management

Sihuan Pharmaceutical fully recognizes the necessity and importance of the firefighting work, formulates and strictly complies with the "Regulations on the Management of Fire Protection System", establishes a sound firefighting management and emergency response organization, implements a fire safety management system that combines regular inspection and daily prevention, and fully implements the firefighting work concept of "prevention oriented combination of prevention and firefighting".

The Group has adopted a number of measures to ensure that firefighting work is implemented in practice. We arrange volunteer firefighters to conduct daily duty inspections and regularly check fire safety hazards to ensure the stable operation of the firefighting system; we organize several fire safety training and drills to popularize fire safety knowledge, thereby raising employees' awareness of fire safety and improve their familiarity with fire safety procedures. Thus, fire safety is put into practice and a "firewall" is established to protect the safety of the Company and its employees.

吉林振澳一生產安全事故綜合應急演練

JILIN ZHEN'AO — COMPREHENSIVE EMERGENCY DRILL FOR PRODUCTION SAFETY ACCIDENTS

二零二二年九月一日，吉林振澳舉行了生產安全事故綜合應急演練。演練前，車間組織了預案演練培訓，向現場人員傳授火災事故知識。演練過程中，員工在救援小組負責人指揮下迅速疏散、警戒和投入滅火行動中，有效提高了員工在緊急情況下的應變能力和自我防護能力。

On 1 September 2022, Jilin Zhen'ao held a comprehensive emergency drill for production safety accidents. Before the drill, the workshop organized pre-planning drill training and taught fire accident knowledge to the staff on site. During the drill, employees were promptly evacuated, alerted and put into fire-fighting actions under the command of the rescue team leader, which effectively improved the staff's ability to respond and protect themselves in emergencies.



吉林振澳應急演練
Jilin Zhen'ao's Emergency Drill

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

吉林惠升—火險救援

JILIN HUI SHENG – FIRE RESCUE

二零二二年七月二十日，吉林惠升在倉儲部庫區進行了一次火災應急演練。演練由倉儲部預設突然著火情景，各部門緊密配合，按照應急預案程序進行相關應急操作。此次火災事故演練充分檢驗了參演人員對應急預案、應急處置程序的了解程度，及時發現應急工作程序和人員應急救援意識的不足，強化火災應急管理。

On 20 July 2022, Jilin Huisheng conducted a fire emergency drill in the storage area of the warehousing department. The drill consisted of a sudden fire scenario preset by the warehousing department, with all departments working closely together to carry out relevant emergency operations in accordance with the emergency plan procedures. The fire accident drill fully examined the degree of participants' understanding of the emergency plan and emergency disposal procedures. Based on this, we discovered the inadequacy of emergency work procedures and personnel awareness of emergency rescue in time, and the emergency management of fires was strengthened.



吉林惠升火災應急演練
Jilin Huisheng's Fire Emergency Drill

北京四環—消防應急演練

BEIJING SIHUAN – FIRE EMERGENCY DRILL

二零二二年六月十五日，北京四環在張家灣園區宿舍進行了消防應急演練，演練主要內容為滅火救援及人員疏散。本次演練檢驗了事故應急處理程序的有效性，測試了公司消防系統聯動功能，增強了員工的應急逃生能力，提高了各應急小組成員對於突發情況的應急響應能力。

On 15 June 2022, Beijing Sihuan conducted a fire emergency drill in the dormitory of Zhangjiawan Park, the main contents of the drill were fire fighting and rescue and personnel evacuation. The drill examined the effectiveness of the emergency handling procedures, tested the linkage function of the Company's firefighting system, enhanced the emergency escape capability of the employees and improved the emergency response capability of the members of the emergency response team for emergencies.



北京四環消防應急演練
Beijing Sihuan's Fire Emergency Drill

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

安全宣貫與培訓

二零二二年，本集團持續推進EHS培訓計劃實施，力求從源頭消除人為造成的安全隱患。本集團根據國家EHS法規要求，結合各企業管理現狀，制定並下發了EHS管理要求，包括《突發環境污染事件應急管理》《EHS教育培訓要求》等，並開展多種形式的活動對員工進行持續宣導，包括EHS管理案例推廣、線下實地培訓、線上講座培訓、安全知識競賽活動等，切實提高員工對EHS的認識以及處理相關事項的專業能力，全方位提升本集團的EHS管理水平。

EHS管理案例推廣

為完善各子公司的EHS管理體系，促進各子公司之間的交流互鑒，本集團積極推廣各子公司EHS優秀管理案例，貫徹「經驗共享、共同促進」的理念，充分發揮集團化企業的群策群力優勢。二零二二年，本集團推廣了北京四環的優秀EHS管理案例《北四崗位巡檢及微型消防站管理》，將北京四環在消防巡檢方面的經驗心得共享給各子公司，以防微杜漸，強化應急隊伍，降低事故損失。

EHS培訓講座

各子公司均採取不同形式對員工進行了EHS知識培訓，內容涵蓋安全生產法、安全生產責任制、危險化學品、消防知識、特殊作業、環保等多方面內容，全面提高員工的安全意識。

Safety Publicity and Training

In 2022, the Group continued to promote the implementation of the EHS training program and strived to eliminate human-caused safety hazards at source. The Group formulated and issued EHS management requirements, including "Emergency Management of Environmental Pollution Incidents" and "EHS Education and Training Requirements", in accordance with national EHS regulations and the current management status of each enterprise, and carried out various forms of activities to continuously publicize to employees, including EHS management case promotion, offline on-site training, online seminars and training, and safety knowledge competition activities, etc., so as to practically improve employees' understanding of EHS and their professional ability to handle related matters, and to improve the Group's EHS management level in all aspects.

EHS Management Case Promotion

In order to improve the EHS management system of each subsidiary and promote the exchange and mutual learning among them, the Group actively promotes the excellent EHS management cases of each subsidiary to carry out the concept of "sharing experience and common development" and fully utilize its collective strength as a group enterprise. In 2022, the Group promoted Beijing Sihuan's excellent EHS management case "North 4 Post Inspection and Micro Fire Station Management", sharing Beijing Sihuan's experience and insights in fire inspection to all subsidiaries, so as to prevent accidents and strengthen emergency teams and reduce accident losses.

EHS Training Seminar

All subsidiaries have adopted different forms of EHS knowledge training for employees, covering various aspects such as safety production law, safety production responsibility system, dangerous chemicals, fire fighting knowledge, special operations, environmental protection, etc., in order to improve employees' safety awareness comprehensively.

吉林匯康一八大危險作業管理制度培訓

JILIN HUIKANG – TRAINING ON THE MANAGEMENT SYSTEM OF EIGHT DANGEROUS OPERATIONS

二零二二年九月二十八日至三十日，吉林匯康針對新修訂的八大危險作業管理制度向員工開展了教育培訓，落實明確了監護人、分析人員的職責和工作內容，強化了危險作業的合規把控，有效落實針對危險作業的安全管理。

From 28 to 30 September 2022, Jilin Huikang launched education and training for employees on the newly revised management system of eight hazardous operations, which clarified the responsibilities and work contents of guardians and analysts, strengthened the compliance control of hazardous operations, and effectively implemented the safety management of hazardous operations.



吉林匯康開展培訓講座
Training Seminar in Jilin Huikang

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

北京四環—危險化學品培訓

BEIJING SIHUAN – DANGEROUS CHEMICALS TRAINING

二零二二年，北京四環以線上學習班的形式開展了危險化學品培訓，參與培訓的人員包括接觸危險化學品的人員、危險化學品管理人員和責任人員共50餘人。此次培訓包括危險化學品購買、使用、儲存、廢棄等方面的內容，進一步提升員工危險化學品管理能力，提高了員工的安全意識。

In 2022, Beijing Sihuan launched online dangerous chemicals training, which was attended by more than 50 personnel including those who have contact with dangerous chemicals, dangerous chemicals management personnel and responsible personnel. The training included the purchase, usage, storage and disposal of dangerous chemicals, which further enhanced the management ability of dangerous chemicals and improved the safety awareness of the staff.



北京四環線上危險化學品培訓
Training on Beijing Sihuan's Online
Dangerous Chemicals

EHS實地培訓

本集團以實地培訓的形式對員工進行教育，加深員工對於EHS的理解，幫助員工切實領會安全生產的操作程序和要領，強化各部門之間應對安全問題時的協調配合能力。

EHS on-site trainings

The Group trains employees by way of on-site trainings, in a view to deepen employees' understanding on EHS and enable them to master the operating procedure and essentials of safe production. Furthermore, it enhanced the coordination level among departments while facing emergencies.

四環醫藥—安全作業培訓

SIHUAN PHARMACEUTICAL – SAFE OPERATION TRAINING

四環醫藥各項目每月組織一次安全培訓及教育，向各施工單位人員強調項目各階段安全作業應注意的問題和必須執行的安全操作要求，做到常規安全作業標準常抓不懈，確保安全操作意識深入人心。

Each project of Sihuan Pharmaceutical organizes safety training and education on a monthly basis for the personnel of all construction units to emphasize issues that should be aware of and requirements that should be implemented at all stages of the project. Therefore, ensure the personnel to constantly conform with safe operation requirements and build in-depth awareness on safe operation.



四環醫藥安全作業培訓
Safe operation training of Sihuan Pharmaceutical

EHS專項培訓

本集團高度重視EHS人才的培養，每年各子公司負責人及各級員工均須按照法規要求參加安全再教育，通過各類專項課程培訓，加深員工對EHS的認識，鞏固並提高員工的安全知識。同時，子公司主要負責人和EHS管理人員每年都會參加政府組織的外部EHS培訓課程，取得安全、職業衛生培訓合格證書，確保管理層明確EHS內涵，從而高效落實EHS制度管理要求。

EHS Training

The Group attaches great importance to EHS talents cultivation. On an annual basis, the heads of the subsidiaries and employees at all levels receive safety re-education in line with laws and regulations. Special training courses are carried out to deepen employees' understanding on EHS and consolidate and broaden their safety knowledge. In the meantime, the leader and EHS management personnel of subsidiaries attend external EHS training courses organized by the government annually and obtain the certificates of safety and occupational health training. Based on this, the management understand the implications of EHS and effectively implement the EHS system management requirements.

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

綜合應急演練

各子公司開展多項應急演練，模擬突發事故情況並利用應急物資、設備開展緊急處置救援，以提高員工的應變和處理能力。應急演練包括火災爆炸事故專項應急演練、危險化學品洩漏應急現場處置方案演練、應急疏散及滅火器的使用、特種設備事故(壓力容器)應急演練、車輛傷害事故應急演練等，全方位覆蓋作業中的各項風險，明確了突發情況下的應急處置程序及要求，確保針對各種突發情況的有效、及時應對。

Comprehensive Emergency Drill

The subsidiaries organize various emergency drills to simulate all types of emergencies situations and use emergency materials and equipment to carry out emergency rescue, so as to strengthen employees' capabilities to responding and handling emergencies. Emergency drills covers fire and explosion incident, on-site handling hazardous chemical leakage, emergency evacuation and use of fire extinguishers, specific equipment issues (pressure vessels), vehicle accidents, etc. It provides a full coverage of various risks in operation and defines the emergency response procedures and requirements in case of emergencies, so as to achieve effective and timely response.

吉林津升—特種設備事故應急演練

JILIN JINSHENG – EMERGENCY DRILL FOR SPECIFIC EQUIPMENT ISSUES

二零二二年九月六日，吉林津升在空壓機房進行特種設備事故(壓力容器)應急演練，模擬空壓機間設備壓力溫度超標、設備運行異常的情景。參演人員通過實操及觀察，明確了突發情況下的應急處置程序，提高了應急處置能力。

On 6 September 2022, Jilin Jinsheng carried out an emergency drill for specific equipment issues (pressure vessels), to simulate the scene that the equipment in the air compressor room exceed the standard of pressure and temperature and abnormally operate. Through the practice and observation, the participants clarified the emergency response in emergencies and improved the emergency response capability.



吉林津升特種設備事故應急演練
Emergency drills for specific equipment issues
in Jilin Jinsheng

吉林惠升—危險廢液意外潑灑應急演練

JILIN HUI SHENG – EMERGENCY DRILL FOR ACCIDENTAL SPILLAGE OF HAZARDOUS WASTE LIQUID LEAKAGE

二零二二年二月二十八日，吉林惠升在倉儲部庫區進行了一次危險廢液意外潑灑應急演練。演練以清水模擬危險廢液，預設生產作業現場危險廢液意外潑灑到地面上的情景。現場作業人員緊密配合，按照應急預案程序進行相關應急操作，驗證了應急預案的適用性和可操作性，提高了員工的應變能力。

On 28 February 2022, Jilin Huisheng carried out an emergency drill for accidental spillage of hazardous waste liquid leakage in the storage area of warehouse department. The drill simulated the hazardous waste liquid with clean water, and preset the scene of accidental spillage of hazardous waste liquid on the ground at the production site. The on-site operators closely cooperated with each other and carried out relevant emergency operations according to the emergency plan, which verified the applicability and operability of the emergency plan and improved the emergency response capability of employees.



吉林惠升危險廢液意外潑灑應急演練
Emergency drill for accidental spillage of hazardous
waste liquid chemical leakage in Jilin Huisheng

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

3、環境管理

四環醫藥重視自身業務對環境產生的影響，始終把綠色環保理念融入生產經營全過程，嚴格遵守《中華人民共和國環境保護法》《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》《中華人民共和國固體廢物污染環境防治法》等環境相關法律法規，積極響應國家雙碳目標，推動綠色低碳變革，打造環境友好型企業。

二零二二年，本集團秉持「節能降耗，減污增效」的原則，進一步完善節能減排相關的管理制度，採取數字化管理，持續監控污染物排放，推進精益生產項目，積極開展節能減排工作。同時，我們加強環保宣傳，倡導綠色環保的辦公方式，在辦公室積極推行節能節水、資源共享等措施，助力可持續發展。

排放物管理

本集團嚴格遵守排放物管理的相關法律法規，制定《廢水、廢氣、噪聲管理規程》等內部制度，指導各部門和各子公司規範化排放，並定期檢測排放流程，監測排放指標，確保三廢排放合規。同時，我們通過技術優化與設備升級等舉措，合理處置並減少廢水、廢氣、廢棄物的排放，積極申領並更新排放許可證，定期進行環境影響評估，防治環境污染。

廢氣排放

本集團生產經營過程中產生的廢氣主要為生產廢氣和生活廢氣。生產廢氣主要來源於鍋爐廢氣以及藥物質檢、包裝噴碼等過程中產生的揮發性有機物(VOCs)等，生活廢氣主要為食堂油煙。我們持續強化廢氣管理，嚴格遵守《大氣污染物綜合排放標準》及《鍋爐大氣污染物排放標準》等廢氣管理要求，通過嚴格的廢氣處理流程，確保對廢氣進行有效處理，防止對大氣造成空氣污染，或損害人體健康。

對於生產廢氣，我們採用規範的廢氣處理流程和處理工藝，定期檢測並委託第三方進行廢氣排放檢測，保障生產廢氣合規排放；對於生活廢氣，我們安裝並定期清理油煙淨化器等處理設施，保證設施正常運轉，降低廢氣排放影響。

3. Environmental Management

Sihuan Pharmaceutical attaches the importance to the impact of our business on the environment, adheres to the concept of green development and integrates it into the whole process of our production and operation. Sihuan Pharmaceutical strictly abides by the "Environmental Protection Law of the People's Republic of China", "Atmospheric Pollution Prevention and Control Law of the People's Republic of China", "Water Pollution Prevention and Control Law of the People's Republic of China" and "Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes", and other laws and regulations related to environmental protection to respond to the national dual carbon policy, promote green and low-carbon transformation, and build an eco-friendly enterprise.

