



四环医药
SihuanPharm

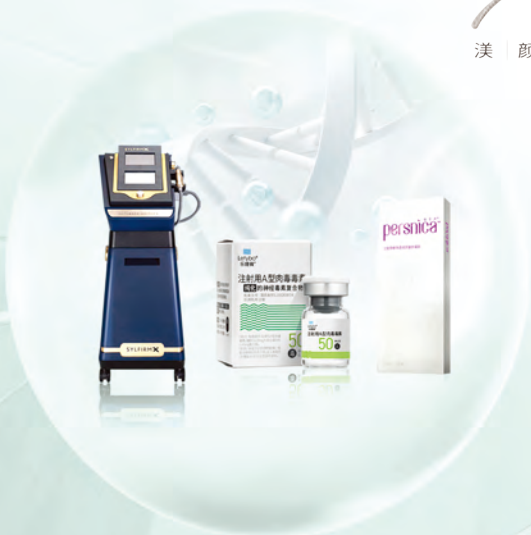
Sihuan Pharmaceutical Holdings Group Ltd.
四環醫藥控股集團有限公司

(incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股份代號：0460

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美 | 顏 | 空 | 間 MEIYAN SPACE



 惠升生物
Huisheng Pharm

2023

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT
環境、社會及管治報告

 轩竹生物
Xuanzhu Biopharm

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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」）發佈的第八份環境、社會及管治報告（下稱「本報告」），全面闡釋四環醫藥二零二三年度在環境、社會及管治方面的實踐表現。

報告週期

本報告為年度報告。本年度報告於二零二四年三月二十八日獲得董事會批准發佈。

報告範圍

本報告涵蓋本集團於二零二三年一月一日至二零二三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、3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C2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」）、本溪恒康製藥有限公司（「本溪恒康」）、吉林振澳製藥有限公司（「吉林振澳」）、吉林四長製藥有限公司（「吉林四長」）、吉林四環製藥有限公司（「吉林四環」）、吉林津升製藥有限公司（「吉林津升」）、長春翔通藥業有限公司（「長春翔通」）、吉林四環澳康藥業有限公司（「吉林四環澳康」）、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」）、惠升生物製藥股份有限公司（「惠升生物」）。

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」）、北京漢顏空間生物醫藥有限公司（「漢顏空間」）。

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」）。

This report is the eighth 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 2023.

REPORT CYCLE

The Report is an annual report. This annual report was approved by the board of directors (the “Board”) on 28 March 2024.

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 2023 to 31 December 2023 (the “Year”). The Report covers the headquarters of Sihuan Pharmaceutical and its 11 affiliated production enterprises, 3 research and development (“R&D”) institutes 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 (the “ESG Reporting Guide”) under Appendix C2 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 Huisheng Biopharmaceutical Co., Ltd. (“Huisheng Biopharm”).

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

Marketing centers: Polaris Marketing Center (“Polaris Marketing”), Jinsheng Marketing Center (“Jinsheng Marketing”) and Shenzhen Sihuan Pharmaceutical Co., Ltd. (“Shenzhen Sihuan”).

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.hk)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.hk) 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，以便利益相關方能清晰理解本集團整體績效。 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 on 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，以便利益相關方可分析及評估機構於不同時間的績效。機構應就任何方法的變化作出解釋。 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，以便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.

非凡二零二三 An Extraordinary 2023

四環醫藥始終秉持「成為具有競爭力的國際化製藥企業」的企業願景，以醫美及生物製藥雙輪驅動，致力於打造中國領先醫美及生物製藥平台，在不斷夯實自身業務基礎的同時，踐行企業社會責任，為人類健康保駕護航。二零二三年，我們在ESG管理、創新研發等方面獲得了多項殊榮，舉例如下：

Sihuan Pharmaceutical has always adhered to the corporate vision of “becoming a competitive international pharmaceutical company”, driven by both aesthetic medicine and biopharmaceuticals, and is committed to building China’s leading aesthetic medicine and biopharmaceutical platform. While continuously consolidating its business foundation, it also practices corporate social responsibility and protects human health. In 2023, we won a number of awards in ESG management, innovative research and development, etc. Examples are as follows:



第十三屆公益節2023年度「ESG先鋒企業」
2023 “ESG Pioneer” of the 13th Philanthropy Festival



第七屆中國卓越IR評選「最佳ESG」獎
The “Best ESG” Award of the 7th China Excellence IR Awards

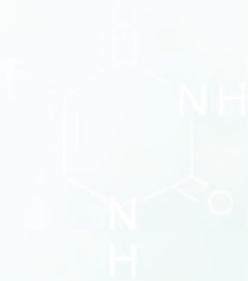


2023財聯社第六屆投資者年會
「年度最具創新價值獎」
“The Most Innovative Value Award of the Year” at the 6th Annual
Investor Meeting of Cailianshe in 2023



第八屆智通財經資本市場年會暨上市公司
頒獎典禮「最具價值醫藥及醫療公司」
The “Most Valuable Pharmaceutical and Medical Company Award”
at the 8th Zhitongcaijing Capital Market Annual Conference and
Listed Company Awards Ceremony

軒竹生物榮獲「2023中國生物醫藥科技創新
價值榜—最具成長性小分子創新藥企業TOP 10」
Xuanzhu Biopharm was awarded “2023 China Biomedical Science
and Technology Innovation Value – TOP 10 Growing Innovative
Drug Companies in the Field of Small Molecules”



可持續發展管理 Sustainable Development Management

本集團相信良好的可持續發展管理對保障企業長期穩定發展具有重要意義。我們高度重視可持續發展管理，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，將可持續發展理念與企業運營策略進行有機融合，在不斷夯實自身業務基礎的同時，踐行企業社會責任，持續推進可持續發展管理，為行業及社會的可持續發展貢獻四環力量。

深化可持續發展治理

1、 ESG 管治理念

我們不斷強化自身的ESG管治能力，充分審視自身ESG發展現況，結合利益相關方的期望，以聯合國可持續發展目標（「SDGs」）為指引，持續探索本集團的可持續發展機遇，以負責任的態度持續提升ESG表現。我們根據自身的業務發展情況，從「產品、環境、社區、人」四個維度，梳理和分析了本集團可持續發展與SDGs的關聯程度，將於本集團可持續發展管理密切相關的SDGs融入本集團ESG運營管理，並針對性採取責任措施，肩負起四環企業責任，持續打造值得信賴的企業形象，以實際行動踐行可持續發展理念。

The Group believes that good sustainable development management is of great significance to ensuring the long-term stable development of the enterprise. We attach great importance to sustainable development management, and we have always been adhering to the corporate vision of “becoming a competitive international pharmaceutical company” and the corporate mission of “innovation for human health”, with an aim to organically integrate the concept of sustainable development with corporate operation strategies. While continuously consolidating its own business foundation, the Group also practices corporate social responsibility, continues to promote sustainable development management, and contributes to the sustainable development of the industry and society.

DEEPENING SUSTAINABLE DEVELOPMENT GOVERNANCE

1. ESG Governance Concept

We continuously strengthen our ESG governance capabilities, fully examine our own ESG development status, combine the expectations of stakeholders, and continue to explore the Group's sustainable development opportunities under the guidance of the United Nations Sustainable Development Goals (“SDGs”), and continue to improve ESG performance in a responsible manner. Based on our business development, we sorted out and analyzed the degree of correlation between the Group's sustainable development and the SDGs from four dimensions of “products, environment, community, and people”. We will integrate the SDGs that are closely related to the Group's sustainable development management into the Group's ESG operation management, and take targeted responsibility measures to assume our own corporate responsibilities, thereby continuously creating a trustworthy corporate image to practice sustainable development with practical actions.

可持續發展管理 Sustainable Development Management







責任領域	責任舉措	ESG管理目標	響應SDGs	
責任於行 共享未來	健康責任 堅守品質保障 引領健康未來	<ul style="list-style-type: none"> 持續推進研發創新，助力醫療普惠 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，保障用藥安全 	持續加強創新研發投入，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。	
	綠色責任 牢記安全使命 踐行綠色承諾	<ul style="list-style-type: none"> 強化三廢管理，提升能源及資源利用效率 開展精益生產項目，持續探索低碳減排潛力 建立完善的安全管理體系，守護員工健康 	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「碳達峰」、「碳中和」目標，助力全球氣候變化應對。	
	治理責任 夯實責任根基 傳播清風正氣	<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 建立完善的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。	

可持續發展管理 Sustainable Development Management








	Responsible fields	Responsible measures	ESG management goals	Responding to SDGs
Act with Responsibility and Share the Future	Health Responsibility Adhering to Quality Assurance to Lead a Healthy Future	<ul style="list-style-type: none"> Continuously facilitating R&D and innovation to promote inclusive health care Increasing 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, 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.	
	Green Responsibility Keeping the Safety Mission in Mind and Fulfilling Green Commitments	<ul style="list-style-type: none"> Strengthening the management of three wastes to improve the energy and resource use efficiency Launching lean production projects to explore the potential of carbon emission reduction Establishing a complete safety management system to protect employee health 	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.	
	Governance Responsibility Laying a Solid Foundation for Responsibility and Fostering a Culture of 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.	

可持續發展管理 Sustainable Development Management

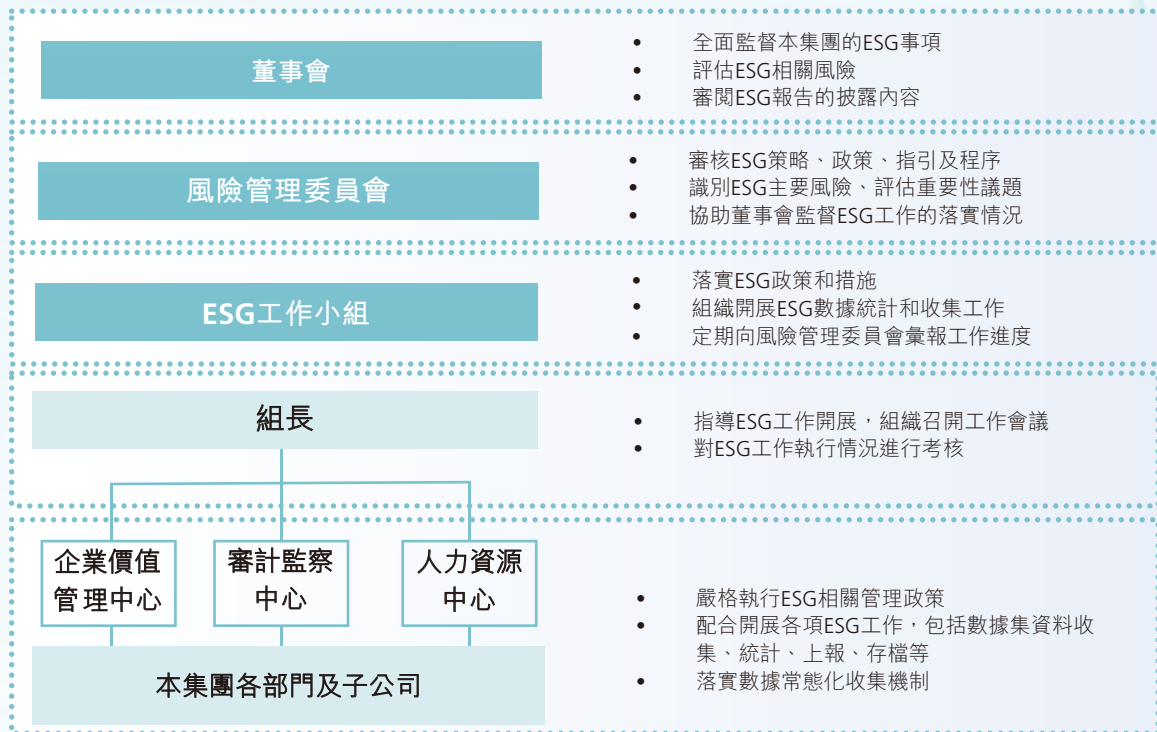
	責任領域	責任舉措	ESG管理目標	響應SDGs
信賴於心 共繪美好	聚焦人才 激發人才活力 共享發展成果	<ul style="list-style-type: none"> 關注員工發展，強化人才發展與培訓管理 保障員工權益，建立全面的薪酬與福利體系 暢通員工溝通渠道，構建平等多元的工作環境 	堅持以人為本，通過完善的人才發展體系，培育員工，並從員工福利、員工健康與安全、員工權益等方面強化管理，加強員工歸屬感，實現員工與企業共同發展。	 
	並進共贏 攜手責任並進 共創行業繁榮	<ul style="list-style-type: none"> 建立供應商全生命週期管理體系，實行分級分類管理 加強供應商溝通交流，持續推進可持續供應鏈建設 	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。	
	關懷社會 投身社會公益 共築美好生活	<ul style="list-style-type: none"> 持續助力鄉村振興 建立教育發展基金會 投身公益助力社區發展 	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。	 

可持續發展管理 Sustainable Development Management

	Responsible fields	Responsible measures	ESG management goals	Responding to SDGs
Trusting with Heart and Creating a Better Future	Empowering Talents Stimulating the Vitality of Talents and Sharing the Development Results	<ul style="list-style-type: none"> Focusing on employee development, strengthening talent development and training management Protecting employees' rights and interests, establishing a comprehensive compensation and benefit system Providing a more effective employee communication channel and building an equal and diverse working environment 	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.	 
	Progressing Together and Achieving Win-win Results Working Together with Responsibility to Create Prosperity for the Industry	<ul style="list-style-type: none"> Establishing a full life cycle management system for suppliers and implementing classification management Enhancing communication with suppliers, and continuously promoting the construction of a 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.	
	Caring for the Society Devoting to Social Public Welfare for a Happy Life	<ul style="list-style-type: none"> Continuing to support rural revitalization Establishing the foundation for educational development Contributing to community development 	Continue to participate in social philanthropy undertakings and actively fulfil our mission to contribute to the community development.	 

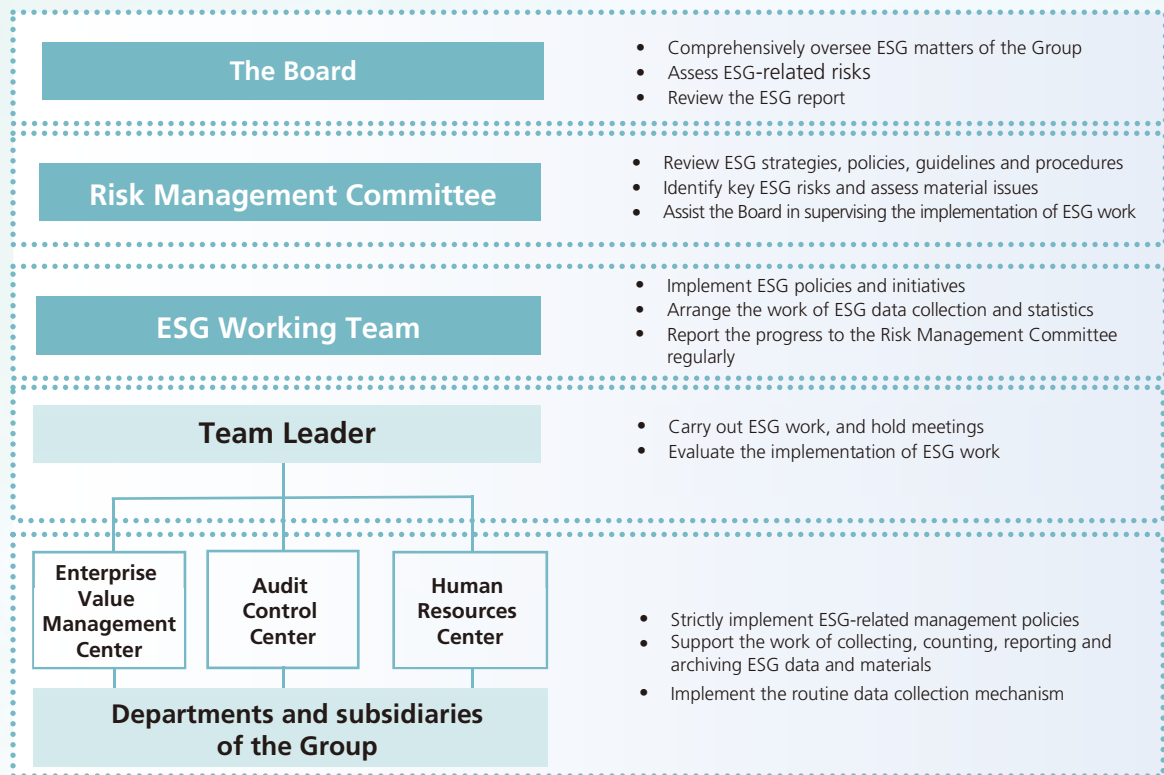
2、ESG 管治架構

本集團持續完善 ESG 管治架構和運行機制，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。董事會在風險管理委員會的協助下監督 ESG 管理事宜，各職能部門組成的本集團 ESG 工作小組負責執行 ESG 具體工作，並定期向風險管理委員會進行匯報與反饋。本集團 ESG 管治架構的具體角色和責任如下所示：



2. ESG Governance Structure

The Group continues to improve its ESG governance structure and operation mechanism. We established a three-tier ESG governance structure with the Board as the highest decision-making level in accordance with the “ESG Management Measures of Sihuan Pharmaceutical”, which clarifies various ESG work affairs and management responsibilities. The Board supervises ESG management matters with the assistance of the Risk Management Committee. The Group’s ESG Working Team composed of various functional departments is responsible for carrying out specific ESG work and reporting and providing feedback to the Risk Management Committee on a regular basis. The specific roles and responsibilities of the ESG governance structure of the Group are as follows:



3、董事會聲明

本集團高度重視ESG管理，將可持續發展理念融入本集團戰略決策和日常運營當中，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。

我們持續踐行ESG管治理念，建立科學有效的ESG管治架構，全面提升ESG相關事宜的決策、管理及執行效率，落實ESG責任管理。同時，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相關資料與數據提報的準確性等。

為確保ESG數據及信息的披露質量，我們建立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工作小組負責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，將評估情況納入季度和年度的績效考核範圍，確保ESG工作有效、有序開展。

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可持續發展責任，聚焦「產品、環境、社區、人」四個領域，通過落實全面的可持續發展管理舉措，努力達成各利益相關方的期望，攜手各方助力社會的可持續發展。

3. Board Statement

The Group attaches great importance to ESG management and integrates the concept of sustainable development into the Group's strategic decision-making and daily operations. While continuously facilitating its own high-quality development, the Group actively fulfills its social responsibilities, demonstrates corporate responsibility, and contributes to the sustainable development of the industry and society.

In order to implement ESG management, we continue to practice the concept of ESG governance and comprehensively improve the efficiency of decision-making, management and execution of ESG-related matters by establishing a science-based and effective ESG governance framework. At the same time, we continue to optimize the ESG management workflow, strengthen ESG normalized management, continue to implement information and normalized data collection mechanisms, and examine the accuracy of ESG-related information and data reporting.

To ensure the disclosure quality of ESG data and information, we have established 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 is responsible for comprehensively assessing the accuracy, completeness and timeliness of the information 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.

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 sustainable development responsibilities, focusing on the four areas of "products, environment, community, and people", and strive to meet the expectations of all stakeholders through the implementation of comprehensive sustainable development management measures, and work with all parties to promote the sustainable development of society.

可持續發展管理 Sustainable Development Management

推動 ESG 溝通交流




1、利益相關方溝通







我們通過多元化的溝通渠道，與政府、投資者、客戶、員工、供應商等利益相關方保持密切溝通，了解其重點關注的議題，有針對性地提升四環醫藥的可持續發展表現，回應利益相關方的期望和訴求，攜手各方共同發展，互利共贏。

PROMOTING ESG COMMUNICATION AND EXCHANGE

1. Communication with Stakeholders

We maintain close communication with the government, investors, customers, employees, suppliers and other stakeholders through diversified communication channels to understand their issues of concern so as to improve Sihuan Pharmaceutical's sustainable development performance in a targeted manner, respond to the expectations and demands of stakeholders, and work with all parties for common development and mutual benefit.

利益相關方 Stakeholders	關注議題 Issues of concern	溝通回應方式 Ways of communication and response
 政府／監管機構 Government/regulatory departments	合法合規經營 Legal and compliant operation	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
	經營業績 Operating performance	提高盈利能力 Improving profitability
 股東／投資者 Shareholders/investors	公司透明度 Corporate transparency	召開股東大會 General meeting
	反腐敗 Anti-corruption	完善內部政策 Improving internal policies
	風險管理 Risk management	加強風險管控 Strengthening risk management and control
	藥物安全質量 Drug safety and quality	健康宣傳 Health promotion
 客戶／分銷商 Customers/distributors	服務質量 Service quality	客戶服務中心和熱線 Customer service center and hotline
	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	搭建客戶溝通平台 Building a customer communication platform
	客戶信息與隱私保護 Customer information and privacy protection	定期回訪 Regular visits

 <p>內部員工 Internal employees</p>	職業健康與安全	日常安全檢查
	Occupational health and safety	Routine safety inspection
	權利權益保障	設置投訴渠道
	Protection of rights and interests	Establishing complaint channels
	員工培訓教育	提供技能培訓
 <p>供應商／合作夥伴 Suppliers/partners</p>	員工薪酬與福利	舉辦員工關愛活動
	Employee compensation and benefits	Organizing employee care activities
	合作共贏	開展項目合作
	Win-win cooperation	Project cooperation
	恪守商業道德	日常溝通走訪
 <p>行業協會 Industry associations</p>	Complying with business ethics	Daily communication and visits
	安全優質產品	現場審計
	Safe and quality products	On-site audit
	供應鏈可持續發展管理	打造責任供應鏈
	Sustainable development management of the supply chain	Establishment of the responsible supply chain
 <p>社區公眾 Community and the public</p>	藥物研發與創新	參與行業會議
	Drug R&D and innovation	Participation in industry meetings
	打擊假藥	開展同行經驗交流會
	Combating against counterfeit medicines	Holding peer experience exchange meetings
	推動行業發展	相關研發項目合作
 <p>社區公眾 Community and the public</p>	Promotion of industry development	Cooperation of R&D projects
	社區公益	開展公益活動
	Community charity	Participation in charitable activities
	關愛大眾健康	健康知識普及
	Care for public health	Health knowledge popularization
 <p>社區公眾 Community and the public</p>	帶動地方就業	參與社區共建
	Promotion of local employment	Participation in community co-construction

可持續發展管理 Sustainable Development Management

本集團按照「ESG指引」要求，邀請利益相關方參與本年度重要性評估。評估結果作為ESG報告的編製基礎，並在本集團的企業風險管理流程中參考重要性評估結果，以持續強化本集團的穩健運營。本年度，我們通過以下四個步驟判定重要性議題：

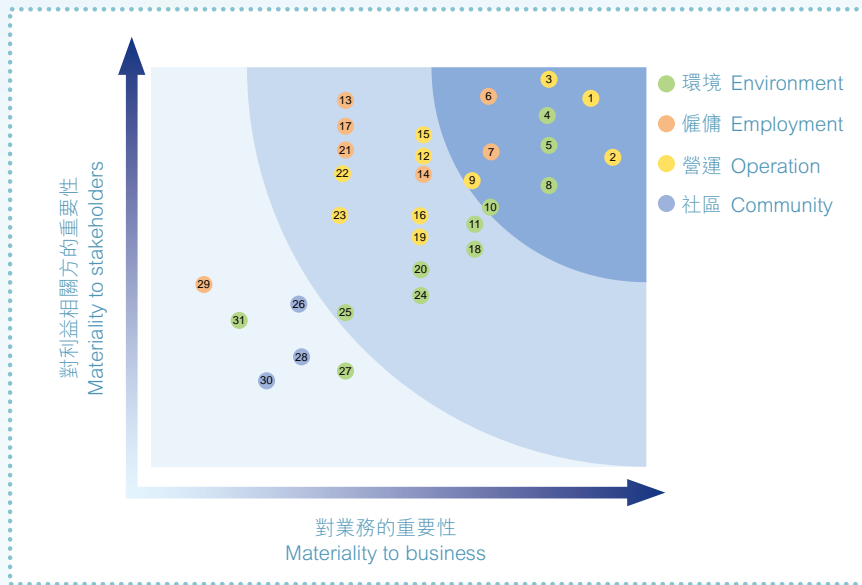
With reference to the requirements of the ESG Reporting Guide, the Group invited stakeholders to participate in the materiality assessment for the Year. The assessment results served as the basis for preparation of the ESG report and were used as a reference in the Group's enterprise risk management process to continue to strengthen the Group's sound operations. During the Year, we determined material issues through the following four steps:

01 議題識別 01 Identification of issues	在行業對標的基礎上，結合本集團發展戰略、行業發展趨勢、監管及資本市場要求等因素，參照上一年度重要性議題識別結果，確認本年度的重要性議題庫。 On the basis of industry benchmarking and by taking into account the Group's business development strategy, industry development trends, regulatory and capital market requirements, and with reference to the identification results of important issues of the previous year, the Group confirms the material issues database of the Year.
02 議題調研 02 Survey of issues	邀請內外部利益相關方參與問卷調研，了解利益相關方的關注重點，調研對象包括高級管理層、內部員工、客戶、供應商等。 Internal and external stakeholders are invited to participate in a questionnaire survey to understand their key concerns. These stakeholders include senior management, internal employees, customers and suppliers.
03 議題排序 03 Prioritization of issues	依據「對外部利益相關方的重要性」和「對業務的重要性」兩個維度對議題進行重要性排序。 We prioritize the material issues based on two dimensions, materiality to external stakeholders and to business.
04 議題披露 04 Disclosure of issues	本集團高級管理層對重要性議題及排序進行審核。根據重要性議題評估結果，確定本報告的披露重點，並編製本年度重要性議題矩陣。 The senior management of the Group reviews the material issues and the prioritization. Based on the results of the material issue evaluation, the highlights of the Report are determined and the material issue matrix for the Year is compiled.

可持續發展管理 Sustainable Development Management

以下為二零二三年重要性評估結果：

The following are the materiality assessment results of 2023:



重要性程度 Importance	序號 No.	ESG 議題名稱 ESG-related issues
非常重要議題 Very important issues	1	研發及創新 R&D and innovation
	2	產品安全與質量 Product safety and quality
	3	保障知識產權 Protection of intellectual property rights
	4	污水處理與合規排放 Wastewater treatment and legal discharge
	5	有害廢棄物管理 Hazardous waste management
	6	合法合規僱傭 Compliance with labour laws and regulations
	7	人才吸納與團隊建設 Talents attraction and team building
	8	水資源使用與節水措施 Use of water resources and water-saving measures
	9	供應商管理 Supplier management
	10	能耗管理 Management of energy consumption

可持續發展管理 Sustainable Development Management

重要議題 Important issues	11	清潔生產 Clean production	
	12	客戶信息安全與隱私保護 Customer information security and privacy protection	
	13	職業健康與安全 Occupational health and safety	
	14	薪酬與福利 Compensation and benefits	
	15	反腐敗與內控管理 Anti-corruption and internal control management	
	16	負責任營銷 Responsible marketing	
	17	員工權益保障 Protection of employee rights and interests	
	18	包材合理使用和減少浪費 Reasonable use of packaging materials and reduction of waste	
	19	廉潔培訓與宣傳 Integrity training and publicity	
	20	廢氣管理 Air pollutant management	
	21	員工培訓與發展機會 Staff training and development opportunities	
	22	供應鏈環境及社會風險管控 Environmental and social risk control of the supply chain	
	23	客戶服務品質 Quality of customer service	
	24	綠色辦公 Green office	
	25	溫室氣體排放 Greenhouse gas ("GHG") emission	
	次重要議題 Less important issues	26	帶動地方就業 Promotion of local employment
		27	氣候變化減緩與適應 Mitigation of and adaption to climate change
		28	關愛社區健康 Care for community health
		29	多元化與平等機會 Diversity and equal opportunities
		30	社區參與及公益活動 Community involvement and charitable activities
		31	保護動物權益 Protection of animal rights

可持續發展管理 Sustainable Development Management

相較於二零二二年，二零二三年本集團內外部利益相關方將產品安全與質量、有害廢棄物管理、保障知識產權、污水處理與合規排放等作為本集團在可持續發展方面的重要事宜，並加強對研發與創新、人才吸納與建設、供應商管理、水資源使用與節水措施、能耗管理等事宜的關注。本集團將在後續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。

2、 共建行業ESG未來

我們積極參與行業展會與論壇交流活動，持續分享自身技術與管理經驗，不斷推動行業ESG發展進程。本年度，我們參與編寫由中國化學製藥工業協會牽頭的《醫藥健康行業ESG管理規範》，結合自身ESG管理經驗，提供多項建設性管理意見和提升建議，推動醫藥行業可持續發展。

Compared with 2022, the Group's internal and external stakeholders regarded product safety and quality, hazardous waste management, protection of intellectual property rights, wastewater treatment and legal discharge as important issues for the Group's sustainable development goals in 2023. More attention was paid to R&D and innovation, talents attraction and team building, supplier management, use of water resources and water-saving measures, management of energy consumption, etc. The Group will elaborate on the core issues in the following sections as a response to stakeholders' concerns and expectations.

2. Building an ESG Future for the Industry Together

We actively participate in industry exhibitions and forum exchange activities, and constantly share our own technology and management experience, in order to continue to promote the industry's ESG development process. During the Year, we participated in the preparation of the "ESG Management Standards for the Pharmaceutical Health Industry" led by the China Pharmaceutical Industry Association. Based on our own ESG management experience, we provided a number of constructive management opinions and improvement suggestions to promote the sustainable development of the pharmaceutical industry.



