

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告



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# Board Statement

## 董事會聲明

On behalf of the board (the “**Board**”) of directors (the “**Directors**”) of the Lee’s Pharmaceutical Holdings Limited (the “**Company**”) and its subsidiaries (collectively, the “**Group**” or “**Lee’s Pharm**” or “**we**” or “**us**”), I hereby present to you the 2024 Environmental, Social and Governance (“**ESG**”) Report (this “**Report**”), providing an overview of the Group’s approach, performance and commitment on material corporate sustainability issues that have impacts on our operation.

The Group puts the sustainable development of its business as the top priority of its long-term development goals, and incorporate climate-related issues and ESG elements into its long-term business strategic planning. As the most important leading role of the Group, the Board has the sole responsibility to oversee, manage and monitor the Group’s ESG issues and progress directly.

The Group has set clear short-term and long-term sustainable development goals to achieve ongoing emission reduction according to governmental requirements of different countries and regions progressively, establish relevant emission reduction targets and corresponding strategies, and incorporate sustainable development factors into the Group’s strategic planning, business model as well as other decision-making processes. The Board regularly monitors and reviews the effectiveness of management approach, including reviewing the Group’s ESG performance and adjusting corresponding action plans. Effective implementation of ESG policies relies on the collaboration of different departments. Following the recommendations given by The Stock Exchange of Hong Kong Limited (“**Stock Exchange**”), the Group has established an inter-departmental ESG Working Group to coordinate different departments and enhance their mutual co-operation, for ensuring consistent work performance which could be aligned with the stakeholders’ expectations.

The Group believes that stakeholders’ trust is the most important element in building a successful business, in order to strengthen their confidence in our products and services, our laboratories meet the requirement of ISO/IEC 17025:2017 for pharmaceutical products under Scope HOKLAS 287 and is accredited for ISO 15189:2012 for medical testing of clinical samples under Scope HOKLAS 860S respectively. The Group is committed to maintain a high standard of corporate governance to protect the interest of its shareholders.

本人謹代表李氏大藥廠控股有限公司(「本公司」)及其附屬公司(統稱為「本集團」、「李氏大藥廠」或「我們」)的董事會(「董事會」)，欣然提呈二零二四年度環境、社會及管治(「環境、社會及管治」或「**ESG**」)報告(「本報告」)，概述本集團對影響我們營運的重要可持續發展議題的方針、表現和承諾。

本集團將業務的可持續發展作為其長期發展目標的首要任務，並將氣候相關議題和ESG元素納入其長期業務戰略規劃。作為本集團最重要的領導角色，董事會有責任直接監督、管理和監察本集團有關環境、社會及管治議題和進度。

本集團已制定明確的短期和長期可持續發展目標，根據不同國家和地區的要求逐步達成持續減排，建立相關的減排目標和相應策略，並將可持續發展因素納入本集團的戰略規劃、商業模式和其他決策過程。董事會定期監督和檢視管理方法的有效性，包括檢視本集團的ESG表現和調整相應的行動計劃。ESG政策的有效實施有賴於不同部門的合作。根據聯交所的建議，本集團已成立一個跨部門的ESG工作小組以協調不同部門，藉此加強彼此之間的合作，確保工作表現一致，以符合持份者的期望。

本集團認為持份者的信任乃建立成功企業的最重要因素，為加強他們對我們產品和服務的信心，我們的實驗室在HOKLAS 860S範圍內對臨床樣本進行醫學測試的領域上已滿足ISO/IEC 17025:2017對範圍HOKLAS 287的要求並已獲得ISO 15189:2012的認可。本集團致力維持高水平的企業管治，以保障其股東的利益。





## Board Statement

### 董事會聲明

The Group strives to ensure the establishment of appropriate and effective risk management and internal control systems for supervision of the identification and assessment of ESG and climate-related risks and opportunities, and to respond to the challenges and impacts of different times. Looking ahead, the Board will continue to review and monitor the ESG performance of the Group and provide reliable, consistent and comparable material ESG information to its stakeholders for making collaborative contributions to create a better environment. Last but not least, I would like to thank our stakeholders, customers and business partners for their support. I would also like to express the sincere gratitude to the management team and all of our staff for their dedication and contribution towards the Group.

For and on behalf of the Board

**Lee Siu Fong**

*Chairman*

**Lee's Pharmaceutical Holdings Limited**

Hong Kong, 27 March 2025

本集團努力確保建立適當和有效的風險管理和內部控制制度，以監督ESG及氣候相關風險和機遇的識別和評估，並應對不同時期的挑戰和影響。展望未來，為創造更美好的環境而作出協作性貢獻，董事會將繼續檢視和監察本集團的ESG表現，並向其持份者提供可靠、一致和可比較的重要ESG資訊。最後，我要感謝我們的持份者、客戶和商業夥伴的支持，亦希望向管理團隊及所有員工對本集團的付出和貢獻表示衷心的感謝。

代表董事會

**李小芳**

*主席*

**李氏大藥廠控股有限公司**

香港，二零二五年三月二十七日

# Business Overview

## 商業概覽

The Group is a company with limited liability and a research-driven and market-oriented biopharmaceutical company with 30 years' experience in the pharmaceutical industry in the People's Republic of China (the "PRC", "Mainland China" or "China").

With solid infrastructures in drug development, clinical development, regulatory, manufacturing, sales and marketing, the Group has established extensive partnerships with around 30 international companies and currently markets over 25 proprietary, generic and licensed-in pharmaceutical products in Mainland China, Hong Kong, Macau and Taiwan.

The Group focuses on several key therapeutic areas such as cardiovascular health, women's health, pediatrics, rare diseases, oncology, dermatology, and obstetrics. It maintains a strong and carefully curated project pipeline under different development stages stemming from both internal research and development as well as from the licensing of development, commercialisation, and manufacturing rights from various United States, European and Japanese companies.

The Group carries out its sales and distribution activities in Hong Kong, Macau, Taiwan and Mainland China through Hong Kong and Taiwan offices and branch offices in Guangzhou, Shanghai, Chongqing and Beijing with direct and channel sales network covering most of the provinces and cities in Mainland China, marketing both domestic self-developed and generic products and overseas licensed-in products. The Group has just established an office in Thailand with the intention of conducting sales and distribution activities within the Thai market in the near future. Zhaoke Pharmaceutical (Hefei) Co. Limited ("Zhaoke Hefei"), a wholly-owned subsidiary of the Group, is currently operating the manufacturing plant of the Group located in Hefei, Anhui Province of the PRC, comprising four GMP-compliant workshops for the production of topical gel, lyophilised powder for injection, small volume parenteral solutions and eye gel. Zhaoke Pharmaceutical (Guangzhou) Limited, a wholly-owned subsidiary of the Group, is currently operating the manufacturing site in Nansha District, Guangzhou of the PRC which include a complete range of solid dosage production lines for the development and manufacturing of tablets and capsules. At both Hefei and Nansha sites, the emphasis is on enhancing production by improving production yield, saving energy, reducing costs, and improving efficiency, driven by the necessity to adapt to the evolving market environment.

To address challenges due to heightened competition and evolving market dynamics, the Group will persist in implementing stringent cost control measures and emphasising efficiency across the value chain, with a specific emphasis on sales and R&D functions. These proactive efforts are designed to boost profitability, enhance operational effectiveness, and secure long-term sustainability for the Group.

本集團是一家有限公司，是以研究和市場為導向的生物製藥公司，已於中華人民共和國（「中國」或「中國大陸」）醫藥行業累積三十年經驗。

本集團在藥品發展、臨床發展、規管、製造、銷售及市場推廣方面擁有穩固的基礎建設，已與約三十家國際公司建立廣泛合作關係，且目前於中國大陸、香港、澳門及台灣推廣超過二十五種專利、仿製及引進醫藥產品。

本集團專注於心血管健康、女性健康、兒科、罕見病、腫瘤科、皮膚科和產科等幾個重點治療領域，擁有經過精心策劃的龐大項目管線，該等管線處於不同開發階段，來自美國、歐洲和日本公司開發、商業化和製造權許可的產品。

本集團透過香港和台灣辦事處及位於廣州、上海、重慶及北京分公司在香港、澳門、台灣及中國大陸開展銷售及分銷活動，直銷及渠道銷售網絡覆蓋中國大陸大部分省市，銷售國內自主研發的仿製產品和海外授權產品。本集團剛在泰國設立了辦事處，計劃在不久的將來於泰國市場開展銷售和分銷活動。本集團全資附屬公司兆科藥業（合肥）有限公司（「兆科合肥」）目前經營本集團位於中國安徽省合肥市的生產廠房，包括四個符合GMP標準的車間生產外用凝膠、用於注射的凍乾粉劑、小容量注射液和眼用凝膠。本集團全資附屬公司兆科藥業（廣州）有限公司現時經營位於中國廣州市南沙區的生產基地，其中包括用於開發及生產片劑及膠囊的全套固體製劑生產線。為適應不斷變化的市場環境，合肥和南沙兩個基地的重點均為藉改善成品率提高產量、節省能源、降低成本和提高效率。

為應對競爭加劇和市場動態不斷變化等挑戰，本集團將堅持實施嚴格的成本控制措施，並強調調整價值鏈的效率，特別是銷售和研發職能。該等積極措施旨在提高盈利能力、加強營運效率，並確保本集團的長遠可持續發展。



# About This Report

## 關於本報告

The Group is committed to the long-term sustainability of its businesses and the communities with which it engages. The Group pursues this business approach by managing its business prudently and executing management decisions with due care and attention. In addition, we are committed to improving its ESG performance by upholding good corporate governance standards, protecting the environment, engaging the community and promoting social integration. This Report covers mainly on environmental and social performance of the Group to demonstrate our continuous commitment to sustainability. Additional information in relation to the Group's corporate governance and financial performance can be found in our 2024 Annual Report.

### REPORTING PERIOD

This Report covers the financial year period from 1 January 2024 to 31 December 2024 (the “**Reporting Period**” or “**FY2024**”).

### REPORTING SCOPE AND BOUNDARY

The present scope of this Report covers the principal operating activities of the Group in Hong Kong, the PRC and Taiwan, which accounted for approximately 100% of the Group's total revenue in the Reporting Period. In addition, the Group's environmental performance covers data of companies: (i) controlled by Lee's Pharm (i.e. holding over 50% of equity); (ii) that are manufacturing enterprises; and (iii) that have been in operation for 2 or more consecutive calendar years. There is no significant change in the scope of this Report from that of the 2023 ESG Report. If the scopes and boundaries of the specific contents vary, they are noted in the relevant sections of this Report. Although this Report does not cover all the operations of the Group, we are committed to improving internal data collection procedures and gradually expanding the scope of the disclosure.

With reference to the definition stated in the ESG Reporting Guide, the presentation of this Report will divide those aspects and key performance indicators (“**KPI(s)**”), which are considered to be relevant and material to the Group's businesses and operations, into four subject areas: Community Investment, Environmental Protection, Employment and Labour Practices, and Operating Practices.

本集團致力於其業務及其所參與社區的長期可持續發展。本集團通過審慎管理其業務並以應有的謹慎和關注執行管理決策以奉行該業務方針。此外，我們致力於通過堅持良好的企業管治標準、保護環境、社區參與和促進社會融合以改善其環境、社會及管治表現。本報告主要涵蓋本集團的環境和社會績效，以表明我們對可持續發展的持續承諾。有關本集團企業管治和財務表現的更多信息，請參閱二零二四年年報。

### 報告期

本報告之報告期涵蓋二零二四年一月一日至二零二四年十二月三十一日（「**報告期**」或「**二零二四財政年度**」）之財政年度。

### 匯報範圍及邊界

現時，本報告範圍涵蓋本集團於香港、中國及台灣的主要經營活動，佔本集團於報告期間總收入約100%。此外，本集團的環境表現涵蓋公司的數據：(i)由李氏大藥廠控股（即持有超過50%股權）；(ii)製造企業；(iii)已連續營運2個或更多個日曆年。本報告範圍與二零二三年ESG報告相比沒有重大變化。具體內容的範圍和邊界如有差異，將在本報告相關章節中註明。儘管本報告並未涵蓋本集團的所有業務，我們仍致力完善內部數據收集程序並逐步擴大披露範圍。

參考環境、社會及管治報告指引所載的定義，本報告的呈報將被視為與本集團業務及營運相關和重要的方面及關鍵績效指標（「**關鍵績效指標**」）分為四個主題領域：社區投資、環境保護、就業和勞動慣例以及營運慣例。



## REPORTING BASIS AND PRINCIPLES

This Report is prepared with reference to Global Reporting Initiative Sustainability Reporting Standards (“**GRI Standards**”), recommended disclosures of the Task Force on Climate-Related Financial Disclosures (“**TCFD**”) on climate-related issues, Sustainability Development Goals (“**SDG**”)s and in accordance with the ESG Reporting Guide under Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange (the “**Listing Rules**”). This Report has complied with “comply or explain” provisions of the ESG Reporting Guide and the following four reporting principles underpinning the preparation of this Report: materiality, quantitative, balance and consistency.

- “Materiality” Principle:

The Group determines relevant ESG issues through stakeholder engagement and materiality assessment. Details are set forth in the sections headed “Stakeholder Engagement” and “Materiality Assessment”.

- “Quantitative” Principle:

The Group’s disclosure of KPIs related to historical data can be measured and the Group is committed to disclosing information on standards, methods, assumptions or calculation tools used in quantitative data and the source of conversion factors used when feasible.

- “Balance” Principle:

The Group’s disclosure is presented in an objective manner which avoids selections, omissions or presentation formats that may inappropriately affect a decision or judgment by the Report reader. This Report identifies both the achievements and challenges faced by the Group.

- “Consistency” Principle:

The Group is committed to using consistent disclosure methodologies for meaningful comparisons of ESG data provided in previous reports, and describe any changes that may affect them. Explanations were provided regarding data with changes in the scope of disclosure and calculation methodologies.

## 匯報基礎及原則

本報告參考全球報告倡議組織(「**GRI**」)標準、氣候相關財務信息披露工作組(「**TCFD**」)就氣候相關議題的建議披露、可持續發展目標(「**SDG**」s)和根據香港聯合交易所有限公司(「**聯交所**」)主要上市規則附錄C2的環境、社會及管治報告指引。本報告已遵循指引中「不遵守就解釋」的規定，以及本報告編制所遵循的四項報告原則：實質性、定量、平衡和一致性。

- 「重要性」原則：

本集團透過持份者參與及重要性評估釐定有關ESG議題。有關詳情請參閱本報告中的「持份者參與」及「重要性評估」章節。

- 「量化」原則：

本集團披露有關歷史數據之關鍵績效指標可予計量，並致力於可行情況下披露量化資料所用之標準、方法、假設或計算工具的資料以及所使用的轉換因子的來源。

- 「平衡」原則：

本報告以客觀方式呈報，避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式，並已識別本集團之成就及所面臨的挑戰。

- 「一致性」原則：

本集團致力於使用一致的披露方法對之前報告中提供的ESG數據進行有意義的比較，並描述可能影響該些數據的任何變化及對披露範圍和計算方法發生變化的數據進行說明。



## About This Report

### 關於本報告

The information contained herein is derived from official documents and statistics of the Group, as well as the combined control, management and operations information provided by the subsidiaries in accordance with the Group's internal management systems. A complete list of index in compliance with the ESG Reporting Guide is also available at the end of this Report for reference. This Report is prepared and published in both Chinese and English and is available on the website of the Stock Exchange ([www.hkexnews.hk](http://www.hkexnews.hk)) and the Company's website ([www.leespharm.com](http://www.leespharm.com)). In the event of contradiction or inconsistency between the Chinese version and the English version, the English version shall prevail.

The English translation of Chinese names or terms in this Report, where indicated and accompanied by the original Chinese names or terms, are included for information purpose only, and should not be regarded as its official English translation of such Chinese names or terms.

## REVIEW AND APPROVAL

The Board acknowledges its responsibility for ensuring the accuracy and completeness of this Report and to the best of their knowledge, this Report has addressed all relevant material issues and has fairly presented the ESG performance of the Group during the Reporting Period. This Report was reviewed and approved by the Board on 27 March 2025.

## INFORMATION AND FEEDBACKS

We are committed to maintaining a long-term partnership with our stakeholders and are actively engaged in addressing their concerns with timely follow-up actions. If you, as one of our stakeholders, have any questions about the content of this Report or comment on the Group's sustainability issues, you are welcome to contact us via the contact details as follows:

Lee Pharmaceutical Holdings Limited  
1/F, Building 20E, Phase 3  
Hong Kong Science Park, Shatin, Hong Kong  
Telephone: (852) 2314 1282  
Fax: (852) 2314 1708  
Email: [investor@leespharm.com](mailto:investor@leespharm.com)

本報告所載資料來自本集團的官方文件和統計數據，以及由附屬公司依循本集團內部管理系統提供的管控、管理和營運資料整合滙總。本報告的最後一章亦有已遵循ESG滙報指引的完整內容索引供讀者參考。本報告以中英文編寫並在聯交所網站([www.hkexnews.hk](http://www.hkexnews.hk))和本集團之公司網站([www.leespharm.com](http://www.leespharm.com))上發佈。倘若本報告之中英文版本有任何抵觸或不符之處，概以英文版為準。

本報告中的中文名稱或術語的英文譯文，如註明並附有原中文名稱或術語，則僅供參考，不應被視為該等中文名稱或術語的官方英文翻譯。

## 審閱與批核

董事會知悉其對確保本報告準確性及完整性的責任，而就其所深知，本報告已闡述所有相關重要議題，並公平呈列本集團於報告期間的ESG表現。本報告於二零二五年三月二十七日經董事會審批刊發。

## 反饋意見

我們致力於與我們的持份者保持長期的夥伴關係，並積極參與解決他們所關注的問題，及時採取後續跟進行動。作為我們的持份者之一，如果您對本報告的內容有任何疑問或對本集團的可持續發展議題有任何意見，請通過以下方式與我們聯絡：

李氏大藥廠控股有限公司  
香港沙田香港科學園  
第三期20E大樓一樓  
電話：(852) 2314 1282  
傳真：(852) 2314 1708  
電郵：[investor@leespharm.com](mailto:investor@leespharm.com)

# ESG Management Structure

## ESG管理架構

The Group is committed to integrating ESG factors into its operations, creating sustainable value for stakeholders and fulfilling its responsibilities as a corporate citizen. The Group has established an ESG Working Group (the “**Working Group**”) during the Reporting Period. The Working Group is composed of core members from different departments of the Group. It is responsible for communicating with external consultants and collecting ESG data. The Working Group regularly reports to the management on the implementation of ESG measures and performance of the business units.

Under a systematic ESG management approach, the Board takes the lead on and has the oversight of the execution of ESG policies within the Group and assumes the ultimate responsibility of the ESG Report. With a clear message instructing the building of corporate sustainability goals and metrics, the management of the Group oversees and supervises the implementation of relevant policies, and reports the progress of targets and the effectiveness of the execution to the Board through emails and meetings on a regular basis. The Board identifies and evaluates the business risks and opportunities together with the market changes based on the feedback and makes informed decisions accordingly.