In 2022, in line with the principle of "energy saving and cost reducing, pollution decreasing and efficiency increasing", the Group further improved the management system related to energy conservation and emission reduction. We implemented digitalized management to constantly monitor pollutant emission, promote refined production projects and actively carry out energy conservation and emission reduction work. In the meantime, we strengthened environmental protection publicity, advocated green and environment-friendly office by actively promoting energy and water saving, and resources sharing in office, in an effort to achieved sustainable development.


Emissions Management

The Group strictly abides by the laws and regulations related to emissions management. The Group formulated the "Wastewater, Exhaust Gas and Noise Management Protocol" and other internal systems to provide guidelines for all departments and subsidiaries to standardize emission and regularly verified the discharge process and relevant indicators, to ensure the discharge of three wastes is compliant. In the meantime, we reasonably disposed and reduced the emissions of wastewater, exhaust gas and waste by continuously optimizing and upgrading our equipment and techniques. We actively apply for and renew emission permits and regularly conduct environmental impact assessments, striving to prevent and control environmental pollution.

Exhaust Gas Emissions

The exhaust gas generated in the daily operation of the Group is mainly production exhaust gas and domestic exhaust gas. The production exhaust gases mainly come from the boiler, as well as the volatile organic compounds ("VOCs") generated in the process of drug quality inspection and package inkjet printing. The domestic exhaust gas mainly comes from canteen lampblack. We continued to strengthen exhaust gas management and strictly abided by "Integrated Emission Standard of Air Pollutants" and "Emission Standard of Air Pollutants for Boilers", and other requirements related to exhaust gas Emissions. Through strict handling process of exhaust gas, we effectively disposed of exhaust gas to prevent air pollution or health damage.

For production exhaust gases, we adopt standardized handling process and treatment technology of exhaust gas and regularly entrust a third party to conduct exhaust emission testing to guarantee the legal discharge of production exhaust gases. For domestic exhaust gas, we install lampblack treatment facilities and guarantee the normal operation of these facilities to mitigate the impact of exhaust gas emissions.



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

廢水排放

本集團生產經營過程中產生的廢水主要為生產廢水和生活廢水。本集團遵循《中華人民共和國水污染防治法》及《污水綜合排放標準》等法律法規，將廢水通過公司污水處理站統一處理後達標排放，降低對周邊水資源及土壤的影響。

本集團採用規範的廢水處理流程和處理工藝，有效地對高鹽、高濃廢水及生活污水進行處理，並在污水站總排口安裝污水在線監測系統，實時監控化學需氧量、氨氮排放量等關鍵指標，並定期向地方生態環境局上傳污染物監測結果。通過在線監測設備，我們可以實時掌控廢水排放情況，並能夠及時對污水超標排放的情況進行分析與治理，確保廢水合規排放。

本集團EHS部門定期檢查污水站的管理情況，確保廠區設備正常運行。同時，我們定期抽取水樣進行水質因子檢測，並委託第三方機構開展年度廢水水質檢測，確保廢水排放符合國家相應的法律法規和標準。此外，本集團積極開展污水站工藝技術等相關的環保培訓，提升員工技術及操作水平，確保廢水處理工作的高效進行。

本年度，本集團在求取適用水源上無任何問題。

Wastewater Discharge

The wastewater generated during the Group's production and operation is mainly production wastewater and domestic sewage. The Group abides by the "Water Pollution Prevention and Control Law of the People's Republic of China" and "Integrated Wastewater Discharge Standards" and other laws and regulations to discharge the wastewater after unified treatment in the company's sewage treatment station, so as to reduce the impact on the surrounding water resources and soil.

The Group adopts standardized wastewater treatment process and technology to effectively treat high salinity, high concentration wastewater and domestic sewage. We install an online sewage monitoring system at the main outlet of the sewage station to monitor key indicators such as chemical oxygen demand ("COD") and ammonia nitrogen discharge. We also regularly upload the pollutant monitoring results to the local ecological environment bureau. Through the online monitoring system, sewage discharge is monitored in real time for the analysis and treatment of sewage exceeding the standard in time, thus ensuring the compliance of wastewater discharge.

The EHS department of the Group regularly inspects the management of the sewage station to ensure the normal operation of the plant equipment. At the same time, we regularly take water samples for testing of water quality factors and entrust third party organizations to conduct annual wastewater quality tests to ensure that the wastewater discharge complies with the corresponding national laws, regulations and standards. In addition, the Group actively conducts relevant environmental protection training on the wastewater treatment processes and techniques of sewage station, so as to improve the staff's technical and operation level and ensure the wastewater is treated in an efficient way.

During the Year, the Group had no problem in obtaining applicable water sources.

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

廢棄物管理

本集團的無害廢棄物主要包括一般工業固體廢棄物等生產垃圾及餐廚垃圾等生活垃圾。生產垃圾由EHS部門進行監督管理，並定期交由有資質的第三方單位進行無害化處理；生活垃圾則由行政部負責管理分類，並定期轉移至環保公司進行處理。

本集團的有害廢棄物主要為生產與研發過程中產生的化學品及醫療廢物，減排過程中產生的廢活性炭、污水站污泥等，及少量廢棄墨盒、硒鼓等辦公用品。我們嚴格遵守危險廢棄物管理相關法律法規，依照《危險廢棄物管理規程》等內部制度，對廢棄物的產生、收集、分類、標籤、記錄、儲存、運輸、處置等環節進行嚴格監督與管理，堅持「勤周轉、少暫存」的管理方式，通過環保監管平台，委託有資質的第三方單位處理各項危險廢棄物。同時，我們定期對相關人員進行培訓，幫助員工熟悉廢棄物處理流程，保證每個環節準確可控。二零二二年，為保證廢棄物處理過程安全合規，吉林四環按照要求對危廢間進行了改造，增加了排風系統，對標識進行了更新，同時對地面重新進行了防水、防滲等處理，進一步完善了廢棄物暫存處理設施。

Waste Management

Non-hazardous waste of the Group mainly includes production waste, such as general industrial solid waste, and daily garbage, such as kitchen waste. The EHS department of the Group is responsible for supervising and managing the treatment of production waste, and regularly transferring it to a professional third party for harmless disposal; the administration department is responsible for the management and classification of daily garbage, and they send it to sanitation companies for disposal regularly.

Hazardous waste of the Group mainly includes chemicals and medical waste from production and R&D, waste activated carbon and sewage sludge generated in the process of emission reduction, as well as small quantity of office supplies such as waste ink cartridges and toner cartridges. We strictly abide by relevant laws and regulations on the management of hazardous waste, and strictly supervise and manage the generation, collection, classification, labeling, recording, storage, transportation and disposal of waste in accordance with internal systems such as the "Provision on Hazardous Waste Management". We also adhere to the management approach of "More rotation, less temporary storage" to handle various hazardous wastes by entrusting qualified third party through the environmental monitoring platform. At the same time, we provide regular training to relevant staff to help them familiarize with the waste treatment process and ensure that each link is accurate and controllable. In 2022, in order to ensure the safety and compliance of the waste treatment process, Jilin Sihuan renovated the hazardous waste rooms in accordance with the requirements, added the exhaust system and updated the signs, while re-treating the ground with water and seepage prevention to further improve the waste temporary storage and treatment facilities.

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

能源及資源管理

四環醫藥堅信高效的能源及資源管理是實現可持續發展的基石。本集團嚴格遵守《中華人民共和國能源節約法》等法律法規，編製《資源利用與能源消耗管理規程》，指導本集團各部門及各子公司合理管控能源、資源，通過制定節能目標、監控能耗情況、開展能源分析，實施規範化和系統化的節能監督管理。同時，我們還定期對員工開展節能培訓，提高員工的節能環保意識，推動節能增效的可持續生產方式。

節能減排

• 節約用電

我們在生產過程中嚴格管理用電，在各生產、輔助車間安裝電壓表計量，實時掌握用電情況，確保經濟用電、安全用電。對於生產用電，我們規定進行階段性集中生產並精簡生產程序，減少設備啟動和準備過程的電力耗用。對於非生產用電，我們制定巡檢制度，合理調配空調和取暖，大幅度降低了電力消耗。同時，我們通過升級變頻設備、改造冷卻系統、更換LED照明、安裝太陽能光伏裝置等優化措施，切實有效地減少了電能消耗。

Energy and Resource Management

Sihuan Pharmaceutical believes that efficient energy and resource management is the cornerstone of achieving sustainable development. The Group has strictly complied with the "Energy Conservation Law of the People's Republic of China" and other laws and regulations and prepared the "Resource Utilization and Energy Consumption Management Protocol" to guide each department and subsidiary of the Group to rationally control the usage of energy and resource. Moreover, they conduct standardized and systematic supervision and management of energy consumption by setting energy conservation targets, monitoring energy consumption and conducting energy analysis. Meanwhile, we also conducted regular energy-saving training for our staff to raise their awareness of energy saving and environmental protection, promoting sustainable production methods that save energy and increase efficiency.

Energy Conservation and Emission reduction

• Conservation of electricity

We strictly manage electricity consumption during the production process. All production and auxiliary workshops are equipped with voltmeters for measurement to keep track of electricity consumption in real time and ensured economical and safe use of electricity. For production electricity consumption, we require centralized production in stages and streamline production procedures to reduce the electricity consumption during equipment start-up and preparation. For non-production electricity consumption, we set up an inspection system and reasonably deploy air conditioning and heating, which significantly reduce electricity consumption. At the same time, we also effectively reduce the electricity consumption by upgrading frequency conversion equipment, transforming the cooling system, using LED lighting, installing solar photovoltaic devices and other optimization measures.

北京四環一中央空調機房設備改造

BEIJING SIHUAN – CENTRAL AIR CONDITIONING ROOM EQUIPMENT RENOVATION

北京四環與第三方簽訂了節能改造合同，運用「人工智能管理系統(軟硬件)+物聯網技術+機房設備節能改造+冬季免費冷改造」節能技術，對北京四環中央空調廠房機房設備進行改造，使其達到規定的節電節能能力，從而降低能耗。

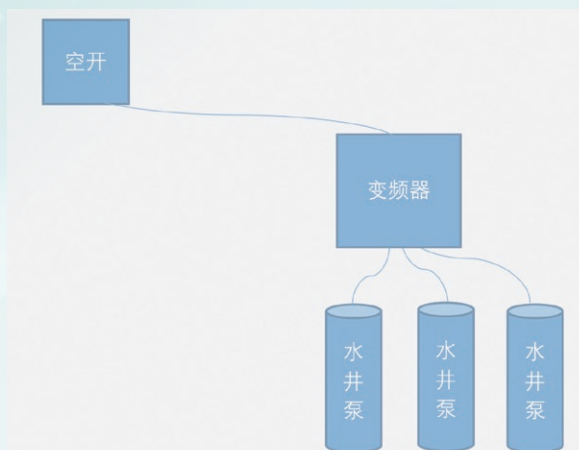
Beijing Sihuan signed an energy conservation renovation contract with a third party to renovate the equipment in central air conditioning room by using energy conservation technology of "artificial intelligence management system (hardware and software) + Internet of Things technology + energy conservation renovation of room equipment + free cooling renovation in winter". This allows it to achieve the required electricity-saving and energy-saving capacity and thus reduce the energy consumption.

弘和製藥—原水站節能降耗精益生產項目

AMBEST PHARMACEUTICAL – ENERGY SAVING, CONSUMPTION REDUCTION AND LEAN PRODUCTION PROJECT FOR RAW WATER STATION

目前，弘和製藥廠區水泵啟動方式為直接啟動，主要對水泵電機有危害，啟動電流大，容易造成電機過熱燒毀。弘和製藥在原始處理站控制箱增加一台變頻器，通過變頻器調頻，變頻啟動控制廠區內水泵工作，除了有軟啟動的優點外，還可以設定任意轉速工作，具有顯著的節能降耗。

Currently, the starting mode of the water pump in the plant of Ambest Pharmaceutical is direct starting, which is mainly harmful to the pump motor, and the starting current is large, which is easy to cause the motor overheat and burn. Therefore, Ambest Pharmaceutical added a frequency converter to the control box of the raw water treatment station. Through frequency adjustment by the frequency converter, water pumps in the plant are controlled by variable frequency starting. In addition to the advantage of soft starter, it can also set any operating speed so as to achieve significant energy saving and consumption reduction.



水井增加變頻器效果圖

Rendering of frequency converter added to well

- 節約蒸汽

為了節約生產過程和生活供暖中耗用的蒸汽，本集團制定相應的規章制度，要求使用蒸汽的單位嚴格遵守，並認真記錄、定期匯總蒸汽耗用量。同時，我們更新生產設備，改造車間冷凝水餘熱回收轉換暖氣系統，通過循環利用冷凝水，提高蒸汽的利用率，減少蒸汽耗用，並定期對蒸汽管道進行檢修，減少因蒸汽系統跑、冒、滴、漏等現象造成的蒸汽浪費，實現節能降耗。

- Steam saving

In order to save steam consumed in the production process and domestic heating, the Group has formulated corresponding rules and regulations for units that use steam to follow and require steam consumption should be carefully recorded and regularly summarized. Meanwhile, we updated the production equipment and improved the heat system of its workshops by recovering the waste heat of condensate water and transferring it into heat. By recycling the condensate water, we enhanced the utilization rate of steam and reduced steam consumption. Besides, we regularly overhauled the steam pipeline to reduce steam waste caused by leakage of the steam system, thereby achieving energy saving and consumption reduction.

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

節約水資源

本集團以提高水資源利用為核心，不斷優化生產用水管理，根據車間生產任務情況及季節變化，由動力負責人統一進行用水調度，並根據月度用水量統計，優化改造耗水量較高的工藝。同時，我們積極推廣先進節水技術和設備，倡導水資源的回收再利用，要求供水供氣車間儘量達到循環水閉路循環，以保證濃縮倍數，提高設備冷卻效率及水資源利用率，並在日常管理中加強用水設備的檢查和維護，及時處理跑、冒、滴、漏現象，從而減少水資源的消耗。此外，我們積極開展節水宣傳教育，提升全體員工節水意識，對於違反節水規定、浪費水的行為，視情節輕重給予批評處分。

Conservation of Water Resources

With the focuses on improving water utilization, the Group continuously optimized the management of production water. According to the production tasks and seasonal changes of the workshop, the person in charge of the power uniformly conducted water scheduling, while optimized and upgraded crafts with high water consumption based on the monthly statistics of water consumption. Meanwhile, we actively promoted the advanced water saving technology and equipment, advocated the recycling and reuse of water resources. We also required the water supply and gas supply workshop to realize the closed-circuit cycling of water as far as possible, so as to ensure the concentration times as well as improve the cooling efficiency of the equipment and the utilization rate of water resource. The Group also strengthened the inspection and maintenance of water equipment in daily management and promptly dealt with the phenomena of leakage so as to reduce water consumption. In addition, we actively carried out publicity and education on water conservation to enhance the awareness of water conservation among all employees. Violations of water conservation regulations and waste of water shall be given a disciplinary punishment depending on the seriousness of the circumstances.