榮譽證書 — 《醫藥健康行業ESG管理規範》參編單位
Certificate of Honor – Participating unit of the Preparation of
the "ESG Management Standards for the Pharmaceutical Health Industry"

責任於行，共享未來

ACT WITH RESPONSIBILITY AND SHARE THE FUTURE

四環醫藥始終責任於行，肩負醫藥企業責任，為健康中國行動貢獻企業力量。我們以創新機制驅動，通過全面的質量保障體系，為患者提供更優質且可負擔的產品與服務；始終牢記綠色、安全使命，推動綠色及安全運營，踐行可持續發展承諾；持續優化合規管理機制，恪守最高的誠信標準，營造誠信、道德的商業環境。展望未來，我們將始終肩負起企業責任，持續提供高質量的產品與服務，與更多人共享更健康、更綠色、更誠信美好的未來。

Sihuan Pharmaceutical has always acted responsibly, assumed the responsibilities of a pharmaceutical enterprise, and contributed its corporate strength to the Healthy China initiative. We are driven by innovative mechanisms and provide patients with better quality and affordable products and services through a comprehensive quality assurance system. We always keep the mission for environmental sustainability and safety in mind, promote green and safe operations, and fulfill our commitment to sustainable development. We continue to optimize our compliance management mechanism, adhere to the highest integrity standards, and create an honest and ethical business environment. Looking ahead, we will always assume our corporate responsibilities, continue to provide high-quality products and services, and share a healthier, greener, more honest and beautiful future with more people.

我們的關注 Our concerns	我們的行動 Our actions
<p>健康責任 堅守品質保障 引領健康未來</p> <p>Health Responsibility Adhering to Quality Assurance to Lead a Healthy Future</p>	<ul style="list-style-type: none"> • 3款產品入選第九批國家藥品集中採購，9款產品納入國家醫保目錄 • 全球持有授權專利共700+件 • 制定《負責任營銷政策》，保障客戶的合法權益 • 3 products were selected into the ninth batch of national centralized drug procurement, 9 products were included in the National Reimbursement Drug List • A total of 700+ authorized patents worldwide • Formulating the “Responsible Marketing Policy” to protect the legitimate rights and interests of customers
<p>綠色責任 牢記安全使命 踐行綠色承諾</p> <p>Green Responsibility Keeping the Safety Mission in Mind and Fulfilling Green Commitments</p>	<ul style="list-style-type: none"> • 組建EHS委員會，構建EHS四級管理體系 • 制定適用於公司所有運營基地《環境職業健康安全政策》 • 2家子公司獲ISO 14001和ISO 45001雙體系監督審核 • Establishing an EHS committee and build a four-level EHS management system • Formulating the “Environmental and Occupational Health and Safety Management Policy” applicable to all operating bases of the Group • 2 subsidiaries were audited under the dual system of ISO 14001 and ISO 45001
<p>治理責任 夯實責任根基 傳播清風正氣</p> <p>Governance Responsibility Laying a Solid Foundation for Responsibility and Fostering a Culture of Integrity</p>	<ul style="list-style-type: none"> • 制定適用於所有員工的《商業道德行為準則》 • 零涉及貪污腐敗、歧視或騷擾、客戶隱私洩露、洗錢或內部交易、利益衝突等相關違規事件 • 合規管理要求已納入員工薪酬考核與績效評估 • Formulating the Code of Business Conduct and Ethics applicable to all employees • Zero incidents involving corruption, discrimination or harassment, leakage of customer privacy, money laundering or insider trading, conflicts of interest and other related violations • Compliance management requirements have been incorporated into employee salary assessment and performance evaluation

SDGs 回應
Response to SDGs



健康責任－堅守品質保障， 引領健康未來

四環醫藥始終以守護患者健康為己任，加大研發投入，積極引進研發人才，通過不斷的技術創新和產品迭代推動企業長遠發展。我們持續優化質量管理體系，確保產品符合最高標準，以實際行動保障患者用藥安全。同時，我們打造全方位的客戶服務體系，致力於提供普惠的高質量產品和服務，肩負起健康責任，積極響應國家推進「健康中國」建設的號召，展現四環在推動健康事業發展中的重要作用和價值。

1、 推動創新，助力醫藥產品服務 可及

創新研發是四環醫藥創建核心競爭力的基石。圍繞未被滿足的醫療需求，本集團堅定貫徹落實「創新藥+醫美」的雙輪驅動戰略，持續完善創新研發體系，並通過研發工藝創新、研發平台建設、研發人才培養等創新機制，持續推出創新藥物，加快實現中國領先醫美及生物製藥企業的戰略目標。

創新研發

四環醫藥堅守使命，始終堅定落實「創新藥+醫美」的雙輪驅動戰略，不斷研發創新藥物，致力於滿足患者需求。目前，我們擁有具備自主研發能力和豐富且高價值的創新生物藥產品管線的兩大創新生物藥平台－軒竹生物和惠升生物。二零二三年，我們在創新藥板塊的研發進展提速，加快落實在糖尿病、心腦血管、消化系統等領域優質產品管線研發進展，全速推進向中國領生物製藥企業的升級與發展。截至本報告期末，本集團共擁有超過40款醫美產品管線，及超過60款創新生物藥產品管線，同時擁有註冊、生產、銷售三大核心能力：

- 漾顏空間是本集團孵化的醫美平台，通過全球化佈局及本地化生產、全面專業的醫美產品矩陣、強大的產品研發及註冊能力，以及多元化營銷渠道能力，以製藥企業的嚴謹創新打造成中國醫美全產品矩陣龍頭企業。報告期內，通過3.0營銷版本的業務升級發展，漾顏空間

HEALTH RESPONSIBILITY – ADHERING TO QUALITY ASSURANCE TO LEAD A HEALTHY FUTURE

Sihuan Pharmaceutical has always taken protecting the health of patients as its own responsibility. We have increased investment in research and development, actively introduced research and development talents, and promoted the long-term development of the Group through continuous technological innovation and product iteration. We continued to optimize the quality control system to ensure that products meet the highest standards and take practical actions to ensure patient medication safety. Also, we have built a comprehensive customer service system, dedicated ourselves to providing inclusive high-quality products and services, thereby assuming health responsibilities, actively responding to the nation's call to promote the construction of "Healthy China", and demonstrating our important role and value in promoting the development of health initiatives.

1. Facilitating Innovation and Promoting the Accessibility of Pharmaceutical Products and Services

Innovation and R&D are the cornerstone of Sihuan Pharmaceutical's core competitiveness. Focusing on unmet medical needs, the Group firmly implemented the two-wheel drive strategy of "innovative drugs + medical aesthetics" and continued to improve its innovation and R&D mechanisms. Also, through innovative mechanisms such as R&D process innovation, R&D platform construction, and R&D talent training, the Group continued to launch innovative drugs and accelerate the realization of its strategic goals as a leading medical aesthetics and biopharmaceutical company in China.

Innovation and R&D

Sihuan Pharmaceutical adheres to its mission and has always firmly implemented the two-wheel drive strategy of "innovative drugs + medical aesthetics". We continuously develop innovative drugs, and are committed to meeting the needs of patients. Currently, we have two major innovative biopharmaceutical platforms with independent research and development capabilities and a rich and high-value innovative biopharmaceutical product pipeline – Xuanzhu Biopharm and Huisheng Biopharm. In 2023, we accelerated our R&D progress in the innovative drug segment, accelerated the implementation of R&D progress in high-quality product pipelines in the fields of diabetes, cardiovascular and cerebrovascular, and digestive systems, and accelerated our upgrade and development into China's leading biopharmaceutical company. As at the end of the reporting period, the Group had a pipeline of over 40 medical aesthetics products and over 60 innovative biopharmaceutical products, as well as three core capabilities of registration, production and sales:

- Meiyuan Space is a medical aesthetic platform incubated by the Group. It is dedicated to building a leading company featuring full medical aesthetics product matrix in China by leveraging the rigour and innovation of pharmaceutical companies through globalized layout and localized production, comprehensive and professional medical aesthetics product matrix, strong product R&D and registration capabilities as well as diversified marketing channels. During the Reporting Period, through its 3.0 marketing version of the business upgrading and development, Meiyuan

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進一步鞏固了作為一個集研發、生產、銷售為一體的國際化醫美平台的能力。目前，漢顏空間上市加在研的醫美產品已有40多款，基本完成了對愛美人士全生命週期的管理，同時在國內已落成兩個生產基地，總面積達16,000平方米，規劃了7條生產線，具有完善的質量管理體系，並對產品的全生命週期實施有效風險管理。二零二三年，漢顏空間榮獲「2023中國醫療美容行業總評榜卓越企業獎」，在CSF第十二屆財經峰會暨2023可持續商業大會中榮獲2023（行業）影響力品牌獎項等：

- 軒竹生物以尚未滿足的重大臨床需求為導向，聚焦於消化、腫瘤及非酒精性脂肪肝炎(NASH)等重大疾病領域，致力於持續研發、生產及商業化具有核心自主知識產權的1類創新藥，解決臨床上未被滿足的治療需求。軒竹生物同時具備小分子化藥和大分子生物藥兩大研發體系，雙引擎驅動創新發展，形成了國內少有的同時涵蓋小分子化藥、單克隆抗體、雙特異性抗體、ADC等多種類型的產品管線。二零二三年，軒竹生物快速推進多項產品的研發，其中作為我國首個自主研發並擁有自主知識產權的質子泵抑制劑(PPI)1類創新藥安奈拉唑鈉腸溶片獲得國家藥品監督管理局(「國家藥監局」)上市批准；自主研發的1類新藥吡羅西尼片單藥及聯合用藥治療晚期乳腺癌上市申請獲得國家藥監局受理。二零二三年，軒竹生物榮獲「福布斯中國獨角獸企業」、「2023中國醫藥行業科創領袖企業TOP50」等多項榮譽；
- 惠升生物專注於糖尿病及併發症領域，已發展成為集研發、生產、銷售於一體的全產業鏈生物製藥公司，在研管線包括近40款產品，涵蓋了二代、三代、新型胰島素(覆蓋基礎、預混及速效產品)、SGLT-2抑制劑及GLP-1受體激動劑等最新機制產品和其他各類常用

Space further consolidated the ability of being an internationalized medical aesthetic platform integrating R&D, production and sales. At present, Meiyuan Space has more than 40 kinds of medical aesthetic products on the market and in R&D, which basically completes the needs of the whole life cycle of the beauty seekers. At the same time, Meiyuan Space has already completed two production bases in China, with a total area of 16,000 square meters. It has planned 7 production lines, which will be equipped with an optimized quality management system and thus able to implement effective risk management during the whole life cycle of products. In 2023, Meiyuan Space won the "2023 China Medical Aesthetic Industry Ranking Award for Outstanding Enterprises", and was honored with the 2023 (Industry) Influential Brand Award at the 12th CSF Finance Summit and Sustainable Business Conference 2023;

- Xuanzhu Biopharm is driven by significant unmet clinical needs and focuses on major diseases such as digestion, tumor and non-alcoholic steatohepatitis ("NASH"). It is committed to the continuous R&D, production and commercialization of Class 1 innovative drugs with core independent intellectual property rights to address unmet clinical treatment needs. Xuanzhu Biopharm has R&D systems for both small-molecule and macro-molecule, which drives the company's innovation and development, forming a product pipeline that covers small molecule, monoclonal antibodies, bispecific antibodies, ADC and other types of products. In 2023, Xuanzhu Biopharm expedited the R&D of many products. One of them was Anaprazole Sodium Enteric-coated Tablets, China's first independently developed proton pump inhibitor ("PPI") Class 1 innovative drug with independent intellectual property rights, which obtained marketing approval from the National Medical Products Administration ("NMPA"); its application for Biraciclib Tablets, an independently developed Class 1 innovative drug, for the treatment of advanced breast cancer as a single agent and combination therapy was also accepted by the NMPA. In 2023, Xuanzhu Biopharm won multiple honors, including "Forbes China Unicorn Enterprises" and "2023 China's Top 50 Scientific and Technological Innovation Leaders in the Pharmaceutical Industry";
- Huisheng Biopharm specialized in diabetes and its complications. It has developed into a full-industry chain biopharmaceutical company integrating R&D, production and sales. The pipeline includes nearly 40 products, covering second-generation insulin, third-generation insulin, new generation insulin (covering basal insulin, premixed insulin, and rapid-acting insulin), SGLT-2 inhibitors, GLP-1 receptor agonists, and other latest mechanism products and commonly used glucose-lowering and complication drugs. It is committed to providing full-scale, all-round

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降糖和併發症治療藥物，致力於為糖尿病患者提供全程、全方位一體化的治療解決方案。二零二三年，惠升生物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，共有7款藥物的上市申請成功獲批，其中包括門冬胰島素注射液、門冬胰島素30注射液和門冬胰島素50注射液、甲鈷胺片、甲鈷胺注射液、硫辛酸注射液和西格列汀片；共有包括德穀門冬雙胰島素注射液在內的5款藥物進行上市申報；研發的德穀胰島素利拉魯肽注射液、司美格魯肽注射液獲國家藥監局批准開展臨床研究。

本集團的仿製藥業務持續穩步推進。報告期內，我們共有13款仿製藥產品獲得國家藥監局頒發的藥品註冊批件，其中包括鹽酸多巴胺注射液、阿奇黴素幹混懸劑、氟康唑氯化鈉注射液等。另外，我們共有5款原料藥通過國家藥品評審中心（CDE）的技術評審，與製劑共同審評審批結果為「A」，包括甲磺酸達比加群脂等重磅品種。

本集團以創新技術為核心，持續提供高質量的產品，並積極推進產品入選國家藥品集中採購，盡力降低產品價格，提升產品可及性。二零二三年，本集團3款產品入選第九批國家藥品集中採購，包括阿奇黴素幹混懸劑(0.1g)、鹽酸多巴胺注射液(5ml: 200mg)、鹽酸多巴胺注射液(2.5ml: 50mg和5ml: 100mg)，進一步提升了藥物的可及性及可負擔性，給患者送去更多福音。同時，本集團的安奈拉唑鈉腸溶片納入2023年國家醫保目錄，七款非PVC粉液雙室袋產品及咪達唑侖口頰粘膠溶液納入國家醫保目錄。

展望未來，我們將堅守醫藥企業的初心，秉承創新的理念，以自主技術研發和創新作為推動力，以匠心精神深耕產品開發，精細化管理產品線，朝著成為行業領先的醫美及生物製藥企業的目標邁進，為人類健康事業貢獻四環力量。

integrated treatment solutions for diabetic patients. In 2023, Huisheng Biopharm successfully further achieved the strategic goal of becoming a biopharmaceutical leader in the field of diabetes and its complications with a full product matrix coverage. A total of 7 drugs were successfully approved for market launch, including Insulin Aspart Injection, Insulin Aspart 30 Injection, and Insulin Aspart 50 Injection, Mecobalamin Tablets, Mecobalamin Injection, Lipoic Acid Injection and Sitagliptin Tablets; a total of 5 drugs, including Insulin Degludec and Insulin Aspart Injection, were submitted for market launch; and the R&D of Insulin Degludec and Liraglutide Injection and Semaglutide Injection were approved by the NMPA for clinical studies.

The Group's generic drug business continued to progress steadily. During the Reporting Period, a total of 13 generic drugs were granted with registration approvals by the NMPA, including Dopamine Hydrochloride Injection, Azithromycin for Suspension, and Fluconazole and Sodium Chloride Injection. In addition, a total of 5 APIs passed the technical evaluation by the Center of Drug Evaluation ("CDE"), and the results of the joint review and approval with the formulation were "A", including Dabigatran Etxilate and other blockbuster products.

With innovative technology as its core, the Group continues to provide high-quality products, and actively facilitates products to be selected for national centralized drug procurement, making every effort to reduce product prices and improve product accessibility. In 2023, three products of the Group were selected into the ninth batch of national centralized drug procurement, including Azithromycin for Suspension (0.1g), Dopamine Hydrochloride Injection (5ml: 200mg), and Dopamine Hydrochloride Injection (2.5ml: 50mg and 5ml: 100mg), which further improved the accessibility and affordability of drugs, thereby bringing more benefits to patients. At the same time, the Group's Anaprazole Sodium Enteric-coated Tablets were included in the 2023 National Reimbursement Drug List, and seven types of its non PVC solid-liquid double chamber bag products and the midazolam oromucosal solution were also included in the National Reimbursement Drug List.

Looking forward, we will adhere to the original intention as a pharmaceutical company, adhere to the concept of innovation, and use independent technology R&D and innovation as the driving force. We will delve into product development with ingenuity and refine our product lines, with an aim to become an industry-leading aesthetic medicine and biopharmaceutical company and contribute to human health.

法維拉韋片，為抗流感病毒提供新選擇

Favipiravir tablets provide a new option for fighting influenza viruses

流感病毒具有易發生變異、傳染性強、人群普遍易感等特點。二零二三年，北京四環研發抗流感病毒藥物法維拉韋片，用於治療成人新型或再發型流感病毒感染，於四月獲得國家藥監局頒發的藥品註冊批件。該藥物擁有不同於以往藥物的作用機理，可以選擇性地抑制病毒RNA聚合酶，具有廣譜的抗病毒能力。試驗結果表明，該藥物對流感病毒、埃博拉病毒、布尼亞病毒、黃熱病毒等均具有活性，給患者提供更多的抗流感病毒藥品選擇，進一步惠及廣大患者。

Influenza viruses are prone to mutation, highly contagious, and generally susceptible to the population. In 2023, Beijing Sihuan developed Favipiravir tablets, an anti-influenza virus drug, for the treatment of new or re-emerging influenza virus infections in adults. In April, it received drug registration approval from the NMPA. The drug has a mechanism of action that is different from previous drugs. It can selectively inhibit viral RNA polymerase and has broad-spectrum antiviral capabilities. The test results show that the drug is active against influenza virus, Ebola virus, Bunya virus, yellow fever virus, etc., providing patients with more anti-influenza virus drug choices and further benefiting patients.

同時，為不斷提升創新研發能力，我們持續推進研發工藝創新，強化研發平台建設，提升研發團隊實力，加強研發質量管控，從多方面強化研發創新管理。在追求技術突破和創新成果的同時，我們高度重視研發過程中的倫理道德標準，嚴格遵守倫理準則和管理規範，推行和遵守有關動物權益保護的政策，確保研發活動的正當性和合規性。

研發工藝創新

本集團積極推動產品研發工藝創新，以提高產品整體研發效率，並採用最小成本分析方法和研究結果分析方法來評價工作效果，提升經濟學指標，在推動降本增效的同時，進一步提升產品的可負擔性，惠及更多患者。本年度，我們開展多個工藝優化項目，目的是通過優化工藝參數等手段提升產品得率，並通過減少溶劑用量、縮短生產週期等方式，降低直接物料成本。我們對拉考沙胺進行技術改進，開發新的合成工藝，在擴大產能的同時降低工藝物料成本；針對鹽酸納美芬，我們開發二次技術，確定關鍵步驟工藝參數的影響，通過精確控制參數，顯著降低鹽酸納美芬的成本；我們對鹽酸納洛酮開展技術改進研究，不僅進一步提升了產品質量，還大幅度降低了物料成本。

At the same time, in order to continuously improve our innovation and R&D capabilities, we continued to promote innovation in R&D process, strengthen the construction of R&D platforms, enhance the strength of the R&D team, improve R&D quality control, and strengthen the management of R&D and innovation in multiple aspects. While pursuing technological breakthroughs and results of innovation, we attach great importance to ethical standards in our R&D process. We strictly abide by ethical standards and management regulations, implement and comply with policies related to the protection of animal rights and interests, and ensure the legitimacy and compliance of R&D activities.

Innovation in R&D Processes

The Group actively promotes innovation in product R&D processes to improve overall product R&D efficiency and adopts minimum cost analysis method and research results analysis method to evaluate work effectiveness and improve economic indicators. While promoting cost reduction and efficiency improvement, we will further improve the affordability of products and benefit more patients. During the Year, we carried out multiple process optimization projects with the aim of improving product yields by optimizing process parameters and reducing direct material costs by reducing solvent usage and shortening production cycles. We have improved the technology of lacosamide and developed a new synthesis process to expand production capacity while reducing process material costs. For nalmefene hydrochloride, we developed secondary technology to determine the impact of process parameters in key steps. By accurately controlling the parameters, we can significantly reduce the cost of nalmefene hydrochloride. We conducted technical improvement research on naloxone hydrochloride, which not only further improved product quality, but also significantly reduced material costs.

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研發平台建設

為了更快地向創新藥領域升級發展，本集團將軒竹生物、惠升生物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、惠升生物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，我們持續推動科技型企業建設，不斷提升科研管理能力。二零二三年，北京澳合研究院入庫科技型中小企業評級，並獲得北京市「創新型」中小企業稱號；軒竹生物榮獲「2023年中國醫藥行業的科創領袖企業TOP50」稱號和「2023中國生物醫藥科技創新價值榜—最具成長性小分子創新藥企業TOP 10」；四環醫藥及軒竹生物入選第八屆中國醫藥研發·創新峰會的《2023中國藥品研發綜合實力100強》榜單，進一步證明本集團的科研管理實力。

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 2023, Beijing Ao He Research Institute was included in the database to rate technology-based small and medium-sized enterprises, and was given the title of “Innovative” small and medium-sized enterprise of Beijing; Xuanzhu Biopharm won the title of “2023 China’s Top 50 Scientific and Technological Innovation Leaders in the Pharmaceutical Industry” and the “2023 China Bio-pharmaceutical Industry Innovation Value List – TOP 10 Growing Innovative Drug Companies in the Field of Small Molecules”; Sihuan Pharmaceutical and Xuanzhu Biopharm were selected into the “2023 Top 100 Enterprises in Chemical R&D Strength in China” of the 8th China Pharmaceutical R&D and Innovation Summit, further proving the Group’s scientific R&D management strength.



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“Innovative” Small and Medium-Sized Enterprise of Beijing

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研發人才培養

四環醫藥持續加強研發人才隊伍建設，通過研發人才引進與培養，不斷提升研發能力。我們針對研發人員制定培訓矩陣和培訓計劃，積極開展包括註冊法規、職業素養、研發過程設備使用、研發安全及質量體系管理等內容的各類培訓，範圍涵蓋四環醫藥總部及子公司。同時，我們設立各部門培訓管理負責人，負責培訓通知、培訓記錄等，確保培訓計劃得到落實，並針對培訓內容進行考核，保障培訓效果。此外，我們積極組織研發人員參與研發質量管理方面的外部培訓，及時學習最新的研發相關知識，不斷提高研發質量管理方面的技術能力。本年度，吉林四環小容量注射劑車間製劑班組榮獲「全國工人先鋒號」榮譽稱號；惠升生物EHS班組榮獲「省工人先鋒號」榮譽稱號。

R&D Talent Cultivation

Sihuan Pharmaceutical continues to strengthen the construction of its R&D talent team and continuously improves its R&D capabilities through the introduction and training of R&D talents. We develop training matrices and training plans for R&D personnel, and actively carry out various training sessions including registration regulations, professionalism, use of R&D process equipment, R&D safety and quality system management, covering Sihuan Pharmaceutical's headquarters and its subsidiaries. At the same time, we have appointed training management leaders for each department, who are responsible for training notices, training records, etc., to ensure that the training plan is implemented, and to assess the training content to ensure the effectiveness of training. In addition, we actively organize R&D personnel to participate in external training in R&D quality control to learn the latest R&D-related knowledge in a timely manner, and continuously improve their technical capabilities in R&D quality control. During the Year, the preparation team of Jilin Sihuan's small-volume injection workshop was awarded the honorary title of "National Workers' Pioneer" and the EHS team of Huisheng Biopharm was awarded the honorary title of "Provincial Workers' Pioneer".



吉林四環「全國工人先鋒號」榮譽稱號

Jilin Sihuan was awarded the honorary title of "National Workers' Pioneer"



惠升生物「省工人先鋒號」榮譽稱號

Huisheng Biopharm was awarded the honorary title of "Provincial Workers' Pioneer"

● 新版《藥品生產質量管理規範》(GMP) 指南解讀專題培訓

● Special training on interpretation of the new version of Good Manufacturing Practices (GMP) for drugs

二零二三年五月，我們針對員工開展新版《藥品GMP指南》解讀專題培訓，通過實驗異常事件的總結分析、新版《藥品GMP指南》更新內容的解讀等，讓研發人員和管理部門員工進一步了解新版《藥品GMP指南》的最新要求，以便在工作中更好地貫徹GMP理念，提高工作質量和效率。

In May 2023, we carried out special training for employees on the interpretation of the new version of the "GMP for Drugs". Through the summary and analysis of abnormal experimental events and the interpretation of the updated content of the new version of the "GMP for Drugs", R&D personnel and management department employees were able to further understand the latest requirements of the new version of the "GMP for Drugs" so as to better implement the GMP concept at work and improve work quality and efficiency.



專題培訓現場
Special training

研發質量管控

二零二三年，本集團持續推進以下研發質量管控的各項工作，以持續優化研發質量管理體系，確保研發質量管理體系的合規性和有效性，強化研發過程的質量管理。

不斷優化研發管理體系，修訂和更新質量管理制度，監督質量管理體系文件的有效落實；完善質量風險管理流程，審核和批准質量風險評估報告，確保風險得到有效管控。

We continuously optimized the R&D management system, revised and updated the quality management system, and oversaw the effective implementation of the documentation of the quality management system. We also improved the process of quality risk management, reviewed and approved quality risk assessment reports to ensure that risks were effectively controlled.

質量管理體系 Quality Management System



R&D Quality Control

In 2023, the Group continued to promote the following R&D quality control tasks to continuously optimize the R&D quality control system, ensure the compliance and effectiveness of the R&D quality control system, and strengthen the quality control of the R&D process.

定期對實驗室現場進行合規性巡查，及時整改不合規現象，並定期討論《異常實驗數據處理事件》，減少實驗異常發生，促使實驗更加準確、合規、高效，確保研發過程中各個環節的科學性、合理性及真實性。

We regularly carried out compliance inspections of laboratory sites, promptly rectified any non-compliance, and held regular discussions on "Abnormal Experimental Data Processing Events" to reduce the occurrence of experimental abnormalities, make experiments more accurate, compliant and efficient, and ensure that all aspects of the R&D process were scientific, rational and authentic.

合規性檢查 Compliance Check



文件記錄管理 Documentation Management

保存資質文件、驗證報告、實驗記錄、質量標準等文件，遵守文件管理規程，定期對質量體系文件管理進行複審，確保文件的起草、審核和批准的合規性。

We kept qualification documents, verification reports, experiment records, quality standards and other documents, complied with documentation management protocol, and regularly reviewed the documentation management of the quality system to ensure the compliance of document drafting, review and approval.



研發質量培訓 R&D Quality Training

制定培訓計劃及培訓矩陣，按照計劃開展各類研發質量管理相關培訓，涵蓋藥品研發過程質量管理、新版GMP指南等，加強員工對最新的法律法規及集團規章管理制度的理解，夯實研發基礎。

We formulated training plans and training matrices, and developed R&D quality management-related training sessions according to these plans, which covered quality management of the drug R&D process and new GMP guidelines, to enhance employees' understanding of the latest laws and regulations as well as the Group's policies and to consolidate our R&D process.

責任於行，共享未來

Act with Responsibility and Share the Future

尊重研發倫理

本集團恪守研發倫理，嚴格遵守《實驗動物管理條例》等國家政策法規，要求涉及動物實驗的子公司制定相應的實驗動物管理制度與操作規程，加強對日常研發項目的倫理監督檢查，及時整改識別出的問題，並對結束的項目提出倫理終結審查，確保動物實驗開展的合規性與規範性。我們倡導以下三項動物實驗基本原則：

Respect for R&D Ethics

The Group adheres to R&D ethics and strictly abides by national policies and regulations such as the "Regulations on the Administration of Experimental Animals". We require subsidiaries involved in animal experiments to formulate corresponding experimental animal management systems and operating procedures, strengthen ethical supervision and inspection of daily research and development projects, promptly rectify identified problems, and propose ethical closure reviews for completed projects to ensure the compliance and standardization of animal experiments. We advocate three basic principles of animal experiments below:

保護原則 Principle of Protection

審查動物實驗的必要性，對實驗目的、預期利益與造成動物的傷害、死亡進行綜合的評估。
We review the necessity of animal experiments and conduct comprehensive assessments of the purposes of these experiments, their expected benefits as well as the harm and death caused to animals.

福利原則 Principle of Welfare

保證實驗動物生存時包括運輸中享有最基本的權利，享有免受飢渴、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。
We guarantee that experimental animals have the most basic rights when living and during transport and enjoy a living environment free from hunger and thirst and a comfortable and free life. The management of experimental animals should comply with corresponding operating technical protocol.

倫理原則 Principle of Ethics

實驗應充分考慮動物的利益，保證從業人員的安全，動物實驗方法和目的應符合人類的道德倫理標準和國際慣例。
When an experiment is conducted, the interests of experimental animals should be duly considered, and the safety of experimenters should be guaranteed. The methods and purposes of animal experiments should conform to human ethical standards and international practices.