本集團致力於將ESG因素納入其營運，為持份者創造可持續價值，並履行其作為企業公民的責任。本集團於報告期間已成立ESG工作小組(「**工作小組**」)。工作小組由來自本集團不同部門的核心成員組成。其負責與外部顧問溝通並收集ESG數據。工作小組將定期向管理層報告ESG措施的實施情況及各業務單位的表現。

在系統性的ESG管理方針下，董事會領導及監督本集團內ESG政策的執行，並承擔ESG報告的最終責任。管理層透過明確的信息指示建立企業可持續發展目標及指標，以監察及監督本集團相關政策的執行，並通過定期發送電子郵件及舉行會議直接向董事會報告目標的進度及執行的成效。董事會根據反饋意見識別和評估業務風險與機遇及市場變化，並作出相應的明智決定。

The terms of reference include the following:

職責範圍包括以下內容：

### Board of Directors 董事會

- The Chairman of the Board was responsible for identifying appropriate candidates and proposing qualified candidates to the Board for consideration. Candidates were appointed to the Board on the basis of their skills, competence, experience and diversity of perspectives that they can contribute to the Company
- 董事會主席負責物色合適人選及向董事會推薦合資格人選以供考慮。根據候選人的技能、能力、經驗和觀點的多樣性能為公司所作出的貢獻而被任命為董事會成員
- Review profiles of the candidates recommended by the Chairman and make recommendation for the appointment, re-election and retirement of the Directors
- 檢視董事長推薦人選的資料，對董事的委任、重選及退任提出建議
- Oversee the ESG visions, strategies, policies, objectives and targets
- 監督ESG願景、戰略、政策、目標和指標
- Develop and review the Group's ESG responsibilities, vision, strategies, frameworks, principles and policies
- 建立和檢視本集團的ESG責任、願景、戰略、框架、原則和政策

### Audit Committee 審計委員會

- Review and supervise financial reporting process, internal control and risks management system of the Group
- 檢視和監督本集團的財務報告程序、內部控制和風險管理系統
- Assist the Board in providing an independent review of the effectiveness of the financial reporting process, internal control and risk management system of the Group
- 協助董事會對本集團的財務報告流程、內部控制和風險管理系統的有效性進行獨立檢視
- Oversee the audit process and perform other duties and responsibilities as may be assigned by the Board from time to time
- 監督審計過程並履行董事會不時指派的其他職責和責任
- Compose of three independent non-executive Directors and have held two meetings in total to perform the above duties during the Reporting Period
- 由三名獨立非執行董事組成，報告期間為履行上述職責共召開兩次會議



# ESG Management Structure

## ESG管理架構

### Remuneration Committee 薪酬委員會

- Establish and apply a formal and transparent procedure for setting policy on remuneration for executive directors of the Company and senior management, and for fixing the remuneration packages for all directors of the Company and senior management
- 建立並實行正式及公開透明的程序以制定公司執行董事和高級管理層的薪酬政策，以及為公司所有董事和高級管理層設定薪酬方案
- Ensure that procedures and principles for fixing packages of all directors and senior management are proper so that the levels of remuneration of directors commensurate with their qualifications and competencies, and that such remuneration is sufficient to attract and retain the directors and senior management but not excessive
- 確保所有董事和高級管理層薪酬的制定程序和原則得當，使董事的薪酬水平與其資格和能力相符，並使薪酬足以吸引和挽留董事和高級管理層，但並不過高
- Compose of two independent non-executive Directors as well as one executive Director and have held three meetings in total to perform the above duties during the Reporting Period
- 委員會由兩名獨立非執行董事及一名執行董事組成，於報告期間共舉行了三次會議，以履行上述職責

### Nomination Committee 提名委員會

- Review the structure, size and composition of the Board at least annually
- 每年至少檢視一次董事會的架構、規模和成員組成
- Identify individuals who are suitably qualified to become Board members
- 確定成為董事會成員的合適人選
- Assess the independence of independent non-executive directors
- 評估獨立非執行董事的獨立性
- Provide recommendations to the Board on appointment or re-appointment of directors
- 對董事的任命或重新任命向董事會提出建議
- Review the policy on Board diversity
- 檢視董事會多元化政策

### Management Committee 管理委員會

- Ensure effective and timely management of the day-to-day activities and business dealings of the Group
- 確保有效和及時地管理本集團的日常活動和業務交易
- Implementation of all policies and decisions approved by the Board
- 實施董事會批准的所有政策和決策
- Assisting the Board in implementing the strategic plans of the Group
- 協助董事會實施本集團的戰略計劃
- Compose of two executive Directors as well as several key personnels of the Group in respect of research and development, manufacturing, sales and marketing as well as finance and have held four meetings in total to perform the above duties during the Reporting Period
- 委員會由兩名執行董事以及負責研發、製造、銷售和市場營銷、財務等關鍵人員組成，於報告期間共舉行了四次會議，以履行上述職責

### Senior management 高級管理層

- Advise and support the Board on ESG matters, strategies, policies
- 就ESG事項、戰略及政策向董事會提供建議和支持
- Ensure ESG policies are current and in compliance with applicable laws, regulations and regulatory requirements as well as international standards
- 確保ESG政策切合時宜，並符合適用的法律、法規和監管要求以及國際標準
- Overall management and monitoring of ESG performance and targets
- ESG表現及目標之全面管理及監察

## ESG Management Structure ESG管理架構

### ESG Working Group ESG工作小組

- Compose of department heads, including Finance Department, Company Secretary Department, Human Resources Department and Administration Department. Review the ESG performance of the Group as well as gathering feedback from the employees regarding the Group's ESG visions and strategies. Meet at least once every half year, and report to the Board and senior management regarding relevant KPIs and target progress
- 由各部門主管組成，包括財務部門、公司秘書部門、人力資源和行政部門。檢視集團的ESG表現，並收集員工對集團ESG願景和戰略的反饋。每半年至少召開一次會議，並向董事會和高級管理層報告相關的關鍵績效指標和目標進展
- Enhance the materiality assessment and reporting process
- 完善重要性評估和匯報程序
- Implement and enforce the ESG policies approved by the Board on a continuous basis
- 持續實施和執行董事會批准的ESG政策
- Review the achievement of ESG goals regularly
- 定期檢視ESG目標的成果
- Review the ESG megatrend and related risks and opportunities, including climate-related issues
- 檢視ESG大趨勢及相關的風險與機遇，包括與氣候相關的問題

### Department heads and other employees 部門主管和其他僱員

- Implement ESG action plan and related initiatives
- 實施ESG行動計劃和相關舉措
- Collect environmental performance data from our operations
- 收集我們營運期間的環境績效數據
- Refine our data collection methodology and system
- 完善我們的數據收集方法和系統
- Improve the communication of KPIs and targets to enhance the tracking and monitoring of the sustainability performance
- 改善關鍵績效指標和目標的溝通，以完善跟蹤和監察可持續性方面的表現

## UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The Group is a supporter of the United Nations' SDGs which aim to tackle climate change and address a range of social needs.

We believe that 14 of the SDGs are relevant to our business operations and corporate policies, including:



## 聯合國可持續發展目標(UN SDGs)

本集團乃聯合國可持續發展目標(SDGs)的支持者，該些目標旨在應對氣候變化和滿足一系列社會需求。

我們認為，可持續發展目標中的十四個目標與我們的業務營運和企業政策相關，其中包括：

# Stakeholder Engagement

## 持份者參與

In order to define the issues that are relevant and material to our business with respect to sustainability, the Group actively engages with our stakeholders to understand what issues they are most concerned with. We define our stakeholders as people who affect our business or who are affected by our business. Our stakeholders include shareholders, employees, suppliers, customers and general public. In our daily operation, we actively exchange information with our stakeholders through our transparent platform while devoting to continuous improvement of our communication system.

Stakeholder engagement helps the Group's business strategies which meet the needs and the expectations of the stakeholders, thereby reduces potential risks, and strengthens the important relationships. The Group actively communicates with its stakeholders to deal with their concerns and provide feedback in a timely manner through various channels, as set forth below.

為界定與我們業務相關和重要的可持續發展議題，本集團積極與我們的持份者接觸，以瞭解其所關心的議題。我們將持份者定義為影響我們的業務或受我們業務影響的人。我們的持份者包括股東、員工、供應商、客戶和一般公眾。在我們的日常營運中，我們通過透明的平台積極與持份者交流信息，並同時致力於不斷改進我們的溝通系統。

持份者的參與有助於本集團的業務戰略以滿足持份者的需求和期望，從而減低潛在的風險，並強化重要關係。本集團通過以下各種渠道積極與持份者進行溝通，以處理其關注事宜並及時提供反饋。

Stakeholders 持份者	Expectations and Concerns 期望與關注	Communication Channels 溝通渠道
Government 政府	<ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>業務合規</li> <li>Anti-corruption policies</li> <li>反貪污政策</li> <li>Contribution to the local economy</li> <li>對當地經濟的貢獻</li> </ul>	<ul style="list-style-type: none"> <li>Supervision, on-site inspection and work reports</li> <li>監督、現場檢查和工作報告</li> <li>Government visits and guidance</li> <li>政府視察及指引</li> <li>Industry collaboration</li> <li>行業協作</li> <li>Annual reports, interim reports, ESG reports and other public information</li> <li>年報、中期報告、ESG報告和其他公開信息</li> </ul>
Regulatory authorities 監管機構	<ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>業務合規</li> </ul>	<ul style="list-style-type: none"> <li>Consultation and information disclosure</li> <li>諮詢及資訊披露</li> <li>Annual reports, interim reports, ESG reports and other public information</li> <li>年報、中期報告、ESG報告和其他公開信息</li> </ul>
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>業務合規</li> <li>Return on investments</li> <li>投資回報</li> <li>Economic performance</li> <li>經濟表現</li> <li>Risk management</li> <li>風險管理</li> <li>Corporate governance</li> <li>公司管治</li> <li>Business ethics</li> <li>商業道德</li> </ul>	<ul style="list-style-type: none"> <li>Annual general meetings and other general meetings</li> <li>年度股東大會和其他股東會議</li> <li>Company website</li> <li>公司網站</li> <li>Press releases/announcements</li> <li>新聞發佈／公告</li> <li>Investor information sessions</li> <li>投資者資訊發佈會</li> <li>Annual reports, interim reports, ESG reports and other public information</li> <li>年報、中期報告、ESG報告和其他公開信息</li> <li>Telephone and email enquiries</li> <li>電話和電郵查詢</li> </ul>



## Stakeholder Engagement 持份者參與

Stakeholders 持份者	Expectations and Concerns 期望與關注	Communication Channels 溝通渠道
Employees 僱員	<ul style="list-style-type: none"> <li>Employees' remuneration and benefits</li> <li>員工的薪酬和福利</li> <li>External and internal training and career development opportunities</li> <li>外部與內部培訓和職業發展機會</li> <li>Health and safety in the workplace</li> <li>工作場所的健康和安全</li> <li>Equality and inclusion</li> <li>平等共融</li> </ul>	<ul style="list-style-type: none"> <li>Performance appraisals</li> <li>績效評估</li> <li>Regular meetings and trainings</li> <li>定期會議和培訓</li> <li>Periodic communication between management and employees</li> <li>管理層與僱員定期溝通</li> <li>Health inspection</li> <li>身體檢查</li> <li>Emails, notice boards and team building activities</li> <li>電子郵件、通知欄以及團隊建設活動</li> </ul>
Customers 客戶	<ul style="list-style-type: none"> <li>Product and service quality assurance</li> <li>產品和服務質素保證</li> <li>Protection of customers' privacy and rights</li> <li>客戶權利及私隱保護</li> <li>Continuous promotion on reliable products/services to customers</li> <li>持續向客戶推廣可靠的產品／服務</li> </ul>	<ul style="list-style-type: none"> <li>Customers' satisfaction surveys</li> <li>客戶滿意度調查</li> <li>Face-to-face meetings and onsite visits to customers</li> <li>面對面會議和現場訪問客戶</li> <li>Customer service hotline and emails</li> <li>客戶服務熱線和電子郵件</li> <li>Regular visits</li> <li>定期訪問</li> <li>New product launch conferences</li> <li>新品發布會</li> <li>Academic seminars</li> <li>學術研討會</li> </ul>
Suppliers 供應商	<ul style="list-style-type: none"> <li>Fair and open procurement</li> <li>公平、公開的採購</li> <li>Quality of product and services</li> <li>產品和服務品質</li> <li>Win-win cooperation</li> <li>合作共贏</li> </ul>	<ul style="list-style-type: none"> <li>Contract and agreement</li> <li>合同和協議</li> <li>Suppliers' satisfaction assessment</li> <li>供應商滿意度評估</li> <li>Meetings and site visits</li> <li>會議和現場訪問</li> <li>Annual supplier feedback and evaluation system</li> <li>年度供應商反饋及評估系統</li> <li>Telephone discussions</li> <li>電話討論</li> <li>Respond to suppliers on customer and market news</li> <li>就客戶和市場消息向供應商作出回應</li> </ul>
General public 一般公眾	<ul style="list-style-type: none"> <li>Involvement in communities</li> <li>參與社區活動</li> <li>Code of conduct</li> <li>行為準則</li> <li>Environmental protection awareness</li> <li>環境保護意識</li> <li>Social and public welfare</li> <li>社會及公共福利</li> </ul>	<ul style="list-style-type: none"> <li>Public welfare and charitable activities</li> <li>公共福利及公益活動</li> <li>Company website</li> <li>公司網站</li> <li>Enquiry mailbox</li> <li>查詢信箱</li> </ul>

The Board reviews the effectiveness of the Group's processes on stakeholders engagements and the outcomes of these processes quarterly.

董事會每季度檢視本集團持份者參與流程的有效性及其結果。



# Materiality Assessment

## 重要性評估

In preparing the ESG Report, the Group directly engaged with the following stakeholders as part of the materiality assessment process to identify and prioritise the issues to be included in this ESG Report which the Board believes would have significant impact on the Group's business and its stakeholders.

在編寫ESG報告的過程中作為重要性評估過程的一部分，本集團直接與以下持份者接觸，以識別將列入ESG報告的議題並確定其優先次序。董事會認為該些議題將對本集團的業務及其持份者產生重大影響。

### Stage 1 – Identification

#### 第一階段 – 識別

A selection of ESG issues that may reasonably be considered important for the Group and its stakeholders from various sources, including Listing Rules requirement, industry trends and internal policies. 28 issues were identified and grouped into 4 categories: Environment, Employment and Labour Practices, Operating Practices and Community.

從不同的來源，包括上市規則要求、行業趨勢和內部政策，選擇可能被合理地認為對本集團及其持份者重要的ESG議題。我們共界定了二十八項議題，並將其歸類為四個類別：環境、僱傭和勞工慣例、營運慣例和社區。

### Stage 2 – Prioritisation

#### 第二階段 – 確定優先次序

Conducted online surveys to rate the importance of each issue from the perspective of a stakeholder and the Group using a scale of 1 to 5. Developed the materiality matrix based on the scores of the surveys, set the threshold for materiality (i.e. at a score of average) and prioritised a list of sustainability issues.

我們進行線上調查，從持份者和本集團的角度對每個議題的重要性進行評分，評分標準為一至五。根據調查的分數制定重要性矩陣，設定重要性門檻（如：平均分），並確定可持續性議題的優先次序。

### Stage 3 – Validation

#### 第三階段 – 驗證

Management reviewed the materiality matrix and the threshold for materiality. ESG issues, with a score of average or above from the perspective of a stakeholder and the Group, were prioritised as the most important sustainability issues for the Group to address and report on.

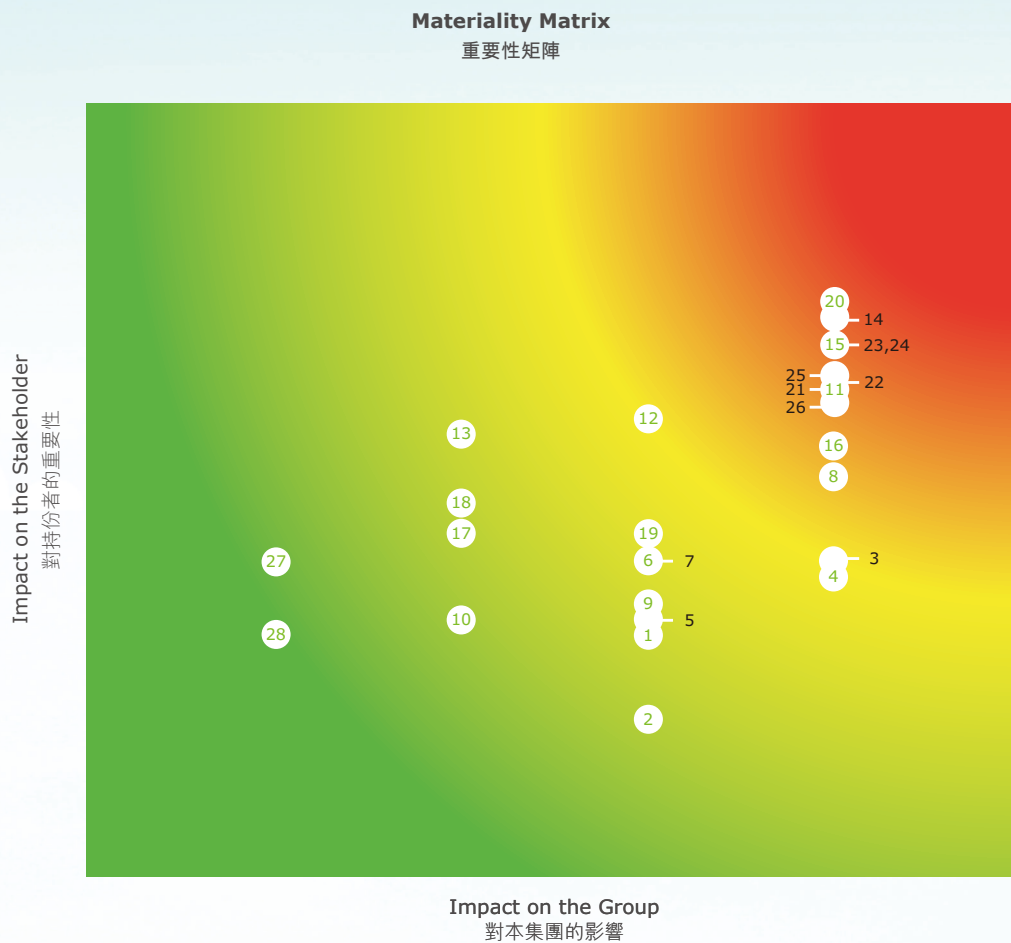
管理層檢視重要性矩陣和重要性門檻。從持份者和本集團的角度，環境、社會及管治問題的得分在平均水平或以上，將被優先列為本集團須處理和匯報的最重要可持續發展議題。

### MATERIALITY MATRIX

Based on the materiality matrix, the Board believes that the most pertinent sustainability issues which are material to both the Group and its stakeholders include the following:

### 重要性矩陣

根據重要性矩陣，董事會認為對本集團及其持份者最為重要及相關的可持續性議題包括以下內容：





# Materiality Assessment

## 重要性評估

In FY2024, the identified material topics are as follows:

在二零二四年財政年度，已識別的重要議題如下：

Topics of high importance 高度重要議題	8	Environmental Regulation compliance 遵守環境法規
	11	Employment practices 僱傭措施
	14	Staff occupational health and safety 員工的職業健康與安全
	15	Staff development and training 員工發展與培訓
	16	Prohibition of child labour and forced labour 防止僱用童工和強制勞動
	20	Customers' privacy and confidentiality 客戶的私隱和保密
	21	Customer satisfaction 顧客滿意度
	22	Intellectual property management 知識產權管理
	23	Safety of services/products 服務／產品安全
	24	Quality of services/products 服務／產品質素
	25	Prevention of bribery, extortion, fraud and money-laundering 防止賄賂、勒索、欺詐及洗黑錢
	26	Anti-corruption training for management and employees 領導層和員工的反貪污培訓
Topics of medium importance 中度重要議題	3	Effluents management 污水管理
	4	Waste management 廢棄物管理
	12	Employees' diversity and equal opportunities 員工多元化及平等機會
	13	Anti-discrimination 反歧視
	27	Investment of resources in community development 投放於社區發展的資源
Topics of lower importance 低重要性議題	1	Management of air pollutants emissions 大氣污染物排放管理
	2	Greenhouse gas ("GHG") emissions management 溫室氣體排放管理
	5	Energy efficiency 能源效益
	6	Water efficiency 用水效益
	7	Use of raw and packaging materials 原材料及包裝物料使用
	9	Land use, pollution and restoration 土地的使用、污染和恢復
	10	Climate change 氣候變化
	17	Responsible supply chain management 負責任的供應鏈管理
	18	Environmental friendliness on products and service purchased 採購產品和服務的環境友好性
	19	Compliance with regulations on marketing, product and service labelling 遵守市場推廣及產品和服務標籤的法規
	28	Ensuring business activities take into account community needs and benefits 確保營運活動考慮當地社區的需要和好處

## Awards and Recognition

### 獎項及殊榮

#### HEALTH AND SAFETY

During the Reporting Period, the Hefei Municipal Department of Economy and Information Technology (合肥市經濟和信息化局) announced the list of "Safe Enterprises" for the year 2023 (2023年度合肥市平安企業名單). Zhaoke Hefei has been honoured with this title. Zhaoke Hefei has solidly promoted safe production and achieved the annual goal of zero safety accidents through strengthening safety education, reinforcing responsibility implementation, and improving emergency systems. The prestigious recognition is an affirmation and encouragement of the Group's continuous efforts.

#### 健康與安全

於報告期內，合肥市經濟和信息化局公佈了2023年度合肥市「平安企業」名單。兆科合肥獲此殊榮。兆科合肥透過加強安全教育、強化責任落實、完善緊急體系，紮實推動安全生產，實現了全年安全事故零發生的目標。此殊榮乃集團持續努力的肯定及鼓勵。

2023年度合肥市平安企業名單		
序号	企业名称	所属县区
17	兆科药业（合肥）有限公司	高新区

Zhaoke Pharmaceutical (Hefei) Company Limited on the list of "Safe Enterprises" for the year 2023  
兆科藥業(合肥)有限公司錄入2023年度合肥市平安企業名單

## Awards and Recognition 獎項及殊榮

### CORPORATE SOCIAL RESPONSIBILITY

The Group is honoured to receive the Caring Company Logo of the Caring Company Scheme Nomination from the Hong Kong Council of Social Service for four consecutive years as well as the Social Responsibility Award of the national public speech event under the China Cervical Cancer Prevention Engineering Project (中國宮頸癌防治工程) from the China Cervical Cancer Prevention Engineering Committee (中國宮頸癌防治工程組委會) for its outstanding performance in cervical cancer prevention and treatment. This award not only recognises the Group's contribution to social health undertakings but also enhances its reputation and image within industry and among the public, which are recognitions to our continuous effort and commitment on corporate social responsibility.

### 企業社會責任

本集團榮獲香港社會服務聯會「商界展關懷」計劃連續四年提名「關愛公司」標誌，以及中國宮頸癌防治工程組委會頒發的全國公益演講活動社會責任獎，以表揚集團在子宮頸癌防治及治療工作中的傑出表現。此項殊榮不僅充分肯定了集團對社會健康事業所做出的貢獻，更提升了集團在行業及公眾中的美譽度和形象，是對我們持續履行企業社會責任的努力和承擔的肯定。



Caring Company Logo  
「商界展關懷」榮譽標誌



Social Responsibility Award  
社會責任獎

In response to the increasing concern of sustainable development, Lee's Pharm has joined the ESG Pledge Scheme which was organised by The Chinese Manufacturers' Association of Hong Kong and co-operated with Hong Kong Brand Development Council during the Reporting Period. Such scheme encourages the business and public sectors to sign the pledge and implement the action plans to improve ESG performance, thus making contribution in building a sustainable environment in future.

為響應社會對可持續發展的日益關注，李氏大藥廠於報告期內已參與由香港中華廠商聯合會主辦，並由香港品牌發展局合作營辦的「ESG約章」行動。該計劃鼓勵企業和公共部門簽署該約章，以提高ESG績效，從而為建立可持續性的環境作出貢獻。





## Awards and Recognition 獎項及殊榮

### OPERATING PRACTICES

The 2024 Misi Conference (2024年米思會) (China Pharmaceutical and Health Industry Symbiosis Conference) hosted by the industry's authoritative medical information service platform Minenet was held in Huzhou. Lee's Pharm has been selected as one of the "Top 100 list of Chinese chemical pharmaceutical companies" for the fifth consecutive year which means that the Group is in a leading position in the industry in terms of brand layout innovation, service leadership, and strategic foresight. It is the market's affirmation of the Group's high-quality continuous innovation and strong development strength.