吉林津升一水資源回收再利用改造

JILIN JINSHENG – RECYCLING AND REUSE OF WATER RESOURCES

吉林津升在水泵房設計了一級濃水回收再利用裝置。該裝置回收的一級、二級濃水，用於純化水機每天預處理系統正反沖洗階段使用。每天回收再利用水也可用於泵房冷卻水箱、冷凍水箱等補水量。本次改造方案不僅減少了污水排放量，而且提高了水資源利用率，大幅減少了水資源消耗。

Jilin Jinsheng designed a recycling and reuse device for primary concentrated water in the pump room. The primary and secondary concentrated water recycled by such device will be used in the daily front-and-back washing stage for the pre-treatment system of the purified water machine. Daily recycled and reused water can also be used for the replenishment of water of cooling water tanks and chilled water tanks in the pump rooms. Such upgrade not only reduced the discharge of wastewater, but also improved the utilization rate of water resources and significantly reduced the consumption of water resources.



吉林津升水資源回收再利用裝置

Device for water resources recycling and reuse of Jilin Jinsheng

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

節約包裝材料

本集團順應綠色包裝的發展趨勢，通過使用環保型包材、節約材料用量等方式，從包裝設計、包材選擇、包裝優化三個維度降低產品包裝環節對環境的不利影響。

Saving of Packing Materials

In line with the development trend of green packaging, the Group reduced the adverse impact of product packaging on the environment from three dimensions, including package design, selection of packaging materials and packaging optimization by using environmentally friendly packaging materials and saving the amount of materials etc.



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

綠色辦公

本集團設立了《辦公室行為規範管理制度》《垃圾分類管理制度》等內部制度，強化員工節能環保意識，鼓勵員工營造綠色辦公環境。除員工自檢自查外，我們還安排人員定期巡查辦公室的水電使用情況，避免資源浪費。同時，我們積極推進辦公自動化、網絡化，提高辦公效率，減少無效電耗。

Green Office

The Group has formulated internal systems such as the “Office Code of Conduct Management System” and the “Garbage Classification Management System” to strengthen employees’ awareness of environmental protection and energy saving and encourage them to create a green office environment. In addition to employee self-check and self-inspection, we also arranged personnel to regularly inspect the use of water and power in the office to avoid waste of resources. Meanwhile, we proactively promoted the office automation and networking, so as to improve office efficiency and reduce power consumption.

節約水電 Water and Power Conservation



- 嚴格控制室內空調溫度及使用時間，並在空調開關處張貼提示標語，在未使用時關閉電源，減少待機能耗。
Temperature and use time of the indoor air conditioning are strictly controlled, while reminder signs are posted at the switch of air conditioning. Power should be turned off when not in use to reduce stand-by energy consumption.
- 於辦公樓走廊的筒燈內增加人體感應傳感器，非必要時人員無需手動開燈，當人員經過時感應燈自動明滅，減少電能消耗。
Human body sensor is added to the downlight in the corridor of office building, so that people do not need to manually turn on the light when it is not necessary, and the sensor light will automatically turn on and off when people pass by, thereby reducing power consumption.
- 合理調整辦公樓電熱飲水機的數量和配置，控制開關時間，減少無效電耗。
Number and allocation of electric water dispensers are reasonably adjusted in the office buildings, and their switch-on time is controlled to reduce power consumption.
- 合理開啟和使用計算器、打印機、複印機、掃描儀、傳真機等用電設備，下班時要關閉電源，減少電子辦公設備電耗和待機能耗。
Reasonably turn on and use computers, printers, copiers, scanners, fax machines and other electrical equipment, and switch off the equipment before leaving the office, to reduce the power consumption and stand-by energy consumption of electrical office equipment.
- 通過在衛生間張貼標語等，督促員工節約用水，發現漏水的水龍頭及時知會相關人員，及時進行維修。
Reminders are posted in the toilet area to urge employees to save water, and timely inform relevant personnel in case leakage of the water faucet are found so that it can be fixed in time.

節約辦公資源 Saving of Office Resources



- 推行無紙化辦公，盡量使用電子郵件代替紙類公文，提倡使用電子郵箱聯繫工作。
Paperless office is advocated. The use of electronic documents and e-mails is advocated for communications in work.
- 精簡文件，盡量通過會議方式部署工作，代替發文；確需發文的，要精確計算印刷數量，避免重印、多印；複印、打印時使用雙面打印，非必要不彩打。
Documents are simplified and lessened, and work is arranged through meetings instead of issuing documents. Necessary printings required accurate quantity to avoid reprinting and excessive printing; we require double-sided printing and copying and only allow colored printing when necessary.
- 部門內設置固定的紙張回收箱，將可二次利用的紙張統一收集並循環利用，節約紙張。
A fixed paper recycling bin is provided in the department to collect and recycle reusable paper in a unified way to save paper.
- 共享打印機，將打印機聯網，辦公區內共用一部打印機，減少設備閒置，提高效率，節約能源。
We use shared printers and connect the printers to the network, and we share a printer in the office area, so as to reduce idle equipment, improve efficiency, and save energy.
- 各部門的日常辦公用品指定專人管理，員工需嚴格遵守領用制度。
Designated persons are responsible for managing daily office supplies of the department, and employees should strictly follow the application and requisition regulations.
- 在廠區閒置荒地開展綠化活動及「菜籃子」工程等，美化辦公環境，為工作餐提供食材。
Greening activities and the “vegetable basket” program are carried out in the unused space of the plant area to improve the office environment and provide food materials for employees’ working meals.

公務車輛管理 Office Vehicle Management



- 推行車輛共享，通過在車輛共享平台建立公交車管理員群，共享員工行程信息，員工出差等如行程相近盡量同車前往，提高車輛使用效率；同時採用發放補貼等方式鼓勵車輛共享。
A vehicle sharing is encouraged and a group of public vehicle administrators is established on a vehicle sharing platform to share travel information. Employees with similar travel routes in business trips should ride the same vehicle to improve vehicle use efficiency. Meanwhile, vehicle sharing is encouraged through subsidies and other means.
- 推行公務車在線管理，使用在線OA系統對公務車的申請、調度、維護保養等流程進行調控，協助合理安排車輛，避免車輛資源浪費。
Online management of office vehicles is implemented. The application, scheduling, maintenance, etc. of office vehicles are carried out via the online OA system to reasonably arrange vehicles and avoid waste of vehicle resources.
- 通過日常倡導，鼓勵員工日常通勤採用公共交通代替私家車，綠色出行。
Through daily publicity and guidance, employees are encouraged to take public transportation in daily life and to practice low-carbon travel.

廢棄物管理 Waste Management



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

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

環境目標

1. 節約能源與資源

本集團致力於降低生產經營活動中的能源及資源消耗，制定管理規程，優化生產設備，通過數字化方式持續監控電能、蒸汽等使用量，並通過能源與資源消耗分析，持續對生產流程加以優化和改進。部分子公司將能源資源消耗量與員工績效相結合，鼓勵員工積極推進節能降耗。本集團計劃於全部子公司推行相關量化環境目標，通過多崗協同、資源共享，提高能源管理水平和能源利用效率，創建資源節約型企業。

2. 節約用水

本集團優先選用高效能節水設備並對原有生產設備進行節水化改造，以提高水資源利用率。本集團計劃在全部子公司中推行節水績效考核，根據自身業務情況訂立節水目標，採取相關節水措施，並於年末總結中對節水目標完成情況進行總結反思，營造節約用水的良好氛圍，科學合理利用水資源，切實貫徹可持續發展的理念。

3. 減少三廢排放

三廢不當排放會對大氣、水資源、土壤等造成影響，帶來嚴重的環境污染。本集團始終致力於減少生產運營過程中的三廢排放，通過設立各項內部制度，規範三廢排放流程，並通過優化處理工藝、安裝在線監控系統、定期開展第三方檢測等措施切實監控三廢排放，減少對環境產生的影響。

我們希望身體力行，達成以下目標：

- 廢水、廢氣、廢棄物等污染物排放符合標準。
- 杜絕環境污染事件發生，力求環境污染事件發生次數為零。

Environmental Objectives

1. Saving of Energy and Resources

Aiming at reducing resource and energy consumption in the production and operation process, the Group formulates management regulations, optimizes production equipment, adopts a digital approach to continuously monitor consumption of such energies as electricity and steam. The Group also continuously optimizes production processes through analysis of energy and resource consumption. Some subsidiaries combine energy resource consumption with employee performance to encourage employees to actively promote energy conservation and consumption reduction. The Group plans to implement relevant quantified environmental objectives in all subsidiaries. Through the coordination of multiple positions and sharing of resources, we can improve energy management level and energy utilization efficiency. In this way, we can create a resource-saving enterprise.

2. Saving of Water

The Group prioritizes the use of efficient water saving equipment and continues to retrofit existing equipment to improve the utilization of water resources. The Group plans to implement water-saving performance appraisal in all subsidiaries and encourages them to set goals and take relevant water-saving measures based on their own business conditions and review and reflect on the completion of annual water-saving tasks in the year-end summary. Therefore, we create good water-saving atmosphere and utilize water resource scientifically and rationally to implement the Group's philosophy of sustainable development.

3. Reduction of Three Wastes

Improper discharge of the three wastes will affect the atmosphere, water resources, soil, etc., and it will cause serious environmental pollution. The Group has always been committed to reducing the discharge of three wastes in the process of production and operation. We standardize the discharge process of three wastes by establishing various internal systems, and we monitor the discharge of three wastes by optimizing the treatment process, installing an online monitoring system and conducting regular third-party testing. Thus, we reduce the impact on the environment.

We would try our best to achieve the following goals:

- Discharge of wastewater, waste gas, waste and other pollutants meet the standards.
- Eliminate environmental pollution incidents and try to achieve zero environmental pollution incident.

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

積極應對氣候變化

氣候變化是全球當前面臨的巨大挑戰之一，本集團深明氣候變化對各行各業帶來的影響與風險，將氣候變化應對視為業務發展的重要考慮因素。我們積極響應國家的雙碳政策，密切關注生產經營過程中與本集團業務有關的氣候變化風險，評估其對集團業務持續性、平穩性的影響，主動採取應對措施，提高能源利用效率，減少溫室氣體排放，努力肩負起應對氣候變化的全球使命。同時，本集團及時把握氣候變化相關機遇，促進本集團業務的可持續發展。

1. 管治

本集團董事會與風險管理委員會在ESG工作小組的協助下，持續審視氣候變化的風險與機遇，識別並評估對本集團業務影響較大、相關性較高的氣候風險，並監督節能減排、綠色運營等氣候變化相關工作的管理與實施，積極參與集團的氣候變化管治。

2. 氣候風險管理

本集團積極審視氣候變化趨勢，持續關注氣候變化對本集團短期、長期生產運營的影響，梳理並識別出與本集團相關的氣候變化風險。為有效管理氣候變化相關風險，本集團制定針對性的應對措施，將氣候變化帶來的影響最小化。

Proactively Responding to Climate Change

Climate change is one of the great challenges that the world is currently facing. The Group is well aware of the impact and risks of climate change on various industries, and regards climate change response as an important consideration for business development. We actively respond to the country's policies on carbon peaking and carbon neutrality, pay close attention to the climate change risks related to the Group's business in the process of production and operation, evaluate its impact on the continuity and stability of the Group's business, actively take countermeasures to improve energy efficiency and reduce greenhouse gas emissions, and we strive to shoulder the global mission of addressing climate change. At the same time, the Group timely seizes opportunities related to climate change to promote the sustainable development of the Group's business.

1. Governance

The Board of Directors and the Risk Management Committee of the Group, assisted by the ESG Working Group, continuously review the risks and opportunities of climate change, identify and assess climate risks with great impact on and high relevance to the Group's business, supervise the management and implementation of climate change-related work such as energy conservation, emission reduction, and green operation, and actively participate in the Group's climate change governance.

2. Climate Risk Management

The Group actively reviews the trend of climate change, continuously pays attention to the impact of climate change on the Group's short-term and long-term production operations, and we sort out and identify climate change risks related to the Group. In order to effectively manage the risks related to climate change, the Group has developed targeted response measures to minimize the impact of climate change.

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

本集團的氣候變化風險主要分為由極端天氣等帶來的實體風險和由低碳經濟等帶來的轉型風險，其相關影響及應對措施如下：

The Group's climate change risks are mainly divided into physical risks caused by extreme weather and transition risks brought about by low-carbon economy, etc., and their related impacts and countermeasures are as follows:

氣候變化風險表現及影響

Manifestations and impacts of climate change risks

實體風險

- 氣候變化導致的極端天氣事件，如暴雨、颱風等會切斷電力，導致廠區停水停電或設備損壞，導致產能下降，一定程度上影響業務持續性，同時可能會威脅內外部相關方的人身財產安全；
- 氣候模式變化導致極端高溫，會對在高溫環境下持續作業會對勞工人員的身體健康產生負面影響；

Physical risks

- Extreme weather events caused by climate change, such as heavy rain and typhoons, will cut off power, resulting in water and power outages or equipment damage in the factory area, and then a decline in production capacity, affecting business continuity to a certain extent, and even threatening the personal and property safety of internal and external stakeholders;
- Changes in weather patterns lead to extreme heat, which can negatively affect the health of workers who work in high temperature continuously;

轉型風險

- 氣候變化相關合規披露要求日趨嚴格，國家或地方陸續出台相關政策，可能限制碳排放，會給本集團的生產運營帶來影響；
- 氣候變化可能會導致生產藥品所用的原輔材料和能源成本提升，同時受重大氣候影響，物流成本也不斷增加，由此可能影響供應鏈的平穩供應；
- 低碳趨勢下，未來本集團需要對自身以及供應鏈碳排放進行有效管理，若長期對氣候造成破壞性影響會產生客戶、員工、投資者等流失等負面影響。

Transition risks

- Climate change-related compliance disclosure requirements are becoming more stringent, and relevant national or local policies have been introduced successively, which may limit carbon emissions and have an impact on the Group's production and operations;
- The climate change may lead to an increase in the cost of raw and auxiliary materials and energy used in the production of drugs. And affected by the major climate changes, logistics costs are also surging, which may affect the stability of supply chains.
- Under the low carbon trend, the Group will need to effectively manage its own carbon emissions and those of its supply chain in the future, as a long-term damaging impact on the climate will result in negative impacts such as the loss of customers, employees, investors, etc.