知識產權保護

創新是企業發展的動力源泉，而知識產權保護是實現創新發展的基礎。本集團重視知識產權保護工作，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》等法律法規，制定並落實《四環醫藥控股集團知識產權管理規定》《四環醫藥控股集團專利事務管理規定》《四環醫藥控股集團保密信息管理規程》等內部制度，規範專利、商標、著作權等知識產權管理，明確知識產權部門和各職能部門的管理職責，提高知識產權保護效能，保護知識產權不受侵犯。

為加強知識產權管理，我們設立知識產權決策委員會，作為本集團知識產權工作的最高決策機構，負責制定本集團知識產權管理工作的基本方針和戰略規劃、決策本集團重大知識產權使用和保護相關事宜。我們實行知識產權集中化管理制度，由知識產權部門負責本集團知識產權的管理、執行、監督和協調工作，保障知識產權管理體系的有效運行。

在不斷完善知識產權相關制度和管理架構的同時，我們也採取以下多種有效措施強化知識產權的日常監督及管理，提升知識產權管理水平：

- 利用知識產權信息管理平台，將本集團的專利、商標、版權等涉密文件上傳至文檔資產安全系統 (Document Asset Security System, DASS) 中，並對文件進行分類和密級劃分；落實涉密文檔資產、崗位人員管理要求，嚴格要求技術交底書、實驗數據、擬申報商標註冊申請等絕密級文檔不能存儲在個人電腦中。

Protection of Intellectual Property

Innovation is the source of power for enterprise development, and the protection of intellectual property is the basis for achieving innovative development. The Group attaches great importance to the protection of intellectual property and strictly abides by laws and regulations such as the "Patent Law of the People's Republic of China", "Trademark Law of the People's Republic of China" and "Copyright Law of the People's Republic of China". The Group has formulated and implemented internal systems such as the "Provisions on Intellectual Property Rights Administration of Sihuan Pharmaceutical Holdings Group Ltd.", "Patent Affairs Management System of Sihuan Pharmaceutical Holdings Group Ltd." and "Confidential Information Management System of Sihuan Pharmaceutical Holdings Group Ltd.", to regulate the management of intellectual property such as patents, trademarks, and copyrights, clarify the management responsibilities of intellectual property department and each functional department, thereby improving the effectiveness of intellectual property protection, and safeguarding intellectual property from infringement.

In order to strengthen the management of intellectual property, we have established an Intellectual Property Decision-making Committee, which serves as the highest decision-making body for the Group's intellectual property endeavors. It is responsible for formulating the basic policies and strategic plans for the Group's intellectual property management work, and making decisions on matters related to the use and protection of the Group's major intellectual property. We have implemented a centralized management system for intellectual property. The Intellectual Property Department is responsible for the management, execution, supervision and coordination of the Group's intellectual property to ensure the effective operation of the intellectual property management system.

While constantly improving the systems and management structures related to intellectual property, we have also taken the following effective measures to strengthen the daily supervision and management of intellectual property and improve the level of intellectual property management:

- We have utilized the intellectual property information management platform to upload the Group's patents, trademarks, copyrights and other confidential documents to the Document Asset Security System ("DASS"), and have classified the relevant files and their confidentiality level. We implemented the management requirements for confidential document and assets, as well as staff management requirements for positions, and strictly required that top-secret documents such as technical briefing documents, experimental materials, and proposed trademark registration applications cannot be stored on personal computers.

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- 圍繞產品全生命週期，根據創新藥、仿製藥及藥物領域特點，集中管理和嚴格審批專利、商標、域名，以及科技論文的發表、著作權的登記等流程，並安排知識產權部管理和審核涉及知識產權的相關合同及投資併購事宜。
- 對所有新入職的員工進行知識產權背景調查，並與新入職員工簽署知識產權相關文件，包括人事合同中的知識產權條款、競業限制以及保密條款等，明確職務成果的產權歸屬；與涉及核心知識產權的離職員工簽署離職協議，確保其遵守勞動合同、保密協議中的競業限制條例。
- 針對不同崗位類別及管理層級的知識產權管理任務及特點，明確知識產權培訓需求，制定培訓計劃，組織開展各類知識產權培訓，幫助員工了解最新的知識產權知識，強化知識產權保護意識。
- By focusing on the entire product life cycle and based on the characteristics of innovative drugs, generic drugs and pharmaceutical fields, we have carried out centralized management and strict review and approval of patents, trademarks, domain names, as well as the publication of scientific papers, copyright registration and other processes. We have also arranged the intellectual property department to manage and review relevant contracts and investment and merger matters and acquisition involving intellectual property.
- We conduct intellectual property background checks on all new employees and sign relevant intellectual property documents with them, including intellectual property clauses, non-compete restrictions and confidentiality clauses in personnel contracts, to clarify the ownership of job results. We sign severance agreements with resigned employees involving core intellectual property to ensure that they comply with the non-compete restrictions as stipulated in the labour contract and confidentiality agreement.
- Based on the intellectual property management tasks and characteristics of different job categories and management levels, we have clarified the needs for intellectual property training, formulated training plans, and organized various types of intellectual property training to help employees understand the latest intellectual property knowledge and strengthen their awareness of intellectual property protection.

《從訴訟維權角度談專利申請文件撰寫》專題培訓

Special training on “the Drafting of Patent Application Documents from the Perspective of Litigation and Rights Protection”

二零二三年八月，本集團知識產權部邀請外部專家開展《從訴訟維權角度談專利申請文件撰寫》專題培訓，通過實際案例提出專利撰寫的具體要求，包括專利保護範圍界定、技術問題、技術特徵等，進一步提高員工專利撰寫水平，為知識產權保障工作提供有力支持。

In August 2023, the Intellectual Property Department of the Group invited external experts to conduct training on “The Drafting of Patent Application Documents from the Perspective of Litigation and Rights Protection”, and put forward specific requirements for patent drafting through actual cases, including the definition of patent protection scope, technical issues, and technical characteristics to further improve the patent drafting skills of employees and provide strong support for the protection of intellectual property.

截至二零二三年底，本集團累計提交專利申請1,300餘件，在中國國家知識產權局維持有效的授權專利共580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130餘件，累計提交PCT國際申請及國外申請300餘項；圍繞醫美和特醫食品等快消領域，提交商標註冊申請2,300餘件，獲准註冊1,600餘件，獲得著作權17項。

By the end of 2023, the Group had submitted more than 1,300 patent applications in total, of which over 580 were validly authorized and maintained by China National Intellectual Property Administration and over 130 by other countries or regions. We had also submitted more than 300 PCT international applications and foreign applications. In terms of fast-consuming fields such as medical aesthetics products and special medical food, more than 2,300 applications were filed for trademark registration, of which over 1,600 were granted approval for registration, and 17 were granted copyrights.

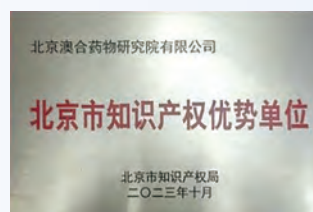
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此外，四環醫藥在知識產權保護領域的優秀實踐也獲得了外部認可。本年度，北京四環榮獲北京市發明專利三等獎和國家知識產權示範單位，並榮登2023北京製造業企業、高精尖企業、專精特新企業百強榜單；北京澳合研究院獲「專精特新」中小企業稱號、進入「北京市知識產權試點單位」及「北京市知識產權優勢單位」名單；漢顏空間(河北)生物科技有限公司獲石家莊市企業海外知識產權預警項目(PLLA)。

In addition, the outstanding practices of Sihuan Pharmaceutical in the field of intellectual property protection have also been recognized. During the Year, Beijing Sihuan was awarded the third prize of the Beijing Invention Patent Award and the National Intellectual Property Demonstration Unit, and was listed in the 2023 Beijing Top 100 Manufacturing Enterprises, Sophisticated Enterprises, Specialized and New Enterprises; Beijing Ao He Research Institute won the title of small and medium enterprise of "Expertise, Precision, Specialty, and Innovation", and entered the lists of "Beijing Intellectual Property Pilot Units" and "Beijing Intellectual Property Advantageous Units"; Meiyan Space (Hebei) Biological Technology Co., Ltd. was listed as the Overseas Intellectual Property Early-warning Project of Shijiazhuang Enterprises ("PLLA").



北京澳合研究院獲「專精特新」中小企業稱號
Beijing Ao He Research Institute won the title of small and medium enterprise of "Expertise, Precision, Specialty, and Innovation"



北京澳合研究院進入「北京市知識產權試點單位」及「北京市知識產權優勢單位」名單
Beijing Ao He Research Institute entered the lists of "Beijing Intellectual Property Pilot Units" and "Beijing Intellectual Property Advantageous Units".

2、嚴控質量，把握產品安全生命線

產品質量是四環醫藥發展的生命線。本集團將產品質量管理落實到生產經營的每一個環節，持續完善質量管理體系，嚴格落實質量審計及考核，加強產品的藥物警戒管理，保障產品的品質與安全，致力於為客戶提供高質量、可信賴的產品。

生產質量管理

本集團嚴格遵守《中華人民共和國藥品管理法》《藥品生產監督管理辦法》及《藥品生產質量管理規範》等法律法規，不斷優化質量管理體系，通過質量風險評估、質量審計等管理機制，提升產品質量管理水平，確保質量管理體系有效運行。

2. Strictly Control Quality and Observe the Lifeline of Quality and Safety

Product quality is the lifeline of Sihuan Pharmaceutical's development. The Group integrates product quality control into every aspect of production and operation, continues to improve the quality control system, strictly implements quality audits and assessments, strengthens product pharmacovigilance management, ensures product quality and safety, and is committed to providing customers with high-quality, trustworthy products.

Production Quality Management

The Group constantly optimized the quality control system 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 for Drugs" and other laws and regulations. We improve product quality control levels through quality risk assessment, quality audit and other management mechanisms to ensure the effective operation of the quality control system.

責任於行，共享未來 Act with Responsibility and Share the Future



質量體系管理

依據最新的法令更新質量管理文件體系，確保文件體系符合GMP等相關法規及生產流程的要求，並針對接受委託生產的情況新建對應的受託生產文件體系；完善變更管理、偏差管理等相關工作，明確變更制定的流程、偏差的等級判定等；加強對產品生產全過程關鍵控制點的質量監控，加大現場監控獎罰和工序獎罰力度；以各崗位質量控制點為核心，加強GMP日常檢查力度，嚴格落實GMP常態化和主動化管理。

Quality system management

We updated our quality management documentation system in accordance with the latest laws and regulations to ensure that the documentation system met the requirements of GMP and other relevant regulations and production processes. We also created a new contract manufacturing documentation system for contract manufacturing. We improved our change management, deviation management and other related tasks, clarifying the process of change planning as well as the grading of deviations. We enhanced the quality monitoring of key control points during the entire manufacturing process, as well as the use of rewards and penalties for on-site and process monitoring. Focusing on the quality control points of each position, we enhanced our daily GMP inspections and strictly implemented GMP normalization and proactive management.



質量風險管理

建立質量風險管理流程，包括風險評估、風險控制、風險溝通交流、風險回顧等步驟，利用風險矩陣圖、魚骨圖、失效模式和影響分析(Failure Mode and Effect Analysis, FMEA)等工具對風險進行分析和評估，並對風險實施分級分類管理，制定相應的風險管理措施，確保質量風險得到有效管控。

Quality risk management

We established a quality risk management process, which consists of risk assessment, risk control, risk communication, risk review and other procedures, and employed risk matrices, fishbone diagrams, Failure Mode and Effect Analysis (FMEA) and other tools to analyze and evaluate risks. We also implemented hierarchical and classified management of risks, and developed corresponding risk management measures to ensure that quality risks were effectively controlled.



質量審計

定期進行法規符合性審計，涵蓋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等內容；組織進行公司級及部門級自檢，並接受外部審計，包括藥品GMP符合性現場檢查、日常監管檢查、受託生產品種現場檢查，並針對存在的問題制定整改計劃，定期追蹤整改情況。

Quality audit

We regularly conducted regulatory compliance audits, which cover GMP compliance, pharmacovigilance system compliance and the regulatory compliance of R&D and technology transfer and contract manufacturing. We organized company-level and department-level internal audits, and accepted external audits, including on-site inspections of pharmaceutical GMP compliance, daily regulatory inspections, and on-site inspections of contract manufacturing varieties. We also formulated rectification plans for existing problems, and regularly followed up their rectification.



質量信息收集

及時跟進國家最新法規情況，並安排專人追蹤產品質量反饋，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等。

Quality information collection

We kept abreast of the latest national laws and regulations, and assigned dedicated personnel to follow up on product quality feedback, including the random inspections of marketed drugs, drug quality feedback and adverse reactions to marketed drugs.



質量培訓

透過線上和線下的方式組織質量培訓，包括生產和過程控制、不合格品與物料再利用、GMP理論知識、物料質量標準、中試生產前培訓等，提升員工的專業技能與業務水平；加強內部學習交流，營造學習氛圍，強化員工自身競爭優勢，提升工作效率與能力。

Quality training

We organized online and offline quality training sessions, which covered production and process control, the reuse of defective products and materials, GMP theory and knowledge, material quality standards and pre-pilot production, to enhance employees' professional skills and business level. We also promoted learning and exchanges within the Company, created a conducive atmosphere for learning, strengthened employees' own competitive advantages, and improved their work efficiency and capabilities.

產品質量外部專業培訓

External professional training on product quality

二零二三年，我們邀請外部專業人士針對員工開展產品質量管理培訓，涵蓋驗證管理、最新法規解讀、質量管理、生產管理、藥物警戒等內容，培訓累計開展50餘次。通過多次產品質量相關培訓的學習，本集團關鍵部門員工進一步了解行業最新的管理理念和要求，並將其運用在實際工作當中，以更高的標準開展日常工作，進一步強化了本集團產品質量管理水平。

In 2023, we invited external professionals to carry out product quality control training for employees, covering verification management, interpretation of the latest regulations, quality control, production management, pharmacovigilance, etc. The training has been carried out more than 50 times in aggregate. Through multiple product quality-related training sessions, employees in key departments of the Group have further understood the latest management concepts and requirements of the industry, and have in turn applied them in actual work scenarios, carried out daily work with higher standards, and further strengthened the products quality control level of the Group.



外部專業培訓現場
External professional training

臨床試驗質量管理

為確保臨床試驗質量，我們嚴格遵守藥物臨床試驗質量管理規範(Good Clinical Practice, GCP)和一致性評價要求等法律法規，制定標準作業程序(Standard Operating Procedures, SOP)，對臨床試驗的程序和要求作出規範，確保臨床試驗項目質量得到有效管控。我們設有科研管理中心，根據本集團的發展戰略和經營目標，為產品研發提供臨床數據支持，並負責承接各子公司臨床試驗項目的委託，進行臨床試驗整體實施及管理。

我們對臨床試驗項目實施開展全流程管理，加強對項目關鍵質量節點的管控，及時開展風險識別和風險評估，以有效應對項目過程中出現的風險，確保試驗項目能夠順利開展。在項目前期，我們制定臨床試驗進度計劃表，嚴格審核確認試驗的相關文件；在項目進展過程中，我們要求合同研究組織(Contract Research Organization, CRO)每週匯報項目進度，實時監控項目進程，協調處理風險和問題，保障試驗進度；必要時，在關鍵節點開展協同監查，考核CRO監查員的能力，監查項目質量及流程，整改發現的問題，以保證臨床試驗項目質量。

藥物警戒體系

四環醫藥嚴格遵守《藥物警戒質量管理規範》《藥物警戒檢查指導原則》等相關法律法規，設立集團藥械警戒部和各子公司藥物警戒部，採取各子公司獨立搭建藥物質量管理體系與集團統一集約管理的交互工作模式。根據管理要求，各子公司獨立設置藥物警戒部門，配備專職人員開展藥物警戒工作，多渠道監測產品安全性信息，及時分析評估監測到的安全性信號；本集團藥械警戒部指定專人與各子公司溝通，協助開展產品安全性信息收集，審核藥物警戒安全性報告，定期監控體系考核指標，確保四環醫藥的藥物警戒工作有效發展。

Clinical Trial Quality Control

To ensure the quality of clinical trials, we strictly abide by laws and regulations such as Good Clinical Practice (“GCP”) and consistency evaluation requirements. We have formulated Standard Operating Procedures (“SOP”) to standardize the procedures and requirements of clinical trials to ensure that the quality of clinical trial projects is effectively controlled. We have set up the Scientific Research Management Center that provides clinical data support for product R&D in accordance with the Group’s development strategy and business objectives. The Center is also responsible for undertaking the commissioning of clinical trial projects from each subsidiary and conducting the overall implementation and management of clinical trials.

We carry out full-process management of the implementation of clinical trial projects, strengthen the control of key quality stages of the project, and conduct timely risk identification and risk assessment to effectively respond to risks that arise during the project and ensure that the trial project can be carried out smoothly. In the early stage of the project, we formulate a clinical trial schedule and strictly review and confirm the relevant documents of the trial. During the project, we require the Contract Research Organization (“CRO”) to report the project progress every week, monitor the project progress in real time, coordinate and deal with risks and problems, and ensure the progress of the trial. We carry out collaborative inspections at key stages to assess the capabilities of CRO inspectors when necessary, so as to monitor project quality and processes, and rectify discovered problems to ensure the quality of clinical trial projects.

Pharmacovigilance System

Sihuan Pharmaceutical strictly abides by relevant laws and regulations such as the “Good Pharmacovigilance Practice” and “Pharmacovigilance Inspection Guiding Principles”, and has established the Group’s pharmacovigilance department and the pharmacovigilance department of each subsidiary. It adopts the quality management system that is independently established by each subsidiary and interactive working model for unified and centralized management of the Group. According to management requirements, each subsidiary has independently set up a pharmacovigilance department and assigned full-time personnel to carry out pharmacovigilance work, including monitoring product safety information through multiple channels, and promptly analyzing and evaluating safety signals; the Group’s pharmacovigilance department designates dedicated personnel to communicate with each subsidiary to assist in the collection of product safety information, review pharmacovigilance safety reports, and regularly monitor system assessment indicators to ensure the effective operation of Sihuan Pharmaceutical’s pharmacovigilance work.

責任於行，共享未來 Act with Responsibility and Share the Future

為進一步提升本集團藥物警戒工作標準，我們細化藥物警戒工作的管理職責、工作流程及審核要求，持續推進藥物警戒體系文件模板的修訂工作。二零二三年，本集團藥械警戒部修訂15個藥物警戒體系文件模板，其中發佈生效12個；各子公司依據本集團發佈的制度及模板文件，修訂100餘個體系文件，進一步推動制度文件規範化、統一化。

此外，我們持續推進藥物警戒工作，通過監測產品上市後安全性、加強風險管理、運用數字化藥物警戒系統、開展藥物警戒內部審計、組織藥物警戒培訓等，不斷提升本集團藥物警戒管理水平。

In order to further improve the standard of the Group's pharmacovigilance work, we have refined the management responsibilities, work processes and audit requirements of pharmacovigilance work, and continued to promote the revision of the pharmacovigilance system file template. In 2023, the Group's pharmacovigilance department revised 15 pharmacovigilance system file templates, of which 12 were issued and went into effect. Each subsidiary has revised more than 100 system files based on the systems and template files issued by the Group to further promote the standardization and unification of system files.

In addition, we continue to promote the pharmacovigilance work and continuously improve the Group's pharmacovigilance management level by monitoring product safety after launch, strengthening risk management, utilizing digital pharmacovigilance systems, conducting internal pharmacovigilance audits, and organizing pharmacovigilance training.



產品安全性監測和風險管理

PRODUCT SAFETY MONITORING AND RISK MANAGEMENT

- 持續進行產品上市後安全性監測和風險管理，推進產品的安全性評價，確保產品風險最小化；
- The Group has continuously carried out the product safety monitoring and risk management after launch and promoted product safety evaluation, in order to minimize product risks;
- 每日對藥品聚集性事件進行信號檢測，確保所有藥品完成安全性信號檢測並形成信號檢測報告，以及藥品上市後定期更新安全性報告。
- The Group conducts signal detection on drug aggregation events on a daily basis to ensure that all drugs complete safety signal detection and form a signal detection report, and regularly updates the safety report after the drug is commercialized.



藥物警戒系統數字化

DIGITIZATION OF PHARMACOVIGILANCE SYSTEM

- 使用第三方藥物警戒系統，用於本集團及各子公司藥品／藥物不良事件報告的處理、存儲、分析和遞交等工作。系統供應商負責系統版本的持續更新發佈，以及系統中數據的存儲及安全性；集團藥械警戒部負責系統的使用與維護管理；
- The third-party pharmacovigilance system is used for the processing, storage, analysis and submission of the Group's and its subsidiaries' drug/adverse drug event reports. The system supplier is responsible for the update of the system version and information storage and safety, and the Group's pharmacovigilance department is responsible for the use, maintenance and management of the system;
- 該系統符合國際標準，覆蓋藥物警戒工作全流程，內嵌藥物警戒工作邏輯，建立完整的產品安全性信息數據庫，進行信息採集、存儲、分析運用；
- The system complies with international standards, covers the entire process of pharmacovigilance work, embeds pharmacovigilance work logic, establishes a complete product safety information database, and collects, stores, analyzes and uses information;
- 二零二三年，本集團及時與數字化系統供應商溝通，確認數據、流程的符合性及延續性，加快推進新業務功能模塊上線。
- In 2023, the Group communicated with the digital system supplier in a timely manner to confirm the compliance and continuity of data and processes, and accelerated the launch of new business function modules.



藥物警戒內部審計

INTERNAL AUDIT OF PHARMACOVIGILANCE

- 組建由具備內審資質的人員組成的內審小組，採用線上、現場相結合的方式開展藥物警戒體系內部審計，重點檢查組織架構、人員管理、不良事件報告、安全事件處置、定期數據分析、風險評價等工作的實施情況；
- The Group has established an internal audit team composed of personnel with internal audit qualifications to carry out online and offline internal audit of the pharmacovigilance system, which focused on inspecting the implementation of organizational structures, personnel management, adverse event reports, safety incident handling, regular data analyses, risk assessment, etc.;
- 內部審計開展前制定詳細的審計要求及時間節點，建立溝通群，在審計過程中及時溝通檢查問題，提高審計效率；審計結束後，各子公司按要求對審計中發現的問題進行限期整改，並梳理和匯總審計發現的問題，組織線上交流分享，防止同樣的問題再次發生；
- The Group formulates detailed audit requirements and deadlines before the internal audit is carried out, and has established a communication group to communicate and inspect issues in a timely manner during the audit process to improve audit efficiency. After the audit, all subsidiaries rectify the problems found in the audit within a time limit as required, analyze and summarize the problems found in the audit, and organize online communication and sharing to prevent recurrence of the same problems;
- 二零二三年，審計結果顯示，各子公司藥物警戒體系完善，工作開展規範，較上一年度有較大提升，未發現重大缺陷。
- In 2023, the audit results showed that the pharmacovigilance system of each subsidiary was improved and the work was carried out in a standardized manner, representing a significant improvement compared with the previous year, and no major defects were found.



藥物警戒培訓

PHARMACOVIGILANCE TRAINING

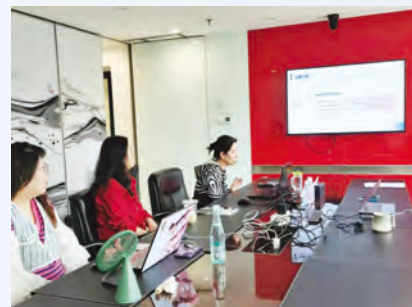
- 開展藥物警戒培訓，包括藥械警戒法規解讀、監測技術培訓等，實現藥物警戒人員全覆蓋，並組織藥物警戒人員參加藥品監管部門開展的外部培訓，確保相關人員掌握最新的法規要求；
- The Group has carried out pharmacovigilance training, including interpretation of pharmacovigilance regulations, and monitoring technology training, to achieve full coverage of pharmacovigilance personnel, and organized pharmacovigilance personnel to participate in external training conducted by drug regulatory authorities to ensure that relevant personnel understand the latest regulatory requirements;
- 二零二三年，面向本集團全體員工、藥物警戒專職人員、營銷人員共開展19次藥物警戒培訓及知識講座，全面宣貫法律法規要求，解析相關人員的藥物警戒崗位職責，提升藥物警戒人員專業技能。
- In 2023, a total of 19 pharmacovigilance training and knowledge lectures were conducted for all employees, full-time pharmacovigilance personnel, and marketing personnel of the Group to comprehensively advocate and implement legal and regulatory requirements, analyze the pharmacovigilance job responsibilities of relevant personnel, and improve the professional skills of pharmacovigilance personnel.

藥物警戒工作培訓交流會

Pharmacovigilance training and exchange meeting

二零二三年四月，我們面向藥物警戒專職人員開展藥物警戒工作培訓交流會，內容涵蓋藥物警戒工作管理制度、培訓管理制度、藥物警戒體系文件管理等內容。通過此次培訓交流會，本集團藥物警戒專職人員進一步了解相關管理制度、監管部門檢查重點和要求，提升員工的藥物警戒意識和工作能力。

In April 2023, we held a pharmacovigilance training and exchange meeting for full-time pharmacovigilance personnel, covering pharmacovigilance management system, training management system, pharmacovigilance system file management, etc. Through the training and exchange meeting, the Group's full-time pharmacovigilance personnel further understood the relevant management mechanisms, inspection focus and requirements of regulatory authorities, and improved their pharmacovigilance awareness and work capabilities.



藥物警戒工作培訓交流會現場
Pharmacovigilance training and exchange meeting

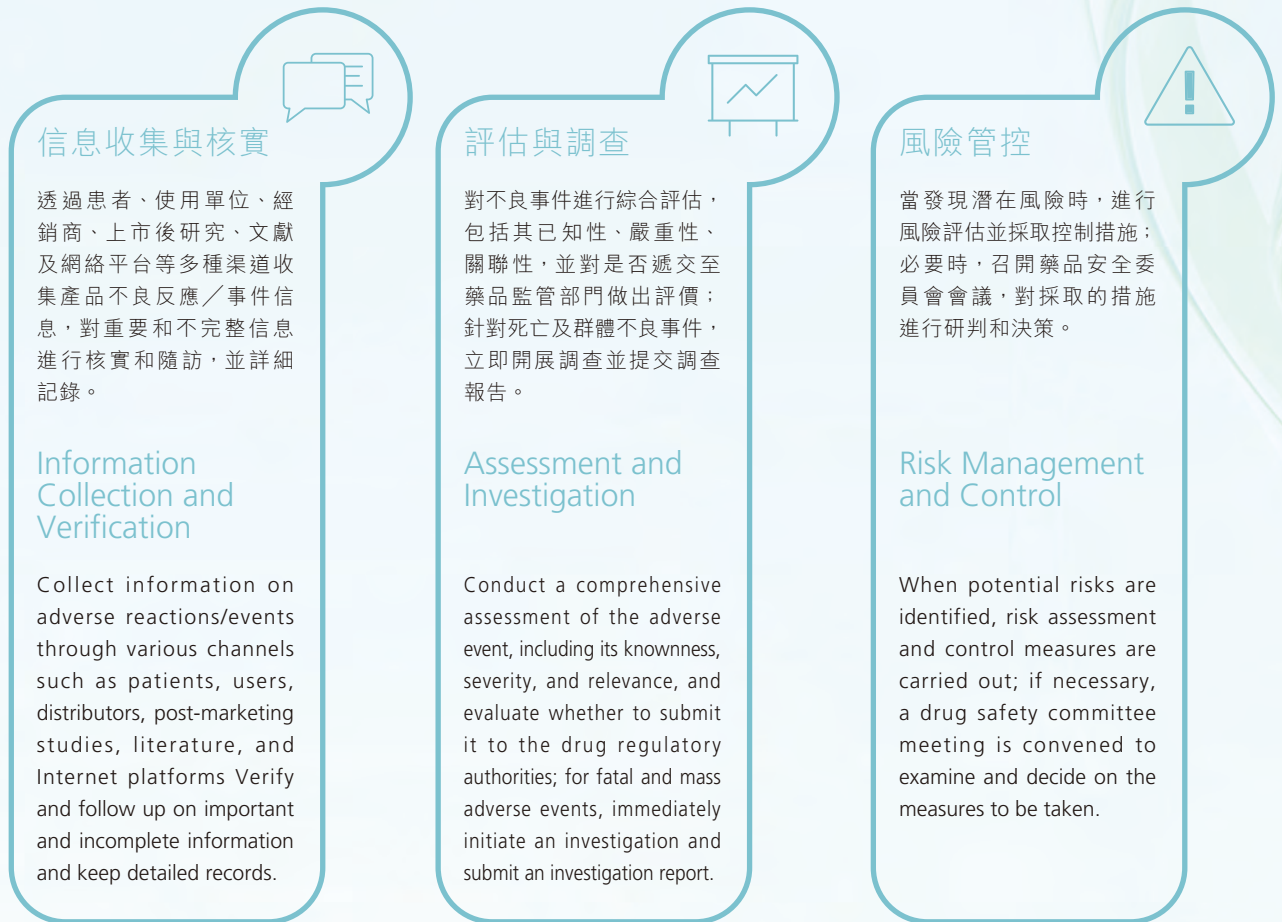
不良反應／事件管理機制

本集團嚴格遵守《藥物警戒質量管理規範》《藥品不良反應報告和監測管理辦法》等法律法規，制定《藥品不良事件投訴與醫學信息諮詢處理程序》《上市後藥品不良事件收集與處理程序》《藥品群體不良事件處理程序》《上市後藥品不良事件隨訪流程》等管理制度，開展藥品不良事件的收集、調查、分析及評價，評估和管控不良事件中可能存在的風險。我們建立不良反應／事件的管理機制，通過信息收集與核實、評估與報告、風險管控等流程，加強對不良反應／事件的管理，實施有效的風險管控措施。

Adverse Reactions/Event Management Mechanism

The Group strictly abides by laws and regulations such as the "Good Pharmacovigilance Practice" and "Provisions for Adverse Drug Reaction Reporting and Monitoring" and has formulated management mechanisms such as "Procedures for Handling Complaints about Adverse Drug Events and Medical Information Consultation", "Procedures for Collection and Handling of Adverse Drug Events after Marketing", "Procedures for Handling Adverse Events in Drug Groups", and "Post-marketing Adverse Drug Events Follow-up Procedures", to carry out the collection, investigation, analysis and evaluation of adverse drug events, and assesses and controls possible risks in adverse events. We have established a management mechanism for adverse reactions/events, and through processes such as information collection and verification, assessment and reporting, and risk control, we have strengthened the management of adverse reactions/events and have implemented effective risk control measures.