The 2024 Misi Conference: Top 100 list of Chinese medical pharmaceutical companies announcement ceremony  
2024米思會：中國醫藥工業百強系列榜單發佈典禮

### 營運慣例

由業界權威醫療資訊平台米內網主辦的2024年米思會（中國醫藥健康產業共生大會）於湖州召開。李氏大藥廠連續五年榮登「中國化藥企業TOP100」，意味本集團在品牌佈局創新、服務領導性、策略前瞻性等方面皆處於行業領先地位。此為市場對本集團高品質、持續創新和強大發展實力的肯定。



Top 100 list of Chinese chemical pharmaceutical companies  
中國化藥企業TOP100

## Awards and Recognition

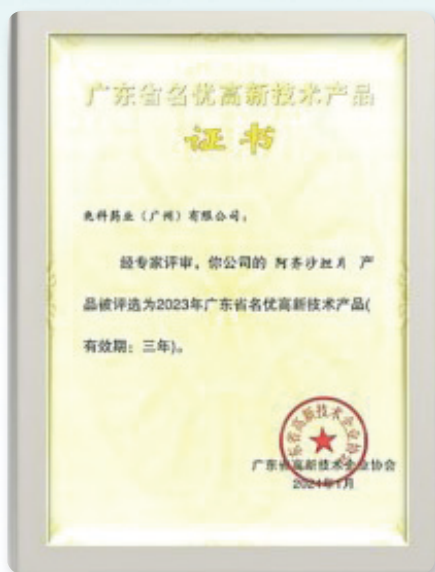
### 獎項及殊榮

#### PRODUCT RESPONSIBILITY

The Azilsartan Tablets (阿齊沙坦片), one of the Group's products, has won the "Guangdong Prominent High-tech Products" award for 2023 (2023 年廣東省名優高新技術產品) by virtue of its outstanding innovation capacity, advanced technology, reliable quality, good market prospect and its expertise in the biopharmaceutical field during the Reporting Period.

#### 產品責任

報告期間內，本集團旗下產品之一阿齊沙坦片憑藉著卓越的創新能力、先進的技術、可靠的品質、良好的市場前景以及在生物製藥領域的專業性，榮獲「2023年廣東省名優高新技術產品獎」。



Guangdong Prominent High-tech Products Awards  
廣東省名優高新技術產品

Last but not least, the Hefei Science and Technology Bureau of Anhui Province (安徽省合肥市科技局) announced the proposed list of "New Technologies, New Products, and New Models in Hefei for 2024" (新技術新產品新模式認定名單). The Treprostinil Injection (曲前列尼爾注射液), a product of Zhaoke Hefei, was successfully recognised as a "New Product" in the biopharmaceutical industry and was included in the "New Product Promotion and Application Directory of Hefei" (合肥市"三新"產品推廣應用目錄). The recognition of Treprostinil Injection is not only an affirmation of its quality, technological innovation level and market competitiveness, but also an incentive for the Group to promote its technological innovation in the future.

最後，安徽省合肥市科技局公佈了《合肥市2024年新技術新產品新模式認定名單》擬定名單。兆科合肥產品曲前列尼爾注射液被成功認定為生物醫藥行業「新產品」，並列入《合肥市「三新」產品推廣應用目錄》。曲前列尼爾注射液獲得認可，不僅是對其品質、技術創新水準和市場競爭力的肯定，更是對集團未來推動技術創新的激勵。

# Environmental Protection

## 環境保護

### ENVIRONMENTAL POLICY

We pledge to reduce our environmental impact throughout our operation. We are accountable to protect the earth and to build a sustainable future for our future generations. The Group is committed to upholding high environmental standards to fulfil relevant requirements under applicable laws or ordinances during the operation of the business. Internal policies have been established including but not limited to Exhaust Gas Treatment System Operation Standard Protocol (廢氣處理系統標準操作規程), Hazardous Waste Pollution Prevention Responsibility System (危險廢物污染防治責任制度), Hazardous Waste Treatment Operation Protocol (危險廢物處理操作規程), and Wastewater Treatment System Standard Operation Protocol (污水處理系統標準操作規程).

The Group has set clear emission reduction targets. In short term we are aiming to reduce greenhouse gas ("GHG") emissions, emissions regarding air pollutants, waste and wastewater, energy consumption and resources consumption by 10% per production unit before 2026 from the base line year of 2021. These emissions reduction and energy conservation targets will be reviewed by the Board every five years. The Group's long-term goal aligns with the sustainability goals of the Hong Kong Government to achieve carbon neutrality before 2050.

By integrating environmental protection and resource conservation into our business development strategy, our environmental policy aligns with SDG 6, SDG 11, SDG 12 and SDG 13 which seeks to ensure availability and sustainable management of water, sustainable cities and communities, sustainable consumption and production pattern as well as taking urgent actions to combat climate change.

### 環境政策

我們承諾在業務營運中減少對環境的影響。我們對保護地球、為未來世代建立可持續未來負起責任。本集團致力於堅持高環保標準以於營運期間遵守適用的法律和法規。我們已制定一系列內部政策，包括但不限於廢氣處理系統標準操作規程、危險廢物污染防治責任制度、危險廢物處理操作規程及污水處理系統標準操作規程。

本集團已設定明確的減排目標。短期內，我們的目標是在二零二六年之前將溫室氣體(["GHG"])排放、空氣污染物排放、廢棄物和污水排放、能源消耗和資源消耗以每生產單位減少10%，並以二零二一年為基準年。該些減排和節能目標將由董事會每五年檢視一次。本集團的長期目標與香港政府的可持續發展目標相符，即在二零五零年之前實現碳中和。

通過將環境保護和資源保護納入我們的業務發展戰略中，我們的環境政策與SDG 6、SDG 11、SDG 12和SDG 13相一致，旨在確保水資源的可持續管理、可持續城市和社區、可持續的消費和生產模式以及採取緊急行動應對氣候變化。







## Environmental Protection

### 環境保護

#### EMISSIONS

Emissions generated by the Group in the course of production and operation mainly include exhaust gas, GHG emissions, hazardous wastes and non-hazardous wastes. The Group has established and implemented corresponding procedures and guidelines to pursue its objectives to reduce emissions. Specific measures have already been taken, which include circulation of environmental protection news, such as energy saving tips, via email to raise awareness of employees and encourages them to save paper, water and electricity. Other measures taken including but not limited to maintaining an indoor temperature at an optimal level for comfort, installing LED lighting system in the offices, encouraging employees to switch off the computers and monitors when not utilised, setting office machines such as copiers and TV monitors to switch off automatically after office hours, encouraging employees to make the best use of modern telecommunication system to avoid unnecessary travel arrangement, and putting up signage emphasising the importance of energy saving at offices are in place.

#### ***Compliance information for relevant laws and regulations***

The Group strictly abides by all the applicable laws and regulations regarding air and GHG emissions, wastewater discharge, waste generation and disposal, as set out in the countries and regions where the Group operates, including but not limited to:

##### **Hong Kong**

- Air Pollution Control Ordinance (Cap. 311);
- Waste Disposal Ordinance (Cap. 354); and
- Water Pollution Control Ordinance (Cap. 358).

#### 排放

公司在生產和營運過程中產生的排放主要包括廢氣、溫室氣體排放、有害廢棄物和無害廢棄物。本集團已建立並實施相應的程序和指引，以追求減少排放的目標。已採取的具體措施包括通過電子郵件傳遞節能提示等方式，藉此提高僱員的環保意識，鼓勵其節省紙張、水和電力。其他措施包括但不限於保持室內溫度達到最佳舒適水平，於辦公室安裝LED照明系統，鼓勵員工在未使用電腦和顯示器時將其關閉，設置辦公機器（如影印機和電視顯示器）在辦公時間結束後自動關閉，鼓勵員工最大限度地利用現代通信系統避免不必要的出行安排，並在辦公室張貼強調節能重要性的標示。

#### ***相關法規的合規信息***

本集團嚴格遵守營運所在國家和地區制定的有關空氣和溫室氣體排放、污水排放、廢棄物產生和處理的所有適用法律和法規，包括但不限於：

##### **香港**

- 《空氣污染控制條例》(第311章)；
- 《廢物處置條例》(第354章)；及
- 《水污染控制條例》(第358章)。

#### The PRC

- The Environmental Protection Law of the PRC (《中華人民共和國環境保護法》);
- Law of the PRC on Environmental Impact Assessment (《中華人民共和國環境影響評價法》);
- Law of the PRC on the Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》);
- Emission Standard of Air Pollutants for Pharmaceutical Industry (《製藥工業大氣污染物排放標準》);
- Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Wastes (《中華人民共和國固體廢物污染環境防治法》);
- Law of the PRC on Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》) and;
- Discharge Standard of Water Pollutants for Pharmaceutical Industry Mixing/Compounding and Formulation Category (《混裝製劑類製藥工業水污染物排放標準》).

During the Reporting Period, the Group has complied with all the relevant laws and regulations and did not receive any fine, complaint or warning related to any material non-compliance in this regard.

#### 中國

- 《中華人民共和國環境保護法》;
- 《中華人民共和國環境影響評價法》;
- 《中華人民共和國大氣污染防治法》;
- 《製藥工業大氣污染物排放標準》;
- 《中華人民共和國固體廢物污染環境防治法》;
- 《中華人民共和國水污染防治法》; 及
- 混裝製劑類製藥工業水污染物排放標準。

於報告期間，本集團已遵守所有相關的法律法規，並未因任何重大違規事項接獲罰款、投訴或警告。

# Environmental Protection

## 環境保護

### Air Emissions

The Group's main source of air pollutant emissions was generated from the vehicle fleet that consumed fuels such as unleaded petrol; as well as Natural Gas consumption for production purpose during the Reporting Period.

The Group's air pollutant emissions data during the Reporting Period are tabulated below:

Air Pollutant data <sup>1</sup> 空氣污染物數據 <sup>1</sup>	Unit 單位	2024 二零二四年	2023 <sup>2</sup> 二零二三年 <sup>2</sup>	2022 <sup>3</sup> 二零二二年 <sup>3</sup>
Nitrogen Oxides (NO <sub>x</sub> ) 氮氧化物(NO <sub>x</sub> )	Kg 公斤	395	402	477
Sulphur Oxides (SO <sub>x</sub> ) 硫氧化物(SO <sub>x</sub> )	Kg 公斤	13	13	14
Particulate Matters (PM) 懸浮物(PM)	Kg 公斤	3	3	2
Total 總計	Kg 公斤	411	418	493
Intensity 密度	Kg per million HK\$ revenue <sup>2</sup> 公斤／百萬港元收益 <sup>2</sup>	0.29	0.40	0.40

The overall air pollutant was decreased by approximately 2% which has shown the effectiveness regarding the close monitoring of air pollutant emission by the Group during the Reporting Period.

### 空氣排放

本集團主要的空氣污染物排放源自於報告期間使用無鉛汽油等燃料的車輛及用於生產為目的天然氣消耗。

本集團報告期間的空氣污染物排放數據如下表所示：

整體空氣污染物減少約2%，體現了本集團於報告期間對空氣污染物排放進行密切監控的有效性。

<sup>1</sup> Emissions from mobile fuel consumption of the Group are covered, and the estimation method and emission factors are based on "How to prepare an ESG Report? Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange and "Technical Guidelines for Compiling the Primary Source Emission Inventory of Inhalable Atmospheric Particulate Matter (Trial)" (《道路機動車大氣污染物排放清單編製技術指南(試行)》).

<sup>2</sup> The Group's total revenue in the business operations of the PRC, Hong Kong and Taiwan as at the end of FY2024, FY2023 and FY2022 were approximately HK\$1,400 million, HK\$1,053 million and HK\$1,233 million respectively.

<sup>3</sup> The amount of Nitrogen Oxide (NO<sub>x</sub>) and Sulphur Oxides (SO<sub>x</sub>) emissions in FY2023 and FY2022 have been restated due to an expansion of disclosure to include the air pollutant emission of Natural Gas consumption. The restated figures of NO<sub>x</sub> are 97 kg and 289 kg more whilst for SO<sub>x</sub> are 3 kg and 7 kg more than the previous reported figures respectively.

<sup>1</sup> 本集團移動源燃料消耗產生的排放量已被涵蓋，其估算方法和排放系數乃基於香港聯合交易所有限公司發佈的《如何準備環境、社會及管治報告？附錄二：環境關鍵績效指標匯報指引》及《道路機動車大氣污染物排放清單編製技術指南(試行)》。

<sup>2</sup> 本集團在中國、香港和台灣營運業務的總收入截至二零二四年、二零二三年及二零二二年財政年度結束，分別為14億港元、10.53億港元和12.33億港元。

<sup>3</sup> 由於已將天然氣消耗而產生的空氣污染物排放納入披露之中，因此已重列二零二三及二零二二財政年度的氮氧化物(NO<sub>x</sub>)和硫氧化物(SO<sub>x</sub>)的排放量。重列後的氮氧化物數據比之前報告的數據分別多出97公斤及289公斤而硫氧化物方面則分別多出3公斤及7公斤。



### Greenhouse Gas ("GHG") Emissions

The Group's direct GHG emissions (Scope 1) were mainly generated from the vehicle fleet that consumed fuels such as unleaded petrol, and natural gas consumed for production during the Reporting Period. The Group's indirect GHG emissions were mainly generated from purchased electricity and purchased steam (Scope 2) and business air travel (Scope 3).

The Group strives to enhance the data collection system to provide a more comprehensive environmental performance disclosure. During the Reporting Period, there was a decrease in fossil fuels for company vehicles as well as Natural Gas consumption, whilst increase in purchased electricity as well as purchased steam consumption and business air travel was also noted, the total GHG emissions decreased by approximately 8.7% compared to the previous financial year as a result due to an update on calculation methodology. Looking ahead, our GHG reduction target will be reviewed regularly based on our continuously improving emissions data collection system for fair comparison.

The Group's GHG emissions data during the Reporting Period are tabulated below:

GHG emissions data <sup>4</sup> 溫室氣體排放數據 <sup>4</sup>	Sources 來源	Unit 單位	2024 二零二四年	2023 二零二三年	2022 二零二二年
Scope 1 <sup>5</sup> 範圍一 <sup>5</sup>	Fossil fuel consumption for production and vehicle fuel combustion 生產所需的化石燃料消耗和車輛燃料燃燒	Tonnes CO <sub>2</sub> -equivalent 噸二氧化碳當量	205	232	463
Scope 2 <sup>6</sup> 範圍二 <sup>6</sup>	Purchased electricity and steam 外購電力及蒸汽	Tonnes CO <sub>2</sub> -equivalent 噸二氧化碳當量	5,949	6,670	6,780
Scope 3 <sup>7</sup> 範圍三 <sup>7</sup>	Business air travel 商務差旅	Tonnes CO <sub>2</sub> -equivalent 噸二氧化碳當量	719	625	400
Total 總計		Tonnes CO <sub>2</sub> -equivalent 噸二氧化碳當量	6,873	7,527	7,643
Intensity 密度		Tonnes CO <sub>2</sub> -equivalent per million HK\$ revenue <sup>2</sup> 噸二氧化碳當量／百萬港元收益 <sup>2</sup>	4.91	7.15	6.20

The significant increase in Scope 3 of GHG emission during the Reporting Period was mainly due to the increase in business travel during the Reporting Period as the increase in cross-border business activities took place due to business expansion.

### 溫室氣體排放

本集團直接溫室氣體排放(範疇一)主要來自於報告期間的車輛燃料消耗,如無鉛汽油和用於生產的天然氣消耗。本集團間接溫室氣體排放主要來自於外購電力及外購蒸汽(範疇二)和商務差旅(範疇三)。

本集團致力完善數據收集系統,以提供更全面的環境表現披露。於報告期間,公司車輛所使用的化石燃料及天然氣消耗均有所減少而外購電力、外購蒸汽消耗及商務差旅則有所上升,然而總溫室氣體排放量因計算方法更新而較過往財政年度下降約8.7%。展望未來,我們的溫室氣體減排目標將根據不斷改進的排放數據收集系統定期進行檢視,以進行公平比較。

本集團於報告期間的溫室氣體排放數據如下表所示:

報告期間範圍三溫室氣體排放量大幅增加,主要由於報告期間業務擴展導致跨國商務活動增加,導致商務差旅增加。

<sup>4</sup> GHG Emissions from direct and indirect emission of the Group's business operations in the PRC and Hong Kong are covered. The estimation methods and emission factors are based on "How to prepare an ESG Report" and "Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, "General Guideline of the Greenhouse Gas Emissions Accounting and Reporting for Industrial Enterprises (trial)" (《工業其他行業溫室氣體排放核算方法與報告指南(試行)》), "Emission Factors of China's Regional Power Grid Baseline for Emission Reduction Projects" (《減排項目中國區域電網基準線排放因子》) and the latest sustainability reports of power companies in Hong Kong.

<sup>5</sup> Scope 1: Direct emission from the business operations owned or controlled by the Group, such as emissions from petroleum consumption by vehicles and fossil fuel consumption for production purpose.

<sup>6</sup> Scope 2: "Energy Indirect" emissions resulting from the generation of purchased or acquired electricity, heating, cooling and steam consumed within the Group.

<sup>7</sup> Scope 3: All other indirect emissions that occur outside the Group, including both upstream and downstream emissions.

<sup>4</sup> 本集團於中國和香港營運業務所產生的直接和間接溫室氣體排放已被涵蓋。估算方法和排放系數乃基於香港聯合交易所有限公司發佈的「如何編制環境、社會及管治報告?附錄二:環境關鍵績效指標匯報指引」、「工業其他行業溫室氣體排放核算方法與報告指南(試行)」、「減排項目中國區域電網基準線排放因子」以及香港電力公司的最新可持續發展報告。

<sup>5</sup> 範疇一:由本集團所擁有或控制的營運業務所產生的直接排放,例如車輛汽油消耗和因生產目的產生的化石燃料消耗。

<sup>6</sup> 範疇二:「間接能源」排放,乃由於本集團因內部消耗而外購或獲取的電力、供暖、冷卻和蒸汽產生時的間接排放。

<sup>7</sup> 範疇三:發生在本集團之外的所有其他間接排放,包括上游和下游排放。

# Environmental Protection

## 環境保護

### Hazardous and Non-hazardous Wastes

During the Reporting Period, the hazardous waste identified by the Group is mainly the clinical waste generated during the production process. The Group has entrusted licensed clinical waste collectors for the collection, treatment and disposal of such wastes which did not cause any material negative impact to the environment. The generation of non-hazardous waste results principally from industrial solid wastes, domestic solid wastes and the paper consumption for administrative work, such wastes are treated in an environmentally responsible manner. In order to effectively reduce the use of paper, the Group promotes "Green Office" and "Paperless" initiative in the workplace. Employees are encouraged to view and handle documents on computers and e-platforms as practicable as possible. On the other hand, non-hazardous wastes are categorised and collected, whilst recyclable waste are being sold to the recycling station. The remaining non-recyclable non-hazardous solid waste will be handled by local sanitation department for disposal at landfill or at incinerator. During the Reporting Period, the Group has recycled 3.63 kg of paper.

The Group also promotes environmental protection campaigns by upholding other environmentally friendly measures to reduce the disposal of used paper throughout the entire operation. We encourage our employees to reduce paper consumption by using double-sided printing and reusing used paper. Also, implementing electronic information systems (such as implemented office automation system) for material or internal administrative documents sharing in our daily operation.

Our waste management helps contribute to the SDG 15 on protecting life on land by implementing effective waste management measures to mitigate the impact of operations to the surroundings.

### 有害和無害廢棄物

於報告期間，本集團識別到的有害廢棄物主要為生產過程中產生的醫療廢棄物。本集團已委託持牌醫療廢棄物收集公司收集、處理和處置該些廢棄物，因此對環境並沒有構成任何負面影響。無害廢棄物的產生主要來自工業固體廢棄物、家居固體廢棄物和行政工作中的紙張消耗，該些廢棄物均以環保的方式進行處理。為有效減少紙張的使用，本集團在職場上推廣「綠色辦公室」和「無紙化」倡議。鼓勵僱員盡可能在電腦和電子平台上查看和處理文件。另一方面，無害廢棄物將被分類和收集，而可回收廢棄物則被外銷予回收站。其餘的不可回收無害固體廢棄物將由當地衛生部門處理，並在堆填區或焚化爐進行處置。於報告期間，本集團已回收3.63公斤紙張。

本集團亦通過實施其他環保措施，推廣環保運動，減少整體操作中使用紙張的處置。我們鼓勵僱員通過雙面打印和重複使用紙張以減少紙張消耗。同時，在日常營運中實施電子信息系統（例如：已實施使用的辦公室自動化系統）以進行材料或內部行政文件共享。

我們的廢棄物管理有助於實現SDG 15，保護陸地生物，以通過實施有效的廢棄物管理措施從而減低營運對周圍環境的影響。



## Environmental Protection

### 環境保護

The Group's waste data during the Reporting Period are tabulated below:

以下為本集團於報告期間的廢棄物數據：

Waste data 廢棄物數據	Source 來源	Unit 單位	2024 二零二四年	2023 二零二三年	2022 二零二二年
Hazardous waste 有害廢棄物	Wastewater 污水	Tonnes 噸	239	169	6
	Solid waste 固體廢棄物	Tonnes 噸	33	45	39
Non-hazardous waste 無害廢棄物	Wastewater 污水	Tonnes 噸	12,345	11,878	12,784
	Solid waste 固體廢棄物	Tonnes 噸	82	84	117
Total 總計		Tonnes 噸	12,699	12,176	12,946
Intensity 密度		Tonnes per million HK\$ revenue <sup>2</sup> 噸／百萬港元收益 <sup>2</sup>	9.07	11.56	10.50

The increase of the wastewater classified as hazardous and non-hazardous waste as compared to the previous reporting period was mainly due to the increase in production volume during the Reporting Period.