氣候變化風險應對

Countermeasures against climate change risks

- 氣候模式變化會導致運營成本上升，例如限電政策可能會導致生產運營成本增加；
- 針對極端天氣事件，本集團根據實際運營情況制定了極端天氣應急預案，並組織人員進行日常巡檢與預警工作；
- 同時，我們與氣象、水利等部門保持密切聯繫，針對可能出現的災害研究防禦對策，明確防禦重點；
- 此外，我們儲備充足的應急抗災物資，積極開展災害預防相關培訓，以提高員工的自我保護能力。

- Changes in climate patterns can lead to higher operating costs, for instance, power curtailment policies may lead to increased production operating costs;
- In response to extreme weather events, the Group has formulated extreme weather emergency plans according to actual operating conditions, and organized personnel to carry out daily inspection and early warning;
- At the same time, we maintain close contact with meteorological and water conservancy departments to study defense countermeasures for possible disasters and clarify defense priorities;
- In addition, we reserve sufficient emergency materials and actively conduct disaster prevention training to improve the self-protection ability of our employees.

- 積極展開原輔材料市場情況調研，建立原輔包成品聯動機制，實時掌握市場變化，並推進集團招採平台建設工作，通過大數據平台提供決策支持；儲備生產用關鍵物料，由集團統一集採子公司通用材料，以量換價降低成本；
- 在生產經營中不斷優化工藝，節能減排，並在日常辦公中推行無紙化辦公、辦公資源共享等措施，有效控制碳排放，力求打造綠色環保型企業，建立良好的品牌形象；
- 及時追蹤國家及地方出臺的各種法律法規，並加強對溫室氣體的追蹤和排放監管。

- The Group actively carries out research on the market of raw and auxiliary materials, and has established a linkage mechanism of raw materials, auxiliary materials, packaging materials and finished products to master the market changes in real time. We carry out the construction of the Group's procurement platform which provide support for decision making based on the big data platform. We also reserve core materials for production, and purchase general-purpose materials used by subsidiaries through centralized procurement, which is conducive to reducing the cost;
- We constantly optimize the processes, save energy and reduce emission in production and operation, implement paperless office and the office resource sharing system in daily office to effectively control carbon emissions, striving to create an environmentally-friendly business, and establish a positive brand image;
- We track various national and local laws and regulations in a timely manner and strengthen the tracking and emission supervision of greenhouse gases.

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

3. 氣候變化機遇

氣候變化給本集團發展帶來風險的同時，也為我們創造了機遇，積極採取措施緩解氣候變化或適應氣候變化有助於我們在低碳經濟發展背景下佔據更有利的地位。在業務發展、企業運營等方面，我們將時刻關注氣候變化相關機遇，及時跟蹤並契合國家產業發展戰略，積極佈局綠色低碳產品與業務，以低碳排放的產品和服務替代現有的產品和服務，並通過數字化等手段助力生產運營，將有效助力降低企業運營成本，推動業務發展，大幅度提升企業競爭力。

同時，本集團積極採取措施把握氣候變化發展機遇，加速推動綠色轉型，助力可持續發展。本年度，本集團於交通銀行存入20,339,100.48美元資金，用於綠色定期存款計劃。該綠色定期存款計劃通過吸收企業客戶盈餘資金進而以貸款的形式將資金投放到符合條件的環保項目中，投放項目包括可再生能源、能效提升、污染防控、綠色建築、清潔交通和可持續水資源管理和污水處理、生物資源和土地資源的環境可持續管理等。通過綠色定期存款計劃，我們佈局了更多綠色低碳產品，促進經濟可持續發展。我們在推動綠色轉型，助力可持續發展方面的實踐也獲得了認可。本年度，我們獲得交通銀行頒發的「綠色和可持續金融大獎」。

3. *Climate-change opportunities*

While climate change brings risks to the development of the Group, it also creates opportunities for us. Taking active measures to mitigate climate change or adapt to climate change will help us to stand in a more favorable position in the context of low-carbon economic development. In terms of business development and company operations, we will always focus on the climate change-related opportunities, timely track and conform to the national industrial development strategy, and actively lay out green and low-carbon products and business, replacing the existing products and services with products and services with low-carbon emissions. Besides, we promote production and operation by methods such as digitization. It can reduce the operating costs of the enterprise effectively, promote business development, and enhance the corporate competitiveness greatly.

In the meantime, the Group actively takes measures to seize the development opportunities of climate change, accelerate the promotion of green transformation, and contribute to sustainable development. During the Year, the Group deposited USD20,339,100.48 with the Bank of Communications for the Green Deposit. It is designed to absorb surplus funds from corporate customers and invest them in eligible environmental projects in the form of loans. The projects include renewable energy, energy efficiency, pollution prevention and control, green buildings, clean transportation and sustainable water management and wastewater treatment, environmental sustainability management of biological resources and land resources. Through the Green Term Deposit Plan, we have laid out more green and low-carbon products to promote sustainable economic development. We have also been recognized for our practice in promoting green transformation and fueling sustainable development. During the Year, we received the "Green and Sustainable Finance Award" from the Bank of Communications.



綠色和可持續金融大獎
Green and Sustainable Finance Award

安全守護，綠色發展

Ensuring Safety and Pursuing Green Development

4. 我們的承諾

為有效管理氣候變化風險，我們已將氣候變化相關風險納入本集團的風險評估管理體系。未來，我們將遵照聯交所的ESG各項合規要求，持續審視氣候變化的機遇和風險，及時進行相關風險的識別、評估並管理，持續披露與氣候變化相關的環境指標，提升本集團策略及業務的抵禦能力，助力可持續發展目標的達成。

4. Our Commitment

In order to managing climate change risks on an effective basis, we have incorporated climate change-related risks into the Group's risk assessment management system. In the future, we will continue to review the opportunities and risks of climate change in compliance with the ESG reporting requirements of the Stock Exchange, and timely conduct identification, evaluation and management of related risks. Moreover, we continuously disclose climate change-related environmental indicators, and enhance the resilience of the Group's strategy and business to facilitate the achievement of our sustainable development goals.

聚焦人才，攜手並進 EMPOWERING TALENTS AND SHAPING A BRIGHTER FUTURE

四環醫藥深知人才是企業可持續發展的核心資本，始終秉承「人才強企」的經營理念，致力於打造高素質的人才團隊。我們建立了完善的人才管理體系，從多方位甄選、培養、激勵人才，促進員工個人能力的發展，並立足人文關懷，打造了完整的員工福利與關愛保障體系，營造平等、包容、多元的工作氛圍，不斷提高員工工作認同感和集體歸屬感，推動員工與集團共同成長。

Sihuan Pharmaceuticals is aware that talent is the core capital for sustainable development of the enterprise, and it always adheres to the operating concept of "empowering enterprises with talents", and is committed to constructing a high-quality talent team. We established sound talent management system to select, cultivate and motivate talents from multiple directions to bolster the development of their personal abilities. Moreover, based on humanistic care, we have created a complete welfare and care guarantee system for employees. Based on this, we build an equal, inclusive and diversified working atmosphere to improve employees' work identity and sense of belonging, and also promote employees to grow with the Group together.

ESG 績效

女性員工佔比**57.26%**

建立「**集團－部門－員工**」三級績效指標體系

開展了**2022年度人才梯隊建設項目**

線上培訓課程**617節**，累計**1,465**人次進行課程學習

ESG performance

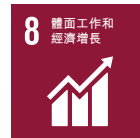
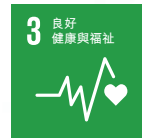
Female employees accounted for **57.26%**

Establishing a three-level "**Group level, department level and positional level**" performance indicator system

Carried out the **2022 talent team construction** project

617 online training courses, with **1,465 people** participating in the courses

聯合國可持續發展目標(SDGs)響應
Response to SDGs



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

1、 尊重人才

平等與多元化

本集團視人才為企業長久發展的關鍵，始終秉承以人為本的理念，尊重並保障所有員工的合法權益，致力於為員工打造多元化和包容的工作環境。我們堅決反對因宗教、性別、年齡、婚姻狀況、殘疾等因素產生的任何歧視行為，平等欣賞每個人的獨特性以及為本集團、行業發展帶來的價值。

在人才僱傭方面，我們嚴格遵守相關的法律法規，不斷強化僱傭管理，持續推進規範僱傭、平等僱傭，通過多種渠道有序開展人才招聘工作，吸納多元化優質人才。

1. Respecting Talents Equality and Diversity

The Group regards talents as a key to a long-term corporate development and always adheres to the concept of putting people first to respect and protect the legitimate rights and interests of all employees. We are committed to creating a diversified and inclusive working environment for employees. We strongly oppose any discriminatory behaviors due to religion, gender, age, marital status, disability and other factors and equally appreciate the characteristics of each employees and the value brought to the development of the Group and the industry.

In terms of talent recruitment, we strictly comply with the relevant laws and regulations, and we have been enhancing our employment management and continuously promoting standard employment and equal employment. Moreover, we carry out recruitment through multiple channels in an orderly manner to attract diversified and high quality talents.

規範僱傭

STANDARD EMPLOYMENT

我們嚴格遵守《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等與勞工準則相關的法律法規，嚴禁聘用童工或強制勞工。在招聘過程中，我們對候選人的任職資格進行嚴格審查，若在核查候選人身份證原件過程中發現其未滿法定工作年齡，我們將取消其入職資格。本年度，本集團未發現任何童工或強制勞工相關的違法事件。

In strict compliance with the "Labor Law of the People's Republic of China", "Labor Contract Law of the People's Republic of China" and other laws and regulations related to labor standards, we strictly prohibit child labor or forced labor. A rigorous scrutiny will be conducted over the qualifications of the candidate during the recruitment process. If any candidate is found to be under the legal working age in the verification of his/her original ID card, we will disqualify him/her from employment. During the Year, the Group did not find any illegal events related to child labor or forced labor.

平等僱傭

EQUAL EMPLOYMENT

我們嚴格遵守《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等與勞工準則相關的法律法規，嚴禁聘用童工或強制勞工。在招聘過程中，我們對候選人的任職資格進行嚴格審查，若在核查候選人身份證原件過程中發現其未滿法定工作年齡，我們將取消其入職資格。本年度，本集團未發現任何童工或強制勞工相關的違法事件。

In strict compliance with the "Labor Law of the People's Republic of China", "Labor Contract Law of the People's Republic of China" and other laws and regulations related to labor standards, we strictly prohibit child labor or forced labor. A rigorous scrutiny will be conducted over the qualifications of the candidate during the recruitment process. If any candidate is found to be under the legal working age in the verification of his/her original ID card, we will disqualify him/her from employment. During the Year, the Group did not find any illegal events related to child labor or forced labor.

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

同時，我們根據公司發展戰略的調整，結合人力資源存量及需求分析，制定年度招聘計劃，以滿足公司的用人需求。本年度，我們採用外部引進與內部培育相結合的招聘策略，持續與外部招聘渠道合作，拓寬招聘範圍，並積極創建內部人才管理系統，通過「內部競聘」制度，發掘內部高潛力人才，以保障集團人才資源的儲備充足，助力業務的可持續發展。

此外，本集團重視人才保留，持續加強員工離職管理，對主動離職的員工積極開展離職訪談，了解員工離職原因並分析總結，為員工管理及人才保留工作提供優化建議。截至二零二二年十二月三十一日，本集團共有員工3,313人，其中女性員工佔比57.26%。

績效考核

本集團秉持「戰略導向、反饋提升、責任自律、客觀公正」的績效考核原則，建立「集團—部門—員工」三級績效指標體系，將集團戰略轉化為各層級、各職能崗位的績效指標，合理分解績效考核指標，推動各項考核指標的落地執行，使員工成長與本集團發展的緊密相連。

本集團致力於建立公平合理的績效考核機制，按照《四環醫藥控股集團本部員工績效管理制度》《四環醫藥控股集團中高層績效管理制度》等制度管理要求，對不同級別的員工開展針對性績效考核管理，明確各績效管理機構的職責及績效指標內容，並根據《考勤管理制度》要求，將員工考勤納入績效考核標準。本年度，為進一步優化績效考核機制，本集團從組織績效層面明確了子公司季度考核的任務重點，統一各項績效關鍵指標的內容與考核標準，建立以財務、運營及重點專項任務為核心任務的標準化考核結構。

At the same time, we formulate annual recruitment plans to meet the Company's employment needs based on the Company's adjustment to development strategy and the analysis of human resources stock and demand. During the Year, we adopted the recruitment strategy of combining introduction with internal cultivation and expanded the scope of recruitment through cooperation with external recruitment channels. In addition, we actively build up an internal management system to explore internal high-potential talents via the "internal competition" system, so as to guarantee the sufficient talent supply of the Group and promote sustainable development of the business.

In addition, the Group attaches importance to retain talents and continues to enhance employee turnover management. For employees who leave voluntarily, the Group actively carries out interviews to understand their reasons for leaving and makes analysis and conclusion thereon, so as to provide optimization advice for employee management and talent retention. As of 31 December 2022, the Group had a total of 3,313 employees, among which female employees accounted for 57.26%.

Performance Appraisal

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

The Group is committed to establishing a fair and reasonable performance appraisal mechanism. According to the management requirements under systems such as the "Performance Management System for Employees of Sihuan Pharmaceutical Holdings Group Headquarters", and the "Performance Management System for Middle and Senior Management of Sihuan Pharmaceutical Holdings Group", the Group conducts targeted performance appraisal management for employees at different levels and specifies the duties of the performance management body and the content of performance indicators. In addition, the Group has incorporated employees' attendance into the performance appraisal process in accordance with the "Attendance Management Policy". During the Year, in order to further optimize the performance appraisal mechanism, the Group clarified the task focus of the quarterly appraisal of subsidiaries from the organizational performance aspect, unified the content and appraisal standards of each performance key indicators, and established a standardized appraisal structure with financial, operational and key special tasks as the core.