責任於行，共享未來 Act with Responsibility and Share the Future



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

產品風險評價和控制

為加強對產品突發事件的應急管理能力，進一步保障患者權益與用藥安全，本集團制定《藥品安全委員會管理制度》《藥品安全性評價與風險控制程序》等管理制度，規範產品召回的工作流程，並成立藥品安全委員會，負責分析和評價重要安全性風險信號，制定藥品風險控制策略等。

在藥物警戒的過程中，若發現產品存在不合理風險或缺陷，相關子公司將召開藥品安全委員會會議，討論和評估產品風險，依據評估結果制定風險控制措施，必要時召回涉及的產品並監督執行情況。若產品達到藥品監管部門規定的召回條件，我們將按照質量管理體系的要求啟動產品召回程序。本年度，四環醫藥未監測到產品重大安全性風險，亦未發生大規模藥品召回事件。

Product Risk Assessment and Control

In order to strengthen its emergency management capabilities for product emergencies and further protect patients' rights and medication safety, the Group has formulated management mechanisms such as the "Drug Safety Committee Management System" and "Drug Safety Evaluation and Risk Control Procedures" to standardize the work process of product recalls. The Group has established the Drug Safety Committee, which is responsible for analyzing and evaluating important safety risk signals and formulating drug risk control strategies.

During the pharmacovigilance process, if a product is found to have unreasonable risks or defects, the relevant subsidiaries will hold drug safety committee meetings to discuss and evaluate product risks, formulate risk control measures based on the evaluation results, recall the involved products if necessary, and supervise such implementation. If the product falls into the recall scope specified by the drug regulatory department, we will initiate the product recall process in accordance with the requirements of the quality control system. During the Year, no major safety risks of products were recorded, and no large-scale drug recalls occurred in Sihuan Pharmaceutical.

責任於行，共享未來 Act with Responsibility and Share the Future

3、用心服務，提供優質客戶體驗

四環醫藥以客戶需求為導向，堅持為客戶提供高品質的產品和服務，並通過多種渠道與客戶保持互聯互通，積極回應客戶訴求，尊重和保障客戶的合法權益，以贏得客戶的認可和信任。

保障服務質量

本集團制定並落實《用戶投訴管理規程》等內部制度，建立投訴處理流程，接受和處理來自書面和口頭信息、電話、電郵等渠道的投訴。在接收和記錄投訴信息後，我們按照「三七原則」，在三天內解決一般訴求，在七天內處理複雜問題，必要時由主管或經理直接對接所涉及部門的負責人，提高投訴處理效率。若該投訴是因產品本身缺陷引起的，我們進行生產和質量調查，確保投訴能夠得到妥善處理。

此外，我們嚴格管理用戶投訴檔案，定期評估和優化投訴處理流程，並定期開展業務培訓和產品知識培訓，加強員工對產品和服務的認識，以便能迅速回應客戶各項需求，進一步提升服務質量和客戶滿意度水平。本年度，本集團未接獲客戶重大投訴。

同時，在發貨、物流運輸和退換貨等階段，我們嚴格落實相關管理規程，確保始終為客戶提供高效和專業的服務。

高效發貨

- 發貨前，我們與客戶提前溝通，及時了解客戶的藥品使用情況和實際發貨需求。為避免發貨中出現錯誤或遺漏，我們在收到審批文件後迅速下單發貨，並在訂單上清晰標注出貨廠家和倉庫，並及時向客戶反饋物流進度。

EFFICIENT DELIVERY

- Before delivery, we communicate with customers in advance 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 swiftly after obtaining approvals and specify the shipping manufacturer and warehouse on the order. We also keep customers informed of logistics information promptly.

3. Providing Considerate Service and High-quality Customer Experience

Sihuan Pharmaceutical adopts a customer-oriented approach. We provide customers with high-quality products and services, and maintain interconnection with customers through multiple channels, actively respond to customer demands, respect and protect the legitimate rights and interests of customers, so as to win over customers' recognition and trust.

Customer Service Quality Assurance

The Group has formulated and implemented internal systems such as the "Management Regulations of User Complaints" and established a complaint handling process to accept and handle complaints from written and oral information, telephone, telegram and other channels. After receiving and recording complaint information, we follow the "Principle for Three and Seven Days" to resolve general complaints within three days and handle complex issues within seven days. If necessary, the supervisor or manager will directly contact the person in charge of the department involved to improve the efficiency of complaint handling. If such complaint is caused by a defect in the product itself, we will conduct a production and quality investigation to ensure that the complaint can be properly handled.

In addition, we strictly manage user complaint files and regularly evaluate and optimize the complaint handling process. We also regularly carry out business training and product knowledge training to enhance employees' understanding of products and services so that they can quickly respond to customers' needs and further improve service quality and customer satisfaction levels. During the Year, the Group did not receive any major complaints from customers.

At the same time, during the stages of delivery, logistics and transportation, returns and exchanges, we have strictly implemented relevant management procedures to ensure that we always provide customers with efficient and professional services.

穩定運輸

- 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時效及服務質量進行評估，確保貨物破損率在集團標準內、返廠率控制在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，在減少物流運輸時間的同時，極大提升客戶滿意度。

STABLE TRANSPORT

- 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 reduce the logistics time but also increase customer satisfaction significantly.

及時退換

- 為解決客戶的退換貨需求，我們將根據退換貨類型採取適當的方案，以便高效協調處理退貨申請、補貨退款等客戶需求。為了進一步提升產品及服務質量，我們收集所有相關部門提供的退換貨信息，分析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。

**PROMPT RETURN
AND EXCHANGE**

- In order to address customers' needs for returns and exchanges, we 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.

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》等有關法律法規，制定《四環醫藥控股集團有限公司負責任營銷政策》等管理制度，進一步規範營銷行為，堅持以道德、科學、客觀的方式進行營銷活動，不允許出現任何虛假陳述，保障消費者的用藥安全。本年度，本集團未發生有關廣告及標籤的違規事件。

我們要求在向醫療衛生專業人士開展推廣活動時，提供準確的藥品信息以及專業知識的培訓和支持，不得隱瞞藥品已知的不良反應信息，並嚴禁針對醫療衛生專業人士開展以誤導其開具處方或向患者、消費者推薦用藥為目的的推廣活動，持續規範營銷推廣行為，促進醫藥行業健康發展。

Insisting on Responsible Marketing

Sihuan Pharmaceutical strictly abides by relevant laws and regulations such as 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 has formulated management mechanisms such as the "Responsible Marketing Policy of Sihuan Pharmaceutical Holdings Group Ltd." to further standardize marketing behavior. We insist on conducting marketing activities in an ethical, scientific and objective manner, and do not allow any false statements to ensure the safety of consumers' medication. During the Year, the Group had no violations related to advertising and labeling.

We require medical representatives to provide accurate drug information and professional knowledge training and support when conducting promotional activities to medical and health professionals. They must not conceal information about known adverse reactions of drugs and are strictly prohibited to carry out promotion activities aimed at medical and health professionals with the purpose of misleading them into prescribing or recommending medicines to patients and consumers. We continue to regulate the marketing and promotion behavior and promote the healthy development of the pharmaceutical industry.

責任於行，共享未來 Act with Responsibility and Share the Future

為保障客戶的健康和安全，我們依據《社交媒體宣傳標準》，嚴格把控廣告編寫和發佈流程，確保宣傳內容真實、合規。我們客觀介紹藥品的特性、適應症和安全性，不斷更新藥品推廣信息。對於處方藥和非處方藥的宣傳，我們添加必要的提示語和特定標識，幫助客戶選擇合適的藥品。藥品廣告發佈前，我們加強內容審核，確保廣告內容與藥品監管部門批准的內容一致。此外，為防止造假和竄貨等惡劣行為，我們與符合國家和醫藥行業規定的藥品分銷商簽署《經銷商合規承諾書》，規範各級經銷商行為，確保營銷活動的合規性。

信息安全與保護

本集團嚴格遵守《中華人民共和國網絡安全法》等法律法規，完善並優化《四環醫藥控股集團信息管理制度》等內部制度，細化信息系統權限管理流程，並結合信息化項目開展情況，補充修訂業務應用系統評價機制，切實保障項目實際應用效果與投入產出，貫徹落實信息安全與保護要求，規範內部信息安全管理。此外，我們搭建並完善信息安全管理架構，由執行總裁擔任信息安全決策小組組長，對信息安全宏觀事項進行決策；由集團數字化運營中心負責人擔任組長，帶領信息安全管理小組開展日常信息安全工作。

除建立完善的信息安全管理體系，我們通過數據備份、賬戶權限分級管理、文檔加密等方式，全方位保障信息安全。我們要求所有員工和協作第三方保護業務運營的信息數據，包括電子信息、硬拷貝信息、口頭信息等，並要求其及時向數字化運營中心報告已知或涉嫌違反公司信息保護政策的行為，以便能及時處理信息安全事件。同時，我們持續推動信息安全管理自主創新，通過強化本集團的數字化管理，全方位保障信息安全，並通過申請計算機軟件著作權及時保障自身的合法權益。本年度，北京四環獲得包括《流向管理系統V1.0》在內的多項中華人民共和國國家版權局頒發的計算機軟件著作權登記證書，充分展示了本集團信息安全管理方面的創新能力。

In order to protect the health and safety of our customers, we strictly control the advertising copywriting and publishing process in accordance with the "Social Media Promotion Standards" to ensure that promotional content is authentic and compliant. We objectively introduce the characteristics, indications and safety of drugs, and constantly update drug promotion information. For the promotion of prescription and over-the-counter medicines, we add necessary prompts and specific signage to help customers choose the appropriate medicine. Before the release of drug advertisements, we will strengthen content review to ensure that the advertising content is consistent with the content approved by the drug regulatory authorities. In addition, in order to prevent fraud, counterfeiting and other derogatory behaviors, we have signed the "Distributor Compliance Undertaking Letter" with drug distributors who comply with national and pharmaceutical laws and regulations to regulate the behavior of distributors at all levels and ensure the compliance of marketing activities.

Information Security and Protection

The Group strictly abides by the "Cybersecurity Law of the People's Republic of China" and other relevant laws and regulations, and has improved and optimized internal systems such as the "Information Management System of Sihuan Pharmaceutical Holdings Group" to refine the information system permission management process. We have supplemented and revised the business application system evaluation mechanism based on the progress of the informatization project to effectively ensure the actual application effect and both input and output of the project. The Group has always been implementing information security and protection requirements to standardize internal information security management. In addition, we have set up and improved a clear information security management 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 to lead the information security management team to carry out daily information security work.

In addition to establishing a complete information security management system, we ensure information security in all aspects through data backup, hierarchical management of account permissions, and document encryption. We require all employees and cooperating third parties to protect business operation information, including electronic information, hard copy information, oral information, and require them to promptly report known or suspected violations of the Company's information protection policy to the Digital Operations Center so that we can handle such information security incidents promptly. Meanwhile, we continue to promote independent innovation in information security management, safeguard information security in all aspects by strengthening the Group's digital management, and protect our legitimate rights and interests by applying for computer software copyrights. During the Year, Beijing Sihuan obtained a number of registration certificates of computer software copyrights issued by the National Copyright Administration of the PRC, including the "Flow Management System V1.0", which fully demonstrated the Group's innovative capability in information security management.



北京四環獲多項「計算機軟件著作權登記證書」
Beijing Sihuan obtained a number of "registration certificates of computer software copyrights"

為保障集團合法權益，防止商業秘密洩漏或受到侵犯，我們制定《保密信息管理規程》，規範保密信息管理流程，對保密信息的範疇、保密等級劃分、涉密人員、涉密區域和涉密設備作出明確的管理要求。同時，我們建立涉密管理專項組織架構，由本集團涉密管理專項工作組統籌保密管理制度的修訂與完善，並負責涉密範圍的認定、變更與解除；由本集團涉密管理專項辦公室負責保密管理的日常工作，定期監督檢查規程執行和落實情況。此外，我們將保密管理工作納入考核管理體系，並在《員工行為守則》中明確要求員工對本集團機密和關鍵商業信息承擔保密責任，不得向外界透露任何關於集團業務和營銷的信息，一旦發現信息洩漏的情況，將會對相關責任人追責。

為強化員工信息安全意識，我們定期開展信息安全培訓，向新入職的員工提供文檔資產安全系統培訓，增強員工對信息安全防護的重視，培養良好的信息安全習慣。此外，為滿足文檔資產管理的項目需求，我們組織開展文檔歸集規範宣導培訓及文檔資產管理平台使用培訓，讓員工在日常工作中加強對文檔資產的保護。

In order to protect the legitimate rights and interests of the Group and prevent the leakage or infringement of business secrets, we have formulated the "Confidential Information Management Procedures" to standardize the confidential information management process, clarify management requirements for the scope of confidential information, classification of confidentiality levels, confidential personnel, confidential areas and confidential equipment. At the same time, we have established a special organizational structure for confidentiality management. The Group's special working group on confidentiality management coordinates the revision and improvement of the confidentiality management system and is responsible for the identification, change and release of the scope of confidentiality. The Group's special confidentiality management office is responsible for the daily work of confidentiality management and regularly supervises and inspects the implementation of procedures. Furthermore, we have incorporated confidentiality management work into the assessment management system, and clearly require employees in the "Employee Code of Conduct" to assume confidentiality responsibilities for the Group's confidential and key business information, and employees are not allowed to disclose any information about the Group's business and marketing to external parties. Once information leakage is discovered, the relevant responsible persons will be held accountable.

In order to strengthen employees' information security awareness, we regularly carry out information security training and provide document asset security system training for new employees to enhance employees' attention to information security protection and cultivate good information security habits. In addition, in order to meet the project needs of document asset management, we have organized publicity training on document collection standards and training on the use of the document asset management platform, so that employees can strengthen the protection of document assets in their daily work.



文檔資產管理平台使用培訓
Document asset management platform usage training

責任於行，共享未來 Act with Responsibility and Share the Future

綠色責任－牢記安全使命， 踐行綠色承諾

四環醫藥積極肩負起保護環境、守護員工健康安全的責任，嚴格遵守環境、健康和安全的法律法規及相關要求，建立、保持並持續改進環境、健康與安全（「EHS」）管理體系，落實以預防為主的EHS管理舉措，持續提升EHS管理水平，全方位保障員工的健康與安全，持續推進安全環保的綠色企業建設，踐行可持續發展承諾。

1、完善EHS管理機制

本集團嚴格遵守《中華人民共和國環境保護法》《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》等經營所在地法律法規，並於本年度制定適用於所有運營基地的《四環醫藥集團環境職業健康安全管理政策》，修訂包括《EHS事故管理規程》《事故應急管理規程》《危險化學品安全管理規程》《EHS教育培訓管理規程》等在內的共計10份內部制度，持續強化集團EHS風險管控能力，完善集團EHS管理體系建設。同時，本集團已制定清晰明確的EHS管理方針，並將其融入日常管理和經營活動中，有序開展EHS管理工作。

GREEN RESPONSIBILITY – KEEPING THE SAFETY MISSION IN MIND AND FULFILLING GREEN COMMITMENTS

Sihuan Pharmaceutical actively assumes the responsibility of protecting the environment and protecting the health and safety of employees. We strictly abide by laws, regulations and related requirements related to environment, health and safety, and establish, maintain and continuously improve the environment, health and safety (“EHS”) management mechanisms. We have implemented EHS management measures that focus on prevention, and continued to improve EHS management standards to comprehensively protect the health and safety of employees and continuously promote the construction of a safe and environmentally friendly green enterprise so as to fulfill our commitment to sustainable development.

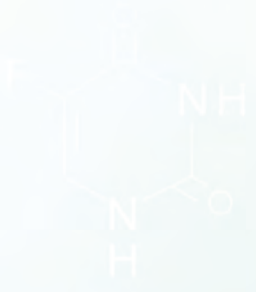
1. Improving EHS Management Mechanism

The Group strictly abides by the laws and regulations of the places where it operates, such as the “Environmental Protection Law of the People’s Republic of China”, 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”. During the Year, the Group has formulated the “Environmental and Occupational Health and Safety Management Policy of Sihuan Pharmaceutical Holding Group Ltd.” that applies to all operating bases, and has revised a total of 10 internal systems including the “EHS Accident Management Procedures”, “Accident Emergency Management Procedures”, “Hazardous Chemicals Safety Management Procedures” and “EHS Education and Training Management Procedures”, thereby continuously strengthening the Group’s EHS risk management and control capabilities and improving the establishment of the Group’s EHS management system. At the same time, the Group has formulated clear and precise EHS management policies, which have been integrated into its daily management and operating activities to carry out EHS management in an orderly manner.

責任於行，共享未來
Act with Responsibility and Share the Future



EHS管理方針
EHS Management Policy



責任於行，共享未來

Act with Responsibility and Share the Future

EHS 管理架構

為貫徹落實各項EHS管理要求，本集團圍繞EHS管治方針及目標，組建EHS委員會，負責監督指導安全生產工作、審定安全生產規劃及目標、推進安全生產管理體系建設、向員工提供環境／職業健康安全方面的指導等，確保EHS管理工作的有序開展。

EHS委員會管治架構及各層級管理職責如下：

EHS Management Structure

In order to implement various EHS management requirements, the Group has established an EHS committee based on EHS governance policies and targets, which is responsible for supervising and guiding safety production work, reviewing safety production plans and goals, promoting the construction of safety production management system, providing environmental/occupational health and safety guidance to employees, etc., to ensure the orderly development of EHS management work.

The governance structure and management responsibilities of each level of the EHS committee are as follows:

集團總裁 President of the Group	<ul style="list-style-type: none"> 負責集團環境及職業健康安全工作總體戰略部署 Responsible for overall strategic arrangement of EHS work 對重大環境及職業健康安全事項做出決策 Major EHS decision making
企業價值管理中心 Enterprise Value Management Center	<ul style="list-style-type: none"> 企業價值管理中心總監為集團環境及職業健康安全工作的分管負責人 The director of the Center is the person in charge of the Group's EHS work 企業價值管理中心EHS部為各子公司的環境及職業健康安全工作進行統籌、指導、檢查並提供支持 The EHS department of the Center coordinates, guides, inspects and provides supports for the EHS work of each subsidiary
子公司總經理 General manager of subsidiaries	<ul style="list-style-type: none"> 子公司總經理是子公司負有執行責任的最高管理者，對子公司的環境及職業健康安全管理体系的有關事項具有決定權 General manager of subsidiaries is the prime executive responsible for the execution of subsidiaries and has the power to make decisions on matters related to subsidiaries' environmental and occupational health and safety management systems 負責子公司的職業健康、安全、消防、環保管理工作，完善子公司的EHS管理體系 Responsible for the management of occupational health, safety, fire prevention and environmental protection of the subsidiaries, and improve the EHS management system of the subsidiaries
子公司EHS部 EHS department of subsidiaries	<ul style="list-style-type: none"> 負責子公司EHS目標的分解落實及措施策劃的制定 Responsible for resolution and implementation of EHS goals of subsidiaries and the formulation and implementation of measures and plans 對環境因素／危險源進行辨識、評價及控制 Identify, evaluate and control environmental factors/hazard sources 開展子公司EHS培訓工作 Organize EHS training for subsidiaries

EHS委員會組織架構

Organizational Structure of the EHS Committee

EHS管理目標與績效考核

本集團充分結合重要環境因素、危險源及相關的法律法規要求，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》，設定可測量、可評價的EHS目標，並將實現EHS管理目標的措施融入業務過程，持續提升EHS績效表現。同時，我們依據《EHS信息交流管理規程》，規範本集團EHS信息的上報、協商、溝通等流程，並對各子公司實施EHS月度信息動態管理，嚴格管控EHS管理的落實情況。

EHS Management Goals and Performance Appraisal

The Group has fully combined important environmental factors, hazards and relevant legal and regulatory requirements to establish, implement and regularly update the "Monitoring and Measurement Control Procedures for Environment, Occupational Health and Safety" and set measurable and evaluable EHS goals. The Group also integrated measures to achieve EHS management objectives into its business processes and continued to improve EHS performance. At the same time, in accordance with the "EHS Information Exchange Management Regulations", we have standardized the reporting, consultation, communication and other processes of the Group's EHS information. We have also implemented dynamic monthly EHS information management for each subsidiary, and strictly controlled the implementation of EHS management.

EHS管理目標 EHS Management Goals

管理目標 Management goals	<ul style="list-style-type: none"> 對集團EHS審計的問題點定期完成有效整改 Regular and effective rectification of issues identified in the EHS audits of the Group
安全目標 Safety goals	<ul style="list-style-type: none"> 不發生與工作相關的死亡事故 No work-related fatal accidents 不發生與工作相關的嚴重傷害事故 No work-related serious injury accidents 不發生造成嚴重經濟損失的安全事故 No safety accidents causing serious economic losses 不發生食物中毒事件 No food poisoning incidents
環保目標 Environmental protection goals	<ul style="list-style-type: none"> 不發生洩露事故 No leakage accidents 不發生環境污染事故 No environment pollution incidents 不發生造成嚴重經濟損失的環保事故 No environmental accidents causing serious economic losses
職業健康目標 Occupational health goals	<ul style="list-style-type: none"> 不出現職業病 No occupational disease 不發生因公司自身原因受到職業健康方面停產整頓的行政處罰 No administrative penalties for occupational health-related suspension and rectification due to the Company's own reasons 無職業健康相關負面報道及公眾投訴事件 No negative reports and public complaints related to occupational health

責任於行，共享未來 Act with Responsibility and Share the Future

本年度，我們制定《二零二三年度EHS管理目標責任書》，制定各子公司需要達成的EHS目標，完善具體的考核細則及管理提升要求，並依據各子公司年度目標達成情況進行總體評估及考核，編寫《二零二三年度EHS管理目標責任書目標完成及考核情況匯總》，進一步明確EHS管理方向，提升EHS管理成效。此外，本集團持續落實責任管理，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，並根據子公司EHS目標完成情況對相關人員進行獎懲，做到賞罰分明，充分調動各子公司的積極性，推動EHS管理的良性循環與穩定發展。

截至二零二三年十二月三十一日，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。

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，並結合自身實際運營情況，制定並實施《環境、職業健康安全手冊》，對各子公司的EHS管理情況進行監督、評估與指導，持續推進EHS管理體系建設。在日常體系運行過程中，我們對子公司的EHS優秀管理案例及專項管理提升方案進行匯總，並於本集團內部進行推廣學習，持續提升EHS管理水平。同時，我們積極協助各子公司進行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。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。

During the Year, we prepared the “Letters of Responsibility for EHS Management Goals in 2023”, setting EHS goals that each subsidiary needs to achieve, and has improved specific assessment rules and management improvement requirements. We also conducted an overall assessment and evaluation based on the achievement of the annual goals of each subsidiary, and compiled the “Summary of the Achievement of EHS Management Goals and Assessment for 2023” to further clarify the direction of EHS management and improve the effectiveness of EHS management. In addition, the Group continued to implement responsibility management and follow the “EHS Reward and Punishment Management Protocol of the Group” to link the EHS performance with the general manager’s compensation of each subsidiary. We reward and penalize the relevant personnel according to the achievement of EHS targets of our subsidiaries, so that rewards and penalties are clearly defined to fully mobilize the enthusiasm of our subsidiaries, and to promote the benign cycle and steady development of EHS management.

As of 31 December 2023, the EHS goals of the Group’s subsidiaries for the Year were fulfilled well, and no EHS-related accidents occurred.

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 formulated and implemented the “Environmental and Occupational Health and Safety Management Manual” to supervise, evaluate and guide the EHS management of each subsidiary, thereby continuously promoting the construction of the EHS management system. In the daily operation of the system, we summarize the excellent EHS management cases and special management improvement plans of our subsidiaries, and promote and learn within the Group to continuously improve the EHS management level. Also, we actively assist each subsidiary in ISO system certification and ensure that certified companies continue to meet the requirements of certification. 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、綠色工廠等EHS體系相關認證工作。截止二零二三年十二月三十一日，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、吉四澳康均已獲得安全生產標準化三級企業資質；本溪恒康於二零二三年度取得遼寧省綠色工廠認證；北京四環為二零二三年度第一批通過清潔生產審核評估單位；吉林匯康於二零二三年度入選「2022年度吉林省健康企業」名單。

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》及《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》《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並進行有效預防與管理。目前，我們已將EHS風險管理和評估納入所有業務流程中，制定有效的行動計劃和優先事項，持續地提升EHS風險應對水平。

In addition, we continue to promote the safety production standardization system, green factory and other EHS system-related certifications of each subsidiary. As of 31 December 2023, Beijing Sihuan, Jilin Sihuan, Ambest Pharmaceutical, Jilin Jinsheng, Jilin Zhen'ao, Jilin Sichang, Changchun Xiangtong, and Jisi Aokang have obtained the level III certificate of production safety standardization; Benxi Hengkang obtained Green Factory Certification of Liaoning Province in 2023; Beijing Sihuan was the first batch of units to pass the clean production audit and assessment in 2023; Jilin Huikang was selected into the list of "2022 Health Enterprises in Jilin Province" in 2023.

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 can be effectively prevented and managed. Currently, we have integrated EHS risk management and assessment into all business processes, formulated effective action plans and priorities, and continuously improved the level of EHS risk response.

責任於行，共享未來 Act with Responsibility and Share the Future

二零二三年度，我們修訂《四環集團EHS風險級別評定標準》，對各子公司EHS風險進行評分，確定企業風險等級，並制定EHS風險台賬，嚴格規範與管控EHS風險管理工作。同時，我們鼓勵員工報告任何EHS相關的不合規行為、不安全行為、安全隱患或其他安全事件，並根據EHS事故報告調查管理辦法開展相應調查，以確定應對舉措與責任，保障EHS管理工作的平穩運行。

EHS 審計

本集團制定年度EHS審計計劃及審計實施方案，採取內部交叉互審的形式開展EHS審計，以促進各子公司之間的相互學習與交流，實現取長補短、共同進步，更有效地提升整體EHS管理水平。本年度，我們依據《EHS審計管理規程》對弘和製藥、本溪恒康、吉四澳康、吉林津升、長春翔通、北京澳合研究院、吉林四環共7家子公司開展年度EHS審計工作，審計範圍包括安全、消防、環保、職業健康相關的體系管理、制度文件、運行記錄、現場執行情況等，涵蓋各子公司的全部區域。本集團將通過開展EHS審計工作，協助各子公司發現實際管理中的缺陷與不足，制定相應的整改方案，並就整改情況進行定期跟進及驗證，有序指導各子公司提升EHS管理工作。

EHS 宣貫與培訓

本集團根據國家EHS法規要求，結合各子公司管理現狀，於本年度修訂了《EHS教育培訓管理規程》，採用專項培訓、優秀案例分享、主題交流活動等形式，開展環境、健康和 safety 體系相關的教育與培訓，提升全體員工的EHS意識和業務技能水平，樹立正確的EHS管理理念，並防範EHS事故的發生，從而提高公司整體的EHS管理水平，保障公司EHS管理體系的有效運行。

In 2023, we revised the "EHS Risk Level Assessment Standard of Sihuan Group" to rate the EHS risks of each subsidiary, thereby determining the corporate risk level. We have also formulated an EHS risk ledger to strictly standardize and control EHS risk management work. At the same time, we encourage employees to report any EHS-related non-compliance, unsafe behavior, safety hazards or other safety incidents, and have conducted corresponding investigations in accordance with the EHS incident report investigation and management measures to determine response measures and responsibilities and ensure the smooth operation of EHS management work.

EHS Audit

The Group has formulated an annual EHS audit plan and audit implementation program, and has conducted EHS audits in the form of internal cross-examinations to promote mutual learning and exchanges among subsidiaries, and to learn from each other's strengths and make progress together, thereby improving the overall EHS management level in a more effective manner. During the Year, we carried out annual EHS audits in accordance with the "EHS Audit Management Protocol" on seven subsidiaries, including Ambest Pharmaceutical, Benxi Hengkeng, Jisi Aokang, Jilin Jinsheng, Changchun Xiangtong, Beijing Ao He Research Institute, and Jilin Sihuan. The scope of the audit included system management, system files, operation records, on-site implementation related to safety, fire protection, environmental protection, and occupational health, covering all areas of each subsidiary. The Group will carry out EHS audit work to assist each subsidiaries in discovering defects and shortcomings in actual management, formulate corresponding rectification plans, conduct regular follow-up and verification on the rectification status, and guide each subsidiaries in an orderly manner to improve EHS management.

EHS Publicity and Training

In accordance with the requirements of national EHS regulations and in combination with the management status of each subsidiary, the Group revised the "EHS Education and Training Management Regulations" during the Year. Through special training, excellent case sharing, theme exchange activities and other forms of activities, we have carried out education and training related to the environment, health and safety system to enhance the EHS awareness and business skills of all employees, establish correct EHS management concepts, and prevent the occurrence of EHS accidents, thereby improving the Company's overall EHS management level and ensuring the effective operation of the Company's EHS management system.