危險廢棄物和非危險廢棄物的廢水較上一報告期增加的主要原因乃由於報告期間產量增加所致。

## USE OF RESOURCES

Resources used by the Group in the course of production and operation mainly include energy, water, paper and packaging materials. We are committed to improving the efficiency of energy use, advocating conservation of resources, and improving the efficiency of energy and resource consumption. The Group has established relevant guidelines to improve the efficiency in energy, water and other raw materials consumption. In the production sites, the Group strives to cut the energy cost and improve the throughout yield by enhancing the efficiency of its manufacturing facilities via various measures such as conducting routine maintenance. In daily operations, the Group adopted various measures to improve the conservation of electricity, water, paper, and encourage energy savings, such as minimising electricity consumption in the office area by turning off electronic equipment instead of standby mode, maximising the use of telephones and video conferences system to reduce employees' business trips, etc.

## 資源使用

本集團在生產和營運過程中所使用的資源主要包括能源、水、紙張和包裝材料。我們致力於提高能源使用效率，倡導資源節約，並提高能源和資源消耗的效益。本集團已建立相關指引，以改善能源、水和其他原材料的消耗效益。在生產現場，本集團通過各種措施，如進行常規維護，致力削減能源成本並提高產能產量。在日常營運中，本集團採取各種措施，以提高用電、用水、用紙等的節約效果，並鼓勵節能，例如關閉電子設備而非待機模式以將辦公區域的用電量達至最小化，最大化利用電話和視訊會議系統以減少僱員出差次數等。



# Environmental Protection

## 環境保護

### Compliance information for relevant laws and regulations

The Group strictly abides by all the applicable laws and regulations, as set out in the countries and regions where the Group operates, regarding the use of energy and resources, including but not limited to the Energy Conservation law of the PRC (《中華人民共和國能源節約法》) and other laws and regulations.

### Energy Consumption

The Group's direct energy consumption includes unleaded petrol as well as diesel of our vehicle fleet and natural gas consumed for production during the Reporting Period. The Group's indirect energy consumption includes purchased electricity and purchased steam. Direct and indirect energy consumption accounted for around 7% and 93% respectively. Compared to the previous financial year, the total energy consumption has increased by approximately 14% mainly due to increase in purchased electricity and steam.

The Group's energy consumption data during the Reporting Period are tabulated below:

Energy consumption data <sup>8</sup> 能源消耗數據 <sup>8</sup>	Sources 來源	Unit 單位	2024 二零二四年	2023 二零二三年	2022 二零二二年
Direct Energy Consumption 直接能源消耗	Unleaded petrol 無鉛汽油	kWh 千瓦時	179,763	212,419	153,064
	Diesel 柴油	kWh 千瓦時	171,225	172,221	116,717
	Natural gas 天然氣	kWh 千瓦時	557,532	659,835	1,966,524
Indirect Energy Consumption 間接能源消耗	Purchased electricity 外購電力	kWh 千瓦時	7,553,807	6,596,352	7,088,764
	Purchased steam 外購蒸汽	kWh 千瓦時	4,527,645	3,731,249	2,983,628
Total Energy Consumption 總能源消耗		kWh 千瓦時	12,989,972	11,372,076	12,308,697
Intensity 密度		kWh in '000s per million HK\$ revenue <sup>2</sup> 千個千瓦時(以百萬元港幣營收為基數) <sup>2</sup>	9.28	10.80	9.98

The increase in energy consumption during the Reporting Period was mainly due to the increase in production volume during the Reporting Period.

<sup>8</sup> Data of direct and indirect energy consumption of the Group's offices in the PRC and Hong Kong during the Reporting Period are covered. The estimation methods and emission factors are based on "How to prepare an ESG Report? Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange and "General Guideline of the Greenhouse Gas Emissions Accounting and Reporting for Industrial Enterprises (trial)" (《工業其他行業溫室氣體排放核算方法與報告指南(試行)》).

### 相關法律法規的合規信息

本集團嚴格遵守營運所在國家和地區於能源和資源使用方面所制定的所有適用法律和法規，包括但不限於《中華人民共和國能源節約法》等法律法規。

### 能源消耗

本集團於報告期間的直接能源消耗包括車輛使用的無鉛汽油、柴油和生產所需的天然氣。間接能源消耗則包括外購電力及外購蒸汽。直接能源消耗和間接能源消耗分別佔總能源消耗約7%和93%。與過往財政年度相比，總能源消耗上升約14%，主要乃由於外購電力和蒸汽消耗有所增加。

本集團於報告期間的能源消耗數據如下表所示：

報告期間能源消耗量的增加乃主要由於報告期間產量增加所致。

<sup>8</sup> 本集團於報告期間的直接和間接能源消耗數據已涵蓋中國內地和香港的辦公室。估算方法和排放系數乃基於香港聯合交易所有限公司發佈的[如何編制環境、社會及管治報告？附錄二：環境關鍵績效指標匯報指引]和《工業其他行業溫室氣體排放核算方法與報告指南(試行)》。

### Water Consumption and Wastewater Management

The Group's manufacturing facilities have installed a wastewater treatment system and wastewater will be treated to meet discharge standards before being discharged to the sewage network. Wastewater is sampled and examined by testing laboratory regularly in order to ensure its quality meets relevant standards.

Water resources are mainly used in the offices in Hong Kong, the PRC and Taiwan for domestic purposes of basic cleaning and sanitation as well as manufacturing process of products. The existing water supply meets our daily operational needs and there is no issue in sourcing water. We strive to conserve water by adopting a wide range of measures. We conduct regular maintenance on water supply system to avoid unnecessary leakage and posting water saving reminders at prominent places to actively promote water conservation awareness among our employees.

### 水資源消耗和污水管理

本集團的製造設施已安裝污水處理系統，污水在排放到下水道前將進行處理以符合排放標準。為確保污水質量符合相關標準，污水會定期進行抽樣檢測和檢驗。

水資源主要用於香港、中國和台灣辦公室的基本清潔、衛生和產品製造用途。現有的供水已滿足我們日常營運的需求，而水資源供應方面亦沒有問題。我們通過採取各種措施以節約用水。我們定期維護供水系統，以避免不必要的滲漏，並在顯眼的位置張貼節水提示，積極提高僱員節約用水的意識。



Water saving reminders  
節水提示

## Environmental Protection

### 環境保護

The water conservation and wastewater management approach contributes to SDG 6, SDG 12 and SDG 14, which seek to ensure availability and sustainable management of water, ensure sustainable consumption and production pattern as well as conservation of marine and life below water by mitigating the impact of operations to the marine environment.

本集團的節約用水管理和污水處理方針有助於實現SDG 6、12和14，該些目標旨在確保水資源的可用性和可持續管理，確保可持續的消耗和生產模式，以及通過減低對海洋環境的影響以保護海洋和水下生物。



The Group's water usage data during the Reporting Period are tabulated below:

本集團於報告期間的用水數據如下表：

Water consumption data 用水數據	Unit 單位	2024 二零二四年	2023 二零二三年	2022 二零二二年
Water Consumption 用水	Tonnes 噸	65,525	53,030	56,905
Intensity 密度	Tonnes per million HK\$ revenue <sup>2</sup> 噸／百萬港元收益 <sup>2</sup>	46.80	50.36	46.15

The increase in water consumption during the Reporting Period was mainly due to the increase in production volume during the Reporting Period.

報告期間水資源消耗量的增加乃主要由於報告期間產量增加所致。

### Packaging Material

### 包裝物料

The packaging materials used by the Group in the production process are mainly plastic, glass, metal and paper. The details regarding the consumption of packaging materials during the Reporting Period are as follows:

本集團於生產過程中使用的包裝物料主要為塑料、玻璃、金屬和紙張。於報告期間的包裝物料消耗詳細資料如下：

Packaging materials consumption data 包裝物料消耗數據	Unit 單位	2024 二零二四年	2023 二零二三年	2022 二零二二年
Plastic 塑料	Tonnes 噸	54	2	201
Glass 玻璃	Tonnes 噸	110	0	57
Wood 木材	Tonnes 噸	0	0	38
Metal 金屬	Tonnes 噸	32	0.2	29
Paper 紙張	Tonnes 噸	1,166	302	119
Total 總計	Tonnes 噸	1,362	304.2	444
Intensity 密度	Tonnes per million HK\$ revenue <sup>2</sup> 噸／百萬港元收益 <sup>2</sup>	0.97	0.29	0.36

The drastic increase of the packaging materials consumption as compared to the previous reporting period was mainly due to the significant increase in production volume during the Reporting Period.

包裝材料消耗量較上一報告期間大幅增加乃主要由於報告期間內生產量大增加所致。



## THE ENVIRONMENT AND NATURAL RESOURCES

The main environmental impacts of the Group's production and operation are the direct and indirect GHG emissions from the production line and the use of electricity. The implementation of environmental protection procedures is in line with the Group's objectives as the savings in energy, water and other raw materials are not just environmentally friendly but also bring in cost-savings. The Group firmly believes that the aforementioned practice will facilitate sustainability of both the environment and the business of the Group. Save as otherwise disclosed in this Report, the Group's operating activities have no significant impact on the environment and natural resources. We have also obtained Pollutants Discharge Permit ( 排污許可證 ) authorised by the local environmental authorities where our operation site locates which guaranteed our pollutant discharge would have minimal impact to the environment.

## 環境及自然資源

本集團的生產和營運對環境的主要影響乃生產線的直接和間接溫室氣體排放以及用電情況。實施環境保護程序乃符合本集團的目標，因節省能源、水和其他原材料不僅環保，而且節省成本。本集團堅信上述舉措將有助於環境和本集團業務的可持續發展。除非在本報告中另有披露，否則本集團的經營活動對環境和自然資源沒有重大影響。我們亦已取得經營地點所在地地方環保部門核發的《排污許可證》，保證我們的污染物排放對環境的影響已降至最低。



Pollutants Discharge Permit  
排污許可證

# Environmental Protection

## 環境保護

The Group promotes sustainable use and management of resources and promotes adaptation to climate change. We encourage our employees to have the following actions in order to reduce energy consumption and material wastage as a green office:

### Waste Management

- Entrusting licensed clinical wastes collectors for hazardous waste handling;
- Promote "Paperless" initiative in the workplace;
- Collect and recycle used toner or ink cartridges;
- Reuse office stationery (e.g. envelops, files and folders);
- Evaluate the consumption of materials to avoid overstocking;
- Encourage employees to print and photocopy on both sides of paper;
- Communicate and disseminate information by electronic means;
- Send electronic greeting cards instead of paper ones at festive seasons; and
- Encourage recycling by placing waste sorting bins/devices for different recyclable materials (e.g. wastepaper and plastics).

### Use of Resources

- Enhancing heating and cooling system management;
- Set the minimum air-conditioning temperature at 25.5°C;
- Turn off air-conditioning units when the office is not in use;
- Lower window blinds and curtains before leaving office to reduce direct sunlight;
- Clean the air conditioner filters and fan coil units regularly to maintain efficient operation;
- Apply ultraviolet (UV) light protection film to windows in order to reduce heat absorption;
- Use low-emissivity glass to block ultraviolet light from heat generation; and
- Use split-type air conditioners that have obtained Grade 1 energy label.

本集團倡導可持續使用和管理資源，並促進適應氣候變化。作為綠色辦公室，我們鼓勵僱員進行以下節能減廢行動：

### 廢棄物管理

- 委託持牌臨床廢棄物收集業者處理有害廢棄物；
- 在工作場所推廣「無紙化」倡議；
- 收集及回收使用過的墨盒或油墨盒；
- 重複使用辦公文具(例如信封、檔案夾和文件夾)；
- 評估物料使用量，避免庫存過多；
- 鼓勵僱員將紙張進行雙面打印或復印；
- 透過電子方式傳遞和發放信息；
- 於節日期間發送電子賀卡而非紙質賀卡；及
- 通過為不同的可回收物料(例如廢紙和塑料)放置垃圾分類箱／設備以鼓勵回收。

### 資源使用

- 完善暖通系統管理；
- 將最低空調溫度設定為25.5攝氏度；
- 在不使用辦公室時關閉空調；
- 離開辦公室前降低窗簾和窗簾，以減少陽光直射；
- 定期清潔空調濾網和風扇盤管，以保持高效運轉；
- 在窗戶上貼上紫外線保護膜以減少熱吸收；
- 使用低發射率的玻璃阻隔由熱量產生的紫外線；及
- 使用取得一級能源標籤的分體式冷氣機。

#### Lighting System Management

- Turn off the lights when the office is not in use;
- Utilise natural daylight as much as possible;
- Maintain cleanliness of lighting fixtures in order to optimise their energy efficiency;
- Set up independent lighting switches in different light areas; and
- Adopt high-efficiency lighting units (e.g. LED lighting).

#### Water Resources Management

- Reuse any treated wastewater, if possible;
- Put up water saving reminders in washrooms;
- Turn off the faucets when not in use;
- Check for hidden water leaks regularly;
- Repair dripping faucets immediately once discovered;
- Install dual flush toilets; and
- Reduce water pressure to the lowest possible level.

#### General Electronic Equipment Management

- Set the computers to go into power-saving mode when sitting idle;
- Turn off electronic equipment during non-working hours;
- Purchase electronic equipment with energy labels; and
- Use multi-functional printers instead of multiple individual printers and photocopiers in order to save energy.

#### The Environment and Natural Resources

- Green up the office area with plants;
- Encourage employees to participate in environmental protection activities organised by environmental groups; and
- Promote and educate employees to reduce emissions and save energy through emails, posters and intranet.

We encourage employees to understand more about the Group's policies in order to enhance our environmental performances and build up the employees' knowledge on environmental protection awareness.

#### 照明系統管理

- 在不使用辦公室時關閉燈光；
- 盡可能利用自然日光；
- 保持照明設備清潔，以優化能源效益；
- 在不同的燈光區域設置獨立照明開關；及
- 採用高效照明裝置（例如：LED照明）。

#### 水資源管理

- 盡可能重複使用處理過的污水；
- 在洗手間張貼節水提示；
- 在非使用情況下關掉水龍頭；
- 定期檢查是否有隱藏的漏水情況；
- 發現水龍頭滴漏時立即進行維修；
- 安裝雙沖水馬桶；及
- 將水壓盡可能降至最低程度。

#### 一般電子設備管理

- 讓電腦在閒置時進入省電模式；
- 在非工作時間關閉電子設備；
- 購買附有能源標籤的電子設備；及
- 使用多功能打印機而非多台獨立打印機和影印機以節省能源。

#### 環境和自然資源

- 善用植物綠化辦公區域；
- 鼓勵員工參與由環保團體組織舉辦的環境保護活動；
- 通過電子郵件、海報和內聯網宣導並教育僱員減少排放和節省能源。

我們鼓勵僱員了解更多關於本集團的政策，以完善我們的環境表現，並建立僱員於環保意識方面的知識。



# Environmental Protection

## 環境保護

### CLIMATE CHANGE

Climate change is one of the biggest global challenges faced by society, and we must act now for our climate and our communities. In recent years, extreme weather, such as strong winds and heavy rainfall, as well as tides and floods, have become the focus around the world. Logistics and supply chains are particularly vulnerable. Heavy rainfall, rising tides and floods can cause serious damage to assets such as buildings, warehouses and goods in storage which results in material financial losses.

The Group will continue to pledge our commitment to climate action. We have further enhanced our ESG disclosure by making reference to the recommendations of the Task Force on Climate-related Financial Disclosure (“TCFD”) on identifying and disclosing the potential impacts of climate-related risks on which the business is now facing.

The Group essentially plans to respond to local government initiatives and follow local governments’ emission reduction requirements. The Group has set clear emission reduction targets, in short term we are aiming to reduce 10% of GHG emissions per production unit by 2026 from the baseline year of 2021 and ensure the Group’s GHG emissions will comply with the local requirements on or before 2030. The Group’s long-term goal aligns with the sustainability goals of the Hong Kong Government to achieve carbon neutrality before 2050 and by 2060 in the PRC. We continuously improve our energy efficiency, apply professional knowledge to improve on-site efficiency and maintain efficient management support, in order to safeguard the Group’s reputation. Our business strategy aligns with SDG 13 by combating climate change.



To ensure continual improvement on our environmental performance and our management on climate-related risks is in line with our strategy and risk management process, the Group has also selected the most relevant performance metrics to address and assess climate-related risks and opportunities, including the followings,

- Total amount of energy consumed, broken down by energy type;
- Total energy intensity by revenue;
- Scope 1 and 2 of GHG emissions;
- GHG emissions’ intensity based on revenue.

### 氣候變化

氣候變化乃社會面臨的最大全球挑戰之一，我們必須為我們的氣候和社區立即採取行動。近年，極端天氣，如強風和暴雨，以及潮汐和洪水已成為全球關注的焦點。物流和供應鏈特別脆弱。暴雨，漲潮和洪水可能會對建築物，倉庫和存儲的物品等資產造成嚴重損壞，導致實質的財務損失。

本集團將繼續致力於氣候行動。我們已透過參考氣候相關財務披露工作小組（「TCFD」）的建議進一步完善ESG披露，以確定和披露氣候相關風險對業務的潛在影響。

本集團本質上計劃響應當地政府倡議，並遵循當地政府的減排要求。本集團已設定明確的減排目標，短期目標將在二零二六年前從二零二一年的基準線年份減少每生產單位10%的溫室氣體排放量，並確保本集團的溫室氣體排放量將在二零三零年或之前符合當地要求。本集團的長期目標與香港政府的可持續發展目標一致，即在二零五零年之前實現碳中和，並在中國於二零六零年前實現碳中和。我們不斷提高能源效益，應用專業知識提高現場效益並保持有效的管理支持，以維護本集團的聲譽。我們的業務策略符合可持續發展目標13，即應對氣候變化。

為確保我們在環境表現和氣候相關風險管理方面的持續改善符合我們的戰略和風險管理過程，本集團亦已選擇最相關的績效指標來應對和評估氣候相關風險和機遇，包括以下方面：

- 總能源消耗及按能源消耗類型歸類的能源消耗；
- 按收入計算的總能源密度；
- 範圍一和二溫室氣體排放量；
- 按收入計算的溫室氣體排放密度。

### Action on climate change

The Group aims to build a considerably resilience approach in facing the global climate change so as to adapt and to mitigate the impact of the climate change on the operations. Action on climate change is embedded in the Group's business strategy and is reflected in the governance and management processes. The Group has responded to climate issues annually. Adhering to the recommendations of the TCFD, the index table below outlines how the Group responds to the four core elements of the recommended climate-related financial disclosures.

### 應對氣候變化

本集團旨在建立可觀的抵禦方法，以應對全球氣候變化，以適應和減緩氣候變化對營運的影響。應對氣候變化已納入本集團的商業策略，並反映於管治和管理流程中。本集團於每年回應氣候問題。遵循TCFD的建議，下表已概述本集團如何回應建議的四個核心元素，以應對與氣候相關的財務披露建議。

Core element 核心元素	The Group's response 本集團的回應
Governance 管治	<p>For governance around climate-related risks, we 針對氣候相關風險的治理，我們</p> <ul style="list-style-type: none"> <li>• Establish an ESG Working Group</li> <li>• 成立ESG工作小組</li> <li>• Carry out regular meeting on ESG issues</li> <li>• 定期舉行ESG議題會議</li> <li>• Integrate ESG topics (including climate-related issues) in corporate decision making</li> <li>• 將ESG議題(包括氣候相關議題)納入企業決策中</li> </ul>
Strategy 策略	<p>To face the actual and potential impacts of climate-related risks on the Group's strategy, we 為應對氣候相關風險對本集團策略的實際和潛在影響，我們</p> <ul style="list-style-type: none"> <li>• Assess climate change issues that could result in financial and operational risks</li> <li>• 評估可能導致財務和營運風險的氣候變化因素</li> <li>• Identify risk and opportunities in low-carbon transition</li> <li>• 識別低碳轉型中的風險和機遇</li> </ul>
Risk Management 風險管理	<p>To identify, assess, and manage climate-related risks, we 為識別、評估和管理氣候相關風險，我們</p> <ul style="list-style-type: none"> <li>• Have established ESG Working Group leading the Group to discuss about ESG (including climate-related risks) risks</li> <li>• 已成立ESG工作小組領導本集團討論ESG(包括氣候相關風險)風險</li> <li>• Prepare for the transition to a low-carbon economy</li> <li>• 為過渡至低碳經濟作充分準備</li> <li>• Prepare and setup measures to counter physical climate risks</li> <li>• 為實體氣候風險作充分準備並設置相應措施</li> </ul>
Metrics and Targets 指標與目標	<p>To evaluate and monitor the climate-related risks, we 為評估和監控氣候相關風險，我們</p> <ul style="list-style-type: none"> <li>• Identify metrics used to assess and manage material climate-related risks</li> <li>• 識別用於評估和管理重要氣候相關風險的指標</li> <li>• Establish short-, medium- and long-term GHG reduction targets aiming for net-zero emissions</li> <li>• 建立短期、中期和長期的溫室氣體減排目標，以實現淨零排放</li> <li>• Will consider investing in transition enablers</li> <li>• 會考慮投資促進轉型的因素</li> <li>• Will consider creating value in the low-carbon transition</li> <li>• 會考慮於低碳轉型中創造價值</li> </ul>

## Environmental Protection

### 環境保護

The Group understands that climate change may have significant impacts on our operations. To adhere the recommendations of TCFD and to better understand the potential impacts of climate change on our business operation, we have conducted climate scenario analysis<sup>9</sup> in two horizons for 2030 and 2050, under the following Representative Concentration pathways ("RCP"s):

- (1) RCP2.6, Shared Socioeconomic Pathways ("SSP") SSP1, and International Energy Agency ("IEA") IEA Sustainable Development Scenario ("SDS") supplemented by the Net-Zero Emissions by 2050 case.
- (2) RCP8.5, SSP5, and IEA Stated Policies Scenario.

Based on the Group's business nature, we have identified the following parameters that are most relevant to our operations.

- (a) Renewable energy – The proportion of renewable energy used by the Group affects the amount of carbon offset required and GHG emissions.
- (b) Electric vehicles (EV) – The cost required for replacing existing fleets with EVs and the cost-savings brought by EVs.
- (c) Extreme weather – The increase in the frequency of extreme weather (e.g. heavy rainstorm signals and typhoons) may affect the business operations of the Group and the future income.