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

同時，我們持續加強績效考核的過程管理，堅持績效指標制定環節中的考核人與被考核人一對一績效輔導的模式，增強績效評價目標的落地性。為加強營銷體系和集團職能部門的績效過程管控力度，我們在績效考核過程中加強了針對考核重點內容的考核落地和結果跟蹤。此外，人力資源中心對績效考核實際操作流程中各環節出現的問題進行總結分析，並基於各部門對辦公自動系統(OA系統)上的績效考核評估流程的使用反饋和建議，協同IT部門對OA系統績效考核流程表單的使用效果進行持續優化，有效提升了績效考核工作的效率。

薪酬與晉升管理

本集團嚴格遵守《中華人民共和國勞動法》《中華人民共和國社會保險法》《最低工資規定》等法律法規，制定並落實《薪酬管理制度》《四環醫藥控股集團員工晉職晉級管理制度》等內部管理制度，遵循「總量控制、戰略導向、崗位價值導向、績效導向」的薪酬管理原則，持續優化薪酬管理體系，肯定員工的價值創造，助力集團長期戰略目標的實現。

為優化薪酬管理，本集團設立薪酬委員會專門負責對薪酬管理政策及策略進行優化決策，人力資源部門負責落實薪酬發放、調整、調研等日常工作。我們根據年度績效考核結果為員工提供績效獎金，並參照薪酬政策、薪酬調查結果、通貨膨脹等內外因素，對員工薪酬進行動態調整，向員工提供具有市場競爭性的薪酬組合。同時，本集團針對管理類、生產類、研發類、市場銷售類、專業技術類員工，提供具有針對性的薪酬策略定位和薪酬結構類型。

為促進集團和員工之間的相互賦能，拓寬員工職業發展路徑，本集團秉持「能者上、平者讓、庸者下」的理念，結合本集團發展戰略，優化人才內部選拔體系，持續推動人才梯隊建設。我們制定了以員工素質、能力、崗位匹配程度、績效考核等多方面作為評審標準的晉陞資格評估體系，為員工創建了公平公開、合理透明的競爭平台。

In addition, we have continuously strengthened the process management of the performance appraisal and adhered to the model of one-to-one performance coaching between the appraiser and the appraised person in the development of performance indicators, so as to promote the implementation of performance evaluation objectives. In order to enhance the marketing system and the control efforts of the Group's functional departments in the process of performance, we strengthen the appraisal implementation targeting the key elements and results tracking during the performance appraisal. In addition, the Human Resources Center summarized and analyzed the problems in each link of the operating process of performance appraisal, and worked with the IT department to continuously optimize the using effect of the performance appraisal process form in the office automation system (OA system) based on the feedback and suggestions from each department on conducting performance appraisal evaluation process under OA, effectively improving the efficiency of performance appraisal.

Remuneration and Promotion Management

In strict compliance with the laws and regulations such as the "Labor Law of the People's Republic of China", "Social Insurance Law of the People's Republic of China", and "Provisions on Minimum Wages", the Group formulated and implemented the "Remuneration Management Policies" and "Sihuan Pharmaceutical Holdings Group Employee Promotion Management System". In addition, by adhering to the remuneration management principle of "total control, strategic orientation, post value orientation and performance orientation", the Group continues to optimize remuneration management system and acknowledges the value created by employees to achieve the Group's long-term strategic goals.

To optimize remuneration management, the Group has established a remuneration committee which is responsible for decision-making on optimizing remuneration management policies and strategies, and we also established the human resources department that is responsible for implementing daily work such as salary payment, adjustment and research. We provide performance bonus for employees based on their annual performance appraisal results, and dynamically adjust employees' salaries after taking into account internal and external factors such as remuneration policies, remuneration survey results and inflation. Therefore, our employees are provided with compensation packages that are competitive in the market. At the same time, the Group provides targeted remuneration policies positioning and remuneration structure types for management, production, R&D, marketing and professional and technical employees.

To promote mutual enhancement between the Group and its employees and to broaden employees' career paths, the Group has been optimizing the internal talent selection system in line with its development strategy under a merit-based philosophy, so as to build a high-quality talent team. We have developed a promotion qualification assessment system in which staff quality, capability, post matching degree and performance appraisal are used as evaluation criteria, constructing a platform for fair, reasonable and transparent competition for employees.



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

本年度，根據人才培養戰略的調整，我們開展了「2022年度人才梯隊建設項目」，成立人才梯隊及人才培養聯合項目組開展人才盤點工作，並通過訪談及相關信息整理，對員工及中層管理者進行工作能力與績效分析，評估篩選出人才梯隊建設的重點培養對象，並制定人才盤點分析報告。基於人才盤點數據分析，我們明確集團人才分佈與人才提升方向，有針對性地制定人才培養戰略計劃及方案。本集團各部門及子公司負責人負責落地執行核心人才培養的具體方案，人力資源中心負責培養進度的階段性跟進，以保證人才培養戰略計劃的高效推進。人才梯隊建設項目為實現集團發展戰略目標儲備了核心人才，有效減少人才流失，提升企業人才競爭力，為企業的可持續發展賦能。

培訓與發展

本集團以建設完善的人才培養與學習發展體系為目標，結合本集團戰略發展目標及員工職業發展需求，開展線上線下多種培訓，逐步完善多元的培訓體系，為員工提供豐富的培訓資源，以滿足員工挖掘職業潛能、提升個人能力的需要，保障本集團人才庫的持續供給，實現員工與企業的共創雙贏。

本年度，根據集團內部培訓及人才發展要求，人力資源中心牽頭聯合數字化運營中心、企宣部，自主建設在線培訓平台，並積極推進培訓平台的運營。培訓平台所有在線課程均為本集團內部員工自行開發、講授，以內部員工的工作經歷、經驗作為培訓課程材料，建立全員分享、全員學習的培訓模式，高效助力本集團業務的發展。

我們在培訓平台上為員工提供包含領導力、職業素養類、生產類、研發類、營銷類、員工職業技能類等多種類型的課程，以滿足員工的個性化學習需求，提升各業務職能人員的綜合素養。本年度，我們於培訓平台共計上傳課程617節，累計1,465人次登錄培訓平台進行課程學習。

During the Year, in line with the adjustment to the talent cultivation strategy, we carried out the "2022 Talent Team Construction Project" and set up a joint project team of talent team and talent cultivation to carry out talent screening work. By interviewing and collecting relevant information, we analyzed the competence and performance of employees and middle management, evaluated and screened out key training objects for the talent team construction, and formulated a talent screening and analysis report. Based on the screening data analysis, we made clear the direction of talent distribution and promotion of the Group, and developed targeted strategies and plans for talent development. Persons in charge of the Group's departments and subsidiaries are responsible for the implementation of any specific plans for the training of key talents, while the Human Resources Center is responsible for periodic follow-up of the training progress, ensuring efficient promotion in the talent development strategic plan. The talent team construction project reserves key talents to achieve the Group's development strategy goals, effectively reduces talent turnover, boosts our talent's competitiveness, and contributes to the sustainable development of the enterprise.

Training and Development

With the aim to build a comprehensive talent cultivation and learning development system, the Group, based on the strategic development goals of the Group and employees' needs for career development, conducted various online and offline training and gradually established a diversified training system. In addition, we provided abundant training resources for employees to meet their needs in exploring their career potentials and enhancing personal capabilities, so as to ensure a steady supply of talents for the Group and achieve a win-win situation between the employees and the Group.

During the Year, in line with the Group's internal training and talent development requirements, the Human Resources Center has taken lead to jointly build an online training platform with the digital operation center and the corporate propaganda department, and actively promoted the operation of the training platform. All online courses on the training platform are developed and delivered by the Group's employees with their working practices and experiences as training materials, establishing a training mode of sharing and learning with each other, thereby efficiently boosting the development of the Group's business.

To meet the personalized learning needs of our employees, we offer a variety of courses covering leadership, professional quality, production, R&D, marketing and professional skills for employees on our training platform, which enhance the comprehensive quality of employees of each business function. During the Year, a total of 617 courses were uploaded to the training platform, and a total of 1,465 visitors accessed the platform to study.

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

核心人才職業提升專項培訓

SPECIAL TRAINING FOR PROFESSIONAL ADVANCEMENT OF KEY TALENTS

二零二二年十月，人力資源中心組織開展核心人才專項培訓。培訓主要面向集團高管和第一梯隊人才，共計70名員工參加。專項培訓通過電子書籍閱讀、線上直播、線下培訓研討等形式進行，多維度培養、提升員工個人能力。

In October 2022, the Human Resources Center organized key talent training which towards the Group's senior management and top-tier talents, with a total of 70 employees attended. The training is held by means of e-book reading, live broadcasts and offline training seminars to develop and improve the personal capabilities of employees in a multi-dimensional manner.



集團核心人才參與直播專項培訓

The Group's key talents participated in live special training

二零二二年，本集團及子公司員工培訓總時數達86,522.59小時，按性別、職級劃分的受訓僱員百分比及每位僱員的受訓平均時數如下所示：

In 2022, the total training hours for the employees of the Group and its subsidiaries amounted to 86,522.59 hours. The percentage of employees trained and average training hours per employee by gender and grade are as follows:

- 按性別劃分的僱員平均受訓時數：

- Average training hours of employees by gender:

性別	Gender	受訓僱員百分比 Percentage of employees trained	受訓平均時數 Average training hours
男	Male	96.89%	16.23
女	Female	99.22%	12.09

- 按職級劃分的僱員平均受訓時數：

- Average training hours of employees by grade:

職級	Grade	受訓僱員百分比 Percentage of employees trained	受訓平均數 Average training hours
總監及以上	Director or above	82.31%	16.66
經理主管	Manager or head	94.95%	14.56
普通員工	General staff	99.27%	13.49



Empowering Talents and Shaping a Brighter Future

2、 關懷員工 員工健康

四環醫藥把員工健康視作企業長久穩定發展的重要因素，致力於為員工營造舒適、安全的工作環境。我們嚴格遵守《工作場所職業衛生監督管理規定》等法律法規，制定並落實《員工健康管理程序》，規範員工健康管理。

我們持續關注員工健康狀態，定期提供普通體檢與職業健康體檢，建立員工健康檔案，長期跟蹤員工各項健康指標。同時，為了提高員工的疾病預防意識，我們組織舉辦多項健康知識培訓及考核，推廣健康知識。此外，我們在辦公區域內建設了籃球場館、羽毛球館、桌上足球、乒乓球檯、多功能廳等輔助設施，以滿足不同員工的鍛煉需求，向員工積極推廣健康的生活方式。

本集團根據防疫政策要求及時調整疫情防控機制。在疫情重點防控階段，為保障員工安全，我們成立了疫情防控工作組，制定、調整疫情防控措施，通過員工每日健康監測、園區消殺、發放防疫物資等舉措，為生產研發工作的安全進行和有序開展保駕護航。

2. Employee Care Employee Health

Sihuan Pharmaceutical considers the health of its employees as an important factor for the long-term and stable development of the Company and is committed to creating a comfortable and safe working environment for employees. We strictly abide by the "Provisions on the Supervision and Administration of Occupational Health at Work Sites" and other laws and regulations, have formulated and implemented the "Employees' Health Management Procedure", to standardize the employee health management.

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

The Group adjusted its epidemic prevention and control mechanism in a timely manner based on the epidemic prevention policy. During the critical stage for epidemic prevention and control, we set up an epidemic prevention and control working group to protect our employees and formulated and adjusted epidemic prevention and control measures. Therefore, we ensure the safety and orderly running of production and R&D works with daily health monitoring for employees, campus disinfection and distribution of epidemic prevention materials.

聚焦人才，攜手並進

Empowering Talents and Shaping a Brighter Future

員工溝通與關懷

本集團致力於搭建暢通、靈活的員工溝通機制，以多樣化的溝通方式聆聽員工的聲音。針對日常工作中遇到與薪酬、績效、考勤、員工關係等問題，員工可通過內部通訊工具與人力資源部門進行實時溝通諮詢。同時，我們為員工提供申訴機制和途徑，員工可以通過審計監察中心的監察熱線電話進行申訴、舉報及投訴，並設置相應的申訴處理機構，確保員工申訴得到有效解決，保障員工的合法權益。

本集團持續優化員工福利關愛體系，努力提高員工生活質量，提升員工的歸屬感。我們制定《考勤管理制度》，明確工作時長、加班時間計算與補償等相關內容，保障員工的合法利益；並明確休假申請流程，為員工提供法定節假日、年假、婚嫁、產假、陪護假、哺乳假等假期福利，妥善管理員工休假管理。同時，本集團在按時足額交納員工法定「五險一金」，提供法定休假、帶薪休假福利的基礎上，為員工提供伙食補貼，通訊補貼，特殊崗位津貼、商業保險等多元化的福利項目。此外，我們重視員工工作與生活的平衡，在工作之餘積極開展各項員工活動，如三八婦女節評選活動、拔河比賽、籃球友誼賽、徒步活動、知識競賽等，讓員工保持更好的工作及生活心態，提升員工的幸福感、歸屬感及認同感。

Employee Communication and Care

The Group strives to establish a smooth and flexible communication mechanism for employees and listens to their voices in a variety of methods. For issues relating to salary, performance, attendance and employee relations in their daily work, they can communicate and consult with the Human Resources Department in real time through internal communication tools. Meanwhile, we provide a complaint mechanism and channels for employees, and employees can appeal, report and complain through the supervision hotline of the Auditing and Supervision Center. We also set up a corresponding complaint handling institutions to ensure that staff complains are effectively resolved and protect their legitimate rights and interests.

The Group continues to optimise the employee welfare and care system and strives to improve the quality of life of employees and improved their sense of belonging. We have formulated the "Attendance Management System", which specifies the working hours, calculation of overtime work and compensation and relevant matter to protect the legitimate rights and interests of employees. Employees' leave arrangement is properly managed as the system clarifies the leave application process, and provides for statutory holidays, annual leave, marriage leave, maternity leave, paternity leave, breast-feeding leave and others. At the same time, the Group makes on time and full contribution of the statutory "five social insurance and one housing fund" for employee and provide statutory holidays and paid holidays. In addition to this, the Group provides employees with diversified welfare guarantees, including food subsidies, communication subsidies, special post subsidies, commercial insurance and others. In addition, we attach importance to the work-life balance of our staff and actively carry out various staff activities in addition to work, such as the selection event for Women's Day, tug-of-war competition, basketball match, hiking activities, knowledge contest and other activities. Therefore, our staff can maintain a better attitude towards work and life, and improve their sense of happiness, belonging and identity.

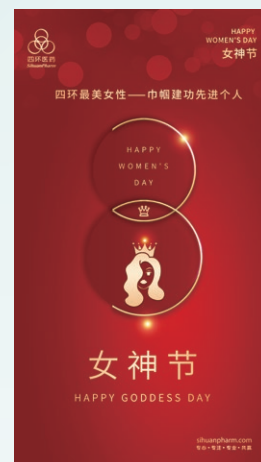
聚焦人才，攜手並進 Empowering Talents and Shaping a Brighter Future

三八婦女節評選活動

SELECTION EVENT FOR WOMEN'S DAY

為營造關注女性發展及影響力的工作氛圍，提升女性員工的自豪感和幸福感，本集團在「三·八」節日到來之際組織開展了「四環最美女性—巾幗建功先進個人」評選活動。活動評選出37位來自各部門的女性職工榜樣，肯定了女性員工在集團發展中做出的卓越貢獻，展現了集團女性員工的風采。集團以這種榜樣的力量激勵所有女性職工奮發拼搏，盡情展現新時代女性的力量。

In order to create an atmosphere of caring for women's development and influence and to enhance the pride and happiness of female employees, the Group organised and carried out the selection of "Most Beautiful Women of the Sihuan Pharmaceutical - Advanced Individuals of Women's Work" on the occasion of Women's Day. At the event, 37 female employees were selected from various departments as models, confirming the outstanding contributions of female employees in the Group's development and showing the image of the Group's female employees. The Group presents the representative of these models to inspire all female employees to work hard and show the power of women of the new era.