責任於行，共享未來 Act with Responsibility and Share the Future

本年度，我們積極開展多項安全宣貫與培訓教育活動，制定系列培訓課程，在本集團內部推廣《应急管理體系建設》《EHS法規解讀及案例分享》《優秀EHS實踐案例匯總》《行為安全管理》等優秀EHS管理實踐案例，並要求各子公司進行對標整改，不斷完善安全管理工作。同時，我們秉承「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，統籌開展了《危險源辨識及管控》《EHS體系運行記錄規範管理》等EHS技術主題交流活動，鼓勵並促進企業間的相互交流與學習，全方位提升本集團的EHS管理水平。

During the Year, we actively carried out a number of safety publicity and training education activities, developed a series of training courses, and promoted excellent EHS management practice cases within the group such as "Emergency Management System Construction", "EHS Regulations Interpretation and Case Sharing", "Excellent EHS Practice Case Summary", "Behavioral Safety Management". We required all subsidiaries to conduct benchmarking and rectification and continuously improve safety management. At the same time, we adhere to the concept of "sharing experience and promoting together" to give full play to the collective advantages of group enterprises, and have coordinated and carried out EHS technical themed exchange activities such as "Identification and Control of Hazard Sources" and "Standardized Management of EHS System Operation Records" to encourage and promote mutual exchanges and learning between enterprises and comprehensively improve the Group's EHS management level.

惠升生物－公司全員消防知識專項安全培訓

Huisheng Biopharm – Special safety training on fire protection knowledge for all employees

二零二三年八月十六日，惠升生物面向公司全員開展消防安全知識宣貫，指導各崗位作業人員學習消防器材的使用方法，對相關人員火災緊急處置流程進行基礎輔導，及實施細節詳解，並就各部分工作要點、難點進行溝通，為進一步加強消防工作的開展指明了方向。

On 16 August 2023, Huisheng Biopharm carried out fire safety knowledge promotion to all employees of the Company, and guided workers in each position to learn how to use fire protection equipment. It provided basic guidance to relevant personnel on the fire emergency response process, explained the implementation details in detail, and communicated on the key points and difficulties of each part of the work, pointing out the direction for further strengthening the fire protection work.



惠升生物專項安全培訓
Huisheng Biopharm special safety training

責任於行，共享未來 Act with Responsibility and Share the Future

吉林匯康 – EHS 知識專項培訓

Jilin Huikang – EHS knowledge special training

二零二三年十月，吉林匯康組織開展EHS知識專項培訓活動。此次培訓圍繞EHS管理的主要範圍、重要性、安全注意事項、職業健康基本知識、環保知識等方面進行深入講解，確保員工掌握EHS知識，提高EHS專業水平，本次培訓考核合格率高達100%。

In October 2023, Jilin Huikang organized a special training activity on EHS knowledge. The training provided in-depth explanations on the main scope, importance, safety precautions, basic occupational health knowledge, environmental protection knowledge and other aspects of EHS management to ensure that employees master EHS knowledge and improve EHS professional standards. The passing rate of the training assessment was 100%.



吉林匯康EHS知識專項培訓
Jilin Huikang EHS knowledge special training

2、安全生產管理

四環醫藥始終重視員工的健康與安全，嚴格落實「安全第一，預防為主，綜合治理」的安全生產方針，針對多工作場景制定相應的安全管理制度，並積極開展各項安全宣傳與教育活動，通過以下管理舉措貫徹落實安全生產管理工作，致力於為員工創造安全、放心的工作環境。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。

- **修訂安全管理制度：**我們於本年度修訂《受限空間作業安全管理規程》《高處作業安全管理規程》等安全管理相關制度，持續完善生產經營過程中的安全預防與管理工作，並做好各項紀錄留存與審批工作，嚴格落實安全生產主體責任。同時，我們要求全員簽訂安全生產責任書，保證落實全崗位安全生產職責；
- **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、配電室等區域，及時發現安全隱患，並監督和追蹤整改情況，形成閉環管理。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，防範安全事故的發生；

2. Work Safety Management

SiHuan Pharmaceutical always attaches great importance to the health and safety of its employees and strictly implements the safety production policy of "safety first with prevention and comprehensive treatment". It has formulated corresponding safety management systems for multiple work scenarios, actively carried out various safety publicity and education activities, implemented safety production management through the following management measures, and is committed to creating a safe and secure working environment for employees. During the past three years, there were no work-related fatalities of the Group; during the Reporting Period, the Group's work-related injuries amounted to zero.

- **Revising the safety management regulations:** During the Year, we revised relevant safety management systems such as the "Safety Management Regulations for Confined Space Operations" and "Safety Management Regulations for Operations at Heights", continued to improve safety prevention and management during the production and operation process, and did well in record retention and approval, as well as implemented the main responsibilities of safety production. At the same time, we required all employees to sign a safety production responsibility letter to ensure the implementation of safety production responsibilities for all positions;
- **Investigating potential safety hazards:** Each subsidiary regularly organizes its employees to carry out safety inspections in the park, covering dangerous goods warehouses, laboratories, power distribution rooms, etc., so as to identify potential safety hazards in a timely manner, and supervise and track rectifications to form a closed-loop management. 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;

責任於行，共享未來 Act with Responsibility and Share the Future

- **開展安全宣傳活動：**我們積極開展安全宣傳與培訓活動，通過豐富多樣的宣傳形式，如培訓講座、經驗交流活動、安全生產月等，在本集團內部推廣和解读管理制度與優秀實踐案例，持續加強各子公司間的溝通與交流，提升整體安全生產意識。同時，我們嚴格遵守並持續宣貫經營所在地的相關的法律法規，不斷培養員工的安全防範意識，提高應急處理能力；
- **提高應急處理能力：**我們於本年度修訂《事故應急管理規程》等內部制度，建立起事故應急組織架構，並定期核實事故應急重要物資裝備的有效性、完好性等，以提升應對各項突發事件的能力，減少事故帶來的損失。同時，我們積極在各子公司定期組織多項應急演練活動，模擬不同特殊場景下的複雜應急處理與應急救護工作，全方位覆蓋作業中的各項風險，持續提升員工的安全防護意識與危險應對能力。
- **Conducting safety publicity campaign:** We actively carried out safety publicity and training activities. Through various forms of publicity, such as training lectures, experience exchange activities, safety production months, etc., we promoted and interpreted management systems and excellent practical cases within the Group, continued to strengthen communication and exchanges among subsidiaries, and enhanced overall safety production awareness. At the same time, we strictly abided by and continued to advocate and implement relevant laws and regulations in the places where we operate, continued to cultivate employees' safety awareness, and improved emergency response capabilities;
- **Enhancing emergency response capability:** During the Year, we revised internal systems such as the "Accident Emergency Management Procedures", established an accident emergency organizational structure, and regularly verified the effectiveness and integrity of important accident emergency supplies and equipment to improve our ability to respond to various emergencies, so as to minimize losses caused by accidents. At the same time, we have actively organized a number of emergency drills in each of our subsidiaries on a regular basis to simulate complex emergency response and emergency rescue work in different special scenarios, which comprehensively covered various risks in operations, thereby continuously improving employees' safety awareness and risk response capabilities.

山東軒竹 – 消防演習 Shandong Xuanzhu – Fire drill

二零二三年六月十九日，山東軒竹組織開展危險廢物洩露應急演練與員工逃生演習活動，旨在確保員工掌握處理危險廢物洩漏事件的正確處理方式，並指導員工採用正確的方式進行逃生，以減少突發意外帶來的損失，提高員工的自我防護能力。

On 19 June 2023, Shandong Xuanzhu organized a hazardous waste leakage emergency drill and employee evacuation drills with an aim to ensure that employees know the correct way to deal with hazardous waste leakage incidents, and to guide employees to use the correct way to evacuate, so as to reduce losses caused by sudden accidents and improve employees' self-protection capabilities.



山東軒竹消防演習
Shandong Xuanzhu fire drill

北京四環－危險廢物庫突發環境事件應急演練

Beijing Sihuan – Emergency drill for environmental emergencies in hazardous waste repository

二零二三年六月二十一日，北京四環通過模擬廢液洩露起火的應急處理及救援，進一步明確應急預案的啟動程序，並有效提高應急領導小組及安保人員的安全意識和應急能力。

On 21 June 2023, by simulating the emergency response and rescue of a waste liquid leakage and fire, Beijing Sihuan further clarified the activation procedures of the emergency plan and effectively improved the safety awareness and emergency response capabilities of the emergency leadership team and security personnel.



北京四環應急演練
Beijing Sihuan emergency drill

吉林四環－生產安全事故綜合應急演練

Jilin Sihuan – Comprehensive emergency drill for production safety accidents

二零二三年七月二十八日，吉林四環組織開展生產安全事故綜合應急演練，通過此次演練有效鍛煉了應急領導小組的組織能力、指揮能力和應急應變能力，並對不足之處進行及時改進，完善並增強應急預案的可行性。

On 28 July 2023, Jilin Sihuan organized a comprehensive emergency drill for production safety accidents. The drill effectively trained the organizational, command and emergency response capabilities of the emergency leadership team, and made timely improvement on the deficiencies to improve and enhance the feasibility of the emergency plan.



吉林四環應急演練
Jilin Sihuan emergency drill

北京四環－榮獲「安康杯」安全知識競賽一等獎、三等獎

Beijing Sihuan – won the first and third prizes in the “Ankang Cup” Safety Knowledge Competition

北京四環組織員工參與北京市通州區總工會組織的2022年、2023年「安康杯」安全知識競賽活動，競賽環節包括理論知識筆試、理論知識競賽、實操競賽等內容。基於北京四環員工的優秀表現，北京四環於本年度分別獲得2022年「安康杯」安全知識競賽一等獎，2023年「安康杯」安全知識競賽三等獎。

Beijing Sihuan organized its employees to participate in the 2022 and 2023 “Ankang Cup” Safety Knowledge Competition organized by the Beijing Tongzhou District Federation of Trade Unions. The competition included written tests on theoretical knowledge, theoretical knowledge competitions, and practical competitions. Based on the excellent performance of Beijing Sihuan employees, Beijing Sihuan won the first prize in the 2022 “Ankang Cup” Safety Knowledge Competition and the third prize in the 2023 “Ankang Cup” Safety Knowledge Competition during the Year.



2023年「安康杯」安全知識競賽三等獎
Third Prize in the 2023 “Ankang Cup” Safety Knowledge Competition

3、 環境管理

四環醫藥嚴格遵守《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，持續通過各項綠色環保管理實踐，減少我們的生產運營對於環境的影響。同時，我們持續加強對生物多樣性保護的關注，於本年度制定《四環醫藥集團生物多樣性政策》《四環醫藥集團防止森林砍伐政策》，將綠色環保理念融入生產經營全過程，持續推進環境友好型企業的建設，助力綠色可持續發展。

二零二三年，我們採用多樣化的管理舉措，持續監控污染物排放，推進精益生產項目，有序開展節能減排工作。此外，我們積極響應國家雙碳目標，持續加強環保宣傳力度，以身作則，制定科學環境管理目標，踐行綠色、環保、節約的辦公與生產經營模式，鼓勵內外部利益相關者共同參與環境保護工作，攜手推進綠色低碳可持續發展。

3. Environmental Management

Sihuan Pharmaceutica 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. We continued to reduce the impact of our production operations on the environment through various green and environmental management practices. At the same time, we continued to pay more attention to biodiversity protection. During the Year, we have formulated the “Biodiversity Policy of Sihuan Pharmaceutical Holding Group Ltd.” and the “Anti-deforestation Policy of Sihuan Pharmaceutical Holding Group Ltd.” to integrate the concept of green environmental protection into the entire production and operation process, continue to promote the construction of an environmentally friendly enterprise, and assist in green and sustainable development.

In 2023, we adopted diversified management measures to continuously monitor pollutant emissions, promote lean production projects, and carry out energy conservation and emission reduction work in an orderly manner. In addition, we actively responded to the national dual carbon goals, continued to strengthen environmental protection publicity, lead by example, and set scientific environmental management goals. We have practiced a green, environmentally friendly and economical office and production operation model, encouraged internal and external stakeholders to participate in environmental protection work, and work together to promote green, low-carbon and sustainable development.

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排放物管理

本集團嚴格遵守《中華人民共和國水污染防治法》《污水綜合排放標準》《大氣污染物綜合排放標準》《鍋爐大氣污染物排放標準》等各運營所在地排放物管理相關的法律法規及管理標準，並制定《廢水、廢氣、噪聲管理規程》等內部管理制度，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，提升排放物治理水平。我們致力於減少生產及運營過程中產生的三廢排放，持續加大環保投入，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，確保廢水、廢氣、廢棄物合規排放，並持續提高廢棄物資源化利用水平，切實減少對環境造成的影響。同時，我們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。本年度，本集團各子公司均取得排污許可證，並定期開展污染物排放檢測，排放數據均合規。

本集團生產經營過程中產生的主要廢氣、廢水、廢棄物類型及管理方法如下：

Emissions Management

The Group strictly abides by the “Water Pollution Prevention and Control Law of the People’s Republic of China”, “Comprehensive Sewage Emission Standards”, “Comprehensive Air Pollutant Emission Standards”, “Boiler Air Pollutant Emission Standards” and other laws, regulations and management standards related to emission management in each operating location. It has 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 and improve emissions management standards. We are committed to reducing the discharge of three wastes generated during production and operations, and continued to increase investment in environmental protection. By optimizing treatment processes, installing online monitoring systems, and regularly conducting third-party testing, we ensured that wastewater, exhaust gas, and waste are discharged in compliance with regulations, and continued improve the level of waste resource utilization to effectively reduce the impact on the environment. At the same time, we actively applied for and renewed emission permits, conducted regular environmental impact assessments, and prevented and controlled environmental pollution. During the Year, all subsidiaries of the Group obtained pollution discharge permits and carried out regular pollutant discharge testing, the discharge data were all in compliance with regulations.

The main types of exhaust gases, wastewater and waste generated during the Group’s production and operation and their management are as follows:

廢氣排放

Exhaust Gas Emissions

生產廢氣：

Production exhaust gas:

- 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；
- Mainly from the boiler, as well as the volatile organic compounds (“VOCs”) generated in the process of drug quality inspection and package inkjet printing;
- 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。
- 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.

生活廢氣：

Domestic exhaust gas:

- 主要為食堂油煙；
- Mainly from canteen lampblack;
- 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。
- We install lampblack treatment facilities and guarantee the normal operation of these facilities to mitigate the impact of exhaust gas emissions.

廢水排放

Wastewater Discharge

- 生產運營過程中產生的主要為生產廢水及生活廢水；
- The wastewater generated during the Group’s production and operation is mainly production wastewater and domestic sewage;

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- 我們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定期向地方生態環境局上傳污染物監測結果；
- We adopt 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;
- 我們積極推進廢水管理檢查，定期檢查污水站的管理情況，確保廠區設備正常運行，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；
- We actively promote wastewater management inspections, regularly inspect the management of the sewage station to ensure the normal operation of the plant equipment. We also 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;
- 我們持續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；
- We continue to conduct 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;
- 本年度，本集團在求取適用水源上無任何問題。
- During the Year, the Group did not have any problem in obtaining applicable water sources.

廢棄物管理

Waste Management

無害廢棄物：

Non-hazardous waste:

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

有害廢棄物：

Hazardous waste:

- 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；
- It 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;
- 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，並通過環保監管平台，委託有資質的第三方單位處理各項危險廢棄物；
- 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;
- 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。
- 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.

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能源及資源管理

四環醫藥嚴格遵守《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》等內部管理制度，在生產運營過程中始終踐行高效的能源利用及資源管理工作。我們以降低生產過程中的電能、水資源等資源及能源消耗為目標，通過監控能耗情況、開展能源統計分析等方式，持續探索節能降耗的可能性。同時，我們定期開展節能教育培訓，提高員工的節能環保意識，並鼓勵員工積極獻言獻策，共同打造環境友好型企業。

節能減排

• 節約用電

我們在生產過程中持續強化用電管理，在各生產車間、輔助車間安裝電壓表計量，並安排專人負責定期抄表、分析、匯總各區域用電情況，持續監控電力使用，確保經濟用電、安全用電。我們規定階段性集中生產並精簡生產程序，減少生產過程中的電力使用，並制定巡檢制度，合理調配空調等設備使用，降低電力消耗。此外，我們採用改造冷卻系統、更換LED照明、安裝感應開關、安裝太陽能光伏裝置等方式，持續推進節能管理，並致力於落實績效管理、多崗協同、資源共享等管理舉措，提高能源管理水平和能源利用效率，切實有效地減少電能消耗。

Energy and Resource Management

Sihuan Pharmaceutical has strictly complied with the "Energy Conservation Law of the People's Republic of China" and other laws and regulations and prepared internal management mechanisms such as the "Resource Utilization and Energy Consumption Management Protocol". We have always been practicing efficient energy utilization and resource management during production and operations. With the goal of reducing electricity, water resources and other resources and energy consumption during the production process, we continued to explore the possibility of energy conservation and consumption reduction by monitoring energy consumption and conducting energy statistical analysis. Also, we regularly carried out energy conservation education and training to improve employees' awareness of energy conservation and environmental protection, and encouraged employees to actively contribute ideas and suggestions to jointly build an environmentally friendly enterprise.

Energy Conservation and Emission reduction

• Conservation of electricity

We continued to strengthen electricity management during the production process. We have installed voltmeters in each production workshop and auxiliary workshop, and assigned dedicated personnel to regularly read meters, analyze, and summarize the power consumption in each area, and continuously monitored power use to ensure economical and safe use of electricity. We required centralized production in stages and streamline production procedures to reduce the electricity consumption during production. We have also set up inspection system to rationally allocate the use of air conditioners and other equipment to reduce power consumption. In addition, we continued to promote energy-saving management by modifying the cooling system, replacing LED lighting, installing sensor switches, and installing solar photovoltaic devices, and are committed to implementing management measures such as performance management, multi-post collaboration, and resource sharing to improve energy management standards and energy utilization efficiency, and effectively reduce electricity consumption.

北京四環－非供暖季空調熱水循環泵運行改善

Beijing Sihuan – Operation improvement of air-conditioning hot water circulation pump during non-heating season

二零二三年二月，北京四環將非供暖季的空調熱水循環泵由原先的「兩用一備」改為「一用兩備」，經過六個月運行狀況顯示，工作壓力在正常範圍並且車間生產未受影響，每年預計可節約用電量316,800kWh。

In February 2023, Beijing Sihuan changed the air-conditioning hot water circulation pumps in the non-heating season from the original “two in use and one on standby” to “one in use and two on standby”. After six months of operation, the working pressure was within the normal range and workshop production had not been affected. It is estimated that 316,800kWh of electricity can be saved every year.



北京四環非供暖季空調熱水循環泵運行改善
Operation improvement of air-conditioning hot water circulation pump at Beijing Sihuan during non-heating season

本溪恒康－安裝太陽能路燈

Benxi Hengkang – Installation of solar street lights

本溪恒康在廠區道路上路燈安裝太陽能路燈，提供夜間廠區道路照明。太陽能路燈不使用交流電，有效節約能源，且不會造成環境的污染。二零二三年，本溪恒康取得遼寧省綠色工廠認證。

Benxi Hengkang installed solar street lights on the factory roads to provide lighting at night. Solar street lights do not use alternating current, which effectively saves energy and does not cause environmental pollution. In 2023, Benxi Hengkang obtained the Liaoning Province Green Factory Certification.



本溪恒康安裝太陽能路燈
Solar street lights installed by Benxi Hengkang

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節約蒸汽

為合理管控生產過程及生活供暖過程中的蒸汽耗用，我們制定相應的規章制度，要求蒸汽使用單位嚴格遵守，定期匯總蒸汽耗用量，持續加強蒸汽使用管理。同時，我們通過更新生產設備、改造車間冷凝水餘熱回收轉換暖氣系統、循環利用冷凝水等措施，提高蒸汽的利用效率，減少蒸汽耗用。此外，我們定期對蒸汽管道進行巡檢和維護，避免因蒸汽系統產生「跑、冒、滴、漏」等現象而造成蒸汽的浪費。

節約水資源

本集團重視水資源的節約利用，優先選用高效能節水設備，並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，根據用水量統計，對耗水量較高的工藝進行節水化改造。我們倡導水資源的回收再利用，要求供水供氣車間盡可能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。同時，我們積極鼓勵各子公司結合自身業務情況訂立節水目標，並採取相關節水措施，營造節約用水的良好氛圍。此外，我們積極開展節水教育宣傳，倡導各子公司及員工科學合理利用水資源，並對浪費水資源、違反節水管理規定的行為，視情節輕重給予批評處分，提升全體員工的節水意識，貫徹落實可持續發展的理念。本年度，我們在節約水資源方面的責任實踐也獲得了外部認可，弘和製藥榮獲由吉林省人民政府頒發的「吉林省節約用水先進單位」榮譽稱號。

Steam Saving

In order to reasonably control the steam consumption in the production process and domestic heating process, we have formulated corresponding rules and regulations for units that use steam to follow and require steam consumption should be regularly summarized, so as to continuously strengthen steam usage management. At the same time, we improve the efficiency of steam utilization and reduce steam consumption by upgrading production equipment, revamping workshop condensate heat recovery and conversion heating systems, and recycling condensate. In addition, we conduct regular inspections and maintenance of steam pipelines to avoid steam wastage due to "running, bubbling, dripping and leaking" in the steam system.

Conservation of Water Resources

The Group attaches great importance to the conservation and utilization of water resources, gives priority to the use of high-efficiency water-saving equipment, and continuously optimizes production water management. According to the workshop production tasks and seasonal changes, and based on water consumption statistics, we have carried out water-saving transformation on production processes with high water consumption. We 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. At the same time, we actively encouraged each of our subsidiaries to set water-saving goals based on their own business conditions and adopt relevant water-saving measures to create a good atmosphere for water conservation. In addition, we have actively carried out water-saving education and publicity to promote the scientific and rational use of water resources by our subsidiaries and employees. We have also criticized and punished behaviors that waste water resources and violate water-saving management regulations according to the severity of the case, so as to enhance the water-saving awareness of all employees, and implement the concept of sustainable development. During the Year, our responsible practices in water conservation were also recognized externally. Ambest Pharmaceutical was awarded the honorary title of "Advanced Unit in Water Conservation in Jilin Province" by the People's Government of Jilin Province.



弘和製藥榮獲「吉林省節約用水先進單位」榮譽稱號

Ambest Pharmaceutical was awarded the honorary title of "Advanced Unit in Water Conservation in Jilin Province"

● 吉林匯康－污水站工業水管線改造項目

● Jilin Huikang – industrial water pipeline renovation project at sewage stations

二零二三年，吉林匯康完成了污水站工業水管線改造項目，避免因「跑、冒、滴、漏」現象而造成水資源浪費，並可以有效解決冬季水管凍住無法使用等問題。該項目預計工業水每月可節約100餘噸。

In 2023, Jilin Huikang completed the renovation project of industrial water pipelines at sewage stations to avoid wasting water resources due to phenomena of leakage, which can effectively solve problems such as frozen water pipes being unable to be used in winter. The project is expected to save more than 100 tonnes of industrial water per month.



吉林匯康污水站工業水管線改造項目
Jilin Huikang sewage station industrial water pipeline renovation project

節約包裝材料

本集團持續關注產品包裝材料的安全性與環保性，通過包裝設計、包材選擇、包裝優化等方面的管理措施，持續強化綠色包裝管理，減少生產與銷售環節的包裝使用，順應綠色包裝的發展趨勢。

Saving of Packing Materials

The Group continued to pay attention to the safety and environmental protection of product packaging materials. Through management measures in packaging design, selection of packaging materials, packaging optimization, etc., the Group continued to strengthen green packaging management, reduce the use of packaging in production and sales processes, and comply with the development trend of green packaging.

包裝設計

Package design

- 基於藥品規格，在保障包裝基本功能和藥品質量的前提下，重新優化和設計包裝形式，盡可能減少包裝材料的使用量；
- Based on drug specifications and on the premise of ensuring the basic functions of packaging and drug quality, we re-optimized and redesigned the packaging form to reduce the use of packaging materials as much as possible;
- 採用三色印刷藥品內外包裝以及產品說明書，降低油墨的使用量。
- For the inner and outer packaging and instructions of drugs, three-color printing is used to reduce the amount of ink used.

包材選擇

Selection of packing materials

- 在保證藥品的質量和各種成分穩定的前提下，優先選擇可循環再生、可降解的環保型包材；
- On the basis of ensuring the quality of drugs and stability of various components, we give priority to environmentally friendly packaging materials that are recyclable and degradable;
- 合理選擇紙箱大小、產品說明書的尺寸以及紙張厚度，減少紙張浪費，避免過度包裝。
- We reasonably select the size of carton, the size of product instructions and the thickness of paper to reduce waste of paper and prevent over-packaging.

包裝優化

Packaging optimization

- 針對已上市的产品，持續探索新的環保工藝流程，並進行工藝驗證，優化現有包裝形式，節約包裝材料。
- For the marketed products, the Group optimizes the existing packaging forms upon exploration for new environmentally friendly processes and craft validation, so as to save packaging materials.

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綠色辦公

本集團在日常辦公中注重培養員工的節能環保意識，持續推進辦公自動化、網絡化進程，減少資源浪費。我們制定《辦公室行為規範管理制度》《垃圾分類管理制度》等內部制度，全面推行綠色辦公管理，通過開展綠色辦公檢查、評定及驗收工作，落實綠色辦公管理要求，並積極開展綠色辦公宣導，持續強化員工節能環保意識，共同營造綠色、和諧、有序的辦公環境。

Green Office

The Group pays attention to cultivating employees' awareness of energy conservation and environmental protection in daily office work, continues to promote office automation and networking, and reduces resource waste. We have formulated internal systems such as the "Office Code of Conduct Management System" and the "Garbage Classification Management System" to comprehensively implement green office management. We implemented green office management requirements by carrying out green office inspection, assessment, and verification work. We also actively carried out green office promotions to continue to strengthen employees' awareness of energy conservation and environmental protection, thereby jointly creating a green, harmonious and orderly office environment.

節約水電

Water and Power Conservation

- 提倡使用自然光照明，並增加人體感應傳感器，通過感應燈自動明滅，減少電能消耗；
- To advocate the use of natural lighting, and adding human body sensor to automatically turn on and off the sensor lights to reduce power consumption;
- 減少電子辦公設備電耗和待機能耗，合理開啟和使用電腦、打印機、複印機等用電設備，下班時要關閉電源；
- To reduce power consumption and standby energy consumption of electronic office equipment, turn on and use computers, printers, photocopiers and other electrical equipment reasonably, and turn off the power when getting off work;
- 嚴格控制室內空調溫度及使用時間，提倡「晚開早關」，並要求冬季空調不得高於20℃，夏季空調溫度不得低於26℃；
- To strictly control the temperature and usage time of indoor air conditioners, advocate the start of energy supply as late as possible and stop it as early as possible, and require air conditioning temperatures not to be higher than 20℃ in winter and not lower than 26℃ in summer;
- 通過在飲水機、衛生間張貼標語等，督促員工節約用水，並要求員工在發現水龍頭漏水、設備損壞等情況後及時上報，避免資源浪費。
- To supervise employees to save water by posting slogans on drinking fountains and bathrooms, and require employees to report leaks from faucets, damaged equipment, etc., in a timely manner to avoid wasting resources.

節約辦公資源

Saving of Office Resources

- 推行無紙化辦公，提倡精簡文件，減少複印紙張，避免重印、多印，並在複印、打印時使用雙面打印，非必要不彩打；
- To advocate paperless office, streamlined files, reduce the use of paper, avoid reprinting and excessive printing, and require double-sided printing and copying and only allow colored printing when necessary;
- 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；
- To set up fixed paper recycling bins to collect and recycle reusable paper 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；
- To share printers, connect the printers to the network and share a printer in the office area, so as to reduce idle equipment, improve efficiency, and save energy;
- 杜絕使用一次性用品，取消一次性紙杯、一次性洗潔用品的使用。
- To eliminate the use of disposable products, eliminate the use of disposable paper cups and disposable toiletries.

公務車管理

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，並採用發放補貼等方式鼓勵車輛共享；
- To implementing vehicle sharing to share staff trip information through the establishment of a bus manager group on the vehicle sharing platform. Employees with similar travel routes in business trips should ride the same vehicle to improve vehicle use efficiency. Vehicle sharing is also encouraged through subsidies and other means;

- 加強公務用車管理，落實派車審批制度，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；
- To strengthen the management of official vehicles and implement the vehicle dispatch approval system, carry out application, scheduling, maintenance, etc. of office vehicles 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.

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，充分參考氣候相關財務披露工作小組(TCFD)框架，進一步完善ESG管治架構和氣候風險的識別與管理流程，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，評估其對本集團業務持續性、穩定性的影響，並主動採取應對措施，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，積極參與本集團的氣候變化管治。

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, fully refer to the Task Force on Climate-related Financial Disclosure ("TCFD") framework, and further improve the ESG governance structure and climate risk identification and management processes. We 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 Team, 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.