In the low carbon emission scenario (global temperature raise from 1.5–2°C), it is assumed that the carbon prices may reach from USD75 to USD100/tonne and USD250/tonne in average for advanced economies by 2030 and 2050 respectively. The Group will gradually increase the usage of renewable energy and it is expected that EVs will dominate the global cars by 2060. In future, most of the private cars owned by the Group will be shifted to EVs, and new energy electric vehicle charging piles next to the gate of the facilities will be installed by the Group and the Group will encourage the employees to use new energy electric vehicles for travelling.

In the high emissions scenario (global temperature raise by >4°C), it is assumed that there will be no carbon price or carbon tax established. The higher average sea level and extreme weather will cause more frequent flooding and the Group has assessed the risk of flooding in relation to the property portfolio. It is also assumed that the frequency of extreme weather will increase significantly.

本集團了解氣候變化可能對我們的業務產生重大影響。為遵循TCFD的建議並更好地了解氣候變化對我們業務營運的潛在影響，我們已進行氣候情境分析<sup>9</sup>，涵蓋二零三零年和二零五零年兩個時間維度，使用了以下代表性濃度路徑("RCP")：

- (1) RCP2.6、共享社會經濟路徑("SSP")SSP1，國際能源署("IEA")IEA可持續發展情境("SDS")，輔以淨零排放到二零五零年案例的補充。
- (2) RCP8.5、SSP5和IEA既定政策情境。

根據本集團的業務性質，我們已確定以下對我們業務最為相關的參數：

- (a) 可再生能源—本集團使用的可再生能源比例會影響碳抵銷量和溫室氣體排放量。
- (b) 電動汽車(EV)—更換現有車輛為電動汽車所需的成本以及電動汽車帶來的成本節省。
- (c) 極端天氣—極端天氣頻率的增加(例如暴雨警告和颱風)可能會影響本集團的業務營運和未來收入。

在低碳排放情境(全球升溫1.5–2攝氏度)，假定已開發經濟體的碳價格可能會在二零三零年和二零五零年分別達到75美元／噸至100美元／噸和250美元／噸的水平。本集團將逐步增加可再生能源的使用，預計到二零六零年，電動汽車將主宰全球汽車市場。未來，本集團擁有的私人汽車大部分將轉為電動汽車，本集團將在設施門口安裝新能源電動汽車充電樁，並鼓勵員工使用新能源電動汽車出行。

在高排放情境(全球升溫超過4攝氏度)中，假設不會建立碳價格或碳稅。更高的平均海平面和極端天氣將導致水浸變得更為頻繁，本集團已評估與物業投資組合相關的洪水風險。同時假設極端天氣的頻率將會顯著增加。

<sup>9</sup> The climate scenario analysis is conducted based on the "Guidance on Climate Disclosures of Reporting on TCFD recommendations" published by the Stock Exchange.

<sup>9</sup> 氣候情景分析乃根據香港聯交所發佈的《按照TCFD建議匯報氣候信息披露指引》進行。



## Environmental Protection

### 環境保護

Adhering to the recommendations of the TCFD, the Group has identified a series of climate-related risks and opportunities relevant to our assets and services which are significant to us. These transition and physical risks are discussed in the sections below.

遵循TCFD的建議，本集團已確認與我們的資產和服務相關的一系列重大氣候相關風險和機遇，該些過渡和實體風險在下面的章節中已進行討論。

	Risks 風險	Opportunities 機遇
Short term (0 – 1 year) 短期(0-1年)	<ul style="list-style-type: none"> <li>Physical risks from extreme weather events</li> <li>極端天氣事件的實體風險</li> <li>Securing the skills and capability required to implement climate strategy</li> <li>確保具備實施氣候戰略所需的技能和能力</li> </ul>	<ul style="list-style-type: none"> <li>Technologies to enhance the performance of operation and energy efficiency</li> <li>利用科技提高營運表現和能源效益</li> </ul>
Medium term (5 years) 中期(5年)	<ul style="list-style-type: none"> <li>Transition risks – Implementation of low-carbon policies for the operation</li> <li>過渡風險－實施低碳政策以進行營運</li> <li>Transition risks – Supply and demand for certain commodities, products and services may change as the awareness of climate related risks and opportunities are continuously increasing</li> <li>過渡風險－隨著氣候相關風險和機遇日益受到重視，若干商品、產品和服務的供需關係可能會發生變化</li> </ul>	<ul style="list-style-type: none"> <li>Transitioning to low carbon economy market to meet government decarbonisation targets</li> <li>過渡至低碳經濟市場，以滿足政府減碳目標</li> </ul>
Medium to long term (5+ years) 中長期(5年以上)	<ul style="list-style-type: none"> <li>Transition risks – Potential new regulations and policies</li> <li>過渡風險－潛在的新法規和政策</li> <li>Transition risks – Development and use of emerging technologies may increase the operational costs, and reduce the Group's competitiveness</li> <li>過渡風險－開發和使用新興技術可能會增加營運成本，並降低本集團的競爭力</li> <li>Transition risks – the Group's reputation may be impacted due to changing customer or community perceptions of said the Group's contribution to or detraction from the transition to a lower-carbon economy</li> <li>過渡風險－隨著客戶或社區對本集團貢獻或阻礙低碳經濟轉型觀念的改變，本集團的聲譽可能會受到影響</li> <li>Transition risks – The Group may not be able to keep up with the trend of digital transformation, which may impact the Group's business performance</li> <li>過渡風險－本集團可能無法跟上數碼轉型的趨勢，繼而可能影響本集團的業務表現</li> </ul>	<ul style="list-style-type: none"> <li>Transitioning to low carbon economy market to meet government decarbonisation targets</li> <li>過渡至低碳經濟市場，以滿足政府減碳目標</li> <li>To work as a pioneer in the industry and build up relevant reputations</li> <li>在行業中擔當先行者，建立相應的聲譽</li> <li>To work as a pioneer in the industry to enhance internal communication by utilising digital systems for the establishment of communication platform</li> <li>在行業中擔當先行者，利用數碼系統完善內部溝通，以建立溝通平台</li> </ul>



## Environmental Protection

### 環境保護

Physical climate risks have the potential to damage the integrity of the Group's assets or interrupt our service delivery directly. The Group has already implemented a number of measures to enhance its operation resilience, including contingency plan such as special work arrangements under extreme weather or emergency conditions that cover our offices and laboratories.

Transition risks have the potential to increase the operational cost and legal risk due to change of policy, technology development, digitalisation, relevant risk affected to supply and demand, and reputation due to public perceptions. The Group has already identified the relevant risks and continue to monitor the market and policy updates. The Group has also planned to invest according to the market needs and take this as an opportunity for long-term development.

We consider that most of the risks factors as listed above belong to low-risk, apart from extreme weather which is considered to have greatest impact to the Group; however, we believe that more risk factors, such as the medium to long-term transition risks, are likely to become high-risk as approaching to 2050 and 2060, which are the long-term target year of carbon neutrality in Hong Kong and the PRC respectively.

實體氣候風險可能會直接損害本集團資產的完整性或中斷我們的服務交付。本集團已制定多項措施，以增強其營運的韌性，包括緊急應變計劃，如在極端天氣或緊急情況下，涵蓋我們的辦公室和實驗室的特殊工作安排。

由於政策變化、科技發展、數碼化、相關風險影響供需以及公眾觀感而引起的聲譽風險，過渡風險可能會增加營運成本和法律風險。本集團已識別相關風險，並繼續監察市場和政策更新。本集團亦計劃根據市場需求進行投資，並將其視為長遠發展機遇。

我們認為除極端天氣會為本集團帶來最嚴重影響外，上述列出的大多數風險因素均屬於低風險；然而，我們相信更多風險因素，如中長期的過渡風險因素，可能會在接近二零五零和二零六零年的香港和中華人民共和國實現碳中和的長期目標時轉變為高風險。

## Environmental Protection

### 環境保護

Over the years, as the Group is gradually adhering the recommendation of the TCFD, a series of climate risk management measures are planning to adopt/have been adopted to put in place along the Group's value chain helping the Group to be prepared for climate events. These measures are deployed for different geographies, taking into account the asset types, locations and relevancy. They are summarised in the table below:

多年來，隨著本集團逐漸遵循TCFD的建議，一系列的氣候風險管理措施已計劃採用／已在本集團價值鏈中實施，以協助本集團為氣候事件作好準備。這些措施針對不同的地區部署，同時考慮資產類型、位置和相關性，並總結於下表中：

Relevant part of the value chain	Relevant measures
相關的價值鏈部分	相關措施
Supply chain 供應鏈	Diversify materials supplies from multiple suppliers, sources and countries. 透過多個供應商、來源和國家進行物料供應多樣化。
Operation 營運	<p>Monitor and inspect assets regularly 定期監控和檢查資產</p> <ul style="list-style-type: none"> <li>- Maintenance of a Contingency Plan for offices, laboratories and facilities 為辦公室、實驗室和設施保有應急計劃</li> </ul> <p>To address extreme heat and increased temperature: 針對極端高溫和溫度升高的風險：</p> <ul style="list-style-type: none"> <li>- Maintain cooling equipment in good conditions 維持冷卻設備處於良好狀態</li> <li>- Review working hours of workers and provide better working environment to pursue for lower insurance rates 檢討工人的工作時間，提供更好的工作環境，以爭取更低的保險費率</li> <li>- Increase drinking fountains for employees and workers if possible 如可能，將增加員工和工人的飲水設備</li> </ul> <p>To address the risk of water shortage and drought: 針對缺水和乾旱風險：</p> <ul style="list-style-type: none"> <li>- To maintain water tank(s) in facilities if possible 如可能，將在設施內保有水箱</li> <li>- Purchase drinking water with sufficient storage 購買有足夠儲存量的飲用水</li> </ul> <p>To address flooding risks: 針對洪水風險：</p> <ul style="list-style-type: none"> <li>- Build protection walls for facilities and run-off water storage if possible, especially for those located at low-lying areas 如可能，為設施建造防護牆和積水存儲設施，尤其是位於低窪地區的設施</li> <li>- Deploy anti-flooding measures suitable for the assets, including drainage systems, flood gates and flood barriers, if necessary 如有必要，為資產部署適合的防洪措施，包括排水系統、防洪門和防洪障壁</li> </ul> <p>To enhance business continuity: 增強業務持續性：</p> <ul style="list-style-type: none"> <li>- Establish a typhoon response protocol and coordinating system, and conduct regular drills and post-typhoon reviews to ensure smooth execution of contingency plans 建立颱風應急響應規程和協調系統，並定期進行演練和颱風後的檢討，以確保緊急應變計劃的順利執行</li> <li>- Utilise the emergency restoration system, enabling rapid construction of temporary masts that can shorten the restoration of power supply 利用緊急恢復系統，快速搭建臨時支架，以縮短供電恢復時間</li> <li>- Enhance the communication capacity of customer services, in particular post-incident customer communication 增強客戶服務的溝通能力，尤其是事件後的客戶溝通</li> </ul>





## Environmental Protection

### 環境保護

#### *Investing transition enablers*

Investment in a broad range of transition enablers is required to transform the business to low-carbon economy. The Group will plan to invest more resources to purchase Electric vehicles (EV) for the replacement of fossil fuels vehicles in future.

#### *投資轉型促進因素*

為將企業轉型至低碳經濟，我們需要投資於廣泛的轉型促進因素。本集團計劃未來將投入更多資源，以購買電動車輛替代化石燃料車輛。



# Employment and Labour Practices

## 僱傭和勞工措施

### EMPLOYMENT

#### Policy of Employment and Labour

The Group has put in great efforts to provide a desirable workplace, continuous training programs and prospective career opportunities to our employees in order to attract and retain highly qualified employees. The Group believes that a strong and loyal team is invaluable to maintain a robust business performance and growth.

The Group aims to uphold a fair and equitable human resource policy, in which quality and merit of the candidates are the most important elements to be assessed during the recruitment and promotion processes. The Group offers equal employment opportunities to different genders, races and disabilities such that a sound of diversified human resources practices can be achieved. Our Staff Handbook stipulated that discrimination is strictly forbidden during recruitment and the Group strives to provide a free-discrimination working environment for our employees, to ensure employees can give full play to their roles.

Our human resources policies can contribute to SDG 5 which achieves gender equality, SDG 8 which protects labour rights, SDG 10 which reduces inequality and SDG 11 which promotes inclusive communities.



### Recruitment

When department heads identify a need for new hiring, they are required to submit the Manpower Requisition Form and attach with job description to the Human Resources Department ("HR"). HR will communicate with department heads in order to obtain the job responsibilities, requirements of the vacancy and respective reporting line. HR will post the job advertisement through appropriate channels. For any recruitment agency service, prior approval from Directors is required. HR will conduct initial curriculum vitae screening and refer those qualified candidates for department head's consideration. Department heads select from the pool and inform HR to arrange interviews. First round interview is conducted by HR and department head conducts the second round interview. Department heads pass the completed Interview Assessment Form to HR and confirm the final candidate to be offered. HR will then prepare the Recommendation for Employment Form for Director's approval and negotiate the terms of employment with the selected candidate.

### 僱傭

#### 僱傭及勞工政策

本集團為吸引和留住高質素員工，致力於提供理想的工作場所、持續的培訓計劃和前景良好的事業發展機會。本集團認為，一支強大和忠誠的團隊對維持穩健的業務表現和增長至關重要。

本集團旨在堅持公平和公正的人力資源政策，其中候選人的質素和能力是招聘和晉升過程中最重要的評估要素。本集團提供平等的就業機會給不同性別、種族和殘疾人士，以實現健全的多元化人力資源措施。我們的員工手冊規定，在招聘過程中嚴禁歧視，本集團致力為僱員提供無歧視的工作環境，確保僱員能夠充分發揮自身的作用。

我們的人力資源政策可以為實現SDG 5以達至性別平等、SDG 8以保護勞工權利、SDG 10以減少不平等和SDG 11以促進包容性社區作出貢獻：

### 招聘

當部門負責人確認需要招聘新員工時，他們需要向人力資源部門(["HR"])提交人力需求表格，並附上工作描述。HR將與部門負責人溝通，以獲取職責、空缺的要求和相關的報告線。HR將透過適當渠道刊登招聘廣告。對於任何招聘代理機構服務，均需經董事事先批准。HR將進行初始的簡歷篩選，並推薦符合條件的應徵者供部門負責人予以考慮。部門負責人從該些應徵者中進行篩選，並通知HR安排面試。第一輪面試由HR進行，而部門負責人則進行第二輪面試。部門負責人將已完成的面試評估表格傳遞予HR，確認最終選定的應徵者。HR及後將準備僱傭推薦表格供董事核准，並與選定的應徵者商討僱傭條款。

# Employment and Labour Practices

## 僱傭和勞工慣例

### Remuneration and Welfare Benefits

Remunerations and compensations are targeted to attract, reward and retain talented, highly skilled and motivated staff members by rewarding their accomplishments. The Group's emolument policies are formulated on the performance of individual employees and on the basis of the trends of salaries in various regions, which will be reviewed regularly. Remuneration including basic salary and fixed allowance should be set for each position taking into account level of responsibilities, qualifications, skills and experience required, prevailing salary trends and financial resources of the Group. The basic salary range for each position is determined and approved by the Board. Salary is payable on a monthly basis from the date of commencement and will be reviewed through annual salary exercise subject to individual performance and profitability of the Group.

Apart from social insurance of the PRC, provident fund scheme and retirement benefits scheme, share options may be awarded to employees based on their results of the performance assessments. Discretionary bonus will be paid annually subject to the profitability of the Group, performance and contribution of each employee which is at full discretion of the Group. Employees are eligible for the employee's compensation insurance and group medical insurance after probationary period. Travel insurance will be provided to employees who are required to have business trips to other countries/cities. Also, all employees are subject to insurance coverage as required by law.

### Dismissal

Either the Group or an employee giving the appropriate period of notice in writing or payment in lieu can bring about the termination of employment. The employee is required to pass the termination notice to respective department head for confirmation, then such notice will be passed to the HR and Administration Department for processing. The Group reserves the right to dismiss any employees for serious misconducts. At the time of termination, employee may be requested to participate in an exit interview for collection of feedback on operational norms and practices for enhancement of related business policies and operations.

### Promotion

The Group recognises the importance of development and growth of employees. In selecting movement to a new role or new position, we consider availability of an appropriate vacancy, employees' contributions, performance history, competencies, aspirations and motivations for the role, experiences and potential.

### 薪酬及福利

薪酬及補償旨在透過獎勵員工成就，以吸引、獎勵和留住具有才華、高技能和積極性的員工。本集團的薪酬政策乃根據僱員個人表現和各地區的薪酬趨勢而制定的，並會定期進行檢視。根據職位的責任、資格、技能和經驗要求、普遍薪酬趨勢以及本集團的財務資源，釐定每個職位的基本薪酬和固定津貼。每個職位的基本薪資範圍由董事會確定和批准。從就業日期起，薪酬按月支付，並會根據個人表現和本集團的盈利情況進行年度薪酬調整。

除中華人民共和國的社會保險、公積金和退休福利計劃外，股票期權可能會根據僱員的績效評估結果而授予僱員。酌情性獎金將根據本集團的盈利情況、僱員的表現和貢獻，每年由本集團自行決定發放。試用期結束後，僱員將合資格獲得僱員補償保險和團體醫療保險。需要出差前往其他國家或城市的僱員將提供旅行保險。此外，所有僱員的承保範圍均受法律規定的保險覆蓋範圍約束。

### 終止僱傭關係

本集團或僱員皆可透過給予相應期限以書面形式通知或支付代通知金，以終止僱傭關係。僱員須將離職通知遞交予相應的部門主管進行確認，然後該通知將轉遞至人力資源部和行政部進行處理。本集團保留對任何因嚴重行為不當的僱員進行解僱的權利。於僱傭關係終止時，僱員可能被要求參與離職面談，以收集關於營運規範和措施的反饋，以完善相關的業務政策和營運。

### 晉升

本集團認可員工的發展和成長的重要性。在選擇轉移到新職能或新職位時，我們考慮到適當職缺的可用性，僱員的貢獻、績效歷史、能力、對該職能的渴望和動機、經驗和潛能。



# Employment and Labour Practices

## 僱傭和勞工慣例

### Compensation, Working Hours and Rest Periods

The Group reviews working hours, paid annual leaves and paid sick leaves on a regular basis to ensure the compliance with up-to-date labour laws and regulations. All employees with fixed working hours are eligible for compensation leave for working overtime on Sundays and Public Holidays, provided that the overtime work must be approved by respective department head. Whilst employees with shift working hours will have their working hours recorded on monthly roster for review to ensure sufficient rest period is provided.

The Group believes in providing employees time off in the form of paid annual leave and other personal leave to provide them with time to recharge and rest as well as spending time with families either on holidays or to attend to personal activities. All eligible employees are entitled to Public or Statutory Holidays as announced by The Government of Hong Kong Special Administrative Region, the Government of the PRC and Taiwan each year, as well as reasonable working hours and rest periods. The Group also provides special leaves beyond the statutory requirement such as maternity leave, paternity leave, compassionate leave, and marriage leave.

The total number of employees that were entitled to maternity leave was 34 and paternity leave was 12; whilst 34 and 12 employees have taken their maternity and paternity leave respectively during the Reporting Period. There were 21 and 11 employees that returned to work during the Reporting Period after their maternity and paternity leave respectively, and there were 22 and 8 employees that returned to work after maternity and paternity leave respectively that were still employed 12 months after their return to work. The Return to Work Rate<sup>10</sup> and Retention Rates<sup>11</sup> of employees that took maternity and paternity leave were approximately 70% and 65% respectively.

### 補償、工作時間和休息時間

本集團定期檢討工作時間、有薪年假和有薪病假，以確保符合最新的勞動法律法規。所有固定工作時間的僱員，在加班工作已獲得相關部門主管批准的前提下，均合資格獲得補償性休假，以彌補在周日和公眾假期加班工作的時間。而輪班工作的僱員將在每月花名冊上記錄其工作時間以供檢視，從而確保其能獲得足夠的休息時間。

本集團相信，為僱員提供有薪年假和其他個人假期的時間，能讓其獲得恢復和休息時間，亦可利用時間與家人共度假期或參與個人活動。所有合資格的員工均有權享受每年由香港特別行政區政府、中華人民共和國政府和台灣政府頒佈的公眾假期，以及合理的工作和休息時間。本集團亦有提供超出法定要求的特殊假期，例如產假、待產假、恩恤假和婚假。

合資格享有產假的員工總數為34，而陪產假則為12；報告期間，34及12名員工分別休產假及陪產假。於報告期間，分別有21名及11名員工在休完產假、陪產假後重返工作崗位，而分別有22名及8名員工在休畢產假、陪產假後重返工作崗位，且重返工作崗位12個月後仍然在職。休產假和陪產假的員工的重返工作崗位率<sup>10</sup>和留任率<sup>11</sup>分別為約70%和約65%。

<sup>10</sup> Return to work rate = (Total number of employees that did return to work after maternity or paternity leave/Total number of employees expected to return to work after taking maternity or paternity leave) x 100%.

<sup>11</sup> Retention rate = (Total number of employees retained 12 months after returning to work following a period of maternity or paternity leave/Total number of employees returning from maternity or paternity leave in the prior Reporting Period) x 100%.

<sup>10</sup> 復工率 = (產假或陪產假後實際復工員工總數/產假或陪產假後預計復工員工總數) x 100%。

<sup>11</sup> 留任率 = (產假或陪產假結束復職後12個月仍在職的員工總數/上一報告期內產假或陪產假結束復職後的員工總數) x 100%。



# Employment and Labour Practices

## 僱傭和勞工慣例

### Equal Employment Opportunity

Equal Employment Opportunity means treating each employee (or potential employee) as an individual, making no assumptions or subjective judgments based on generalisations associated with his/her personal characteristics. The Equal Employment Opportunity policy aims to establish and maintain structures, practices and behaviours that have the effect of treating employees on the basis of their ability and potential so that all employees and potential employees can have equal employment opportunity in the workplace irrespective of these personal characteristics. In summary, personal characteristics should not reduce an applicant's chance of accessing employment, promotion or training opportunities. The Group is committed to the development and implementation of Equal Employment Opportunity principles and programs, which ensure fair, and equitable employment practices and conditions of service for all employees and potential employees, regardless of their personal characteristics. We are committed to employment practices, which do not discriminate against individuals on the basis of disability, age, gender, marital status, family responsibilities or pregnancy, religion, political affiliation, race, or ethnic origin.