三八婦女節活動海報
Poster of Women's Day Event

本溪恆康女職工權益保障知識競賽

BENXI HENKANG – KNOWLEDGE CONTEST ON PROTECTION OF WOMEN WORKERS' RIGHTS AND INTERESTS

為進一步推動女性權益保障法律法規的學習和普及，依法維護女職工的合法權益，本溪恆康組織公司員工學習《女職工勞動保護特別規定》《中華人民共和國婦女權益保障法》，並選派員工代表參加二零二二年三月舉行的北京市高新區知識競賽。公司通過鼓勵員工參與競賽活動，在廣大女職工中掀起學法用法的高潮，營造全公司尊重女性權益、關愛女性職工的良好氛圍。

In order to further promote the study and popularization of laws and regulations on the protection of women's rights and interests and to protect the legitimate rights and interests of female workers in accordance with the law, Benxi Hengkang organized employees of the Company to study the Special Rules on the "Labor Protection of Female Employees" and the "Law of the People's Republic of China on the Protection of Women's Rights and Interests". We also sent employee representatives to participate in the knowledge contest held in the Beijing High-Tech Zone in March 2022. By encouraging employees to participate in the contest, the Company has aroused the interest of learning and applying the law among female employees, creating a good atmosphere of respecting women's rights and interests and caring for female employees throughout the Company.



女性權益法規學習現場
Spot Shot of Regulations Study of Women's Rights and Interests

集團週年慶活動

THE GROUP'S ANNIVERSARY CELEBRATIONS

為迎接四環醫藥成立週年慶，我們組織策劃了週年慶祝活動，邀請董事長和共同創始人宣講集團未來發展戰略，宣貫集團文化和榮譽體系，提高集團的凝聚力。

To celebrate the anniversary of the establishment of Sihuan Pharmaceuticals, we organized an anniversary celebration event. The Chairman and co-founder were invited to give a speech on the Group's future development strategy, overall culture and reward system, in order to strengthen the cohesiveness of the Group.



四環醫藥成立21週年慶
21st Anniversary of Sihuan Pharmaceuticals

聚焦人才，攜手並進

Empowering Talents and Shaping a Brighter Future

山東軒竹籃球友誼賽

SHANDONG XUANZHU – BASKETBALL TOURNAMENT

山東軒竹第九屆「奮勇向前，不可阻籃」籃球友誼賽於二零二二年五月舉辦，4支籃球對抗賽隊伍與5組趣味籃球賽隊伍奮勇拚搏，盡情展示團隊風采。在比賽中，員工提高了團隊合作的意識，增強了集體歸屬感和榮譽感。

The 9th Shandong Xuanzhu Basketball Match was held in May 2022, which was joined by 4 professional teams and 5 amateur teams. The basketball match enhances the employees' sense of teamwork and strengthens their sense of belonging and honor.



籃球友誼賽參賽隊員合影

Group Photo of Participants in the Basketball Match

山東軒竹徒步登山活動

SHANDONG XUANZHU - HIKING ACTIVITY

為增強員工的身體素質，磨煉員工意志，山東軒竹於二零二二年七月舉行了「步履不停，奔赴韶華」徒步登山活動，共計113人參加。活動讓員工在工作之外享受片刻的閒暇，同時傳遞集團健康、和諧、快樂的工作、生活理念。

In order to improve employees' physical fitness and strengthen their will, Shandong Xuanzhu held a hiking activity in July 2022, with a total of 113 participants. The event allowed employees to enjoy a moment of leisure outside of work, while spreading the Group's philosophy of healthy, harmonious and happy work and life.



徒步登山活動結束合影

Group Photo of Participants in the Hiking Activity

吉林津升趣味拔河

JILIN JINSHENG – TUG-OF-WAR COMPETITION

為豐富員工業餘體育生活，倡導健康精神風貌，增強各部門的凝聚力，吉林津升於二零二二年九月在廠區內舉辦了一場別開生面的拔河比賽。在活動中，員工在參與活動、強身健體的同時，切身體會團結合作的重要性，增強了集體榮譽感，為今後公司各項工作的順利開展奠定了基礎。

In order to enrich employees' leisure sports life, promote a healthy spirit and strengthen the cohesion among different departments, Jilin Jinsheng held a unique tug-of-war competition at the factory in September 2022. During the event, staff experienced the importance of solidarity and cooperation by participating in activities to strengthen their bodies, and enhance their sense of collective honor, thus laying a foundation for the smooth conduction of various tasks in the future.



拔河比賽活動現場

Spot Shot of Tug-of-war Competition

合規經營，誠信為先

ENHANCING COMPLIANCE GOVERNANCE AND UPHOLDING INTEGRITY

四環醫藥始終堅持誠信守信、合規經營，力求通過完善的廉政體系與內部監督機制，全面提升合規經營管理水平，防止貪污腐敗及不正當競爭等違規行為的發生。本集團持續針對員工開展反商業賄賂等合規培訓，以貫徹落實「合規人人有責、合規創造價值、合規從我做起」的合規理念，助力實現廉潔企業的建設目標。

Sihuan Pharmaceutical has always been adhering to the principal of honesty and compliance operation, and strived to enhance compliance operation and management and eliminate corruption, unfair competition and other violations with its well-established clean administration system and internal supervision mechanism. The Group continues to carry out anti-commercial bribery and other compliance training for employees to implement the compliance concept of "compliance is everyone's responsibility, compliance creates value, and compliance starts from me", so as to create a clean environment for the development of the Company.

ESG 績效

強化合規管理，進一步修訂《合規承諾書》，並要求重點部門員工簽署

零涉及貪污腐敗的訴訟案件

重點監督風險項目零異常

建立包括電話、郵件、信件在內的多種投訴舉報渠道

現場培訓與線上課程相結合的合規培訓機制

ESG performance

Strengthening compliance management, and requiring employees of key departments to sign the "Compliance Undertaking Letter" as further revised

Zero lawsuit involving corruption

Zero anomaly in risky projects under key supervision

Establishing various complaint and reporting channels including telephone, e-mail, letters and other channels

Compliance training mechanism combining on-site training and online courses

聯合國可持續發展目標(SDGs)響應
Response to SDGs



合規經營，誠信為先

Enhancing Compliance Governance and Upholding Integrity

1、加強廉政建設

本集團持續加強廉政體系建設，嚴格遵守《中華人民共和國反不正當競爭法》《關於禁止商業賄賂行為的暫行規定》及《中華人民共和國反壟斷法》等反貪腐相關法律法規，並按照集團內部的《合規管理規定》要求，對經營過程中的各個關鍵環節進行審查與監督。本年度，為強化合規管理，本集團進一步修訂《合規承諾書》，並要求營銷、財務、採購、工程、臨床等重點部門員工簽署，以明確本集團在賄賂、腐敗、不正當競爭相關的管理要求，規範員工廉潔自律行為。同時，我們與外部經銷商簽署《經銷商合規承諾書》，明確告知本集團的反腐敗合規要求，共同建設廉潔合規的運營環境。

我們持續加強針對醫藥代表崗位的合規管理，根據國家版醫藥代表備案管理的要求，制定了《四環集團醫藥代表備案管理方案(試行)》，從工作內容界定、從業資格、管理要求、應對方案等方面對醫藥代表進行規範約束，嚴令禁止市場推廣活動中出現「帶金銷售」等商業賄賂行為。同時，本集團制定了《四環集團醫藥代表合規管理規範實施細則》，從反商業賄賂、對外溝通交流、醫療衛生專業人士聘請、禮儀招待等方面規範醫藥代表的日常行為，嚴格防控合規風險。

此外，本集團對高風險市場活動進行合規督察，合規部負責重點針對資助、捐贈、贊助等存在商業賄賂風險的項目進行監督，並對此類項目的合同審核擁有「一票否決權」。針對商業賄賂風險較高的費用合規部分，審計監察中心要求子公司進行全面的會計憑證合規性檢查，並按照集團合規要求進行逐一整改。本年度，我們未發現任何重點監督項目的異常情況。

我們重視供應鏈各環節的反貪腐管理，通過供應商戰略合作、價格分析調研、專項審計、招標監督等不同維度強化合規監管。我們與供應商簽署戰略合作協議，全面梳理並通過分析調研確定商品價格，規避利用價格差收受回扣的腐敗風險。

1. Strengthening Construction of Clean Administration

The Group continues to strengthen the construction of clean administration system and strictly complies with laws and regulations on anti-corruption such as the "Anti-unfair Competition Law of the PRC" and "Interim Provisions on Banning Commercial Bribery", and "Anti-monopoly Law of the People's Republic of China", and the Group conducts review and supervision of the Group's key operation links in accordance with the "Compliance Management Regulation". During the Year, in order to strengthen compliance management, the Group further revised the "Compliance Undertaking Letter", and required employees of key departments such as marketing, finance, procurement, engineering and clinical to sign. We therefore clarify our administration requirements in relation to bribery, corruption and unfair competition and standardize the integrity and self-discipline behaviour of our employees. At the same time, we have signed the "Distributor Compliance Undertaking Letter" with external distributors to clearly inform the Group's compliance requirements of anti-corruption, so as to jointly create a clean and compliance operation environment.

We continue to strengthen compliance management for the positions of pharmaceutical representatives. Based on the requirements of the national version of record-filing management of pharmaceutical representatives, the Group has formulated the "Administrative Measures for Record-filing of Pharmaceutical Representatives of Sihuan Group (Trial)", which has carried out detailed constraints and specifications from the definition of work content, professional qualifications, management requirements, response plans, etc. It strictly prohibits commercial bribery such as "rebate marketing" in marketing activities. At the same time, the Group also formulated the Detailed Rules for the "Implementation of Compliance Management Norms of Pharmaceutical Representatives of Sihuan Group", which regulated the daily behaviour of pharmaceutical representatives from the aspects of anti-commercial bribery, communication and interaction with outsiders, employment of medical and health professionals, and entertainment, so as to strictly prevent and control compliance risks.

In addition, the Group conducts compliance inspections on high-risk market activities. The Compliance Department is responsible for supervising projects with commercial bribery risks such as subsidy, donation, and sponsorship, and it has "one vote veto" for contract reviews of such projects. In terms of cost compliance with higher risk of commercial bribery, the Audit and Supervision Center would require relevant subsidiary to conduct a comprehensive inspection of the compliance of accounting documents, and make rectifications one by one in accordance with the Group's compliance requirements. During the Year, we did not find any abnormalities in projects under key supervision.

We attach great importance to anti-corruption management in all links of the supply chain, and we strengthen compliance supervision from the aspects of strategic cooperation with suppliers, price analysis and research, special audit and bidding supervision. We would sign a strategic cooperation agreement with suppliers to comprehensively sort out, analysis, investigate and determine commodity prices, so as to avoid the corruption risk of taking advantage of price differences to receive kickbacks.

2、投訴舉報的受理和保障

本集團持續完善反貪腐投訴舉報機制，建立並維護包含電話、郵件、信件在內的多種投訴舉報渠道，並於集團總部、子公司的顯著位置放置廉政投訴牌。為確保舉報得到妥善處理，我們建立完善的反貪腐舉報審查與處理程序，及時對受理的舉報進行調查與處理，強化廉潔企業環境的建設。

2. Acceptance and Guarantee of Complaints and Reporting

The Group continued to improve the anti-corruption complaint and reporting mechanism, and established and maintained various violation reporting channels including telephone, e-mail and letters. It also placed the anti-corruption complaint board in the prominent positions of the Group's headquarters and subsidiaries. In order to ensure the proper handling of reporting, we have established a complete review and handling procedure for anti-corruption reporting to investigate and address the received reporting, thus strengthening the construction of a corporate environment with integrity.

舉報受理

REPORTING ACCEPTANCE

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

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

舉報調查

REPORTING INVESTIGATION

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

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

舉報處理

REPORTING HANDLING

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

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

舉報審查與處理流程

Process to review and handle reporting

為保障舉報人的合法權益，本集團在《投訴舉報制度》詳細列示了舉報人保護條例，對舉報人的資料進行嚴格保密，防止針對舉報人的惡意打擊報復。本年度，本集團未發生任何涉及貪污腐敗的訴訟案件。

In order to protect the legitimate rights and interests of the whistleblower, the Group has listed in detail the regulations on the protection of the whistleblower in the "Complaint and Reporting System" and will strictly keep the whistleblower's information confidential to prevent malicious retaliation against the whistleblower. During the Year, no litigation in regard to corruption was filed against the Group.



廉政投訴牌

Anti-corruption complaint board

3、合規培訓

本集團通過現場培訓與線上課程結合的模式，持續向員工、經銷商開展反貪腐相關培訓，以貫徹落實合規管理要求，提升全員合規意識。本年度，我們通過現場培訓的方式，面向新入職員工及工程中心員工開展合規培訓2次；並通過在線學習平台，向內部員工及外部經銷商開展合規培訓6次，培訓內容包括醫藥行業合規監管趨勢、經銷商合規標準、集團合規管理規定、合規常見問題等，以傳達醫藥行業合規監管的最新趨勢，明確集團關於反腐敗、反賄賂、商務行為合規性等重要事項的管理要求，全面強化合規管理。

3. Compliance Training

The Group continues to carry out anti-corruption related training for employees and distributors with a mode combining on-site training and online courses, aiming to implement the compliance management requirements and enhance all the employees' compliance awareness. During the Year, we carried out two compliance trainings for new employees and staff from engineering center through on-site training; and we carried out compliance training for 6 times for internal employees and external distributors through online learning platform. The contents of the training include the regulatory development of pharmaceutical industry, the compliance standard of distributors, the Group's compliance management requirements, the FAQs for compliance, etc. Therefore, we can communicate the latest trend of compliance regulation of pharmaceutical industry, clarify the Group's management requirements on important matters, such as anti-corruption, anti-bribery and business behavior compliance, thus fully strengthen compliance management.

四環醫藥董事合規培訓

SIHUAN PHARMACEUTICAL'S COMPLIANCE TRAINING FOR DIRECTORS

二零二二年十二月，本集團面向集團董事組織了線上合規培訓，主要針對關聯交易、ESG披露等合規風險點，向董事會傳達關聯交易的披露方式與聯交所最新的ESG披露要求，提升董事會對於合規披露的監管意識和力度，進一步保障廣大股東與投資者的利益。

In December 2022, the Group organized the online compliance training for its directors to communicate the disclosure methods of related party transactions and the latest disclosure requirements on ESG of the Stock Exchange to the Board with a main focus on the compliance risk such as the disclosure of related party transactions and ESG, in a bid to enhance the regulatory awareness and efforts of the Board for compliance disclosure and further safeguard the interests of shareholders and investors.