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2. 氣候風險管理

在氣候變化和低碳轉型背景下，我們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，評估其對本集團短期、長期生產運營的影響，並積極採取措施緩解和適應氣候變化，以在未來發展進程中佔據更有利的地位。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：

2. Climate Risk Management

In the context of climate change and low-carbon transformation, we pay close attention to the climate change risks related to the Group's business during the production and operation process, assess its impact on the Group's short-term and long-term production operations, and actively take measures to mitigate and adapt to climate change in order to occupy a more favorable position in the future development process. 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:

風險類型 Risk types	風險描述 Risk descriptions	風險應對 Countermeasures against risks
急性 Acute	<ul style="list-style-type: none"> 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 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 	<ul style="list-style-type: none"> 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 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 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 We reserve sufficient emergency materials and actively conduct disaster prevention training to improve the self-protection ability of our employees 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 We maintain close contact with meteorological and water conservancy departments to study defense countermeasures for possible disasters and clarify defense priorities
實體風險 Physical risks	<ul style="list-style-type: none"> 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 Changes in climate patterns can lead to higher operating costs, for instance, power curtailment policies may lead to increased production operating costs 全球平均氣溫上升導致倉庫和車間運維所消耗的能源增加 Rising global average temperatures lead to increased energy consumption in warehouse and workshop operations 	<ul style="list-style-type: none"> 持續評估溫度變化情況對不同地域營業、生產場所的影響，及時調節能源採購和使用策略，保障供應鏈平穩運行 We continuously assess the impact of temperature changes on business and production sites in different regions, timely adjust energy procurement and use strategies, and ensure the smooth operation of the supply chain 優化能源結構，增加可再生能源的使用 We optimize the energy structure and increase the use of renewable energy

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轉型風險 Transition risks

政策和法律 Policies and laws

- 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
- 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
- 及時追蹤國家及地方出台的各種法律法規，並加強對溫室氣體的追蹤和排放監管
- We track various national and local laws and regulations in a timely manner and strengthen the tracking and emission supervision of greenhouse gases

技術 Technology

- 響應國家低碳政策，進行技術改造或設備引進，導致生產運營成本增加
- In response to the national low-carbon policy, technological transformation or equipment introduction will lead to an increase in production and operation costs
- 推進節能降耗技術的研發創新，並借鑒同行優秀管理實踐，開展技術改進的可行性分析與應用
- We promote the R&D and innovation of energy-saving and consumption-reducing technologies, and draw on the excellent management practices of peers to carry out feasibility analysis and application of technological improvements

市場 Market

- 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
- 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
- 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，並推進本集團招採平台建設工作，通過大數據平台提供決策支持
- 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

聲譽 Reputation

- 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、投資者流失等負面影響
- 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.
- 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
- 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

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我們力求在風險中把握機遇，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。我們通過遵守監管要求進行碳排放信息披露，並持續推進綠色包裝、清潔能源使用等方式，向內外部利益相關方樹立負責任的企業形象。同時，本集團通過進行節能降耗技術的研發創新、引進先進節能環保設備等方式，更好地優化能源結構，提升能源利用效率。

此外，我們順應國際綠色發展趨勢，投資綠色金融產品，曾於交通銀行存入美元資金，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。

3. 我們的承諾

氣候變化對全球環境、經濟的影響愈演愈烈，為有效應對氣候變化風險，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，我們將繼續嚴格遵守所有運營所在地的法律法規，並遵照聯交所的ESG各項合規要求，做好信息披露和管理工作。同時，我們將認真審視自身生產與運營對環境、社會發展的影響，及時識別、評估並管理氣候變化風險，把握氣候變化機遇，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。

We strive to seize opportunities amid risks, 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. We disclose carbon emission information in compliance with regulatory requirements and continue to promote green packaging, clean energy use and other methods to establish a responsible corporate image to internal and external stakeholders. At the same time, the Group better optimizes the energy structure and improves energy utilization efficiency through R&D and innovation of energy-saving and consumption-reducing technologies and the introduction of advanced energy-saving and environmentally friendly equipment.

In addition, we follow the international green development trend and invest in green financial products. We deposited U.S.-dollar funds with the Bank of Communications for a green fixed deposit program, which 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 fixed deposit program, we have laid out more green and low-carbon products to promote sustainable economic development.

3. Our Commitment

The impact of climate change on the global environment and economy is becoming increasingly severe. In order to respond to 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 strictly abide by the laws and regulations of all locations where we operate, and comply with the ESG compliance requirements of the HKEX to do well in information disclosure and management. At the same time, we will carefully examine the impact of our production and operations on the environment and social development, promptly identify, assess and manage climate change risks, seize climate change opportunities, enhance the resilience of the Group's strategies and businesses, and help achieve the sustainable development targets.

治理責任－夯實責任根基， 傳播清風正氣

四環醫藥秉承「誠信負責、務實創新、合作共享、追求卓越」的核心價值觀，通過完善的合規管理機制，貫徹落實內外部監督管理要求。我們始終恪守最高的誠信標準，以身作則，積極創造並維護負責任的工作環境，持續宣揚合規誠信的商業文化氛圍，攜手各利益相關者一起營造誠信、道德的商業生態環境。

1、 加強廉政建設

本集團嚴格遵守《中華人民共和國反不正當競爭法》《關於禁止商業賄賂行為的暫行規定》及《中華人民共和國反壟斷法》等經營所在地反貪腐、反勒索、反欺詐、反洗黑錢相關的法律法規。我們禁止任何形式的賄賂與腐敗行為，持續完善合規管理體系，建立《四環醫藥集團員工合規管理規定》，並依託豐富的實踐管理經驗，於本年度制定《四環醫藥控股集團有限公司商業道德行為準則》《商業道德行為準則》《四環醫藥控股集團有限公司供應商行為準則》等制度，通過全員培訓，明確本集團反賄賂、反腐敗、反不正當競爭相關的管理要求，並要求集團及下屬子公司的所有員工以及供應商嚴格遵照執行。同時，我們要求營銷、財務、採購等重點部門員工每年度簽署《員工合規承諾書》，進一步規範員工廉潔自律行為，嚴格防控合規風險。

此外，我們將合規運營與商業道德管理原則深入滲透運營關鍵環節，持續強化相關關鍵領域的合規管理。

GOVERNANCE RESPONSIBILITY – LAYING A SOLID FOUNDATION FOR RESPONSIBILITY AND FOSTERING A CULTURE OF INTEGRITY

Sihuan Pharmaceutical adheres to the core values of “integrity and responsibility, pragmatism and innovation, cooperation and sharing, and pursuit of excellence”, and implements internal and external supervision and management requirements through a complete compliance management mechanism. We always uphold the highest standards of integrity, lead by example, actively create and maintain a responsible working environment, continue to promote a business culture of compliance and integrity, and work with all stakeholders to create an honest and ethical business ecological environment.

1. Strengthening Construction of Clean Administration

The Group strictly abides by the “Anti-Unfair Competition Law of the People’s Republic of China”, the “Interim Provisions on the Prohibition of Commercial Bribery”, the “Anti-Monopoly Law of the People’s Republic of China” and other laws and regulations related to anti-corruption, anti-extortion, anti-fraud, and anti-money laundering where it operates. We prohibit any form of bribery and corruption, and continue to improve the compliance management system. We have established the “Employee Compliance Management Regulations of Sihuan Pharmaceutical”, and by relying on rich practical management experience, we have formulated systems such as the “Code of Business Conduct and Ethics of Sihuan Pharmaceutical Holdings Group Ltd.” (the “**Code of Business Conduct and Ethics**”) and the “Supplier Code of Conduct of Sihuan Pharmaceutical Holdings Group Ltd.”, which clarifies the Group’s anti-bribery, anti-corruption and anti-unfair competition management requirements through all-staff training and requires all employees and suppliers of the Group and its subsidiaries to strictly comply with them. At the same time, we require employees in key departments such as marketing, finance, and procurement to sign the “Employee Compliance Commitment Letter” annually to further standardize employees’ honest and self-disciplined behaviour and strictly prevent and control compliance risks.

In addition, we have deeply penetrated the principles of compliance operations and business ethics management into key aspects of operations and continued to strengthen compliance management in relevant key areas.

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資助與捐贈合規管理

Compliance Management of Funding and Donations

本集團嚴禁向政府官員或任何其他第三方提供任何不正當的款項或不正當的經濟激勵。針對資助、捐贈、贊助等商業賄賂風險較高的項目，本集團合規部會進行重點審核與檢查。本年度，我們未發生任何政治捐款行為，亦未發現任何相關合規風險。

The Group strictly prohibits any improper payments or improper financial incentives to government officials or any other third parties. For projects with high commercial bribery risks such as funding, donations, and sponsorships, the Group's compliance department will conduct targeted reviews and inspections. During the Year, we did not make any political donations, nor did we find any related compliance risks.

供應鏈合規管理

Compliance Management of Supply Chains

本集團高度重視供應鏈各環節的反貪腐管理，從招標監督、價格分析調研、後期審計等不同維度對採購環節進行合規監管，防止發生採購人員利用權利尋租的腐敗行為。同時，我們與外部經銷商簽署《合規承諾書》，明確告知本集團的反腐敗合規要求，以強化供應鏈環節的合規管理。

The Group attaches great importance to anti-corruption management in all aspects of the supply chain, and conducts compliance supervision on the procurement process from different dimensions such as bidding supervision, price analysis and research, and post-auditing to prevent corruption in which procurement personnel take advantage of their power to seek rent. At the same time, we have signed a "Compliance Commitment Letter" with external distributors to clearly inform the Group of the anti-corruption compliance requirements to strengthen compliance management in the supply chain.

此外，本集團持續強化合規監督與管控，明確風險管理職責，強化風險管控。我們在董事會下設風險管理委員會，對經營活動的合規性進行持續監督，並由內部審計部進行定期審查，積極防範和應對各類商業道德風險。同時，我們已將合規等風險管理標準納入員工薪酬考核與績效評估中。對於腐敗、賄賂、洩露機密信息等違反商業道德管理要求的員工，我們將秉持「實事求是、公平公正、處罰與教育並重」的原則，按照《四環醫藥控股集團有限公司員工手冊》《違規事項處罰管理制度》等制度要求，對涉事員工採取警告、降職、降薪、解除勞動合同等不同程度的處罰，積極創造並維護廉潔合規的工作環境。

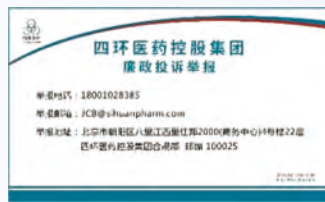
In addition, the Group continued to strengthen compliance supervision and control, clarified risk management responsibilities, and strengthened management and control. We have established a Risk Management Committee under the Board to continuously supervise the compliance of business activities, and conduct regular reviews by the internal audit department to actively prevent and respond to various business ethics risks. At the same time, we have incorporated compliance and other risk management standards into employee salary assessment and performance evaluation. For employees who violate business ethics management requirements such as corruption, bribery, leakage of confidential information, etc., we will adhere to the principles of "seeking truth from facts, fairness and justice, and paying equal attention to punishment and education" and follow requirements under systems such as the "Employee Manual of Sihuan Pharmaceutical Holdings Group Ltd." and the "Penalty Management System for Violation Matters", etc., to impose varying degrees of punishment on the employees involved, including warnings, demotions, salary cuts, and termination of labour contracts, to actively create and maintain an honest and compliant working environment.

2、投訴舉報的受理和保障

本集團持續優化投訴舉報機制，制定《投訴舉報制度》，建立包含電話、郵件、信件等在內的多種投訴舉報渠道。同時，我們在本集團官方網站與本集團總部、子公司辦公場所的顯著位置放置廉政投訴舉報牌，並在各項制度中明確投訴舉報管理要求，鼓勵所有內外部利益相關方通過不同渠道向我們及時舉報貪污腐敗等具有潛在風險的行為，以持續強化本集團風險管理水平。此外，對於打擊報復舉報人的行為，我們始終秉持零容忍態度，並在相關制度中均明確列示舉報人保護條例，緊守合規運營底線，保障企業健康發展。

2. Acceptance and Guarantee of Complaints and Reporting

The Group continued to optimize the complaint and reporting mechanism, and formulated a "Complaint and Reporting System", and established various violation reporting channels including telephone, e-mail, letter, etc.. At the same time, we have placed anti-corruption complaint boards in prominent locations on the Group's official website and the Group's headquarters and subsidiaries' offices. The Group has clarified the requirements for complaint and reporting management in various systems, encouraging all internal and external stakeholders to promptly report corruption and other potentially risky behaviors to us through different channels, so as to continue to strengthen the Group's risk management level. In addition, we have always adhered to a zero-tolerance attitude towards retaliation against whistleblowers, and clearly listed whistleblower protection regulations in relevant systems to adhere to the bottom line of compliance operations and ensure the healthy development of the enterprise.



廉政投訴舉報牌

Anti-corruption complaint and reporting board

同時，為履行合規承諾並保證合規管理的有效性，我們建立反貪腐投訴舉報審查及處理程序，對受理的舉報及時進行調研與處理，積極維護利益相關者的合法權益。本年度，四環醫藥未發生任何涉及貪污腐敗的訴訟案件，亦未發生歧視或騷擾、客戶隱私洩露、洗錢或內部交易、利益衝突等相關違規事件。

Also, in order to fulfill our compliance commitments and ensure the effectiveness of compliance management, we have established routines for reviewing and handling anti-corruption complaints and reports, and promptly investigated and handled accepted reports, to actively safeguard the legitimate rights and interests of stakeholders. During the Year, Sihu Pharmaceutical did not engage in any litigation cases involving corruption, nor did it engage in any incidents of discrimination or harassment, leakage of customer privacy, money laundering or insider trading, conflict of interest and other related irregularities.

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 report, 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

責任於行，共享未來 Act with Responsibility and Share the Future

3、 合規培訓

本集團持續強化風險管理，不斷推進合規培訓教育工作，於《商業道德行為準則》中明確規定所有員工均需要完成合規培訓，並在日常管理中推進廉潔文化建設，全面提升本集團的風險管理水平。我們為員工提供多種類型的風險管理相關培訓課程，其中為新入職員工提供完整、系統的合規培訓，並向營銷、採購等重點部門員工定期開展合規培訓，提升風險把控意識，持續深化廉潔合規建設。此外，針對本集團旗下醫美板塊，我們也基於醫美行業監管要點，持續開展醫美類外宣合規要求相關培訓，不斷提升員工合規意識，全面且有針對性地貫徹落實內外部合規監管要求，打造健全的合規風險管理體系。

同時，我們持續加強針對董事會成員的合規等風險管理培訓工作。我們每年為全體董事提供各不少於一次的合規培訓講座及合規培訓材料宣導，以提高董事的專業水平及廉潔意識，進一步保障廣大股東與投資者的利益。本年度，董事會全體成員參與了由專業機構提供的合規及風險管理相關的專業培訓，培訓覆蓋率100%，內容包括最新ESG合規披露要求等，進一步強化了董事在風險管理、合規風險防範、反貪腐方面的意識。

3. Compliance Training

The Group continued to strengthen risk management and continuously promotes compliance training and education. It has clearly stipulated in the “Code of Business Conduct and Ethics” that all employees need to complete compliance training, and promotes the construction of a culture of integrity in daily management to comprehensively enhance the Group’s Risk management level. We have provided employees with various types of risk management-related training courses, including complete and systematic compliance training for new employees, and regular compliance training for employees in key departments such as marketing and procurement to enhance risk control awareness and continue to deepen integrity and compliance. In addition, for the medical aesthetic segment of the Group, we also continued to carry out training on compliance requirements for external publicity of medical aesthetics based on the key points of supervision of the medical aesthetic industry. We continued to improve employees’ compliance awareness, comprehensively and intentionally implement internal and external compliance supervision requirements, and build a sound compliance risk management system.

At the same time, we continued to strengthen compliance and other risk management training for members of the Board. We provide all directors with at least one compliance training lecture and publicity of compliance training materials every year to improve the professional standards and integrity awareness of directors and further protect the interests of shareholders and investors. During the Year, all members of the Board participated in professional training related to compliance and risk management provided by professional institutions. The training coverage rate was 100%, and the content included the latest ESG compliance disclosure requirements, etc., which further strengthened directors’ awareness of risk management, compliance risk prevention, and anti-corruption.



董事會培訓材料
Training materials for the Board

● 新入職員工合規培訓

● Compliance training for new employees

二零二三年七月，本集團合規部基於外部法律法規要求，針對營銷合規必要性、合規要點等內容，針對營銷新入職員工開展合規培訓活動，向新入職員工傳達最新監管趨勢及合規營銷管理要求。為最大化培訓效果，我們在培訓後對所有參訓員工開展培訓測試，參訓員工均順利通過相關測試，全方位提升新入職員工的合規意識。

In July 2023, based on the requirements of external laws and regulations, the Group's compliance department carried out compliance training activities for new employees of Marketing based on the necessity of marketing compliance, and conveyed the latest regulatory trends and compliance marketing management requirements to new employees. In order to maximize the training effect, we conducted training tests for all participating employees after the training. All participating employees successfully passed the relevant tests to comprehensively enhance the compliance awareness of new employees.



合規培訓現場
Compliance training site

● 藥品廣告合規監管要求及案例解析培訓

● Drug advertising compliance supervision requirements and case analysis training

二零二三年四月，本集團法務管理中心組織開展全集團範圍的合規培訓。培訓圍繞藥品廣告相關法律監管要求開展，主要包括廣告法、反不正當競爭法關於藥品廣告的強制性規範、藥品廣告的特殊監管要求等內容，並通過案例解析的形式，助力強化參訓員工對藥品廣告合規監管要求的了解，提高各部門合規開展相關業務的意識，進一步強化本集團合規管理。

In April 2023, the Group's legal management center organized group-wide compliance training. The training was carried out around the regulatory requirements of the laws related to drug advertising, which mainly included the mandatory specifications of the Advertising Law and the Anti-Unfair Competition Law on drug advertising, special regulatory requirements for drug advertising, etc. The Group also used case analysis to help strengthen the training employees' understanding of drug advertising compliance regulatory requirements, improve the awareness of various departments in conducting relevant business in compliance, and further strengthen the Group's compliance management.

信賴於心，共繪美好 Trusting with Heart and Creating a Better Future

四環醫藥始終信賴於心，心繫各利益相關方，通過落實責任舉措，助力美好生活建設。我們聚焦人才，助力員工成長，與員工共享發展成果；攜手供應商，互助共贏，推動行業發展；關懷社會，投身公益，建設美好生活。未來，我們將始終秉承赤誠之心，不負信賴，持續輸出本集團積累的優質資源與經驗，踐行企業公民責任，攜手各方共繪美好生活。

Sihuan Pharmaceutical always trusts and cares about all stakeholders, and helps build a better life by implementing responsible measures. We focus on talents, help employees grow, and share development results with employees. We work with suppliers to help each other and promote industry development. We care about society, devote ourselves to public welfare, and build a better life. In the future, we will always uphold our sincerity, live up to trust, continue to share the high-quality resources and experience accumulated by the Group, fulfill our corporate citizenship responsibilities, and work with all parties to create a better life.

我們的關注 Our concerns	我們的行動 Our actions
<p>聚焦人才 激發人才活力 共享發展成果</p> <p>Empowering Talents Stimulating the Vitality of Talents and Sharing the Development Results</p>	<ul style="list-style-type: none"> • 女性員工佔比57.24% • 尊重員工結社自由和集體談判的權利，員工參加工會的比例達90.53% • 線上課程近500個，超2,200人次登錄培訓平台進行課程學習 • Female employees accounted for 57.24% • We respect employees' rights to freedom of association and collective bargaining, and the proportion of employees participating in trade unions reached 90.53% • Nearly 500 online courses, and more than 2,200 people have logged in to the training platform to participate in such courses
<p>並進共贏 攜手責任並進 共創行業繁榮</p> <p>Progressing Together and Achieving Win-win Results Working Together with Responsibility to Create Prosperity for the Industry</p>	<ul style="list-style-type: none"> • 對供應商實行全生命週期管理 • 制定並發佈《供應商行為準則》 • 通過會面訪談、電話溝通等與供應商開展定期溝通交流 • 累計完成40次供應商審計 • Implementation of full life cycle management of suppliers • Formulating and publishing of the Supplier Code of Conduct • Communicating regularly with suppliers through interviews, phone calls, etc. • A total of 40 supplier audits were completed
<p>關懷社會 投身社會公益 共築美好生活</p> <p>Caring for the Society Devoting to Social Public Welfare for a Happy Life</p>	<ul style="list-style-type: none"> • 開展助農幫扶活動，助力當地發展特色種植業經濟 • 累計為梅河口市捐款3,000多萬元 • 向吉林省慈善總會捐款1,000萬元，用於發展慈善相關事業 • Carrying out agricultural assistance activities to help local development of characteristic planting economy • Accumulated donations of more than RMB30 million to Mehekou • Donation of RMB10 million to Jilin Charity Federation to develop charity-related undertakings

SDGs 回應 Responding to SDGs



聚焦人才－激發人才活力， 共享發展成果

四環醫藥致力於打造高素質的人才團隊，將人才視為企業發展的寶貴資產。我們高度重視人才隊伍建設，通過完善的人才管理體系，甄選、培育、激勵人才，全面激發人才活力，促進人才發展。同時，我們重視員工權益保障，持續加強員工人文關懷，為員工提供多樣化福利保障，締造有溫度的工作環境，與員工共享企業發展成果。

1、員工權益保障

本集團深知人才是企業可持續發展的核心資本。我們始終秉承「人才強企」的經營理念，致力於打造高素質的人才團隊，並規範員工招聘與錄用流程，完善用工管理制度，杜絕任何形式的歧視或騷擾行為，為員工營造平等、包容、多元的工作環境，尊重並保障員工的合法權益。

合規與平等僱傭

在人才僱傭方面，我們始終遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《禁止使用童工規定》等國家及地方相關法律法規，在合規僱傭、平等僱傭方面制定並落實嚴格的管理舉措，強化僱傭管理，防範使用童工和強制勞工，並給予所有員工公開、公平、平等的招聘、選拔、評估和晉升的機會。

EMPOWERING TALENTS – STIMULATING THE VITALITY OF TALENTS AND SHARING THE DEVELOPMENT RESULTS

Sihuan Pharmaceutical is committed to building a high-quality talent team and regards talents as valuable assets for corporate development. We attach great importance to the building of the talent team and select, cultivate and motivate talents through a complete talent management system to comprehensively stimulate talent vitality and promote talent development. At the same time, we attach great importance to protecting the rights and interests of employees, continue to strengthen humanistic care for employees, provide employees with diversified welfare guarantees, create a warm working environment, and share the results of corporate development with employees.

1. Protection of Employee Rights and Interests

The Group is well aware that talents are the core capital for the sustainable development of an enterprise. We always adhere to the business philosophy of “empower the enterprise with talents” and are committed to building a high-quality talent team, standardizing the employee recruitment and employment process, improving the employment management system, eliminating any form of discrimination or harassment, so as to create an equal, inclusive and diverse working environment for our employees, and respect and protect their legitimate rights and interests.

Compliant and Equal Employment

In terms of talent employment, we always comply with relevant national and local laws and regulations such as the “Labour Law of the People’s Republic of China”, the “Labour Contract Law of the People’s Republic of China”, the “Provisions on the Prohibition of Child Labour”. We have formulated and implemented strict management measures in terms of compliant employment and equal employment, strengthened employment management, prevented the use of child labour and forced labour, and provided all employees with open, fair and equal recruitment, selection, evaluation and promotion opportunities.

信賴於心，共繪美好 Trusting with Heart and Creating a Better Future



合規僱傭 Compliant employment

- 四環醫藥嚴格遵守與勞工準則相關的法律法規，在招聘過程中對候選人的任職資格進行嚴格審查，嚴禁聘用童工或強制勞工。本年度，我們持續推行嚴格的入職審查，在候選人入職階段，通過對身份證、戶口本、學歷證書等文件的審查，確保員工滿足入職條件。若發現候選人未滿法定工作年齡，我們將取消其入職資格，堅決杜絕各類不合法、不合規的用工行為。
- Sihuan Pharmaceutical strictly abides by laws and regulations related to labour standards, conducts strict review of candidates' qualifications during the recruitment process, and strictly prohibits the employment of child labour or forced labour. During the Year, we continued to implement strict entry reviews. During the entry stage of candidates, we reviewed ID cards, household registers, academic certificates and other documents to ensure that employees meet the entry requirements. If a candidate is found to be under the legal working age, we will cancel his or her qualifications and resolutely put an end to all types of illegal and non-compliant employment practices.



平等僱傭 Equal employment

- 我們秉承公平、公正、公開的原則開展招聘活動，拒絕一切歧視和偏見行為。我們根據崗位任職資格和候選人能力來錄用及分配人才，對所有候選人一視同仁，不因性別、年齡、民族、種族、國籍、宗教信仰等因素進行區別對待。
- We carry out recruitment activities in accordance with the principles of fairness, impartiality and openness, and reject all discrimination and prejudice. We recruit and allocate talents based on job qualifications and candidate abilities, and treat all candidates equally without distinction based on gender, age, ethnicity, race, nationality, religious belief and other factors.
- 同時，在與員工簽訂勞動合同或日常工作中，若涉及到工作內容、工資、績效等與員工核心利益相關事項或本集團管理制度修訂等事項時，我們堅決履行法定程序，與工會平等協商，徵求全體員工意見，建立平等和諧的僱傭關係。
- At the same time, when signing labour contracts with employees or in daily work, if it comes to matters related to the core interests of employees such as work content, wages, performance, or the revision of the group's management system, we will resolutely implement legal procedures and negotiate with the trade union on an equal footing. We will also collect opinions from all employees and establish an equal and harmonious employment relationship.

同時，我們根據本集團的發展戰略，基於人力資源存量及需求分析，制定年度招聘計劃，滿足公司的用人需求，並通過外部引進和內部培訓等多渠道結合的方式開展人才招聘工作，吸納優質人才。本集團主要通過社會招聘、校園招聘及校企合作招聘的方式開展招聘工作。在校園招聘方面，根據本集團行業性質，我們從醫藥關聯性強的院校中開展校園招聘活動，並與多家院校進行長期校企合作，以提高招聘工作效率、提升團隊綜合素質。在社會招聘方面，我們利用招聘網站等資源進行人才篩選及招聘，並從地方人才服務中心發佈招聘信息，持續擴大人才招聘網絡。二零二三年，北京四環榮獲智聯招聘「2023中國年度優選僱主」稱號。

Moreover, in accordance with the Group's development strategy and based on the analysis of human resources stock and demand, we have formulated an annual recruitment plan to meet the our employment needs, and carried out talent recruitment through multiple channels such as external introduction and internal training to recruit quality talent. The Group mainly carries out recruitment work through social recruitment, school recruitment and school-enterprise cooperation recruitment. For school recruitment, according to the nature of the Group's industry, we carry out campus recruitment activities at colleges and universities with strong medical connections, and conduct long-term school-enterprise cooperation with a number of colleges and universities to improve recruitment efficiency and enhance the overall quality of the team. In terms of social recruitment, we use resources such as recruitment websites to screen and recruit talents, and publish recruitment information at local talent service centers to continue to expand our talent recruitment network. In 2023, Beijing Sihuan was honored as the "China Preferred Employer of the Year 2023" by Zhaopin.

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北京四環榮獲「2023中國年度優選僱主」
Beijing Sihuan won the "China Preferred Employer of the Year 2023"

此外，我們積極開展人才保留工作，通過薪酬福利、培訓發展、員工溝通與關懷通等多方面舉措，為實現本集團戰略發展目標儲備核心人才，並針對主動離職的員工開展離職訪談，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，有效減少人才流失，為企業的可持續發展賦能。截至二零二三年十二月三十一日，本集團共有員工2,872人，其中女性員工佔比57.24%。

多元化與包容

我們致力於為員工創建多元包容的工作環境。我們制定《四環醫藥集團商業道德行為準則》，其中包含了反歧視和反騷擾相關條款，明確表明對歧視等行為的零容忍態度，堅決反對並禁止一切歧視、偏見及任何形式的騷擾（包括性騷擾和其他騷擾）等行為。我們針對歧視和騷擾事件設置了相應的舉報途徑，一旦發現並證實相關指證，將採取適當的糾正或懲戒措施，為員工在工作場所的平等與安全提供保障。

我們尊重和保護人權，依據《四環醫藥控股集團勞動關係管理制度》《四環醫藥控股集團招聘管理制度及流程規範》等內部管理制度，禁止童工及強制勞工。同時，我們尊重員工結社自由和集體談判的權利。本年度，員工參加工會的比例達90.53%。

In addition, we actively carry out talent retention work and reserve core talents to achieve the Group's strategic development goals through various measures such as salary and benefits, training and development, employee communication and care. We also conduct exit interviews for employees who voluntarily leave, understand, analyze and summarize the reasons for their resignation, provide optimization suggestions for employee management and talent retention to effectively reduce turnover rate and empower the sustainable development of the Company. As of 31 December 2023, the Group had a total of 2,872 employees, among which female employees accounted for 57.24%.

Diversity and Inclusivity

We are committed to creating a diverse and inclusive work environment for our employees. We have formulated the "Code of Business Conduct and Ethics of Sihuan Pharmaceutical Holding Group Ltd.", which contains provisions related to anti-discrimination and anti-harassment, clearly stating a zero-tolerance attitude towards discrimination and other behaviors, and resolutely opposes and prohibits all discrimination, prejudice, and any form of harassment (including sexual harassment and other harassment). We have set up corresponding reporting channels for incidents of discrimination and harassment. Once relevant accusations are discovered and confirmed, appropriate corrective or disciplinary measures will be taken to ensure the equality and safety of employees in the workplace.

We respect and protect human rights and prohibit child labour and forced labour in accordance with internal management systems such as the "Labour Relations Management System of Sihuan Pharmaceutical Holdings Group" and the "Recruitment Management System and Process Specifications of Sihuan Pharmaceutical Holdings Group". At the same time, we respect our employees' rights to freedom of association and collective bargaining. For the Year, the proportion of employees participating in the trade union reached 90.53%.