### **Compliance information of relevant laws and regulations**

Our employees are mainly located in Hong Kong, the PRC and Taiwan. The Group safeguards the rights of our employees by strictly complying with the requirements of the Labour Law of Hong Kong, the PRC and Taiwan, including but not limited to:

#### Hong Kong

- Employment Ordinance (Cap. 57);
- Employees' Compensation Ordinance (Cap. 282);
- Mandatory Provident Fund Schemes Ordinance (Cap. 485); and
- Minimum Wage Ordinance (Cap. 608).

### 平等僱傭機會

平等僱傭機會意味著對待每一位僱員(或潛在僱員)作為個體，不基於其個人特質的概括性假設或主觀判斷。平等僱傭機會政策旨在建立和維持制度、措施和行為，以能力和潛力為基礎對待僱員，從而使所有僱員和潛在僱員在工作場所均可享有平等的僱傭機會，不論其個人特徵為何。總括而言，個人特徵不應減少應聘者獲得僱傭、晉升或培訓的機會。我們致力於發展和實施平等僱傭機會原則和計劃，以確保所有員工和潛在僱員均能夠享有公平、公正的僱傭待遇和服務條件，不論其個人特徵如何。我們承諾遵守僱傭措施，不基於殘疾、年齡、性別、婚姻狀況、家庭責任或懷孕、宗教、政治立場、種族或民族來歧視個人。

### 相關法律法規的合規信息

我們的僱員主要位於香港、中國和台灣。本集團通過嚴格遵守香港、中國和台灣的勞動法要求，以保障我們僱員的權益，包括但不限於：

#### 香港

- 《僱傭條例》(第57章)；
- 《僱員補償條例》(第282章)；
- 《強制性公積金計劃條例》(第485章)；及
- 《最低工資條例》(第608章)。

# Employment and Labour Practices

## 僱傭和勞工慣例

### The PRC

- Labour Law of the PRC (《中華人民共和國勞動法》);
- Labour Contract Law of the PRC (《中華人民共和國勞動合同法》);
- Interim Provisions on Wage Payment (《工資支付暫行規定》);
- Social Insurance Law of the PRC (《中華人民共和國社會保險法》);
- Employment Promotion Law of the PRC (《中華人民共和國就業促進法》);
- Law of the PRC on Labour-Dispute Mediation and Arbitration (《中華人民共和國勞動爭議調解仲裁法》);
- Provisions of Municipality on Implementation of the Regulations on the Supervision of Labour Security (《勞動保障監察條例》);
- Regulation on Work-Related Injury Insurance (《工傷保險條例》); and
- Provisions on the Prohibition of Using Child Labour (《禁止使用童工規定》).

### Taiwan

- Labour Standards Act (《勞動基準法》);
- Employment Service Act (《就業服務法》);
- Act of Gender Equality in Employment (《性別工作平等法》); and
- People with Disabilities Rights Protection Act (《身心障礙者權益保障法》).

In the PRC, we have participated in welfare schemes concerning pension insurance, unemployment insurance, maternity insurance, occupational injury insurance and medical insurance in accordance with the local regulations including the Regulations on the Administration of Housing Provident Funds and the Social Insurance Law of the PRC. In Hong Kong, we provide medical insurance, travel insurance for employees on business trips, maternity leave, incentive and bonus, etc. to all our full-time employees. We have also participated in the Mandatory Provident Fund (MPF) Scheme, prescribed by the Mandatory Provident Fund Schemes Ordinance. During the Reporting Period, the Group was not aware of any significant non-compliance issues in this regard.

### 中國

- 《中華人民共和國勞動法》;
- 《中華人民共和國勞動合同法》;
- 《工資支付暫行規定》;
- 《中華人民共和國社會保險法》;
- 《中華人民共和國就業促進法》;
- 《中華人民共和國勞動爭議調解仲裁法》;
- 《勞動保障監察條例》;
- 《工傷保險條例》; 及
- 《禁止使用童工規定》。

### 台灣

- 《勞動基準法》;
- 《就業服務法》;
- 《性別工作平等法》; 及
- 《身心障礙者權益保障法》。

在中國，我們依照當地的相關法規，其中包括住房公積金管理辦法和中華人民共和國社會保險法，參加福利計劃，包括養老保險、失業保險、生育保險、職業傷害保險和醫療保險。在香港，我們為所有僱員提供醫療保險、出差旅遊保險、產假、獎勵和獎金等。我們亦已依照強制性公積金計劃條例參加強制性公積金計劃。於報告期間，本集團並未發現任何與此相關的重大違規事項。



## Employment and Labour Practices

### 僱傭和勞工慣例

#### Employee Profile

There were a total of 239 new employees hired during the Reporting Period, which accounted for approximately 23% of the total number of employees as at the end of the Reporting Period.

As at 31 December 2024, the Group's number of employee and turnover data of business operations in the PRC, Hong Kong, Taiwan and Thailand by type are tabulated below:

#### 僱員概況

報告期間共聘用新員工239人，佔報告期末員工總數約23%。

截至二零二四年十二月三十一日，本集團位於中國、香港、台灣和泰國的員工和員工流失數據按類型如下表所示：

Workforce as at 31 December 人力資源截至十二月三十一日		2024 二零二四年	2023 二零二三年	2022 二零二二年
Employee Number 員工數目	Total number 總人數	1,022	1,057	1,102
	By Gender 按性別			
	Male 男性	497 (48.6%)	488 (46.2%)	496 (45.0%)
	Female 女性	525 (51.4%)	569 (53.8%)	606 (55.0%)
	By Age Group 按年齡組別			
	18-30 18-30歲	224 (21.9%)	267 (25.3%)	314 (28.5%)
	31-40 31-40歲	466 (45.6%)	479 (45.3%)	502 (45.6%)
	41-60 41-60歲	322 (31.5%)	302 (28.6%)	278 (25.2%)
	Aged over 60 60歲以上	10 (1.0%)	9 (0.8%)	8 (0.7%)
	By Level 按職級			
	Senior management 高級管理人員	22 (2.1%)	23 (2.2%)	23 (2.1%)
	Middle management 中級管理人員	60 (5.9%)	62 (5.9%)	61 (5.5%)
	General staff 一般員工	940 (92.0%)	972 (91.9%)	1,016 (92.2%)
	Contract or short term 約聘或短期	0 (0.0%)	0 (0.0%)	2 (0.2%)
	By Employment Type 按僱用類型			
	Full-time 全職	1,022 (100.0%)	1,057 (100.0%)	1,100 (99.8%)
	Part-time 兼職	0 (0.0%)	0 (0.0%)	2 (0.2%)

## Employment and Labour Practices 僱傭和勞工慣例

Workforce as at 31 December 人力資源截至十二月三十一日		2024 二零二四年	2023 二零二三年	2022 二零二二年
By Geographical Region 按地理區域				
	Hong Kong 香港	46 (4.5%)	46 (4.4%)	49 (4.4%)
	The PRC 中國	960 (93.9%)	997 (94.3%)	1,046 (94.9%)
	Taiwan 台灣	11 (1.1%)	10 (0.9%)	7 (0.6%)
	Thailand 泰國	5 (0.5%)	4 (0.4%)	N/A 不適用
Employee Turnover Rate <sup>12</sup> 員工流失率 <sup>12</sup>	Overall number (Turnover rate) 整體數字(流失率)	273 (21.1%)	264 (20.0%)	409 (27.1%)
	By Gender 按性別			
	Male 男性	117 (19.1%)	118 (19.5%)	184 (27.1%)
	Female 女性	156 (22.9%)	146 (20.4%)	225 (27.1%)
	By Age Group 按年齡組別			
	18-30 18-30歲	108 (32.5%)	109 (29.0%)	127 (28.8%)
	31-40 31-40歲	133 (22.2%)	107 (18.3%)	209 (29.4%)
	41-60 41-60歲	32 (9.0%)	46 (13.2%)	70 (20.1%)
	Aged over 60 60歲以上	0 (0.0%)	2 (18.2%)	3 (27.3%)
	By Geographical Region 按地理區域			
	Hong Kong 香港	6 (11.5%)	7 (13.2%)	10 (16.9%)
	The PRC 中國	263 (21.5%)	254 (20.3%)	395 (27.4%)
	Taiwan 台灣	4 (26.7%)	3 (23.1%)	4 (36.4%)
	Thailand 泰國	0 (0.0%)	0 (0.0%)	N/A 不適用

<sup>12</sup> Employee turnover rate = Number of employees in the specified category leaving employment during the Reporting Period/(Number of employees in the specified category leaving employment during the Reporting Period + Number of employees in the specified category at the end of the Reporting Period).

<sup>12</sup> 員工流失率 = 報告期內離職的指定類別員工人數/(報告期內離職的指定類別員工人數 + 報告期末指定類別員工人數)。

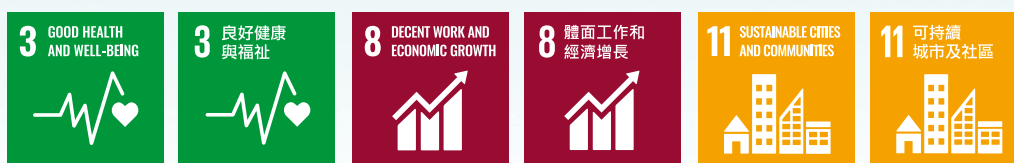
# Employment and Labour Practices

## 僱傭和勞工慣例

### HEALTH AND SAFETY

#### Policy of Health and Work Safety

The Group has been attaching great importance to provide a safe and healthy working environment and protect our employees from occupational hazards, which align with the SDG 3: Good Health and Well-being, SDG 8: Decent Work and Economic Growth and SDG 11: Sustainable Cities and Communities.



To ensure employees get fully compensated in case of work injuries, suitable insurance schemes which cover medical treatments and accidents are provided to our employees. Depending on the job nature, for example, biological and chemical safety courses are arranged to our laboratory staff according to the laboratory safety requirements.

As employees' health and safety are of paramount importance to the operation of the Group, we have also developed health and safety policies to provide employees with a healthy, positive and motivative working atmosphere, including but not limited to requirements such as, prohibition of smoking in workplace, abuse of alcohol and drugs, identification and prevention of risks and hazards in the working area, and emergency actions for accidents or personal injuries. We require our employees to strictly adhere to and comply with such policies, which are set out in our Staff Handbook. In terms of occupational health management, we have established Occupational Hygiene Management System (職業衛生管理制度) and have engaged licensed third party to provide occupational illnesses assessment in order to prevent, control and avoid occupational illnesses effectively which helps protecting the health of our employees and in compliance with requirements of laws and regulations on local occupational illness prevention.

The Group also attaches great importance to occupational safety and has established Risk Assessment of Incidents (事故風險評估) to identify and analyse occupational hazards existing in the working environment. On the other hand, our Emergency Plan for Production Safety Incidents (生產安全事故應急預案) has detailed instructions on providing guidance for witnesses to report any safety incidents to the emergency response unit of the Group; to protect our employees from affected by the incidents, safety evacuation is one of the safety measures that can be implemented according to the plan; investigations of the incidents including but not limited to any compensation has to be made and identification of preventive measures to avoid reoccurrence of similar incidents in future, will take place afterwards in accordance to our Procedures of Incident Investigation (事故調查工作流程). In addition, the Group provides induction programmes and safety training programmes to new employees such that they can be familiar with the corporate policies in relation to health and safety matters upon joining the Group.

### 健康與安全

#### 健康與工作安全政策

本集團一直非常重視提供安全健康的工作環境，並保護僱員免受職業危害的影響，此符合SDG 3：良好健康與福祉、SDG 8：體面工作和經濟增長及SDG 11：可持續城市及社區。

為確保僱員在遭遇工傷時能獲得充分補償，我們已為僱員提供適當的保險計劃，包括醫療和事故損失等方面的保險。根據實際工作性質，例如根據實驗室安全要求，我們已為實驗室工作人員安排生物和化學安全課程。

由於僱員的健康與安全對本集團的營運至關重要，我們亦已制定健康與安全政策，以給予僱員健康、積極和激勵性的工作氛圍，包括但不限於以下要求：禁止在工作場所吸煙，禁止濫用酒精和毒品，在工作區域識別與預防風險和危害及事故或人身傷害的緊急應變措施。我們要求僱員嚴格遵守並遵循有關政策，該些政策亦已載列於我們的員工手冊之中。在職業健康管理方面，我們已建立職業衛生管理制度，並聘請有資格的第三方機構進行職業病評估，以有效預防、控制和避免職業病，從而保障員工的健康，並符合當地職業病防治法律法規的要求。

本集團亦高度重视職業安全，並已建立事故風險評估，以識別及分析工作環境中所存在的職業危害。另一方面，我們的《生產安全事故應急預案》有詳細說明，指導目擊者向本集團應急響應單位報告任何安全事故；為保護我們的僱員免受事件影響，按照預案，進行安全疏散乃可以實施的安全措施之一；我們亦會於事後按事故調查工作流程對事故進行調查，包括但不限於是否涉及任何賠償，並識別預防措施以避免將來再次發生同類事故。此外，本集團為新僱員提供入職培訓和安全培訓課程，使他們能夠在加入本集團時熟悉有關健康和安全管理事項的企業政策。



## Employment and Labour Practices 僱傭和勞工慣例

The details regarding our performance on health and safety are as follows: 有關我們在健康與安全方面的表現的詳細信息如下：

	2024 二零二四年	2023 二零二三年	2022 二零二二年
Number of recordable work-related injuries (lost days less than 3 days) 可記錄的工傷事故(損失工作日數少於三天)	0	2	3
Number of recordable work-related injuries (3 lost days or more) 可記錄的工傷事故(損失工作日數為三天或以上)	3	1	2
Rate of recordable work-related injuries <sup>13</sup> 可記錄的工傷事故比率 <sup>13</sup>	0.28	0.27	0.37
Number of fatalities as a result of work-related injuries 工作相關死亡人數	0	0	0
Rate of fatalities as a result of work-related injuries per 1,000 employee <sup>14</sup> 工作相關死亡率(每1,000名僱員計算) <sup>14</sup>	0.0	0.0	0.0
Rate of fatalities as a result of work-related injuries per 200,000 hours worked <sup>15</sup> 每20萬工作時數中因工傷致死的比率 <sup>15</sup>	0.0	0.0	0.0
Number of high-consequence work-related injuries (excluding fatalities) 招致嚴重後果的工傷事故(不包括死亡)	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities) <sup>16</sup> 招致嚴重後果的工傷事故比率(不包括死亡) <sup>16</sup>	0.0	0.0	0.0
Lost days due to work-related injuries 因工傷損失工作日數	80	11	9

The main type of work-related injury was fracture. The total number of hours worked was 2,162,160 during the Reporting Period.

我們遭遇的工傷類型主要為骨折。報告期間的總工作時數為2,162,160小時。

<sup>13</sup> Rate of recordable work-related injuries per 200,000 hours worked = (Number of recordable work-related injuries/Number of hours worked) x 200,000.

<sup>13</sup> 每20萬工作時數中可記錄的工傷事故比率 = (可記錄的工傷事故數量/工作時數) x 200,000。

<sup>14</sup> Rate of fatalities as a result of work-related injuries per 1,000 employees and workers = (Number of fatalities as a result of work-related injury/Daily average number of employees and workers) x 1,000.

<sup>14</sup> 每1,000名僱員和工人的死亡率 = (因工傷致死的數量/每日平均僱員和工人數量) x 1,000。

<sup>15</sup> Rate of fatalities as a result of work-related injuries per 200,000 hours worked = (Number of fatalities as a result of work-related injury/Number of hours worked) x 200,000.

<sup>15</sup> 每20萬工作時數中因工傷致死的比率 = (因工傷致死的數量/工作時數) x 200,000。

<sup>16</sup> Rate of high-consequence work-related injuries (excluding fatalities) per 200,000 hours worked = (Number of high-consequence work-related injuries (excluding fatalities)/Number of hours worked) x 200,000.

<sup>16</sup> 每20萬工作時數中招致嚴重後果的工傷事故比率(不包括死亡) = (招致嚴重後果的工傷事故數量(不包括死亡)/工作時數) x 200,000。

# Employment and Labour Practices

## 僱傭和勞工慣例

### Compliance information for relevant laws and regulations

The Group strictly abides by all the applicable laws and regulations, as set out in the countries and regions where the Group operates, regarding health and safety, including but not limited to:

#### Hong Kong

- Occupational Safety and Health Ordinance (Cap. 509).

#### The PRC

- Provisions on the Administration of Occupational Health at Workplace (《工作場所職業衛生管理規定》);
- Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》);
- Law of the People's Republic of China on Work Safety (《中華人民共和國安全生產法》);
- The Provisions on the Supervision and Administration of Occupational Health at Work Sites (《工作場所職業衛生監督管理規定》);
- Fire Prevention Law of the PRC (《中華人民共和國消防法》); and
- Labour Law of the PRC (《中華人民共和國勞動法》).

#### Taiwan

- Occupational Safety and Health Act (職業安全衛生法).

During the Reporting Period, the Group was not aware of any significant non-compliance issues in this regard. We do not have any fatality cases or major accidents/issues concerning the health and safety of our employees, and there were 80 losses in working days resulted from work-related injuries occurred during the Reporting Period.

### 相關法律法規的合規信息

本集團嚴格遵守所有適用的法律法規，包括但不限於本集團業務營運所屬的國家和地區關於健康和安全的法律法規，包括但不限於：

#### 香港

- 《職業安全及健康條例》(第509章)。

#### 中國

- 《工作場所職業衛生管理規定》；
- 《中華人民共和國職業病防治法》；
- 《中華人民共和國安全生產法》；
- 《工作場所職業衛生監督管理規定》；
- 《中華人民共和國消防法》；及
- 《中華人民共和國勞動法》。

#### 台灣

- 《職業安全衛生法》。

於報告期間，本集團並未發現任何與此有關的重大違規事宜。我們沒有遭遇任何有關僱員健康和安全的死亡個案、重大事故或事宜，並於報告期間有80日因工傷造成的工作日損失。

## Employment and Labour Practices 僱傭和勞工慣例

### DEVELOPMENT AND TRAINING

#### *Policy of Training and Development*

The Group anticipates that every position has its unique professional and technical needs and therefore, we ensure that every new joiner receives proper orientation training and mentoring in order to help them swiftly adapt to the new working environment. We have stipulated in our Staff Handbook and have established Standard Operating Procedures for Personnel Training (人員培訓標準操作規程) to define the training content of pre-job training and on-the-job training, to improve the professional knowledge level of employees as well as to ensure the smooth development of training work and improve the quality of training. Continuous training programs are offered by the Group in different ways including internal training courses, comprehensive training for specific skill development, and professional training for relevant employees. Through education and training, the Group can nurture the employees to elevate their personal qualities, reinforce their skillsets and keep abreast of the most advanced professional knowledge that their position may require as well as to facilitate continued employability.

The Group regularly updates the Directors on the latest development regarding the Listing Rules and other applicable legal and regulatory requirements regarding subjects necessary in discharging their duties.

Sense of belonging and morale of the employees drive the healthy growth of the Group. The Group constantly encourages open and direct communication between employees and management. Festive gatherings such as International Women's Day event as well as birthday parties are organised to enhance the harmonious spirit throughout the Group.

### 發展和培訓

#### *培訓和發展政策*

本集團預計每個職位均具備其獨特的專業和技術需求，因此，我們確保每位新員工均接受適當的入職培訓和指導，以協助其迅速適應新工作環境。我們在《員工手冊》中已規定人員培訓標準操作規程，明確定義了職前培訓和在職培訓的內容，以提高員工的專業知識水平，並保證培訓工作的順利開展及提高培訓品質。本集團透過不同方式提供持續培訓計劃，包括內部培訓課程、針對特定技能發展的全面培訓以及相關員工的專業培訓。通過教育和培訓，本集團可以培養僱員提升個人素質，強化技能，跟上其職位所需的最新專業知識，並促進持續就業能力。

本集團定期就董事會履行其職責所必需的範疇，向其提供上市規則更新和其他適用法律法規要求的最新發展。

僱員的歸屬感和士氣推動著本集團的健康成長。本集團不斷鼓勵僱員和管理層之間的開放和直接溝通。組織節日聚會例如，國際婦女節日活動及生日派對，以增強貫徹本集團的和諧精神。



Birthday Party  
生日派對



International Women's Day event  
國際婦女節日活動



## Employment and Labour Practices 僱傭和勞工慣例

Our commitment to SDG 4, SDG 8 and SDG 11 is demonstrated through our promotion in development-oriented policies that support productive activities and employee training.

我們對SDG 4、SDG 8和SDG 11的承諾體現於我們促進以發展為導向的政策，支持生產活動和僱員培訓。



Below are the details of employees who received a regular performance and career development review during the Reporting Period:

以下乃於報告期間已接受定期績效和職業發展評估的僱員詳細信息：

Percentage of employees who received a regular performance and career development review <sup>17</sup> 僱員接受定期績效評估和職業發展評估的百分比 <sup>17</sup>		2024 二零二四年
<b>By Gender</b> 按性別		
Male 男性		99.4%
Female 女性		99.6%
<b>By Employment Category</b> 按僱傭類別區分		
Manager or above 經理或以上		95.5%
Supervisors 主管		100.0%
Operator/Support Level 操作員或支援階層		99.6%
<b>Overall</b> 總體		99.5%

<sup>17</sup> Percentage of employees who received a regular performance and career development review = Total number of employees who received a regular performance and career development review during the Reporting Period/Total number of employees.