董事合規培訓簡報

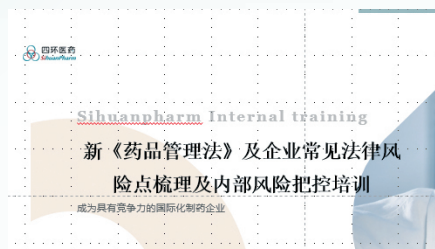
Briefing of compliance training for directors

企業常見法律風險點梳理及內控培訓

PRIORITIZATION OF COMMON LEGAL RISKS OF ENTERPRISES AND INTERNAL CONTROL TRAINING

本年度，法務管理中心組織面向集團及子公司全體員工的合規培訓。培訓圍繞企業常見法律風險點展開，主要涉及合同管理風險、印章管理風險、檔案管理風險，並針對各重點部門業務開展過程中面臨的法律風險，進行風險防範培訓，明確各業務條線潛在的合規風險點，提高各部門規避風險、依法合規開展業務的意識。

During the Year, the Legal Management Center organized the compliance training for all employees of the Group and subsidiaries. Focusing on common legal risks of enterprises, the training mainly involved contract management risk, seal management risk and archive management risk. Risk prevention training was also carried out for legal risks faced by key departments in conducting business to clarify the potential compliance risks of each business line and enhance the awareness of all departments in avoiding risks and carrying out business in compliance with laws and regulations.



內控培訓宣傳圖

Propaganda poster of internal control training

熱心公益，共繪美好

DEVOTING TO SOCIAL PUBLIC WELFARE FOR A HAPPY LIFE

自成立至今，公益伴隨四環醫藥成長的每一個足跡。集團秉承「創新服務於人類健康」的企業使命，積極踐行企業公民責任，以實際行動回饋社會大眾。我們攜手公益夥伴，開展公益助農以積極響應鄉村振興戰略，設立教育基金以提升運營所在地的教育水平，支持社區的共同發展。我們鼓勵員工積極參與社區公益活動，營造社區志願風尚，同時心繫大眾健康，援助防疫前線，以赤誠之心傳遞關愛與溫暖。

Charity is an essential part of Sihuan Pharmaceutical on its way since its establishment. The Group has been adhering to the corporate mission of "innovation for human health", actively fulfilling its corporate citizenship responsibilities and give back to the public in action. We cooperated with our charity partners to help farmers as response to Rural Revitalization Strategy. We set up an education fund to support the education of the community where we operates to achieve joint development. We also encouraged our employees to participate in charitable activities actively to build a culture of devotion in communities. Moreover, we care for public health and supported the frontline of epidemic prevention to share our cares with sincerity.

ESG 績效

與梅河口市鄉鎮簽訂「助農幫扶協議」

累計為梅河口市捐款**3,000**多萬元

向梅河口市未來教育發展基金會捐款**2,000**萬元原始基金

資助梅河口市新合學校**50**萬元拓寬平整學校道路

ESG performance

Signed the "**Agreement on Agricultural Assistance**" with towns and villages in Meihkou

Donated over **RMB30 million** to Meihkou

Donated **RMB20 million** to Meihkou Future Education Development Foundation as the original fund

Funded Xinhe School in Meihkou with **RMB0.5 million** to widen and level roads in the school

聯合國可持續發展目標(SDGs)響應
Response to SDGs



熱心公益，共繪美好

Devoting to Social Public Welfare for a Happy Life

1. 助力社會發展

四環醫藥在致力於通過製藥創新技術服務病患、造福社會的同時，也心繫社會發展，積極投身公益慈善事業。我們通過公益助農、設立教育基金等項目努力回饋運營所在地周邊社區，提升周邊公民的幸福感。

二零二二年，中國實現了全面建成小康社會的目標，四環醫藥在紮實助力全面脫貧、奔赴小康的目標實現之際，不忘初心，繼續鞏固拓展脫貧攻堅成果，持續助力鄉村振興。為深入貫徹落實全國「萬企興萬村」農企合作行動，在梅河口市政府的支持下，四環醫藥與鄉鎮簽訂「助農幫扶協議」，幫助當地鄉村因地制宜發展特色養殖經濟，並引入先進的管理銷售經驗帶動農產品的推廣、銷售，為梅河新區的發展和高質量發展先行示範區的建設提供有力支撐，助力梅河口鄉鎮渡過「脫貧不返貧」的鞏固過渡階段，全面推進鄉村振興戰略的實施。

1. CONTRIBUTING TO SOCIAL DEVELOPMENT

While committed to serving patients and benefiting society through pharmaceutical innovation technology, Sihuan Pharmaceutical is also concerned about social development and actively engages in public welfare and philanthropy. We strive to give back to the surrounding communities where we operate and improve the happiness of the local citizens through projects such as public welfare assistance to agriculture and the establishment of education funds.

In 2022, China achieved the goal of building a moderately prosperous society in all respects. While firmly assisting in achieving the goal of poverty alleviation in an all-round way and building a moderately prosperous society, Sihuan Pharmaceutical did not forget its original intention, continuing to consolidate and expand the achievements of poverty alleviation, in a bid to continuously contribute to rural revitalization. In order to thoroughly implement the national call of cooperation between villages and enterprises themed "Ten Thousand Enterprises Helping Ten Thousand Villages", with the support of Meihekou Municipal Government, Sihuan Pharmaceutical signed the "Agreement on Agricultural Assistance" with towns and villages to help local villages develop characteristic farming economy according to local conditions. We also introduce advanced management and sales experiences to promote the marketing and sales of agricultural products, providing strong support for the development of Meihe New District and the construction of high-quality development pilot demonstration zone. Therefore, we help towns and villages in Meihekou to go through the consolidation and transition stage of "getting rid of poverty without returning to poverty" and comprehensively promote the implementation of the rural revitalization strategy.

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

弘和製藥助農幫扶行動

Ambest Pharmaceutical's Action to Support Agricultural Assistance

二零二二年，在梅河口市政府的組織協調下，弘和製藥管理層對新合鎮馬家村進行了實地調研走訪，與馬家村村委會簽訂了「助農幫扶協議」，幫助馬家村因地制宜發展特色養殖經濟。在馬家村村委會和弘和製藥雙方推動下，馬家村村民積極參與雞養殖業，並於5月份完成了雞捨建造。此次公益助農活動有力促進了當地養殖經濟的發展，帶動農民增收，助力鄉村振興。

In 2022, under the organization and coordination of Meihekou Municipal Government, the management of Ambest Pharmaceutical conducted a field survey and visit to Majia Village, Xinhe Town, and signed the "Agreement on Agricultural Assistance" with the Majia Village Committee to help Majia Village develop its characteristic farming economy according to local conditions. With the promotion of the Majia Village Committee and Ambest Pharmaceutical, the villagers of Majia Village actively participated in the chicken breeding industry and completed the construction of chicken shed in May. This public welfare activity has effectively promoted the development of local farming economy, which helped farmers increase their incomes and boosted rural revitalization.



馬家村雞場
Majia Village Chicken Farm

吉林四長公益助農行動

Jilin Sichang's Public Welfare Program to Support Farmers

二零二二年七月，吉林四長與梅河口市雙興鎮雙興村達成合作，把先進的企業管理銷售經驗引入雙興村，拓寬農產品銷售渠道，幫助農戶銷售木耳、雞蛋共165份，合計20,625.00元，為雙興村特色產業高質高效發展增添動力。

In July 2022, Jilin Sichang reached a cooperation with Shuangxing Village, Shuangxing Town, Meihekou City, introducing advanced enterprise management and sales experiences into Shuangxing Village, broadening the sales channels of agricultural products, which helped farmers sold 165 pieces of agaric and eggs, totaling RMB20,625.00. Thus adding impetus to the high-quality and efficient development of Shuangxing Village's characteristic industries.



吉林四長幫助農產品銷售
Jilin Sichang helping people sell agricultural products

熱心公益，共繪美好

Devoting to Social Public Welfare for a Happy Life

扶貧必扶智，我們深知教育水平的提升是鞏固脫貧攻堅成果的關鍵所在，積極投身教育公益事業。為全面支持梅河口教育事業的發展，本集團子公司吉林四環與梅河口教育局、梅河口未來教育集團有限公司共同設立吉林省梅河口未來教育發展基金會，主要幫助發展梅河口市教育事業人才培養、科學研究、校園基礎設施建設及社會志願服務。吉林四環代表四環醫藥向吉林省梅河口未來教育發展基金會捐款2,000萬元整，作為基金會原始基金。四環醫藥佈局教育公益，擴大本集團公益投資的社會受益範圍，助力運營所在地教育事業的持續發展。

Education is indispensable for poverty alleviation. We are well aware that the improvement of education level is the key to consolidate the achievements of the poverty alleviation and have actively participated in education and public welfare. In order to fully support the education of Mehekou, Jilin Sihuan, a subsidiary of the Group, jointly initiated the establishment of Jilin Mehekou Future Education Development Foundation with Mehekou Education Bureau and Mehekou Future Education Group Co., Ltd., which is mainly designed to support the development of education in Mehekou in terms of talent training, scientific research, campus infrastructure construction and social volunteer service. Jilin Sihuan, on behalf of Sihuan Pharmaceutical, donated RMB20 million to Jilin Mehekou Future Education Development Foundation as the original fund. Sihuan Pharmaceutical invests in education and public welfare to expand the scope of social benefits of the Group's public welfare investments and contribute to the sustainable development of education in the locations where we operate.

吉林四環資助新和學校基礎設施建設

Jilin Sihuan funded the infrastructure construction of Xinhe School

二零二二年十一月，梅河口市未來教育發展基金會暨吉林四環製藥有限公司資助項目剪綵儀式在新合學校隆重舉行。新合學校多年來一直存在校園鋪路過窄、校車在校園內部調頭帶來安全隱患等問題，四環醫藥資助新合學校50萬元，為學校道路拓寬平整，美化校園環境、消除安全隱患。

In November 2022, the ribbon-cutting ceremony of Mehekou Future Education Development Foundation and the Project Funded by Jilin Sihuan Pharmaceutical Co., Ltd. was held in Xinhe School. Xinhe School has been suffering from several problems over years such as narrow paved roads and safety hazards caused by U-turns of school buses in the school campus. Sihuan Pharmaceutical funded Xinhe School with RMB500,000 to widen and level the school roads, improve the campus environment and eliminate safety hazards.



未來教育發展基金剪綵儀式

Ribbon-Cutting Ceremony of Future Education Development Foundation

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

2. 投身社區公益

微光成炬，志願力量溫暖人心。四環醫藥深知企業的發展與所處的社區緊密相連，提升企業的社區參與度對企業與社區共同發展、攜手共進至關重要。自二零一零年四環醫藥在梅河口市進行產業佈局以來，四環醫藥與梅城攜手共進，在良好的社區氛圍下取得長足發展。四環醫藥依託梅城快速發展的同時，亦不斷回饋社區、回報梅城，多次資助、支持梅河口抗洪救災、新農村建設、教育事業發展，為梅河口累計捐款3,000多萬元。

作為醫藥企業，四環醫藥亦心繫大眾健康。疫情期間，本集團及所屬子公司積極參與社區防疫、助力一線防控，提供物資助力社區打贏防疫攻堅戰，以實際行動回饋社區。同時，四環醫藥積極參與公益活動，提升員工的社區參與度，以本土企業的號召力帶動梅河口市市民積極參與社區公益。

2. DEDICATED TO SOCIAL PHILANTHROPY

As the gathering of firelight creates a torch, voluntary service provides care for others. Sihuan Pharmaceutical is well aware that the development of an enterprise is closely linked to the community where it operates, and that increased community involvement of an enterprise is crucial to the common development and progress of the enterprise and the community. Since Sihuan Pharmaceutical has invested in industries of Mehekou in 2010, it has been working hand in hand with Meicheng to achieve rapid growth in a positive community atmosphere. Sihuan Pharmaceutical, in addition to relying on the rapid development of Meicheng, has also been giving back to the community and Meicheng, such as repeatedly funding and supporting Mehekou in flood relief, new rural construction and education development with an accumulated donation of over RMB30,000,000.

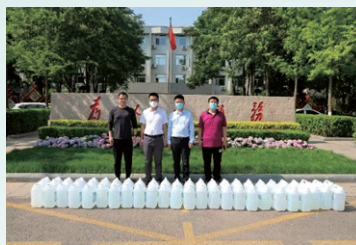
As a pharmaceutical company, Sihuan Pharmaceutical also cares about public health. During the epidemic period, the Group and its subsidiaries actively participated in community epidemic prevention for assisting front-line prevention and control, and also provided materials to support communities in securing the victory against epidemic, which demonstrates our feedback to communities with practical actions. Meanwhile, Sihuan Pharmaceutical actively participated in public benefit activities and enhanced community involvement of employees through driving citizens of Mehekou City to actively participate in community public benefit with the appeal of the Group as a local enterprise.

北京四環捐贈防疫物資

Donation of Anti-epidemic materials by Beijing Sihuan

一方有難，八方支援。二零二二年五月，在張家灣鎮與疫情奮戰的特殊時期，北京四環主動向張家灣鎮捐贈50桶消毒液，以物資捐贈積極助力社區防疫，用實際行動回饋社區。

When a disaster took place, forces across China offered their helping hands. In May 2022, during the special period when Zhangjiawan Town was fighting against the epidemic, Beijing Sihuan took the initiative to donate 50 barrels of disinfectant to Zhangjiawan Town, actively helping the community's epidemic prevention with material donations and giving back to the community with practical actions.



北京四環捐贈消毒液

Donation of disinfectant by Beijing Sihuan

熱心公益，共繪美好

Devoting to Social Public Welfare for a Happy Life

萬人健步行活動

Brisk Walking of Ten Thousand People

二零二二年四月，梅河新區舉辦第五屆「萬人健步行」活動，近萬名市民組成上百支暴走隊伍，在行走中見證愛心，在陽光下凝聚感動。在浩蕩的暴走隊伍中，吉林津升作為四環醫藥代表隊，以良好精神風貌，展示了企業奮發向上的豪情和積極參與社區公益的態度，踐行用腳步丈量大地，用愛心澆灌幸福的公益初心。

「萬人健步行」活動作為梅河口市志願服務項目品牌，已成為全市志願服務的嘉年華，為梅城居民提供唾手可得的志願服務機會。活動至今已舉辦五屆，共計2.9萬餘人參加，900多名志願者提供服務，四環醫藥每年均積極參與活動，響應全民參與文明實踐活動的號召。

In April 2022, Meihe New District held the 5th “Brisk Walking of Ten Thousand People” activity. Nearly 10,000 citizens made up hundreds of teams, witnessing the love during the walking and feeling touching under the sun. In mighty walking teams, Jilin Jinsheng, as the representative team of Sihuan Pharmaceutical, demonstrated the pride of the enterprise and attitude of actively participating in community public benefit activities with good spirit, and accomplished our mission of practicing with feet and passed on happiness with love.

“Brisk Walking of Ten Thousand People” activity, as the brand of Meihkou volunteer service project, has become the carnival of the city’s volunteer service, providing Meicheng residents with volunteer opportunities at their fingertips. The event has been held five times so far, with participation of over 29,000 people and provision of services by more than 900 volunteers. Sihuan Pharmaceutical actively participates in the event every year, responding to the call for all people to participate in civilized practice activities.



「萬人健步行」活動現場

Site Photos of the “Brisk Walking of Ten Thousand People” Activity



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

展望未來，我們將不斷創新公益模式，將公益融入企業發展的每個足跡，積極整合優勢資源回饋社會，踐行作為醫藥企業的责任擔當，在助力中國醫藥衛生事業蓬勃發展的同時，為社會創造更多福祉。

Looking to the future, we will continue to innovate the public benefit model, integrate public benefit into every footprint of enterprise development, actively integrate advantageous resources to give back to society, and practice our responsibility as a pharmaceutical enterprise to create more benefits for society while helping China's medical and health industry to flourish.