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績效考核

本集團以「戰略導向、反饋提升、責任自律、客觀公正」為績效考核原則，建立「集團—部門—員工」三級績效指標體系，合理分解績效指標，將本集團戰略轉化為各層級、各職能崗位的績效指標，並通過建立公平合理的績效考核機制，推動各項考核指標的落地執行，推動戰略目標的達成。

我們按照《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》等制度要求，對不同級別的員工展開針對性績效考核管理，明確各績效管理機構的職責與指標內容。本年度，我們進一步明確與優化績效評估與考核機制，完成組織績效、員工績效等相關制度修訂，完善績效考核流程，優化績效考核指標，增強考核指標內容的明確性和落地性，並借助辦公自動平台（OA平台）持續提升績效考核的透明度。

為積極調動員工的主動性、創造性和積極性，我們持續探索多種績效考核方式，對員工開展針對性且持續性的績效考核管理，並針對部門負責人及以上員工開展多項評估項目，包括360度考核評估等方式。同時，我們將部門績效任務目標分解落實到員工績效考核，將員工的考核任務目標與部門績效任務目標掛鉤，執行更加有力的績效考核管理方式，使員工成長與本集團發展緊密相連。此外，我們也定期與員工就績效考核、目標達成情況等開展對話，在溝通過程中及時幫助員工發現並解決問題，不斷助力員工成長。

薪酬與晉升管理

四環醫藥嚴格遵守《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，持續落實集團《薪酬管理制度》《四環醫藥控股集團員工晉升管理辦法》等內部管理制度，持續優化薪酬及晉升管理，建立公平、合理的薪酬管理體系，激勵員工並肯定員工的價值創造，助力本集團長期企業目標的實現。

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 has established a three-level performance indicator system namely the “Group level, department level and positional level” to reasonably decompose performance indicators and transform the Group’s strategy into performance indicators for each level and functional position. The Group facilitates the implementation of various assessment indicators and the achievement of strategic goals by establishing a fair and reasonable performance appraisal mechanism.

In accordance with the requirements under the “Performance Management System of Sihuan Pharmaceutical Holdings Group Headquarters” and the “Performance Management System for Middle and Senior Management of Sihuan Pharmaceutical Holdings Group”, we have carried out targeted performance appraisal management for employees at different levels and clarified the responsibilities and indicators of each performance management organization. During the Year, we further clarified and optimized the performance evaluation and assessment mechanism, completed the revision of organizational performance, employee performance and other related systems, improved the performance assessment process, optimized performance assessment indicators, and enhanced the clarity and implementation of the assessment indicators. We have also used the office automation platform (“OA platform”) to continue to improve the transparency of performance appraisal.

In order to actively stimulate the initiative, creativity and enthusiasm of employees, we continued to explore a variety of performance appraisal methods, carried out targeted and continuous performance appraisal management for employees, and multiple evaluation projects for department heads and employees of higher positions, including 360 degree feedback. At the same time, we have broken down departmental performance objectives into employee performance appraisals and have linked employee assessment targets with department performance targets and implemented a more powerful performance appraisal management method to closely link employee growth with the development of the Group. Moreover, we have also conducted regular dialogues with employees on performance appraisals, goal achievement, etc., which helps employees discover and solve problems in a timely manner during the communication process, so as to continuously help employees grow.

Remuneration and Promotion Management

Sihuan Pharmaceutical strictly abides by laws and regulations such as the “Labour Law of the People’s Republic of China”, “Social Insurance Law of the People’s Republic of China”, and the “Provisions on Minimum Wages”. We continue to implement internal management systems such as the “Salary Management System” and “Employee Promotion Management System of Sihuan Pharmaceutical Holdings Group”, to continuously optimize salary and promotion management, establish a fair and reasonable salary management system, motivate employees and recognize their value creation, and help achieve the Group’s long-term corporate goals.

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為優化薪酬管理，本集團設立薪酬委員會，負責針對薪酬管理政策及策略進行決策，人力資源部門負責落實薪酬的調研、調整、發放等工作。我們力求為員工提供具有市場競爭力的薪酬組合，根據年度績效考核結果為員工提供績效獎金，並參照薪酬政策、市場薪資水平等因素，對員工薪酬進行動態調整。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。

同時，我們根據本集團發展戰略，不斷優化人才選拔體系，持續推動人才梯隊的建設。本年度，我們組織開展人才盤點工作，針對生產、質量等各序列人員進行任職能力評估，從直線領導反饋、跨部門合作表現等角度進行科學、公正的評價，明確了本集團的人才分佈與人才提升方向，並針對性制定出人才發展策略規劃，推動各層級員工發展，讓所有四環人均能成為優秀任職者。

本集團致力為員工提供公平競爭的平台，遵照「能者上、平者讓、庸者下」的用人理念，為員工提供廣闊的職業發展路徑，制定以員工素質、能力、崗位匹配程度、績效考核等多方面評審標準的晉升資格評估體系。本集團人力資源部與相關部門對員工的任職資格、能力素質、工作表現等方面進行考核評估，以判斷其是否滿足符合晉升條件及晉職晉級資格。此外，個人能力突出的員工還可獲得破格晉升的機會。

In order to optimize remuneration management, the Group has established a remuneration committee, which is responsible for making decisions on remuneration management policies and strategies. The human resources department is responsible for implementing remuneration research, adjustment, and payment. We strive to provide employees with a market-competitive remuneration package, provide employees with performance bonuses based on annual performance appraisal results, and make dynamic adjustments to employee remuneration with reference to factors such as remuneration policies and market salary levels. 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.

Furthermore, in accordance with the Group's development strategy, we have continued to optimize the talent selection system and promote the development of the talent pipeline. During the Year, we organized a talent inventory and conducted competency assessments for personnel in production, quality, etc. We conducted scientific and fair evaluations from the perspectives of line leadership feedback and cross-department cooperation performance. We clarified the Group's talent distribution and talent promotion direction, and formulated a targeted talent development strategic plan to promote the development of employees at all levels so that all of our employees can become outstanding candidates.

The Group is committed to providing employees with a platform for fair competition. By adhering to a merit-based philosophy, the Group provides employees with a broad career development path, and has formulated a promotion qualification evaluation system based on employee quality, ability, job matching, performance appraisal and other evaluation criteria. The Group's human resources department and relevant departments conduct assessments on employees' qualifications, abilities, work performance and other aspects to determine whether they meet promotion conditions and promotion qualifications. In addition, employees with outstanding personal abilities may also receive exceptional promotion opportunities.

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2、員工溝通與關懷

本集團重視與員工的溝通與交流，尊重員工的意見和建議，致力於為員工營造平等、暢通、透明的溝通環境。同時，我們重視員工福利保障，持續加強企業人文關懷，努力讓每位員工在多元、公平的工作環境中學習成長，保持激情、創造價值。

員工溝通與活動

我們持續優化與員工的溝通機制，聆聽員工的聲音，員工在日常工作中遇到與薪酬、績效、考勤、員工關係等問題，可通過內部通訊工具與人力資源部門進行實時溝通。本年度，為進一步完善員工溝通機制，我們設置專門崗位員工負責員工溝通等相關事宜的管理，該崗位員工的工作郵箱、內部通訊賬號等，作為員工反饋意見的專用渠道，可以接收全體員工的相關反饋。為有效處理員工意見，我們在接收郵件後的3個工作日內，會及時與相關部門或人員溝通解決相關問題。同時，我們也定期與工會溝通，邀請工會主席及各委員、會員代表，利用工作溝通會議的機會，對本集團管理層提出意見並反饋，從而提升員工的滿意度、歸屬感和幸福感。

此外，我們積極開展節日活動、體育活動、技能競賽活動等，鼓勵員工平衡工作和生活，提升員工的幸福感，保持更好的工作及生活心態。

2. Employee Communication and Care

The Group attaches great importance to communication with employees, respects their opinions and suggestions, and is committed to creating an equal, smooth and transparent communication environment for employees. Also, we attach great importance to employee welfare protection, continue to strengthen corporate humanistic care, and strive to allow each employee to learn and grow in a diverse and fair working environment, so as to maintain our employees' passion, and create value.

Employee Communication and Activities

We continuously optimize the communication mechanism with employees and listen to their voices. When employees encounter issues related to salary, performance, attendance, employee relations, etc., in their daily work, they can communicate with the human resources department in real time through internal communication tools. During the Year, in order to further improve the employee communication mechanism, we have set up special positions for employees to be responsible for the management of employee communication and other related matters. Employees' work emails and internal communication accounts were used as dedicated channels for employee feedback, which can receive relevant feedback from all employees. In order to effectively handle employee opinions, we will promptly communicate with relevant departments or personnel to resolve relevant issues within 3 working days after receiving emails. Also, we also communicate with the trade union on a regular basis, inviting the president of the trade union, committee members, and member representatives to use the opportunity of work communication meetings to provide opinions and feedback for the management of the Group, thereby improving employee satisfaction, sense of belonging, and happiness.

In addition, we actively carry out festival activities, sports activities, skills competitions, etc., to encourage employees to balance work and life, improve employee happiness, and maintain a better work and life mentality.

弘和製藥員工團建活動

Employee team building activities of Ambest Pharmaceutical

團建引領凝聚力，凝心聚力展風采。二零二三年六月，弘和製藥組織了一次車間全員團建活動。為讓大家深深體會到團隊的力量，弘和製藥精心策劃了一些趣味小遊戲，讓員工在每個遊戲中相互配合、相互幫助。本次團建活動不僅讓員工的壓力得到釋放，還有效地調動員工工作熱情和積極性，提升了團隊凝聚力，進一步推動企業文化建設。

Team building leads to cohesion, and cohesion can manifest spirit. In June 2023, Ambest Pharmaceutical organized a team-building activity for all employees in the workshop. In order to let everyone deeply appreciate the power of a team, Ambest Pharmaceutical has meticulously planned some interesting games to allow employees to cooperate and help each other in each game. This team-building activity not only released employees' pressure, but also effectively stimulate employees' enthusiasm for work, enhanced team cohesion, and further promoted corporate culture.



弘和製藥員工團建活動
Employee team building activities of Ambest Pharmaceutical

職工羽毛球友誼賽

Employee badminton friendly match

為豐富員工的文體活動，全面提升全民健身意識，二零二三年十一月，北京四環組織員工參與張家灣工會舉辦的「2023年職工羽毛球友誼賽」活動。本著「友誼第一、比賽第二」的原則，北京四環代表隊展現出良好的競技水平和精神風貌活動後，員工們紛紛表示要把運動場上的拼搏精神轉化為愛崗敬業的動力，以飽滿的熱情投入到工作中去，為四環醫藥高質量發展貢獻力量。

In order to enrich employees' cultural and sports activities and comprehensively enhance national fitness awareness, in November 2023, Beijing Sihuan organized employees to participate in the "2023 Employee Badminton Friendly Match" organized by the Zhangjiawan Trade Union. In line with the principle of "friendship first, competition second", the Beijing Sihuan team showed good competitive standards and spirits. Employees expressed their desire to transform the fighting spirit on the sports field into the motivation to be dedicated to their jobs, devote themselves to work with full enthusiasm, and contribute to the high-quality development of Sihuan Pharmaceutical.



職工羽毛球友誼賽
Employee badminton friendly match

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「車間崗位技能比武大賽」活動

“Workshop Job Skills Contest” activity

二零二三年八月，弘和製藥舉辦了「車間崗位技能比武大賽」，旨在為員工搭建「切磋技藝、比學趕超」的平台，激發一線員工「學技術、練技能」的熱情。本次大賽共有41名員工參與，通過員工之間的技能比武，進一步提升公司的生產質量管理水平。

In August 2023, Ambest Pharmaceutical held the "Workshop Job Skills Contest" with an aim to build a platform for employees to exchange skills and learn from each other, thereby stimulating the enthusiasm of front-line employees to learn and practice their skills. A total of 41 employees participated in this contest. Through the skills contest among employees, the company's production quality control level was further improved.



弘和製藥「車間崗位技能比武大賽」
“Workshop Job Skills Contest” of Ambest
Pharmaceutical

員工健康與福利

四環醫藥始終關注員工健康，致力於為員工營造舒適、安全的工作環境。本集團遵守《工作場所職業衛生監督管理規定》等法律法規，落實《員工健康管理程序》，定期為員工提供普通體檢與職業健康體檢，建立員工健康檔案，並組織員工參加健康知識培訓和考核，提升員工的健康意識，為員工撐起一把健康保護傘。同時，我們在辦公區域內建設了籃球場館、羽毛球館、桌上足球、乒乓球桌、多功能廳等輔助設施，為不同需求的員工營造舒適、健康的工作環境。

此外，本集團持續優化員工福利關愛體系，不斷提升員工的歸屬感。我們提倡工作與休息的平衡，制定《考勤管理制度》，明確工作時長、加班時間計算與補償、休假申請流程等內容，妥善管理員工的假期安排，保障員工的合法權益。我們為員工提供年假、婚假、育兒假、哺乳假等假期福利，並按照當地法規的要求，為員工提供相應時長的產假及陪產假。同時，我們針對滿足特殊條件的員工設立了專項福利，如居家辦公等，讓員工保持更好的工作及生活狀態，以此增加員工的認同感、歸屬感。

3、員工培訓與發展

四環醫藥堅信給予充分的培訓資源是實現員工發展的必要保障。根據本集團戰略發展要求，我們制定《四環醫藥控股集團有限公司人才發展與培訓管理制度》《四環醫藥控股集團有限公司應屆生培養方案》等培訓相關制度，不斷優化本集團的培訓管理，持續推動人才培養與發展體系建設，以滿足員工挖掘職業潛能、提升個人能力的需求。

我們圍繞不同層級的崗位任職能力要求，持續通過線上與線下的方式開展培訓工作，並自主建設在線培訓平台，為員工提供包含領導力、職業素養等多種類型的課程，以滿足員工的個性化學習需求，推動本集團人才的培育與發展，保障各類人才的持續供給。本年度，我們於在線學習平台累計上傳各類視頻課程近500個，涵蓋通用管理技能、營銷類、職能序列、投資管理類、職業健康等多個課程類型，全面滿足員工個人發展和職業技能提升的學習需求；累計超2,200人次登錄培訓平台進行課程學習。

Employee Health and Welfare

Sihuan Pharmaceutical always pays attention to the health of its employees and is committed to creating a comfortable and safe working environment for employees. The Group complies with laws and regulations such as the "Provisions on the Supervision and Administration of Occupational Health at Work Sites" and implements the "Employee Health Management Procedure". We regularly provide employees with general physical examinations and occupational health examinations, establish employee health files, and organize employees to participate in health knowledge training and assessments to enhance employees' health awareness and provide health protection for employees. At the same time, we have built and set up basketball courts, badminton halls, table football, table tennis tables, multi-function halls and other auxiliary facilities in the office area to create a comfortable and healthy working environment for employees with different needs.

In addition, the Group continues to optimize its employee welfare and care system to continuously enhance employees' sense of belonging. We advocate a balance between work and rest, and have formulated the "Attendance Management System" which clarifies working hours and calculation and compensation of overtime work, the leave application process, properly manages employees' holiday arrangements and protects the employees' legitimate rights and interests. We provide employees with annual leave, marriage leave, parental leave, breastfeeding leave and other holiday benefits, and provide employees with maternity leave and paternity leave of corresponding length in accordance with local regulations. At the same time, we have set up special benefits for employees who meet special conditions, such as working from home, so that employees can maintain better working and living conditions, thereby increasing their sense of identity and belonging.

3. Employee Training and Development

Sihuan Pharmaceutical firmly believes that providing sufficient training resources is a necessary guarantee for employee development. In accordance with the strategic development requirements of the Group, we have formulated training-related systems such as the "Talent Development and Training Management System of Sihuan Pharmaceutical Holdings Group Co., Ltd." and the "Fresh Graduate Training Plan of Sihuan Pharmaceutical Holdings Group Co., Ltd.", so as to continuously optimize the Group's training management and promote the talent training and development system to meet the needs of employees to tap their career potential and improve their personal abilities.

We continued to carry out training through online and offline methods around the job competency requirements at different levels. We have also independently built an online training platform to provide employees with various types of courses including leadership and professionalism, to meet employees' personalized learning needs, promote the cultivation and development of the Group's talents, and ensure the continuous supply of all types of talents. During the Year, we uploaded a total of nearly 500 video courses of various types to the online learning platform, covering multiple course types such as general management skills, marketing, functions, investment management, and occupational health, which fully met the learning needs of employees for personal development and professional skill improvement. A total of more than 2,200 employees have logged into the training platform to take courses.

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「企業文化價值觀」培訓 “Corporate Culture Values” training

二零二三年三月，我們面向長春翔通、吉林四環、吉林津升、吉林四長、北極星營銷等子公司開展「企業文化價值觀」主題培訓。我們結合各子公司的實際需求，定制開發了專項培訓課程材料，解決各子公司員工在對本集團企業文化及價值觀的認知統一、意識統一、行動統一等方面問題，強化員工對本集團發展戰略、個人職業發展等方面的信心。我們共計在7家子公司舉行了多場培訓分享，累計共有約400人參與。

In March 2023, we carried out “Corporate Culture Values” themed training for subsidiaries such as Changchun Xiangtong, Jilin Sihuan, Jilin Jinsheng, Jilin Sichang, and Polaris Marketing. Based on the actual needs of each subsidiary, we have customized and developed special training course materials to solve the problems of employees of each subsidiary in the unified understanding, awareness and action of the Group’s corporate culture and values, and to strengthen employees’ understanding of the Group’s development strategy, as well as confidence in personal and career development. We have held multiple training sharing sessions in 7 subsidiaries, with a total of approximately 400 employees participating in.



「企業文化價值觀」培訓
“Corporate Culture Values” training

ESG 主題專項培訓 ESG training

二零二三年十一月，為了讓全體員工進一步了解並掌握ESG相關知識，我們採用線上直播的方式，對本集團全體員工進行ESG主題專項培訓，強化本集團ESG管理水平，推動本集團的可持續發展。本次培訓共有487人參與線上直播課程學習，自主回看學習課程的員工超1,000人，達到了良好的ESG專業知識普及效果。

In November 2023, in order to allow all employees to further understand and master ESG-related knowledge, we used online live broadcasts to conduct ESG training for all employees of the Group, so as to strengthen the Group’s ESG management standards, and promote the Group’s sustainable development. A total of 487 employees participated in the online live broadcast course and more than 1,000 employees rewatched the course independently, achieving a good popularization effect of ESG professional knowledge.



ESG 主題專項培訓
ESG training

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二零二三年，本集團及子公司員工培訓總時數達74,416.34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：

按性別劃分的受訓僱員百分比及僱員受訓平均時數：

In 2023, the total training hours for the employees of the Group and its subsidiaries amounted to 74,416.34 hours. The percentage of employees trained and average training hours per employee by gender and grade are as follows:

Percentage of employees trained and 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	97.14%	28.20
女	Female	98.99%	28.97

按職級劃分的受訓僱員百分比及僱員受訓平均時數：

Percentage of employees trained and average training hours of employees by grade:

職級	Grade	受訓僱員百分比 Percentage of employees trained	受訓平均時數 Average training hours
總監及以上	Director and above	80.87%	19.47
經理主管	Manager and head	96.44%	23.47
普通員工	General staff	99.61%	30.34

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並進共贏－攜手責任並進， 共創行業繁榮

四環醫藥在供應鏈管理過程中深入貫徹可持續發展理念，通過完善的供應商管理體系，持續強化供應商管理，並定期開展供應商審計與評估，嚴格監控供應鏈的合規情況，保障供應鏈的平穩運行。同時，我們通過多渠道的溝通交流機制，持續與供應商就可持續發展等問題保持緊密的溝通，助力供應商提升自身管理水平，與供應商攜手承擔社會責任，共創行業繁榮。

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》《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》《集中採購管理規程》等內部管理制度，並持續優化制度管理體系，於本年度修訂《採購管理制度》《合格供應商評級分級管理制度》等制度，於本年度制定並發佈《四環醫藥控股集團有限公司供應商行為準則》（《供應商行為準則》），持續強化供應商管理。

我們秉持「公平競價、質量優先」的原則，建立覆蓋供應商尋源、准入、考核與評估各階段的全生命週期管理機制，對供應商採取「統一歸口、分類分級」管理，嚴格把控採購質量，從源頭保障產品的質量與安全。

PROGRESSING TOGETHER AND ACHIEVING WIN-WIN RESULTS – WORKING TOGETHER WITH RESPONSIBILITY TO CREATE PROSPERITY FOR THE INDUSTRY

Sihuan Pharmaceutical upholds the principle of sustainable development throughout its process of supply chain management. With a comprehensive supplier management system, we continue to strengthen supplier management. The Group conducts regular evaluations and assessments of our suppliers to strictly monitor the compliance of the supply chain, ensuring the stable operation of our supply chain. Furthermore, we maintain close communication with suppliers on sustainable development through various communication channels. The Group aims to facilitate suppliers in improving their own management standards, and assumes social responsibility together with the suppliers, striving to create prosperity for the industry.

1. Supplier Management

Sihuan Pharmaceutical strictly abides by the laws and regulations such as the “Bidding Law of the People’s Republic of China” and the “Government Procurement Law of the People’s Republic of China”, formulated and implements the internal management system and requirements such as the “Supplier Management Protocol” and the “Centralized Procurement Management Protocol”. We continue to optimise our institutional management systems. During the Year, the Group has revised the systems such as the “Procurement Management System” and the “Qualified Supplier Rating Management System”. Moreover, we have formulated and published the “Supplier Code of Conduct of Sihuan Pharmaceutical Holdings Group Ltd.” (the “**Supplier Code of Conduct**”) to constantly improve supplier management.

The Group upholds the principle of “fair bidding and quality first” and has established a life cycle management mechanism that covers supplier sourcing, admission, assessment, and evaluation. We adopt a “centralized and classified” management approach, strictly monitor procurement quality, and ensure product quality and safety from the source.

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供應商管理流程

Supplier Management Process

供應商尋源

Supplier Sourcing

- 本集團在供應商尋源及篩選過程中從供應商的業務管理、ESG管理等多維度出發，對供應商開展背景調查與資質審核，篩選維度包括供應商生產能力、技術水平、服務質量、履約能力、品質控制體系、環境影響、勞工管理等。
- In the process of supplier sourcing and selection, the Group conducts background investigations and qualification assessments on suppliers based on multiple aspects such as business management and ESG management. The selection considerations include suppliers' production capability, technical level, service quality, performance capability, quality control system, environmental impact, labour management and other aspects.

供應商准入

Supplier Admission

- 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.

供應商考核與評價

Supplier Assessment and Evaluation

- 本集團通過日常監督管理和年度考核的方式，對供應商ESG表現、產品質量狀況、履約情況、貿易合規性等方面進行考核與評價。
- The Group conducts evaluation through daily supervision and management and annual assessment based on indicators such as ESG performance, quality status of products, performance, and trade compliance of suppliers, and other aspects.

供應商分級分類管理

Supplier Classified Management

- 根據考核評估結果，我們針對供應商開展分級管理。對於考核不達標、產品質量存在問題、不滿足本集團ESG相關管理要求的供應商，我們將根據實際情況，給予終止交易、限期整改或進入黑名單的處罰。
- Based on the assessment and examination results, we conduct hierarchical management for suppliers. For suppliers that fail to meet the assessment standards, have problems with product quality, or fail to meet the Group's ESG-related management requirements, we will depending on the actual situation, impose penalties such as termination of transactions, rectification within a certain period of time, or entry into the blacklist.

為加強供應商管理，及時梳理並把控供應鏈風險，我們每年度針對供應商開展現場審核，及時對供應商的資質及採購行為等進行評估及審核，將供應商信息及時、正確地維護在供應商數據庫中，確保供應商滿足本集團《供應商行為準則》等管理要求。同時，我們及時針對審核過程中發現的物料質量和供應相關問題進行妥善處理，並根據物料採購情況開展第三方現場評估。本年度，本集團共完成供應商現場審計22次、非現場審計18次，進一步優化本集團供應商管理。

In order to strengthen supplier management, we timely address and control supply chain risks. Each year, we conduct on-site assessments of our suppliers to evaluate and assess their qualifications and procurement practices, ensuring that their information in the supplier database is up-to-date and accurate and in compliance with the Group's "Supplier Code of Conduct" and other management requirements. Furthermore, we promptly and appropriately address material quality and supply-related issues identified during our audits, and conduct third-party on-site assessments based on material purchases. During the Year, the Group completed a total of 22 on-site assessments and 18 off-site assessments of suppliers, further optimizing the management of the Group's suppliers.

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我們推行並落實採購精細化管理。我們要求所有採購事項應嚴格按照制度流程進行申報，嚴禁在提報採購需求時為特定供應商等設定專屬資格條件。同時，我們要求採購全流程留痕，以便後期進行工作追蹤與檢查，落實採購合規管理，並制定《應急採購管理制度》，規範物料應急採購管理，以更快捷處理突發情況，強化風險管理水平。此外，我們於本年度完成庫存預警採購數據看板等採購數字化建設工作，通過數字化手段對採購管理進行優化，持續提高採購效率與透明程度。

為進一步強化本集團的供應鏈管理水平，提升內部採購人員的專業技能，我們積極針對內部採購人員開展培訓宣導活動。我們圍繞日常採購工作、採購流程等相關內容，通過下發學習手冊、開展線上培訓課程等方式，對採購人員開展系統性的培訓，進一步加強採購專業人員針對內部供應商管理相關管理制度的理解，提升採購人員針對本集團供應鏈合規等ESG管理方面的認知，明確其管理責任，全面提升採購人員的專業水平，推進專業採購人才隊伍的建設。

2、可持續供應鏈打造

本集團持續推進可持續供應鏈的建設。我們在《供應商行為準則》中，持續規範供應商可持續發展管理要求，明確所有供應商應當遵循其所在國家、地區的所有適用法律法規，以及國際公認的ESG管理標準，並從多個維度對供應商行為進行明確的規範與管理，包括但不限於與防止利益衝突、反腐敗、生物多樣性保護、提升資源利用效率等商業道德、產品質量、以及環境、健康和安全管理方面內容，助力供應商強化自身可持續發展管理。

We have promoted and implemented procurement management practices. We require all purchases to be declared under strict system and procedures and prohibit the setting of specific qualifications for particular suppliers in the submission of purchase requirements. Furthermore, we maintain comprehensive records throughout the procurement process to facilitate tracking and checking, thus enabling effective procurement compliance management. We have also formulated the "Contingency Procurement Management System" to regulate the management of contingency procurement of materials, so as to enhance our risk management capabilities and effectively address unexpected situations. During the Year, we also completed the construction of digitalized procurement, such as the inventory alert procurement information board, which optimizes procurement management through digitalization and continuously enhance efficiency and transparency in our procurement processes.

In order to further strengthen the management standard of the Group's supply chain and improve the skills of our internal procurement staff, we have actively launched training and promotional activities for these employees. We have launched systematic training for our procurement staff by issuing study manuals and launching online training courses around daily procurement work, procurement processes and other related contents. It aims to further deepen the understanding of procurement staff regarding the management system related to internal supplier management, raise their awareness on the Group's supply chain compliance, and other aspects of ESG management. Additionally, it clarifies the management responsibilities of the procurement staff, aiming to comprehensively improve their professional standards and promote the construction of a professional procurement talent team.

2. Building a Sustainable Supply Chain

The Group continuously promotes the development of a sustainable supply chain. In the "Supplier Code of Conduct", we constantly regulate the sustainability management requirements for our suppliers. It specifies that all suppliers must adhere to all applicable laws and regulations of the countries and regions in which they are operated, as well as internationally recognized ESG management standards. It also clearly regulates and manages supplier behavior from various dimensions, including but not limited to prevention of conflict of interest, anti-corruption, biodiversity protection, enhancement of resource efficiency and other aspects of business ethics, product quality, as well as environment, health and safety, to help suppliers strengthen their own sustainable development management.

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此外，我們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，通過多樣化的管理舉措全面推進供應鏈ESG管理，並由執行管理層負責監督本集團的供應商ESG管理工作，切實貫徹落實綠色採購、廉潔採購等要求，有效防範供應鏈的ESG風險。

In addition, we insist on integrating the concept of sustainable development with our procurement work in our daily operations, promoting ESG management of the supply chain through a variety of management initiatives, with the executive management responsible for overseeing the ESG management work of the Group's suppliers, and implementing the requirements of green procurement and clean procurement in order to effectively prevent ESG risks in the supply chain.

綠色採購

Green Procurement

- 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，在採購內外包裝材料中選用安全環保、無毒、無污染的材料，推動上下游企業共同實現綠色環保採購；
- We are committed to continuously enhancing our standards and systems for green procurement, and fully consider the environmental impact of product production, packaging and waste disposal. Only safe, environmental-friendly, toxic-free and pollution-free packaging materials will be selected for our internal and external packaging materials, as well as promoting upstream and downstream enterprises to jointly realize green procurement;
- 我們明確規定供應商提供的產品必須符合環保相關法律法規的要求以及國家與行業標準，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；
- We clearly stipulate that the suppliers' products must adhere to the requirements of environmental protection related laws and regulations as well as national and industry standards. Suppliers who have obtained ISO, CCC, and the Occupational Health and Safety Management System Certification are preferred;
- 我們在生產過程中使用更為先進的技術和設備，積極提升生產工藝，並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。
- We use more advanced technology and equipment in our production process and actively improve our production processes. We promote our subsidiaries to actively fulfill the requirements of environmental protection, energy saving and emission reduction, and other green requirements, and the packaging materials used in the transportation of medicines are all recyclable materials.

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廉潔採購 Integrity Procurement

- 我們與外部供應商簽署《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》，並制定《運營採購中心人員廉潔自律管理規範》，明確本集團廉潔合規管理要求，規範各相關方的誠信自律行為，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；
- We sign 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 also formulated the "Code of Conduct for Integrity and Self-discipline for Personnel of the Operations and Procurement Center", which clarifies requirements on integrity compliance management of the Group, regulate the integrity and self-discipline of relevant parties and strictly prohibit any form of bribery, abuse of power for personal gains and unfair competition in the supply chain;
- 我們通過開展供應鏈合規培訓、供應鏈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。
- 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 supply chain compliance training and supply chain compliance audits.