<sup>17</sup> 僱員接受定期績效及職業發展評估百分比 = 於報告期間接受定期績效及職業發展評估的僱員總數／僱員總數。

## Employment and Labour Practices 僱傭和勞工慣例

### Training Records

As at 31 December 2024, a total of 2,318.25 training hours were conducted during the Reporting Period. The Group's employee training data of business operations in the PRC, Hong Kong, Taiwan and Thailand by type are tabulated below:

### 培訓記錄

截至二零二四年十二月三十一日，於報告期間共進行總計2,318.25小時的培訓。以下為本集團於中國、香港、台灣和泰國的業務營運方面按類型分類的僱員培訓數據：

Training data as at 31 December 截至十二月三十一日的培訓數據		2024 二零二四年	2023 二零二三年	2022 二零二二年
Number of trained employee and percentage <sup>18</sup> 受訓僱員人數及百分比 <sup>18</sup>	<b>Overall</b> 總體	674 (65.9%)	343 (32.5%)	449 (40.7%)
	<b>By Gender</b> 按性別			
	Male 男性	303 (61.0%)	178 (36.5%)	255 (51.4%)
	Female 女性	371 (70.7%)	165 (29.0%)	194 (32.0%)
	<b>By Level</b> 按僱員類別劃分			
	Senior management 高層管理人員	6 (27.3%)	10 (43.5%)	15 (65.2%)
	Middle management 中層管理人員	15 (25.0%)	20 (32.3%)	103 (168.9%)
	General staff 一般員工	653 (69.5%)	313 (32.2%)	331 (32.6%)
Average training hours per employee <sup>19</sup> 按僱員類別劃分的僱員完成受訓的平均時數 <sup>19</sup>	<b>Overall</b> 總體	2.3	3.4	7.7
	<b>By Gender</b> 按性別			
	Male 男性	2.0	3.7	9.0
	Female 女性	2.5	3.1	6.7
	<b>By Level</b> 按僱用類別區分			
	Senior management 高層管理人員	0.1	4.9	7.3
	Middle management 中層管理人員	15.8	2.6	37.3
	General staff 一般員工	1.4	3.4	6.0

<sup>18</sup> Percentage of trained employee = Number of employees received training during the Reporting Period/Total number of employees.

<sup>18</sup> 已接受培訓員工百分比 = 在報告期間接受培訓的僱員人數／僱員總數。

<sup>19</sup> Average Training Hours = Total training hours during the Reporting Period/Total number of employees.

<sup>19</sup> 平均培訓時數 = 報告期間的總培訓時數／僱員總數。



## Employment and Labour Practices

### 僱傭和勞工慣例

## LABOUR STANDARDS

### *Policies*

The Group is committed to maintaining high labour standards in our business operations. We strictly oppose and prohibit any form of child and forced labour. To avoid forced and child labour, Human Resources Department performs detailed interview screening procedures on each candidate. A thorough background check is conducted to verify the authenticity of personal data stated on the application forms by examining the applicants' original identity card and making detailed inquiries to ensure that no child labour should be employed.

In case of any irregularities in ages, identities and/or validities of employment status were found, employment will be terminated immediately and the Group will report the incident to relevant authorities for investigation. Forced labour is strictly prohibited by the Group with zero tolerance. We shall take disciplinary actions against any staff members who are accountable for the causes of the incident.

### *Compliance information for relevant laws and regulations*

The Group implements its labour standards as well as the recruitment processes in strict compliance with relevant legal and regulatory requirements in respective territories. Our business operations in the PRC, Hong Kong, Taiwan and Thailand are subject to the labour laws and regulations, which are stated in the section headed "Employment" in this Report as well as the Abolition of Forced Labour Convention (《廢除強迫勞動公約》) in respect of employment of labour, the Labour Law of the People's Republic of China (《中華人民共和國勞動法》) in respect of employing child labour under 16 and their legal rights, the Provision on Prohibition of Using Child Labour (《禁止使用童工規定》) and also relevant international conventions under the International Labour Standards (《國際勞工準則》) in relation to product safety, labour (including the use of child labour), working environment and conditions. The Group was not aware of any significant non-compliance issues in this regard during the Reporting Period.

## 勞工準則

### *政策*

本集團致力於在業務營運中維持高水平的勞工準則。我們嚴格反對和禁止任何形式的童工和強制勞動。為避免強制勞工和童工，人力資源部對每位應聘者進行詳細的面試篩選程序。通過全面檢查申請表上個人資料的真實性，檢查申請者的身份證正本並進行詳細查詢，以確保不會僱用童工。

一旦發現年齡、身份和／或就業狀態有效性方面的任何不正常情況，僱傭關係將會即時終止，並向有關當局報告該事件以進行調查。本集團嚴禁強制勞動，並對此抱持零容忍態度。我們將對涉事員工採取紀律處分。

### *相關法律法規的合規信息*

本集團於各地區實施勞工準則及招聘程序，均遵守當地相關法律和法規要求。我們位於中國、香港、台灣和泰國的業務營運均受勞動法律和法規約束，該法律和法規詳細載列於本報告中「僱傭」一節，並受勞工僱傭方面的《廢除強迫勞動公約》、《中華人民共和國勞動法》有關僱用十六歲以下童工及其合法權益的規定、《禁止使用童工規定》及《國際勞工準則》中有關產品安全、勞動（包括使用童工），工作環境和條件所約束。於報告期間，本集團並未發現任何重大的不合規事宜。



### SUPPLY CHAIN MANAGEMENT

As a responsible corporate citizen, one of our missions is to integrate sustainability into our core business, which aligns with the SDG 12: Responsible Consumption and Production.



Pharmaceutical industry is a highly regulated business and the procurement of each of the licensed-in pharmaceutical products or each of the key raw materials for proprietary and generic products manufacturing are unique and may not have alternative suppliers, as a result, the Group implements stringent due diligence measures during business partners' screening process. During our selection process for suppliers, not only do we consider economical and commercial factors in the screening and selection processes but also make serious assessments of their compliance with all the applicable laws and regulations; other factors that includes in relevant processes including factors such as capability to provide materials which meets our technical requirements, cost, reputation, quality control, and their performance on corporate social responsibility.

The Group has established a series of approval procedures to manage potential conflicts of interest in procurement. Before establishing any business relationship with a new supplier, the Group conducts due diligence to grasp the background and the relationship of the suppliers with the Group. The Group requires our suppliers to meet our standards in terms of environment, quality, social responsibility, corporate governance, business ethics, etc. A series of internal policies in support of the aforementioned practices have been established including but not limited to the Supplier Management Protocol (供應商管理規程), Standard Operation Protocol of Supplier Audit (供應商審計標準操作規程), Material Procurement Management Protocol (物料採購管理規程), Material Procurement Standard Operation Protocol (物料採購標準操作規程).

### 供應鏈管理

作為負責任的企業公民，將可持續性融入核心業務乃我們的其中一項使命，以符合SDG 12：負責任消費與生產。

藥品行業乃一個受高度監管的行業，每種授權的藥品產品或專有和通用產品製造的關鍵原材料的採購均是獨特的，故可能沒有可替代的供應商，因此，本集團在商業夥伴篩選過程中實施嚴格的盡職調查措施。在選擇供應商的過程中，我們不僅考慮經濟和商業因素，亦會嚴格評估其有否符合所有適用的法律法規；在相關過程中，我們仍會考慮其他因素，例如提供物料以滿足我們技術要求的能力、成本、聲譽、質量控制及企業社會責任表現。

本集團已建立一系列的審批程序以管理採購中的潛在利益衝突。在與新供應商建立任何業務關係之前，本集團會進行盡職調查，以了解供應商的背景和與本集團的關係。本集團要求供應商於環境、質量、社會責任、企業管治、商業道德等方面均須符合我們的標準。我們已建立一系列支援上述舉措的內部政策，包括但不限於《供應商管理規程》、《供應商審計標準操作規程》、《物料採購管理規程》、《物料採購標準操作規程》。

## Operating Practices

### 營運措施

To ensure the quality of our suppliers, suppliers are regularly audited by the audit team, which is composed of multiple departments of the Group, to examine whether the major suppliers are in compliance with relevant laws and regulations. The Group also updates the professional and industry standards and qualifications regularly and evaluates the suppliers annually according to the materials supplied. A Supplier Annual Review Assessment Form (供應商年度回顧評價表) is required to be filled on regular basis to assess different aspects of the suppliers by rating their availability and completeness, including but not limited to production process, quality of product, after-sales services, compliance to relevant laws and regulations and status of remediation on issues noted in prior assessment. We uphold stringent requirements on suppliers and refuse to work with suppliers who violate environmental and social labour laws and regulations in the region where the Group operates, so as to mitigate environmental and social risks in the supply chain and to help maintaining the stability of our business operations. In terms of promotion of environmentally friendly products, we also encourage our suppliers to use environmentally friendly ink and refrigerant. We have established communication channels with our suppliers to keep abreast of new environmentally friendly products in the market that are applicable to our industry.

There were in total of 1,288 suppliers during the Reporting Period. The Group was not aware of any key suppliers had significant actual and potential negative impact on business ethics, environmental protection, human rights and labour practices, nor any non-compliance incident in respect of human rights issues during the Reporting Period. We aim to maintain long-term cooperative relationships with our suppliers, service providers and business partners, and encourages them to maintain a high standard of business ethics and conduct.

The number of suppliers of business operations in the PRC, Hong Kong and other regions by location as at 31 December 2024 is tabulated below:

為確保我們供應商的質量，我們定期由本集團多個部門組成的審核團隊對主要供應商進行審核，以檢視其有否符合相關法律法規。本集團亦定期更新專業和行業標準及資格，並根據所提供的物料對供應商進行年度評估。「供應商年度回顧評價表」需要定期填寫，以評估供應商的不同方面，包括但不限於生產工藝流程、產品質量、售後服務、遵守相關法律法規的情況和上次評估中發現須整改事項的跟進情況等，並根據前述之各方面的可用性、完整性進行評估。我們對供應商有嚴格要求，一律拒絕與違反本集團營運地區所屬的環境和社會勞工法律法規的供應商合作，以減少供應鏈中的環境和社會風險，並有助於維持我們業務營運的穩定性。在推廣環保產品方面，我們亦鼓勵供應商使用環保油墨和製冷劑。我們已建立與供應商的溝通渠道，以及時了解市場上適用於我們行業的新環保產品。

於報告期間，我們的總供應商數量為1,288家。本集團於報告期間並未發現任何主要供應商對商業道德、環境保護、人權和勞動措施構成實際和潛在的重大負面影響，亦沒有任何有關人權事宜的違規事件。我們致力與供應商、服務提供商和業務合作夥伴保持長期的合作關係，並鼓勵其維持高水平的商業道德標準和操守。

截至二零二四年十二月三十一日，位於中國、香港和其他地區業務操作的供應商數量如下表所示：

Number of suppliers as at 31 December 截至十二月三十一日的供應商數量	2024 二零二四年	2023 二零二三年	2022 二零二二年
The PRC 中國	1,184	1,156	1,087
Hong Kong 香港	57	72	76
Other regions 其他地區	47	65	56
Total 總數	1,288	1,293	1,219

### PRODUCT RESPONSIBILITY

#### Product and Service Quality Management

The Group is committed to enhancing the product and service quality for our customers. We believe that the reliability and quality of our products and services are crucial to the success of the Group. As such, we have implemented quality control procedures covering all aspects and stages of our business operations, to ensure the consistent quality of product and provision of quality services. The Group has maintained a comprehensive quality management system, from drug development, clinical trial, drug production to product commercialisation. We believe that by implementing stringent quality management and control system can also maximise our contribution on safeguarding our customers' health and safety by providing them with high quality products. To ensure high and consistent quality of our products, we require our suppliers to provide factory inspection reports for the equipment and medicaments, and strictly follows the Standard Operation Procedure "SOP" in cargo transaction. We have also established multiple internal policies to provide definition and guidance on our product quality management including but not limited to, Material Audit and Release Management Protocol (物料審核放行管理規程), Product Audit and Release Management Protocol (產品審核放行管理規程), Quality Enquiry and Complaint Management System (質量查詢和質量投訴管理制度).

Our laboratory meets the requirement of HOKLAS 287 and international standards of ISO/IEC 17025:2017 for drugs approval testing of Pharmaceutical Products. We provide immunohistochemistry staining test to hospitals involved in clinical trials of using pharmaceutical drugs for treatment. In addition, Lee's Pharm Genomics Lab Limited is a HKAS accredited testing laboratory for SARS-CoV-2 RT-PCR Testing. Our laboratory is accredited for ISO 15189:2012 for medical testing of clinical samples under Scope HOKLAS 860S.

The Group strictly complies the laws, rules and regulations of relevant territories related to quality assurance and product safety such as Dangerous Drugs Ordinance (Cap.134), Pharmacy and Poisons Ordinance (Cap.138) of Hong Kong, the Drug Administration Law of the People's Republic of China (《中華人民共和國藥品管理法》), Provisions for Drug Registration (《藥品註冊管理辦法》), Measures for the Supervision and Administration of Drug Production (《藥品生產監督管理辦法》), Administrative Measures for Drug Recalls (《藥品召回管理辦法》), The Specifications for Pharmacovigilance Quality Management (《藥物警戒質量管理規範》), Narcotics Hazard Prevention Act (《毒品危害防制條例》), Pharmaceutical Affairs Act (《藥事法》) and Good Manufacturing Practice of Medical Products (《藥品生產質量管理規範》) of National Medical Products Administration.

### 產品責任

#### 產品及服務品質管理

本集團致力提升產品和客戶服務品質。我們相信，產品和服務的可靠性與品質對本集團的成功至關重要。因此，我們已實施涵蓋業務營運所有方面和階段的質量控制程序，以確保產品品質和提供優質服務的穩定性。本集團已建立全面的質量管理系統，涵蓋從藥物開發、臨床試驗、藥品生產到產品商業化。我們相信，通過實施嚴格的質量管理和控制系統，並為客戶提供高品質的產品，可最大程度地保障其健康和 safety。為確保產品的高品質和穩定性，我們要求我們的供應商提供有關設備和藥品的工廠檢查報告，並嚴格遵循貨物交易的標準操作程序。我們亦已制定多項內部政策，為產品品質管理提供定義和指引，包括但不限於物料審核放行管理規程、產品審核放行管理規程、質量查詢和質量投訴管理制度。

我們的實驗室具備HOKLAS 287認可並於藥物認可測試方面已符合ISO/IEC 17025:2017的國際要求。我們亦為參與應用藥品作臨床試驗治療的醫院提供免疫組織化學染色測試。此外，李氏大藥廠基因實驗室乃HKAS認可可進行新型冠狀病毒核酸測試(SARS-CoV-2 RT-PCR)的測試實驗室。我們的實驗室具備HOKLAS 860S範疇認可下於臨床樣本的醫學化驗方面獲得ISO 15189:2012認證。

本集團嚴格遵守有關品質保證和產品安全的法律、規則和法規，包括香港的《危險藥物條例》(第134章)、《藥劑業及毒藥條例》(第138章)、中華人民共和國的《中華人民共和國藥品管理法》、《藥品註冊管理辦法》、《藥品生產監督管理辦法》、《藥品召回管理辦法》、《藥物警戒質量管理規範》、《毒品危害防制條例》、《藥事法》及國家藥品監督管理局的《藥品生產質量管理規範》。





## Operating Practices

### 營運措施

#### **Complaint Handling and Product Return Policy**

The Group has established a series of internal policies to define and standardise the handling procedures of customer complaint including but not limited to User Complaint Handling Management Protocol (用戶投訴處理管理規程), Medical Appliance After-sale Service Operational Protocol (醫療器械售後服務操作規程). We have set up different channels (including mail, telephone hotline, email, etc.) to receive inquiries and complaints, so as to provide customers with convenient ways for feedback. Members of any departments who have received complaints are responsible for handling and recording customer inquiries, classifying and referring inquiries to relevant departments for follow-up processing. Complaints may include quality and safety issues, sales service-related issues, side effects of our products, etc. For quality related issues, sales service-related issues, health related issues and safety issues, they will be referred to the Quality Management Department, Product Divisions, Medical Department and Pharmacovigilance Department respectively for follow-up actions. The Group has maintained complete record on the purchasing and selling of drugs to ensure the traceability of drugs that can establish an effective recall mechanism therefor when needed. We have defined and standardised the procedure by establishing a number of internal policies including but not limited to Product Recall Management Protocol (產品召回管理規程), Finished Product Return Management Protocol (成品退貨管理規程), Medical Product Adverse Events Management Protocol (藥品安全事件處置管理規程), Medical Appliance Recall Management System (醫療器械召回管理制度). During the Reporting Period, the Group did not receive any material product and service-related complaint and there were no sold or shipped products of the Group that were subject to recalls for safety and health reasons.

#### **Product Advertisement and Labelling**

The Group strictly abides by the Trade Descriptions Ordinance (Cap. 362), Trademark Law of the People's Republic of China (《中華人民共和國商標法》) and other relevant laws and regulations, regulating the advertising and labelling practices in the operating regions. The Group reaches out to our clients through various channels such as exhibitions. The Group demands the labelling of the products and the content of all publicity means must reflect the actual conditions of the products. The Group has established internal policies to ensure that the customers receive clear, accurate information before purchasing products, and to protect consumers from false trade descriptions, misleading information, and misstatements on goods and services. All of our products are labelled with their country of origin as well as safe use of the products, none of our products contain substances that might cause an environmental or social impact. Corrective actions will be taken immediately if any unclarity and/or misleading information are identified in the Group's advertising materials. During the Reporting Period, the Group was not aware of any material non-compliance in this regard.

#### **投訴處理和產品退換貨政策**

本集團已制定一系列內部政策以定義和規範客戶投訴的處理程序，包括但不限於用戶投訴處理管理規程、醫療器械售後服務操作規程。我們已設立不同渠道（包括郵件、電話熱線、電子郵件等）接收查詢和投訴，以便向客戶提供便利的反饋方式。接收投訴的部門人員負責處理和記錄客戶查詢，將查詢分類並轉介相關部門進行後續處理。投訴可涉及品質和安全事宜、銷售服務相關事宜、產品副作用等。當中品質相關事宜、銷售服務相關事宜、健康相關問題和安全事宜，分別會被轉介至品質管理部、產品部、醫學部和藥物警戒部進行後續跟進。本集團已保有完整的藥物採購和銷售記錄，使藥物的可追溯性得以確保，從而在需要時能建立有效的召回機制。我們透過制定多項內部政策以明確定義且規範程序，包括但不限於產品召回管理規程、成品退貨管理規程、藥品安全事件處置管理規程、醫療器材召回管理制度。於報告期間，本集團未接獲任何重大產品和服務相關的投訴，且未有任何已出售或發貨卻因安全和健康原因而召回的產品。

#### **產品廣告和標籤**

本集團嚴格遵守《商品說明條例》(第362章)、《中華人民共和國商標法》及其他相關法律和法規，以規範營運所屬地區的廣告和標籤措施。本集團透過各種渠道，如展覽會，與客戶進行溝通。本集團要求產品標籤和所有宣傳媒介的內容必須反映產品的實際情況。本集團已建立內部政策，以確保客戶在購買產品之前獲得清晰、準確的信息，並保障消費者免受虛假的商品描述、誤導性信息及商品和服務的誤述影響。我們的所有產品均標有原產國以及產品的安全使用信息，我們的產品均不含可能對環境或社會產生影響的物質。如果在本集團的廣告材料中發現任何不清晰和／或誤導性信息，將立即採取糾正措施。於報告期間，本集團並未發現任何相關的重大不合規事宜。

### Intellectual Property Rights

The Group requests its suppliers to provide relevant intellectual property ownership certificates before consumption. The Group strictly abides by the laws and regulations in the regions where the Group operates, including but not limited to the Patent Law of the PRC (《中華人民共和國專利法》), Implementing Regulations of the Patent Law of the People's Republic of China (《中華人民共和國專利法實施細則》), Settlement of Drug Patent Disputes (《藥品專利糾紛早期解決機制實施辦法》). To protect our intellectual property rights, as at the end of the Reporting Period, we have obtained 31 authorised patents in the PRC, 1 authorised patent in Canada, 1 authorised patent in the US, 2 authorised patents in Australia, 1 authorised patent in New Zealand, 3 authorised patents in Europe, 2 authorised patents in South Korea and 2 authorised patents in Japan. The patents are primarily relating to the techniques we used for performing medical testing and development of medical products. Our dedication in production innovation aligns with the SDG 9: Industry, innovation and infrastructure.

### 知識產權

本集團於購買前要求供應商提供相關知識產權所有權證書。本集團嚴格遵守其營運所屬地區內的法律法規，包括但不限於《中華人民共和國專利法》、《中華人民共和國專利法實施細則》、《藥品專利糾紛早期解決機制實施辦法》。為保護我們的知識產權，截至報告期末，本集團已於中華人民共和國獲得31項授權專利，並有1項位於加拿大、1項位於美國、2項位於澳大利亞、1項位於新西蘭、3項位於歐洲、2項位於南韓及2項位於日本的授權專利。有關專利主要涉及我們在醫學測試和醫療產品開發方面使用的技術。我們在生產創新方面的貢獻符合SDG 9：產業、創新與基礎設施。



### Data Protection and Privacy

The Group safeguards the confidentiality of all customers and warrants that the customer's information is properly protected during our business operation. We require our employees to strictly follow full procedures of handling company confidential information set out in our Staff Handbook.

The Group values the protection of customer privacy and related company confidential information. The Group requires employees to strictly implement the confidentiality policy and strictly prohibit the disclosure and selling of Company's trade secrets, technical and economic information. The insider should report to the Human Resources Department promptly and must not conceal it. Confidential company files and information are kept in locked cabinets or filing rooms with limited access. Those who steal or sell the Company's trade secrets, and other important secrets will be given corresponding monetary penalty. Those involved in severe cases will be dismissed and might subject to pursuance of criminal responsibility in accordance with laws. During the Reporting Period, the Group was not aware of any material non-compliance regarding data protection and privacy.