附錄I 二零二二年ESG關鍵績效數據表

Appendix I Table of 2022 ESG Key Performance Data

環境範疇²

Environmental area²

關鍵績效指標		單位	二零二二年	二零二一年
Key Performance Indicators (KPIs)		Unit	2022	2021
A1.1 排放物	廢氣排放總量	萬標立方米	41,521.59	48,651.75
A1.1 Emissions	Total exhaust gas emissions	10,000 standard cubic meters		
	二氧化硫排放量	噸	22.38	25.22
	Sulfur dioxide emissions	Tons		
	氮氧化物排放量	噸	40.64	35.20
	Nitrogen oxides emissions	Tons		
	顆粒物排放量	噸	6.21	4.95
	Particulate matter emissions	Tons		
	廢水排放總量	噸	520,205.40	546,331.30
	Total wastewater discharge	Tons		
	總化學需氧量	噸	35.56	33.48
	Total chemical oxygen demand	Tons		
	氨氮排放量	噸	1.88	2.23
	Ammonia-nitrogen discharge	Tons		
A1.2 溫室氣體排放³	溫室氣體排放量(範圍一)	噸二氧化碳當量	52,191.66	49,323.75
A1.2 Greenhouse gas³ emissions	Greenhouse gas emissions (Scope 1)	Tons of CO ₂ equivalent		
	溫室氣體排放量(範圍二)	噸二氧化碳當量	71,100.59	73,499.96
	Greenhouse gas emissions (Scope 2)	Tons of CO ₂ equivalent		
	溫室氣體總排放量	噸二氧化碳當量	123,292.25	122,823.71
	Total greenhouse gas emissions	Tons of CO ₂ equivalent		
	溫室氣體排放強度	噸二氧化碳當量/ 收益人民幣千元	0.06	0.04
	Greenhouse gas emission intensity	Tons of CO ₂ equivalent/ thousand RMB revenue		

² 環境數據統計範圍：由二零二二年一月一日至二零二二年十二月三十一日所收集的環境數據已包含於本報告內，範圍覆蓋本集團總部、附屬11個生產公司、2家研發公司、3個營銷公司的辦公及生產區域。根據集團業務調整，數據範圍剔除1家生產公司。

² Scope of environmental data collection: the environmental data collected from 1 January 2022 to 31 December 2022 have been included in the Report, covering the administrative and production areas of the Group's headquarters, 11 affiliated production enterprises, 2 R&D companies, and 3 marketing companies. Given the business alignment of the Group, one affiliated production enterprise was removed from the statistical scope.

³ 溫室氣體排放量(範圍一)主要來自固定設備、車輛以及員工食堂的一次能源消耗，溫室氣體排放量(範圍二)產生於外購電力與熱力消耗，數據來源為相關費用的繳費單以及行政統計台賬。電力的溫室氣體排放係數參考國家生態環境部發布的《2019年度中國區域電網基準線排放因子》，煤的排放係數參考《IPCC國家溫室氣體清單指南》；外購熱力排放係數參考《WRI能源消耗引起的溫室氣體排放計算工具指南V2.1》，其他能源排放係數參考香港聯交所《環境關鍵績效指標匯報指引》。

³ The greenhouse gas emissions (Scope 1) come mainly from primary energy consumption of fixed equipment, vehicles and staff canteen, while the greenhouse gas emissions (Scope 2) mainly originate from consumption of purchased electricity and heat and steam. The above data is sourced from relevant fee bills and administrative ledgers. The greenhouse gas emission factors of electricity are subject to the "2019 Baseline Emission Factors for Regional Power Grids in China" issued by the Ministry of Ecology and Environment of People's Republic of China; the greenhouse gas emission factors of coal refer to the "National Greenhouse Gas Inventory by IPCC"; the greenhouse gas emission factors of outsourced heating power are based on the "GHG Protocol Tool for Energy Consumption by WRI (version 2.1)"; other greenhouse gas emission factors refer to the "Reporting Guidance on Environmental KPIs" released by the Hong Kong Stock Exchange.

附錄I 二零二二年ESG關鍵績效數據表 Appendix I Table of 2022 ESG Key Performance Data

關鍵績效指標 Key Performance Indicators (KPIs)	單位 Unit	二零二二年 2022	二零二一年 2021
A1.3 有害廢棄物⁴	固體有害廢棄物	337.73	340.61
A1.3 Hazardous waste⁴	Solid hazardous waste		
	液體有害廢棄物	198.35	411.96
	Liquid hazardous waste		
	有害廢棄物總量	536.08	752.57
	Total hazardous waste		
	有害廢棄物密度	0.25	0.23
	Intensity of hazardous waste		
A1.4 無害廢棄物⁴	生活垃圾	248.00	751.37
A1.4 Non-hazardous waste⁴	Domestic waste		
	一般工業固體廢棄物	5,928.17	5,226.71
	General industrial solid waste		
	無害廢棄物總量	6,176.16	5,978.08
	Total non-hazardous waste		
	無害廢棄物密度	2.83	1.82
	Intensity of non-hazardous waste		
A2.1 資源能源使用⁵	總能耗量	266,962,445.81	279,149,342.15
A2.1 Resource and energy consumption⁵	Total energy consumption		
	直接能耗量	164,125,729.35	157,630,516.57
	Direct energy consumption		
	間接能耗量	102,836,716.46	121,518,825.58
	Indirect energy consumption		
	能耗強度	122.39	84.81
	Energy consumption intensity		
	總用電量	68,010,911.38	70,236,154.00
	Total electricity consumption		
	外購熱力	34,825,805.08	51,282,671.58
	Purchased heat		
	汽油使用量	80,208.08	123,593.20
	Gasoline consumption		
	柴油使用量	25,316.20	26,496.76
	Diesel consumption		
	液化石油氣使用量	13,635.40	21,432.00
	Liquefied petroleum gas consumption		
	管道天然氣使用量	7,588,152.98	7,385,700.25
	Pipeline natural gas consumption		
	煤使用量	16,343.00	14,304.00
	Coal consumption		

⁴ 根據二零二二年新修訂的固體有害廢棄物、一般工業固體廢棄物統計口徑，對二零二一年的固體有害廢棄物、一般工業固體廢棄物總量進行追溯調整，有害/無害廢棄物總量、有害/無害廢棄物密度進行相應調整。

⁴ According to the newly revised statistical standards for solid hazardous waste and general industrial solid waste in 2022, retroactively adjustment was made to the total solid hazardous waste and total general industrial solid waste and corresponding adjustment was made to the total hazardous/non-hazardous waste and the intensity of hazardous/non-hazardous waste in 2021.

⁵ 二零二二年，本集團消耗的能源類型包括固定設備燃料耗用、公務車輛燃油、員工食堂燃料、外購電力、外購熱力與供暖蒸汽，以上數據來源為相關費用的繳費單已經行政統計台賬；能耗係數參考國際能源署提供的轉換因子以及國家《GB/T 2589-2020綜合能耗計算通則》。

⁵ In 2022, energy consumed by the Group include fuel consumed by fixed equipment, official vehicles and staff canteen, and purchased electricity, heat and heating steam. The above data comes from relevant fee bills and administrative ledgers; the energy consumption coefficients are subject to conversion factors provided by the International Energy Agency and the "General Principles for Calculation of Total Production Energy Consumption (GB/T 2589-2020)".

附錄I 二零二二年ESG關鍵績效數據表

Appendix I Table of 2022 ESG Key Performance Data

關鍵績效指標		單位	二零二二年	二零二一年
Key Performance Indicators (KPIs)		Unit	2022	2021
A2.2 用水量⁶	用水量	立方米	731,438.95	821,894.01
A2.2 Water consumption⁶	Water consumption	cubic meter		
	用水強度	立方米／收益人民幣千元	0.34	0.25
	Water consumption intensity	cubic meter/thousand RMB revenue		
A2.5 包裝材料	包裝材料	噸	4,487.01	4,640.03
A2.5 Packaging materials	Packaging materials	Tons		
	包裝材料強度	千克／收益人民幣千元	2.06	1.41
	Packaging material consumption intensity	Kg/thousand RMB revenue		

社會範疇

B1.1 按性別、僱傭類型、年齡組別及地區劃分的僱員總數

Social area

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

		二零二二年	二零二一年
		2022	2021
按性別 By gender	男	42.74%	45.52%
	Female	57.26%	54.48%
按年齡 By age group	30歲或以下	21.79%	25.10%
	30 years old or below		
	31-50歲	72.35%	69.48%
	31-50 years old		
按職級 By grade	50歲或以上	5.86%	5.42%
	50 years old or above		
	總監及以上	4.71%	5.11%
按僱傭類型 By employment type	Director or above		
	經理主管	20.25%	18.87%
	Manager or head		
	普通員工	75.04%	76.02%
	General staff		
	全職	98.79%	98.86%
Full-time employee			
兼職	0.06%	0.02%	
Part-time employee			
實習	0.57%	0.61%	
Intern			
派遣	0.57%	0.51%	
Dispatched employee			

⁶ 本集團用水主要為市政管網供水，以上數據來源為水費繳費單、財務報銷記錄以及行政台賬記錄。

⁶ The Group mainly uses municipal tap water and the above data is collected from water bills, financial reimbursement records and administrative ledgers.

附錄I 二零二二年ESG關鍵績效數據表 Appendix I Table of 2022 ESG Key Performance Data

		二零二二年 2022	二零二一年 2021
按地區 By geographical region	中國 China region	99.85%	99.77%
	海外地區 Overseas region	0.15%	0.23%
按學歷 By educational qualification	博士 Doctor	0.97%	0.98%
	碩士 Master	9.66%	8.71%
	本科 Bachelor	37.16%	36.04%
	大專及以下 Academy or below	52.22%	54.27%
員工總人數 Total workforce		3,313	4,282

B1.2 按性別、年齡組別及地區劃分的 僱員流失比率⁷

B1.2 Employee turnover rate by gender, age group and geographical region⁷

		二零二二年 2022	二零二一年 2021
按性別 By gender	男 Male	29.09%	21.51%
	女 Female	26.01%	20.38%
按年齡 By age group	30歲或以下 30 years old or below	35.71%	29.55%
	31-50歲 31-50 years old	23.90%	17.36%
	50歲或以上 50 years old or above	32.64%	19.16%
按地區 By geographical region	中國 China region	27.36%	20.87%
	海外地區 Overseas region	28.57%	28.57%

⁷ 根據二零二二年的僱員流失比率計算公式，對二零二一年的僱員流失比率進行調整，計算公式為：該類別僱員的離職人數／(期末該類別僱員人數+該類別僱員的離職人數)。本年度，本集團對人員進行優化調整，人員結構變化較大，僱員流失比率增加。我們高度重視員工的溝通與補償，與員工及時溝通、關心員工情緒疏導員工心理，並與要解除勞動關係的員工詳細溝通解聘方案，確保其得到妥善的補償。

⁷ Based on the employee turnover rate calculation formula in 2022, adjustment was made to the employee turnover rate in 2021 (the calculation formula: the number of resigning employees of the category/(the number of employees of such category at the end of the period + the number of resigning employees of such category)). During the Year, the Group optimized its workforce, resulting in significant changes in workforce structure and an increase in employee turnover. As we concerned highly about the communication with and compensation for those employees, we communicated with them in a timely manner, took care of their emotions and provide them with psychological counseling. We also discussed with leaving employees about the severance packages in detail to ensure that they were properly compensated.

附錄I 二零二二年ESG關鍵績效數據表

Appendix I Table of 2022 ESG Key Performance Data

B2 健康與安全⁸

B2 Health and safety⁸

		二零二二年 2022	二零二一年 2021
因工死亡的人數	Work-related fatalities	–	–
因工傷損失的工作日數	Lost days due to work injury	–	–
安全生產事故數	Production safety accidents	–	–
年度普通健康體檢人數	Annual regular medical checkups	1,997	2,261
年度職業健康體檢人數	Annual occupational health checkups	960	1,196

B3 按性別及僱傭類型劃分的受訓僱員百分比及受訓平均時數⁹

B3 The percentage of employees trained and average training hours by gender and employment category⁹

		二零二二年 2022		二零二一年 2021	
		受訓僱員百分比 Percentage of employees trained	人均受訓時數 Average training hours per employee	受訓僱員百分比 Percentage of employees trained	人均受訓時數 Average training hours per employee
按性別 By gender	男 Male	96.89%	16.23	97.32%	23.91
	女 Female	99.22%	12.09	97.94%	18.16
按職級 By grade	總監及以上 Director or above	82.31%	16.66	81.90%	17.91
	經理主管 Manager or head	94.95%	14.56	95.78%	23.63
	普通員工 General staff	99.27%	13.49	98.29%	20.13

⁸ 二零二零年未發生因工亡故事件。

⁸ There was no work-related fatality in 2020.

⁹ 按性別劃分的受訓僱員百分比及受訓平均時數統計範圍為線下培訓；按職級劃分的受訓僱員百分比及受訓平均時數統計範圍為線下培訓以及線上培訓。

⁹ The scope of statistics of the percentage of employees trained and average training hours by gender is offline training. The scope of statistics of the percentage of employees trained and average training hours by grade covers both online and offline trainings.

附錄I 二零二二年ESG關鍵績效數據表 Appendix I Table of 2022 ESG Key Performance Data

B5.1 按地區劃分的供應商數量

B5.1 Number of suppliers by geographical region

		二零二二年 2022	二零二一年 2021
按地區 By geographical region	海外 Overseas	16	3
	東北 Northeast China	953	500
	華北 North China	951	266
	華東 East China	987	564
	華南 South China	165	75
	華中 Central China	154	78
	西南 Southwest China	82	31
	西北 Northwest China	24	2

B5.2 其他供應商指標

B5.2 Other supplier indicators

	二零二二年 2022	二零二一年 2021
簽訂《廉潔協議書》供應商數量 Number of suppliers who signed the "Integrity Agreement"	2,841	1,409

附錄II《環境、社會及管治報告指引》內容索引

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

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

附錄II《環境、社會及管治報告指引》內容索引 Appendix II Content Index of Environmental, Social and Governance Reporting Guide

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

附錄II《環境、社會及管治報告指引》內容索引

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

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

附錄II《環境、社會及管治報告指引》內容索引 Appendix II Content Index of Environmental, Social and Governance Reporting Guide

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

附錄II《環境、社會及管治報告指引》內容索引

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

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

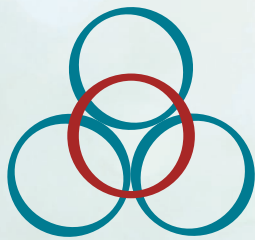
附錄II《環境、社會及管治報告指引》內容索引 Appendix II Content Index of Environmental, Social and Governance Reporting Guide

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

附錄II《環境、社會及管治報告指引》內容索引

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

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



四环医药

SihuanPharm

www.sihuanpharm.com