我們重視與供應商的溝通交流，力求通過與供應商建立穩定、深入的良好合作關係，攜手供應商實現共同成長。我們通過會面訪談、線上溝通、行業展會等多種渠道，定期與供應商就生產工藝、技術難點、產品定價等合作問題開展深入的溝通與交流。本年度，我們積極參與中國國際製藥機械博覽會、中國國際醫藥原料藥／中間體／包裝／設備交易會 (API China) 等行業展會。同時，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 管理實踐經驗，不斷強化本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 ESG 管理水平。

We attach importance to communication with the suppliers, aiming to build a stable and in-depth cooperative relationship with them to achieve mutual development. The Group regularly initiates in-depth communication with suppliers on production processes, technical difficulties, product pricing, and other cooperation issues in various manners, such as meetings, interviews, online communication, and technical seminars. During the Year, we actively participated in the China International Pharmaceutical Machinery Exposition, API China and other industry exhibitions. Meanwhile, the Group proactively learns from the excellent ESG management experience of suppliers during the communication, and continuously strengthens the Group's management in the selection of environmentally friendly materials and energy-saving equipment and optimization of production processes to continuously enhance ESG management.

積極參與行業峰會

Active participation in industry summits

二零二三年六月十六日，北京澳合研究院於在重慶參加「2023大健康產業高質量發展大會（暨第八屆中國醫藥研發·創新峰會）」。

本次大會聚焦中國醫藥產業發展與未來展望、藥物創新制劑發展機遇與策略、AI賦能藥物研發等前沿熱門話題，通過主題演講、圓桌討論、分論壇等形式，共同探討醫藥產業的未來。北京澳合研究院於會上榮獲「2023中國藥品研發綜合實力50強」、「2023中國化學藥研發實力20強」稱號。

On 16 June 2023, Beijing Ao He Research Institute participated in the “2023 Conference on the High-Quality Development of the Health Industry (and the 8th China Pharmaceutical R&D and Innovation Summit)” in Chongqing. The conference focused on cutting-edge topics including the development and prospects of China’s pharmaceutical industry, opportunities and strategies for the development of innovative drug preparations, and AI-enabled drug R&D. During the conference, participants discussed the future of the pharmaceutical industry through keynote speeches, roundtable discussions and sub-forums. Beijing Ao He Research Institute was listed as one of the “2023 Top 50 Enterprises in Drug R&D Strength in China” and “2023 Top 20 Chemical Drug R&D Strength in China” at the conference.



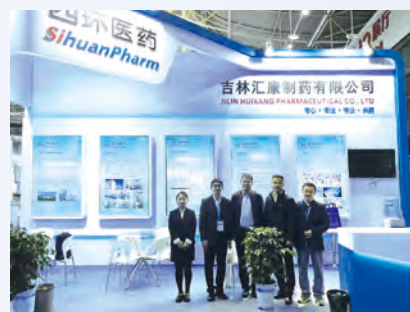
北京澳合研究院所獲榮譽
Honours awarded to Beijing Ao He Research Institute

積極參與行業展會

Active participation in industry exhibitions

二零二三年六月，本集團於上海參加了第二十一屆世界製藥原料中國展。展會期間，我們就本集團的研發能力、原料藥、中間體銷售等方面內容，與參展企業進行交流溝通，全面展示本集團藥品全生命週期一站式服務及項目落產優勢及能力，助力本集團進一步的發展，推動行業的共同成長與進步。

In June 2023, the Group participated in the 21st CPHI China held in Shanghai. During the trade show, we communicated with exhibitors on our R&D capabilities as well as our sale of APIs and intermediates, comprehensively demonstrating our full life cycle and one-stop services as well as our advantages and capabilities in project implementation. The event was beneficial to the Group’s further development as well as the growth and advancement of the whole industry.



展會現場
Exhibition site

信賴於心，共繪美好 Trusting with Heart and Creating a Better Future

關懷社會－投身社會公益， 共築美好生活

作為負責任的企業，四環醫藥在不斷提升企業競爭力的同時，始終不忘投身公益、回饋社會。我們堅持「創新服務人類健康」的企業使命，充分利用自身的資源優勢和價值影響，攜手公益夥伴，開展公益助農與助教，積極響應鄉村振興戰略，提升運營所在地的教育水平，推動行業進步，並鼓勵員工積極參與社區公益活動，營造社區志願風尚，支持社區的發展，以赤誠之心踐行公民責任，共築美好生活。

1、 助力社會發展

四環醫藥始終秉持「合作與共享」的經營理念，積極投身公益慈善事業。在紮實助力全面脫貧、奔小康的目標實現之際，我們不忘初心，努力回饋運營所在地周邊社區，持續鞏固拓展脫貧攻堅成果，助力鄉村振興。本年度，在梅河口市政府的支持下，本集團子公司吉林津升、弘和製藥針對水運鎮龍頭村開展助農幫扶活動。在現場實地走訪及工作研討後，我們根據當地產業發展規劃，通過向梅河口市慈善總會定向捐款等方式，助力當地鄉村因地制宜發展特色種植業經濟，以支持梅河口市鄉村振興工作，全面推進鄉村振興戰略的實施。

CARING FOR THE SOCIETY – DEVOTING TO SOCIAL PUBLIC WELFARE FOR A HAPPY LIFE

As a responsible enterprise, Sihuan Pharmaceutical is dedicated to public welfare and contributing to society while continuously improving its competitiveness. The Group has been adhering to the corporate mission of “innovation for human health”. We leverage our resource advantages and influence to collaborate with charity partners in carrying out public welfare assistance in agriculture and education. The Group actively responds to the strategy of rural revitalization, enhancing the educational standards of the locations in which we operate. We also encouraged our employees to participate in charitable activities actively to build a culture of devotion in communities. Moreover, we support community development and sincerely engage in public welfare to build a better life together.

1. Contributing to Social Development

Sihuan Pharmaceutical always adheres to the operation principle of “cooperation and sharing” and actively engages in public welfare and charitable endeavors. While firmly assisting in achieving the goal of poverty alleviation in an all-round way and building a moderately prosperous society, we have not forgotten our original intention of contributing to communities where we operate, continuing to consolidate and expand the achievements of poverty alleviation, in a bid to continuously contribute to rural revitalization. During the Year, with the support of Meihekou Municipal Government, Jilin Jinsheng and Ambest Pharmaceutical, subsidiaries of the Group, carried out agriculture assistance in Longtou Village of Shuidao Town. After conducting an on-site visit and discussion, we made targeted donations to the Meihekou Charity Federation based on the local industry's development plan. It aims at assisting the development of local villages in the characteristic plantation economy in accordance with local conditions, supporting village revitalization in Meihekou City, and comprehensively promoting the implementation of the rural revitalization strategy.



助力梅河口市鄉村振興工作
Supporting Village Revitalization in Meihekou City

信賴於心，共繪美好 Trusting with Heart and Creating a Better Future

同時，我們深知教育水平的提升對於社會發展亦具有重要的意義。我們持續佈局教育公益，以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。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。同時，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人民幣2,000萬元，作為基金會原始基金，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，以持續支持梅河口教育事業的發展。

此外，我們重視增進區域協作，以自身資源優勢，積極推動地方經濟發展。為攜手同行共創共贏，助力打造良好產業生態，我們將北京四環現有生產廠區向開放型園區轉型升級，並於2022年就相關事宜與通州區人民政府簽署《合作框架協議》，助力產業提升。2023年，我們圍繞「探索城市更新新路徑、高效利用存量產業空間、提高土地複合利用率」的工作原則，持續推進轉型升級。根據「生物醫藥健康產業園區」的最新產業定位，我們積極圍繞生命科學、合成生物、細胞治療、體育醫學等高端產業化項目，尋求各方資源，充實園區產業生態。同時，我們計劃將園區閒置物流倉和周圍空地申報成立公用型保稅倉，對接跨國公司共同探討保稅倉的投建運營合作，積極推動地方經濟發展，並將充分推動園區內現有閒置公寓樓的有效利用，通過投資改造和運營，為解決區域企業引進過程中的員工職住問題貢獻力量。

At the same time, we acknowledge the significance of raising the standard of education for the development of society. In order to expand the social impacts of our public welfare investments and foster the sustainable development of the education sector in the locations we operate, we have made consistent investments in education. Jilin Sihuan, a subsidiary of the Group, jointly initiated the establishment of the Jilin Meihekou Future Education Development Foundation with the Meihekou Education Bureau and Meihekou Future Education Group Co., Ltd. Meanwhile, Jilin Sihuan, on behalf of Sihuan Pharmaceutical, donated RMB20 million to the Jilin Meihekou Future Education Development Foundation as the original fund. The fund 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, supporting the education of Meihekou City constantly.

In addition, we emphasize the importance of regional collaboration and actively promote the development of local economy with our own resource advantages. In order to create a win-win situation together with our peers and help build a good industrial ecosystem, we have transformed and upgraded the existing production sites of Beijing Sihuan into an open park, and signed a Cooperation Framework Agreement with the People's Government of Tongzhou District on related matters in 2022 to help the industrial upgrade. In 2023, we continued to promote transformation and upgrading based on the principle of "exploring new ways of urban renewal, efficiently utilizing the existing industrial space, and increasing the land utilization rate". In accordance with the latest industrial positioning of the "Biomedical Health Industrial Park", we are actively seeking resources from various parties to enrich the industrial ecology of the park by focusing on high-end industrialization projects in life sciences, synthetic biology, cellular therapy, sports medicine, etc. At the same time, we plan to apply for the establishment of public bonded warehouses in the park and the surrounding vacant land, and explore the cooperation of investment, construction and operation of bonded warehouses with multinational companies, so as to actively promote the development of the local economy. We will also promote the effective utilization of the existing idle apartment buildings in the park through investment, renovation and operation, so as to contribute to the solution of the staff housing problem in the process of the introduction of enterprises in the region.

信賴於心，共繪美好 Trusting with Heart and Creating a Better Future

2、 投身社區公益

凝聚公益力量，共築美好未來。我們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。本年度，在吉林省慈善總會舉辦30週年慶典之際，本集團子公司吉林津升向其捐款人民幣1,000萬元，用於發展吉林省慈善相關事業，旨在弘揚公益精神，推動美好社會的建設。

2. Devoting to Communal Public Welfare

By gathering public welfare efforts, we can build a better future. We are well aware that the development of an enterprise is closely connected with the community in which it operates. Improving the enterprise's community participation is crucial for the common development and progress of the enterprise and the community. During the Year, on the occasion of the Jilin Provincial Charity Federation's 30th anniversary celebration, Jilin Jinsheng, a subsidiary of the Group, donated RMB10 million to develop charity-related undertakings in Jilin Province, aiming to promote the spirit of public welfare and promote the construction of a beautiful society.



吉林津升向吉林省慈善總會捐款
Jilin Jinsheng Donates to Jilin Provincial Charity Federation

我們始終心繫當地民生，積極助力當地社區發展。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，為梅河口累計捐款人民幣3,000多萬元。

At the same time, we always care about the livelihood of local people and actively assist the development of local communities. Since Sihuan Pharmaceutical launched its industrial layout for Meihekou in 2010, Sihuan Pharmaceutical and Meihekou have worked hand in hand and achieved considerable development in a good community atmosphere. While relying on the rapid development of Meihekou, Sihuan Pharmaceutical has also continuously given back to the community and Meihekou. It has repeatedly funded and supported flood fighting and disaster relief, new rural construction, and educational development in Meihekou, and has donated a total of more than RMB30 million to Meihekou.

四環醫藥始終心繫大眾福祉，充分發揮自身醫藥企業的優勢，不斷用實際行動展現責任擔當，持續為社區健康與活力提供有力支持。二零二三年，為助力體育事業發展，四環醫藥向吉林省第十九屆運動會捐款以推廣全民健康理念，並榮獲吉林省第十九屆運動會組織委員會頒發的「吉林省第十九屆運動會突出貢獻獎」榮譽稱號。同時，我們時刻關注公眾的藥品需求，持續牢築公眾的健康屏障。二零二三年，我們向當地社區捐贈自產阿奇黴素等藥品，積極肩負起作為醫藥企業的責任，為公眾的健康提供免費藥品保障。

Sihuan Pharmaceutical has always attached great importance to the well-being of the general public, fully utilized its advantages as a pharmaceutical enterprise, constantly demonstrated its responsibility with practical actions, and provided strong support for the health and vitality of the community continuously. In 2023, in order to support the development of sports, Sihuan Pharmaceutical made a donation to the 19th Jilin Provincial Games, aiming at promoting the concept of health for all, and was awarded the honorary title of "Outstanding Contribution Award for the 19th Jilin Provincial Games" by the organizing committee of the 19th Jilin Provincial Games. At the same time, we always pay attention to the public's needs for medicines and continue to focus on public health. In 2023, we donated self-produced Azithromycin and other medicines to the local community, actively shouldering our responsibility as a pharmaceutical company to provide free medicines for public health.

信賴於心，共繪美好 Trusting with Heart and Creating a Better Future



「吉林省第十九屆運動會突出貢獻獎」榮譽稱號
Honorary title of "Outstanding Contribution Award for the 19th Jilin Provincial Games"

此外，我們積極開展並號召員工參與各項公益活動，鼓勵員工在更廣泛的領域，以更豐富的內容積極回饋社會。本年度，我們鼓勵號召員工參與當地社區舉辦的健步行公益活動、組織員工向社會弱勢群體進行物資捐贈、舉辦以「轉手遇見愛」為主題的愛心公益義賣活動等，與員工攜手為當地社區的美好發展貢獻力量。

In addition, we actively participate in various charitable activities with our employees, encouraging them to actively contribute to the society in a wider range of areas and with richer contents. During the Year, we encouraged our employees to participate in brisk walking activities organized by the local community, organized them to make donations to the underprivileged groups in the society, and held a charity sale with the theme of "Sell With Love", so as to contribute to the development of the local community with our employees.

「一袋牛奶的暴走」健步行公益活動 "Trudge for a Bag of Milk" walking charity event

二零二三年四月，梅河口市舉辦第六屆「一袋牛奶的暴走」公益活動。近萬人組成上百支暴走隊伍，環城徒步暴走8公里，傳遞愛心與溫暖，助力貧困兒童每天都能喝上一袋愛心牛奶。四環醫藥響應號召，積極報名參與活動並進行捐款。

In April 2023, Meihekou held the sixth "Trudge for a Bag of Milk" charity event. Nearly ten thousand people formed hundreds of walking teams and walked 8 kilometers around the city to spread love and warmth and offer a bag of milk for underprivileged children every day. Sihuan Pharmaceutical responded to the call, actively signed up to participate in the activities and made donations.



健步行活動現場
Walking activity

展望未來，我們將始終秉承「創新服務於人類健康」的企業使命，堅持公益，回饋社會，踐行作為醫藥企業的責任擔當，在助力中國醫藥衛生事業蓬勃發展的同時，傳遞更多的關愛。

Looking ahead, we will always adhere to the corporate mission of "Innovating to Serve Human Health", adhere to public welfare, give back to the society, and fulfill our responsibilities as a pharmaceutical company. While helping China's medical and health industry flourish, we will also deliver more love and care.

附錄 I：二零二三年 ESG 關鍵績效數據表

Appendix I: Table of 2023 ESG Key Performance Data

環境範疇¹

Environmental area¹

關鍵績效指標		單位	二零二三年	二零二二年
Key Performance Indicators (KPIs)		Unit	2023	2022
A1.1 排放物	廢氣排放總量	萬標立方米	35,999.14	41,521.59
A1.1 Emissions	Total exhaust gas emissions	10,000 standard cubic meters		
	二氧化硫排放量	噸	7.27	22.38
	Sulfur dioxide emissions	Tonnes		
	氮氧化物排放量	噸	30.03	40.64
	Nitrogen oxides emissions	Tonnes		
	顆粒物排放量	噸	4.01	6.21
	Particulate matter emissions	Tonnes		
	廢水排放總量	噸	497,717.60	520,205.40
	Total wastewater discharge	Tonnes		
	總化學需氧量	噸	24.63	35.56
	Total chemical oxygen demand	Tonnes		
	氨氮排放量	噸	1.90	1.88
	Ammonia-nitrogen discharge	Tonnes		
A1.2 溫室氣體排放²	溫室氣體排放量(範圍一)	噸二氧化碳當量	45,601.81	52,191.66
A1.2 Greenhouse gas emissions²	Greenhouse gas emissions (Scope 1)	Tonnes of CO ₂ equivalent		
	溫室氣體排放量(範圍二)	噸二氧化碳當量	58,465.86	71,100.59
	Greenhouse gas emissions (Scope 2)	Tonnes of CO ₂ equivalent		
	溫室氣體總排放量	噸二氧化碳當量	104,067.67	123,292.25
	Total greenhouse gas emissions	Tonnes 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	0.06
	Greenhouse gas emission intensity	Tonnes of CO ₂ equivalent/thousand RMB revenue		

¹ 環境數據統計範圍：由二零二三年一月一日至二零二三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、3 家研發公司、3 個營銷公司的辦公及生產區域。

¹ Scope of environmental data collection: the environmental data collected from 1 January 2023 to 31 December 2023 have been included in the Report, covering the administrative and production areas of the Group's headquarters, 11 affiliated production enterprises, 3 R&D companies, and 3 marketing companies.

² 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佈的《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》。

² 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 the 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：二零二三年 ESG 關鍵績效數據表 Appendix I: Table of 2023 ESG Key Performance Data

關鍵績效指標		單位	二零二三年	二零二二年
Key Performance Indicators (KPIs)		Unit	2023	2022
A1.3 有害廢棄物 A1.3 Hazardous waste	有害廢棄物總量	噸	467.38	536.08
	Total hazardous waste	Tonnes		
	有害廢棄物密度	千克／收益人民幣千元	0.25	0.25
	Intensity of hazardous waste	Kg/thousand RMB revenue		
A1.4 無害廢棄物³ A1.4 Non-hazardous waste³	生活垃圾	噸	200.29	248.00
	Domestic waste	Tonnes		
	一般工業固體廢棄物	噸	4,246.34	5,928.17
	General industrial solid waste	Tonnes		
	無害廢棄物總量	噸	4,446.63	6,176.16
	Total non-hazardous waste	Tonnes		
	無害廢棄物密度	千克／收益人民幣千元	2.39	2.83
	Intensity of non-hazardous waste	Kg/thousand RMB revenue		
A2.1 資源能源使用⁴ A2.1 Resource and energy consumption⁴	總能耗量	千瓦時	203,676,957.43	266,962,445.81
	Total energy consumption	kWh		
	直接能耗量	千瓦時	128,512,907.79	164,125,729.35
	Direct energy consumption	kWh		
	間接能耗量	千瓦時	75,164,049.64	102,836,716.46
	Indirect energy consumption	kWh		
	能耗強度	千瓦時／收益人民幣千元	109.47	122.39
	Energy consumption intensity	kWh/thousand RMB revenue		
	總用電量	千瓦時	56,157,069.71	68,010,911.38
	Total electricity consumption	kWh		
	外購熱力	千瓦時	19,006,979.93	34,825,805.08
	Purchased heat	kWh		
	汽油使用量	升	90,119.23	80,208.08
	Gasoline consumption	Liter		
	柴油使用量	升	13,583.06	25,316.20
	Diesel consumption	Liter		
	液化石油氣使用量	千克	10,348.50	13,635.40
Liquefied petroleum gas consumption	Kg			
管道天然氣使用量	立方米	6,584,176.86	7,588,152.98	
Pipeline natural gas consumption	Cubic meter			
煤使用量	噸	11,778.00	16,343.00	
Coal consumption	Tonnes			

⁴ 二零二三年，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》。

⁴ In 2023, 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：二零二三年ESG關鍵績效數據表 Appendix I: Table of 2023 ESG Key Performance Data

關鍵績效指標 Key Performance Indicators (KPIs)	單位 Unit	二零二三年 2023	二零二二年 2022
A2.2 用水量⁵	用水量	762,227.91	731,438.95
A2.2 Water consumption⁵	Water consumption		
	用水強度	0.41	0.34
	Water consumption intensity		
A2.5 包裝材料	包裝材料	3,759.80	4,487.01
A2.5 Packaging materials	Packaging materials		
	包裝材料強度	2.02	2.06
	Packaging material consumption intensity		

社會範疇

Social area

B1.1 按性別、僱傭類型、年齡組別及地區劃分的僱員總數

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

		二零二三年 2023	二零二二年 2022
按性別	男	42.76%	42.74%
By gender	Male		
	女	57.24%	57.26%
	Female		
按年齡	30歲或以下	17.79%	21.79%
By age group	30 years old or below		
	31–50歲	75.07%	72.35%
	31–50 years old		
	50歲或以上	7.14%	5.86%
	50 years old or above		
按職級	總監及以上	4.18%	4.71%
By grade	Director and above		
	經理主管	15.98%	20.25%
	Manager and head		
	普通員工	79.84%	75.04%
	General staff		
按僱傭類型	全職	98.64%	98.80%
By employment type	Full-time employee		
	兼職	0.04%	0.06%
	Part-time employee		
	實習	0.35%	0.57%
	Intern		
	派遣	0.97%	0.57%
	Dispatched employee		

⁵ 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。

⁵ 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：二零二三年 ESG 關鍵績效數據表 Appendix I: Table of 2023 ESG Key Performance Data

		二零二三年 2023	二零二二年 2022
按地區 By geographical region	中國 China	99.90%	99.85%
	海外地區 Overseas region	0.10%	0.15%
按學歷 By educational qualification	博士 Doctor	0.87%	0.96%
	碩士 Master	8.84%	9.66%
	本科 Bachelor	37.40%	37.16%
	大專及以下 Academy and below	52.89%	52.22%
員工總人數 Total workforce		2,872	3,313

B1.2 按性別、年齡組別及地區劃分的 僱員流失比率⁶

B1.2 Employee turnover rate by gender, age group and geographical region⁶

		二零二三年 2023	二零二二年 2022
按性別 By gender	男 Male	24.71%	29.09%
	女 Female	23.29%	26.01%
按年齡 By age group	30歲或以下 30 years old or below	37.76%	35.71%
	31–50歲 31–50 years old	20.06%	23.90%
	50歲或以上 50 years old or above	19.92%	32.64%
按地區 By geographical region	中國 China	23.90%	27.36%
	海外地區 Overseas region	25.00%	28.57%

⁶ 僱員流失比率計算公式為：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)。

⁶ The calculation formula of employee turnover rate: 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).

附錄I：二零二三年ESG關鍵績效數據表 Appendix I: Table of 2023 ESG Key Performance Data

B2 健康與安全⁷

B2 Health and safety⁷

		二零二三年 2023	二零二二年 2022
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	1,788	1,997
年度職業健康體檢人數	Annual occupational health checkups	979	960

B3 按性別及僱員類別劃分的受訓僱員百分比及受訓平均時數⁸

B3 The percentage of employees trained and average training hours by gender and employee category⁸

		二零二三年 2023		二零二二年 2022	
		受訓僱員百分比 Percentage of employees trained	人均受訓時數 Average training hours per employee	受訓僱員百分比 Percentage of employees trained	人均受訓時數 Average training hours per employee
按性別 By gender	男 Male	97.14%	28.20	96.89%	16.23
	女 Female	98.99%	28.97	99.22%	12.09
按職級 By grade	總監及以上 Director and above	80.87%	19.47	82.31%	16.66
	經理主管 Manager and head	96.44%	23.47	94.95%	14.56
	普通員工 General staff	99.61%	30.34	99.27%	13.49

⁷ 二零二一年未發生因工亡故事件。

There was no work-related fatality in 2021.

⁸ 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。

⁸ 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 training.

附錄I：二零二三年 ESG 關鍵績效數據表 Appendix I: Table of 2023 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

		二零二三年 2023	二零二二年 2022
按地區	海外地區	7	16
By geographical region	Overseas region		
	東北	696	953
	Northeast China		
	華北	541	951
	North China		
	華東	671	987
	East China		
	華南	117	165
	South China		
	華中	79	154
	Central China		
	西南	39	82
	Southwest China		
	西北	13	24
	Northwest China		

其他供應商指標

Other supplier indicators

		二零二三年 2023	二零二二年 2022
簽訂《廉潔協議書》供應商數量	Number of suppliers who signed the "Integrity Agreement"	1,744	2,841

附錄II：《環境、社會及管治報告指引》內容索引

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

	ESG 指標 ESG KPIs	披露情況 Disclosure	對應章節 Corresponding Chapter
A1 一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的政策及遵守對發行人有重大影響的相關法律及規例的資料。	已披露	綠色責任—牢記安全使命，踐行綠色承諾
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	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
A1.1	排放物種類及相關排放數據。 The types of emissions and respective missions data.	已披露 Disclosed	附錄I Appendix I
A1.2	直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	附錄I Appendix I
A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced in tonnes and, where appropriate, intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	附錄I Appendix I
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 tonnes and, where appropriate, intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	附錄I Appendix I
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	綠色責任—牢記安全使命，踐行綠色承諾 Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
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	綠色責任—牢記安全使命，踐行綠色承諾 Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments

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	綠色責任—牢記安全使命·踐行綠色承諾
A2 General Disclosure	Policies on the effective use of resources, including energy, water and other raw materials.	Disclosed	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
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	附錄 I
	Direct and/or indirect energy (e.g. electricity, gas and oil) consumption in total in thousand kWh and intensity (e.g. per unit of production volume, per facility) by type.	Disclosed	Appendix I
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	附錄 I
	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Disclosed	Appendix I
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	綠色責任—牢記安全使命·踐行綠色承諾
	Description of energy efficiency targets set and the steps taken to achieve them.	Disclosed	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
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	綠色責任—牢記安全使命·踐行綠色承諾
	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	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	已披露	附錄 I
	Total packaging material used for finished products in tons and, if applicable, with reference to per unit produced.	Disclosed	Appendix I
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	綠色責任—牢記安全使命·踐行綠色承諾
A3 General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Disclosed	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	已披露	綠色責任—牢記安全使命·踐行綠色承諾
	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Disclosed	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments

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
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	綠色責任—牢記安全使命，踐行綠色承諾
A4 General Disclosure	Policies on identifying and responding to significant climate-related issues that have and may have an impact on issuers.	Disclosed	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
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。 Description of the significant climate-related issues that have and may have an impact on the issuer and the response actions to be taken.	已披露 Disclosed	綠色責任—牢記安全使命，踐行綠色承諾 Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
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—激發人才活力，共享發展成果
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 – Stimulating the Vitality of Talents and Sharing the Development Results
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。 Total workforce by gender, employment type (full-time or part-time), age group and geographical region.	已披露 Disclosed	附錄I Appendix I
B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	已披露 Disclosed	附錄I Appendix I

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

	ESG 指標 ESG KPIs	披露情況 Disclosure	對應章節 Corresponding Chapter
B2 一般披露 B2 General Disclosure	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。 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.	已披露 Disclosed	聚焦人才—激發人才活力，共享發展成果 Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results
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	綠色責任—牢記安全使命，踐行綠色承諾；附錄 I Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments; Appendix I
B2.2	因工傷損失工作日數。 Lost days due to work injury.	已披露 Disclosed	綠色責任—牢記安全使命，踐行綠色承諾；附錄 I Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments; Appendix I
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—激發人才活力，共享發展成果 Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results
B3 一般披露 B3 General Disclosure	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。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	已披露 Disclosed	聚焦人才—激發人才活力，共享發展成果 Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results
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—激發人才活力，共享發展成果；附錄 I Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results; Appendix I
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—激發人才活力，共享發展成果；附錄 I Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results; Appendix I

附錄II：《環境、社會及管治報告指引》內容索引

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

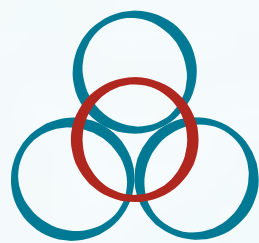
附錄 II：《環境、社會及管治報告指引》內容索引 Appendix II: Content Index of Environmental, Social and Governance Reporting Guide

	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	健康責任—堅守品質保障，引領健康未來
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	Health Responsibility – Adhering to Quality Assurance to Lead 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	健康責任—堅守品質保障，引領健康未來 Health Responsibility – Adhering to Quality Assurance to Lead 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	健康責任—堅守品質保障，引領健康未來 Health Responsibility – Adhering to Quality Assurance to Lead 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	健康責任—堅守品質保障，引領健康未來 Health Responsibility – Adhering to Quality Assurance to Lead 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	健康責任—堅守品質保障，引領健康未來 Health Responsibility – Adhering to Quality Assurance to Lead a Healthy Future
B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, how they are implemented and monitored.	已披露 Disclosed	健康責任—堅守品質保障，引領健康未來 Health Responsibility – Adhering to Quality Assurance to Lead 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	治理責任—夯實責任根基，傳播清風正氣
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	Governance Responsibility – Laying a Solid Foundation for Responsibility and Fostering a Culture of 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	治理責任—夯實責任根基，傳播清風正氣
	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	Governance Responsibility – Laying a Solid Foundation for Responsibility and Fostering a Culture of 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	治理責任—夯實責任根基，傳播清風正氣
	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Disclosed	Governance Responsibility – Laying a Solid Foundation for Responsibility and Fostering a Culture of Integrity
B7.3	描述向董事及員工提供的反貪污培訓。	已披露	治理責任—夯實責任根基，傳播清風正氣
	Description of anti-corruption training provided to directors and employees.	Disclosed	Governance Responsibility – Laying a Solid Foundation for Responsibility and Fostering a Culture of 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	關懷社會—投身社會公益，共築美好生活
	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	Caring for the Society – 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	關懷社會—投身社會公益，共築美好生活
	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Disclosed	Caring for the Society – 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	關懷社會—投身社會公益，共築美好生活
	Resources contributed (e.g. money or time) to the focus areas.	Disclosed	Caring for the Society – Devoting to Social Public Welfare for a Happy Life



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