### 資料保護和私隱

本集團保障所有客戶的機密性，並確保客戶信息在我們的業務營運中得到妥善保護。我們要求僱員嚴格遵守我們《員工手冊》中關於處理公司保密信息的全部程序。

本集團重視客戶私隱和相關公司保密信息的保護。本集團要求僱員嚴格執行保密政策，嚴禁披露和出售公司商業秘密、技術和經濟信息。知情人士應及時向人力資源部報告，不得隱瞞。公司機密文件和信息存放於已上鎖的貯存櫃或檔案室中，並已限制訪問權限。盜竊或出售公司商業秘密等重要機密的人員將被處以相應罰款。涉及嚴重個案的人員會被解僱，並可能根據法律追究刑事責任。於報告期間，本集團並未發現任何涉及資料保護和私隱的重大不合規事宜。

## Operating Practices 營運措施

### ANTI-CORRUPTION

The Group is committed to upholding a high standard of business ethics and prohibition of bribery and corruption, which is a key component of the SDG 16: Peace, Justice and Strong Institutions.



To promote the awareness of prevention on conflict of interest amongst the Group and in compliance with the listing rules, the Group has established a Management Committee to oversee the Chairman of the Board to prevent the occurrence of any conflict of interests matters.

The Group highly values honesty and integrity. All employees, including the management are required to strictly adhere to our internal policies, rules and regulations on anti-corruption. We have established Compliance Policy Guidelines ( 合規政策指引 ), Compliance Behaviour Standard ( 合規行為準則 ) and Anti Commercial Bribery Compliance Guidelines ( 反商業賄賂合規指引 ) to stress the importance of anti-corruption to all our employees as well as to define corruption behaviours. We require all of our distributors to sign anti-bribery agreements when they establish business relationship with us. In addition, we require our suppliers and business partners to observe the same ethical standards to minimise the possibility of bribery, extortion, fraud and money-laundering. The contravened parties will be terminated in case of any breach of policies, rules and regulations identified with solid evidence. Also, we require all employees performing their duties with utmost level of good faith, determination and professionalism, and ensure that the reputation of the Group will not be tarnished because of misconduct and corruption behaviour.

### 反貪污

本集團致力維持高標準的商業道德，並禁止賄賂和貪污行為，此乃SDG 16：和平、正義與強大機構的重要組成部分。

為提高本集團內部對防止利益衝突的認識，並遵守上市規則，本集團已成立管理委員會監督董事會主席，以防止任何利益衝突事宜發生。

本集團高度重視誠實和誠信。所有僱員，包括管理層，均必須嚴格遵守我們的反貪污內部政策、規則和法規。我們已制定《合規政策指引》、《合規行為準則》和《反商業賄賂合規指引》，向全體員工強調反貪污的重要性，並明確貪污行為。當與我們建立業務關係時，分銷商均須簽署反賄賂協議。此外，我們要求我們的供應商和商業夥伴遵守同樣的道德標準，以減少賄賂、敲詐勒索、詐騙和洗黑錢的可能性。如發現並證實任何合作方涉及違反政策、規則和法規的行為，我們將採取終止合作的措施。同時，我們要求所有僱員均以最高的誠信、決心和專業精神履行職責，以確保公司的聲譽不會因不當和貪污行為而受損。



### Compliance information for relevant laws and regulations

The Group strictly abides by all the applicable laws and regulations regarding business ethics and anti-corruption, as set out in the countries and regions where the Group operates, including but not limited to:

#### Hong Kong

- Prevention of Bribery Ordinance (Cap. 201); and
- Sale of Goods Ordinance (Cap. 201).

#### The PRC

- Criminal Law of the PRC (《中華人民共和國刑法》);
- Anti-Unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》);
- Anti-Money Laundering Law of the PRC (《中華人民共和國反洗錢法》); and
- Interim Provisions on Prohibiting Commercial Bribery (《關於禁止商業賄賂行為的暫行規定》).

#### Taiwan

- Anti-Corruption Act (《貪污治罪條例》).

During the Reporting Period, the Group did not have any non-compliance cases on bribery and corruption, or concluded legal cases regarding corrupt practices brought against the Group or employees.

The Group has embedded our anti-corruption training into our Compliance training to our Directors and employees, clear definitions and examples of anti-corruption behaviours as well as points to be aware of to prevent unintentional corruption behaviours are the main themes that cover in the training. We have circulated anti-corruption related materials to Directors and employees on our Office Automation system during the Reporting period to enhance their awareness of anti-corruption.

### 相關法律法規的合規信息

本集團嚴格遵守其營運所屬國家和地區制定的所有適用的商業道德和反貪污法律法規，包括但不限於：

#### 香港

- 《防止賄賂條例》(第201章)；及
- 《貨物售賣條例》(第201章)。

#### 中國

- 《中華人民共和國刑法》；
- 《中華人民共和國反不正當競爭法》；
- 《中華人民共和國反洗錢法》；及
- 《關於禁止商業賄賂行為的暫行規定》。

#### 台灣

- 《貪污治罪條例》。

報告期間，本集團並沒有遭遇任何賄賂及貪污違規案件，亦沒有針對集團或員工的已結案的貪污行為法律案件。

報告期間，本集團已將反貪污培訓融入董事和員工的合規培訓中，反貪污行為的明確定義和示例以及防止無意貪污行為需要注意的要點乃培訓涵蓋的主要主題。報告期內，我們已透過辦公室自動化系統向董事及員工發放反貪污相關資料，以增強他們的反貪污意識。

# Operating Practices

## 營運措施

### Whistle-blowing Policy

The Group's Whistle-blowing Policy is embedded in the Group's Compliance Policy Guidelines (合規政策指引) as well as stipulated in the Staff Misconduct Behaviour Whistle-blowing Management Requirements (員工違紀行為報告管理規定) which acts as a supplementary to the Staff Handbook and it forms an important part of effective risk management and internal control systems to achieve high standard of openness, probity and ethical business practices. The Policy provides reporting channels and guidance to employees or third parties on any concerns of actual or suspected misconduct or malpractice related to the Group.

The Group has also stipulated the Compliance Audit and Misconduct Investigation Management Regulations (合規審計與違紀調查管理規定), which provides detailed guidelines on the implementation of compliance audit to ensure the authenticity and legality of its operating activities, facilitating the enhancement of corporate governance, adding value and achieving company's goals. The Audit Committee and the Compliance Auditing Department have the overall responsibility for compliance-related policies and have delegated the day-to-day responsibility for overseeing and implementing such policies to the Human Resources Department and other relevant departments. The Compliance Auditing Department is also responsible for monitoring and reviewing the effectiveness of the compliance-related policies as well as coordinating with the Legal Department regarding the actions resulting from the investigation. It is ensured that whistle-blowers would feel easeful to raise concern without fear of reprisals.

Our Staff Handbook has listed out activities that constitute malpractice or misconduct, including but not limited to conflict of interest under different circumstances, criminal offences, failure to comply with laws and regulations, malpractices, impropriety or fraud relating to internal controls, accounting and financial matters, receiving kickbacks, misuse or misappropriation of the Group's assets or resources, any action which endangers the health and safety of employees or other stakeholders, violation of the policies or guidelines of the Group, improper use or leakage of confidential or commercially sensitive information and deliberate concealment of any of the above. If a whistle-blower makes a false report intentionally or maliciously, with an ulterior motive, or for personal advantage, the Group reserves the right to take appropriate actions against anyone to recover any loss or damage as a result of the false report.

The Group will make every effort to keep whistle-blower's identity and the reported concern strictly confidential and expect whistle-blower to keep strictly confidential about the details of a reported concern, such as its nature and related persons.

Whistle-blowers can communicate with the audit committee members, Department Heads or Executive Directors, depending on the severity of the incidents via email for the matters relating to inappropriate and unlawful behaviour or organisational malpractice on confidential and anonymous bases with details of improprieties and supporting evidence to the designated address. Upon receipt of a report, depending upon the nature and particular circumstances of each report made, the report raised may be investigated internally by the Compliance Auditing Department, the Legal Department, the Human Resources Department, Finance Department or other departments of the Company.

The Whistle-blowing Policy and other relevant policies as well as the whistle-blowing mechanism are reviewed periodically to ensure their continuous effectiveness.

### 舉報政策

本集團的舉報政策已載列於合規政策指引中以及員工違紀行為報告管理規定作為員工手冊的補充，乃有效的風險管理和內部控制系統的重要組成部分，旨在實現高度開放、廉潔自持和道德商業實踐的標準。本政策為僱員或第三方提供舉報渠道和指引，以舉報涉及本集團的任何實際或懷疑不當行為或行為失當。

本集團亦已制定合規審計與違紀調查管理規定，對合規審計的實施提供詳細指引，以確保本集團經營活動的真實合法性，從而促進公司治理的提升、增價並實現公司目標。審計委員會和合規審計部對本政策負有整體責任，並已委託人力資源部和其他相關部門負責本政策的日常監督和實施。合規審計部亦負責監察和檢視合規相關政策的有效性，以及與法律部協調有關調查結果的行動。確保舉報人能夠自由舉報，而不用擔心遭遇報復。

我們的員工手冊已列出構成行為失當或不當行為的活動，包括但不限於不同情況下的利益衝突、刑事犯罪、未能遵守法律法規、有關內部控制、會計和財務事項的行為失當或不當行為或欺詐行為、收受回扣、濫用或盜用本集團的資產或資源、危及僱員或其他持份者的健康與安全的任何行為、違反本集團政策或指引、不當使用或洩露機密或商業敏感信息以及故意隱瞞上述任何行為。如舉報人有意或惡意地作出虛假舉報，或為個人利益而舉報，本集團保留採取適當措施對任何人展開追究，以彌補因虛假舉報而導致的任何損失或損害。

本集團將盡一切努力嚴格保密舉報人的身份和舉報的相關事宜，並期望舉報人對所舉報的詳細信息，如其性質和涉事人員等嚴格保密。

舉報人可以根據事件的嚴重程度，透過電子郵件與審計委員會成員、部門主管或執行董事溝通有關不當和非法行為或組織瀆職行為的事宜，並以保密和匿名的方式將不當行為的詳細信息和支持證據發送至指定地址。接獲舉報後，根據每個舉報的性質和特定情況，舉報個案可能會由公司的合規審計部、法律部、人力資源部、財務部或其他相關部門進行內部調查。

舉報政策和其他相關政策以及舉報機制已定期進行檢視，以確保其持續有效性。

# Community Investment

## 社區投資

### CONTRIBUTION TO DIFFERENT COMMUNITY ASPECTS

The Group believes that community contribution is important for sustainable development as it helps to establish a harmonious society. We aim to develop long-term relations with our stakeholders based on mutual trust, respect and integrity. In recognition of our social duty as a responsible corporate citizen, the Group is committed to investing in different focus areas in a diverse manner, involving aspects such as education and health. The Group contributes to the following SDGs by diverse community involvement:

### 於不同社區方面的貢獻

本集團認為，社區貢獻有助於建立和諧社會，因此對於可持續發展至關重要。我們的目標乃基於相互信任、尊重和誠信，與持份者建立長期關係。為履行企業公民的社會責任，本集團致力於在多個重點領域進行多元化的投資，包括教育和健康。本集團通過多元的社區參與，為以下可持續發展目標作出貢獻：



### Education

The Group believes our connections to the community is crucial for our brand strength. Recently, "The 12<sup>th</sup> China Cervical Cancer Prevention and Control Academic Annual Conference" ("第十二屆中國宮頸癌防治工程學術年會"), hosted by the China Cervical Cancer Prevention and Control Engineering Committee (中國宮頸癌防治工程組委會), was successfully held in Chongqing. The conference aimed to standardise diagnosis and treatment pathways and achieve precise diagnosis and management for cervical cancer. Zhaoke Hefei has participated in the event and provided the Group's self-developed product used for treating cervical HPV infections in the event. 9 of our employees have contributed 20 hours on average to the event.

### 教育

本集團相信，我們與社區的連結對於我們的品牌實力至關重要。近日，由中國宮頸癌防治工程組委會主辦的「第十二屆中國宮頸癌防治工程學術年會」在重慶成功召開。此次會議旨在規範子宮頸癌診療路徑，以實現子宮頸癌的精準診斷和管理。兆科合肥參與了此次活動，並在活動中提供了本集團自主研发用於治療由人類乳突病毒引致子宮頸感染的產品。我們有9名員工參與是次活動並為該活動貢獻了平均20小時予該活動。



The 12<sup>th</sup> China Cervical Cancer Prevention and Control Academic Annual Conference  
第十二屆中國宮頸癌防治工程學術年會



## Community Investment 社區投資

To help pursuing better treatment options for Amyotrophic Lateral Sclerosis (ALS) patients, a doctor-patient exchange activity was held by the Group and was jointly organised with Beijing Oriental Silk Rain ALS Rare Disease Care Center (北京東方絲雨罕見病關愛中心) on the 24<sup>th</sup> World ALS Day (世界漸凍人日醫患交流活動) under the theme of “Special Love for Special You” (特別的愛給特別的你) during the Reporting Period. The event has covered 12 hospitals in 11 provinces, and the key feature of this event was aiming to build a popular science platform for doctors and patients to communicate face-to-face, answer common treatment questions of patients, and obtain good social response. We will continue to carry out 28 phases of care activities for ALS patients and their families, which integrates clinicians, clinical pharmacists, psychologists, social welfare organisations, and caring enterprises-ALS Medical and Care Forum. 14 of our employees have contributed 10 hours on average to the event.

為幫助肌萎縮性脊髓側索硬化症(ALS)患者尋求更好的治療方案，報告期內，本集團與北京東方絲雨罕見病關愛中心於第24個世界漸凍人日聯合舉辦了主題為「特別的愛給特別的你」的醫患交流活動。是次活動涵蓋了11個省份的12家醫院，旨在為醫生和患者搭建一個面對面交流的科普平台，解答患者常見的治療問題，取得了良好的社會迴響。我們將繼續進行28期融合臨床醫師、臨床藥師、心理學家、社會福利機構、愛心企業的ALS醫護論壇，為ALS患者及家屬提供關懷活動。我們有14名員工參與是次活動並為該活動貢獻了平均10小時予該活動。



Doctor-patient exchange activity on the 24<sup>th</sup> World ALS Day  
世界漸凍人日醫患交流活動

## Community Investment 社區投資

Also, to promote the standardised treatment of ALS in China and replicate the good experience of benchmark hospitals to more provincial quality control center hospitals, Beijing Oriental Silk Rain ALS Rare Disease Care Center (北京東方絲雨漸凍人罕見病關愛中心) and the Group has held a two-stage ALS Benchmark Hospital visit to the Second Affiliated Hospital of Zhejiang University School of Medicine (浙江大學醫學院附屬第二醫院) in 2024. The first phase was successfully held on 22 August 2024, and this visit and exchange activity was led by the Director of the Department of Neurology of the North Hospital of Henan Provincial People's Hospital (河南省人民醫院北院), with other ALS caring-related medical staff of the department to visit and learn from the patient management model of the Second Affiliated Hospital of Zhejiang University School of Medicine. The Director of the Department of Genetics of the Second Affiliated Hospital of Zhejiang University School of Medicine, has also welcomed the visiting colleagues and introduced the development history of the department and the experience of scientific research and patient management during the visit. Those who have joined the visit have concluded that the management work of the Second Affiliated Hospital of Zhejiang University School of Medicine has been implemented with high standards and they have gained a lot from the visit. 4 of our employees have contributed 3 hours on average to the event.

此外，為推動我國ALS規範化治療，將標竿醫院的良好經驗複製到更多省級品質管理中心醫院，北京東方絲雨漸凍人罕見病關愛中心與本集團於二零二四年對浙江大學醫學院附屬第二醫院進行了兩期ALS標竿醫院參觀活動，第一期已於二零二四年八月二十二日成功舉辦，是次參觀交流活動在河南省人民醫院北院神經內科主任的帶領下，與該科室其他ALS護理相關醫護人員一起參觀學習浙江大學醫學院附屬第二醫院的病患管理模式。浙江大學醫學院附屬第二醫院遺傳學科主任亦對來訪的諸位同袍表示歡迎，並介紹了科室的發展歷程以及科研和病患管理經驗。與會者一致認為，浙江大學醫學院附屬第二醫院管理工作以高水平落實到位，讓其收穫頗豐。我們有4名員工參與是次活動並為該活動貢獻了平均3小時予該活動。



ALS Benchmark Hospital visit to the Second Affiliated Hospital of Zhejiang University School of Medicine  
於浙江大學醫學院附屬第二醫院進行肌萎縮側索硬化質控標杆醫院參訪交流

## Community Investment 社區投資

On the other hand, the education of employees' children is the core concern of the family and an important part of corporate social responsibility. The Group has been adhering to the concept of "people-oriented" as one of the most important value, bearing corporate social responsibility with practical actions, continuously improving the overall quality of employees, and realising the common progress of the company and employees. The Group has contributed HK\$664,000 donation to the scholarship programme of the employees who have served for more than 5 years and whose children are admitted to full-time bachelor's/master's/doctoral degrees or above, especially those who choose medicine, pharmacy or related majors at universities in the United States, Mainland China and Hong Kong during the Reporting Period to show our support to the learning and development of our younger generations which also act as a motivation to employees in cultivating the next generation and contributing to the society. A total of 14 awardees were eligible for the Scholarship during the Reporting Period.

另一方面，員工子女教育乃家庭關注的核心，亦是企業社會責任的重要組成部分。本集團一直秉持「以人為本」的理念，以實際行動承擔企業社會責任，不斷提高員工的綜合素質，實現公司與員工的共同進步。報告期間，本集團已捐款**664,000**港元設立獎學金項目，資助服務五年以上且子女入讀全日制學士／碩士／博士或以上學位的員工，特別是入讀美國、中國大陸及香港大學醫學、藥學或相關專業的員工子女，藉此支持年輕一代的學習和發展，並激勵員工培育下一代，回饋社會。報告期間，共有**14**位得獎者符合獎學金資格。



Kanya Lee Scholarship Award  
「李杜靜芳」獎學金



### Health

To further care for the physical and mental health of the majority of fire and rescue personnel and convey the care of the enterprise, the safety and environmental protection department and the trade union of Zhaoke Hefei has carried out the “Summer Cool” condolence activity (“夏送清涼”慰問活動) to the Tianle Station of the Fire and Rescue Brigade of the High-tech Zone (高新區消防救援大隊天樂站) on behalf of the enterprise. We have sent condolences worth approximately RMB2,400 condolences such as fruits that helps heatstroke prevention to those firefighters who are fighting in the scorching heat, and express our sincere respect for their hard work to ensure the safety of people’s lives and property. In return, our colleague who is in charge of safety and fire protection, had the opportunity to learn fire prevention knowledge from the firefighters at “zero distance”.

Such activity not only share our caring, but also sent support and affirmation to the fire protection work, further strengthened the work relationship between the two units, and provided a rare learning opportunity for improving the company’s safety and fire protection level. At the same time, it also reflects that the company attaches great importance to fire safety and was willing to learn from Tianle Station of the Fire and Rescue Brigade of the High-tech Zone in on areas such as fire drills, safety production, and micro fire station construction. The company has also invited the station to carry out a series of fire safety training, which has improved the emergency response ability of all employees to deal with fires and emergencies. 10 of our employees have contributed 4 hours on average to the event.

### 健康

為進一步關懷廣大消防救援人員身心健康，傳遞企業關懷，兆科合肥安全環保部門及工會代表企業，前赴高新區消防救援大隊天樂站開展「夏送清涼」慰問活動。我們向在酷暑中奮戰的消防戰士們送去了價值約人民幣2,400元消暑水果等慰問品，對他們為保障人民生命財產安全辛勤付出表示最誠摯的敬意。作為回報，我們負責安全防火的同事有機會「零距離」向消防員學習防火知識。

是次活動不僅傳遞了我們的關懷，亦為消防工作送去了支持和肯定，進一步加強了雙方之間的工作聯繫，為提升公司安全消防水平提供了難得的學習機會。同時亦反映公司對消防安全的高度重視，願意在消防演練、安全生產、微型消防站建設等方面向高新區消防救援大隊天樂站學習借鏡。公司亦邀請該站開展了一系列消防安全培訓，提高了全體員工應對火災和突發事件的緊急應變能力。我們有10名員工參與是次活動並為該活動貢獻了平均4小時予該活動。



“Summer Cool” condolence activity  
「夏送清涼」慰問活動

## Community Investment

### 社區投資

Over the years, we have been supporting the work of various charities and providing assistance to disadvantaged groups. During the Reporting Period, we responded to the notification of the Zhujiang Street office's notification in Nansha District of Guangzhou city and have taken part in the blood donation event at Zhujiang Street, with an aim to help easing the pressure of blood storage in the Blood Bank. 22 of our employees have participated and have contributed 4 hours on average to the event and their commitment is highly appreciated and gratified.

多年來，我們一直支持各類慈善機構的工作，並為弱勢群體提供援助。報告期內，我們回應廣州市南沙區珠江街道辦事處的通知，積極參與珠江街道的無償捐血活動，為緩解血庫血液庫存壓力貢獻力量。我們有22名員工參與是次活動，並貢獻了平均4小時予該活動，他們的奉獻精神受到高度讚賞且令人深感欣慰。



Blood Donation Event  
無償捐血活動

### Contribution to the Industry

Lee's Pharmaceutical Holdings Limited is honoured to participate in the high-profile 88<sup>th</sup> PharmChina event which was grandly opened at the Shanghai National Exhibition and Convention Center which not only reflect the Group's rich product line and technical strength as well as enhancing its brand image, but also demonstrate the Group's persistent pursuit and continuous innovation spirit for the development of the pharmaceutical and health industry as well as providing win-win new product management models for service providers and potential partners. 18 of our employees have contributed 20 hours on average to the event.

### 貢獻業界

李氏大藥廠控股有限公司很榮幸參與在國家會展中心(上海)隆重開幕的第88屆全國藥品交易會。此次展會不僅體現了集團豐富的產品線和技術實力，提升了集團的品牌形象，更展現了集團對醫藥健康產業發展的執著追求和持續創新精神，並為服務商和潛在合作夥伴提供了互利共贏的全新產品管理模式。我們有18名員工參與是次活動並為該活動貢獻了平均20小時予該活動。



The high-profile 88<sup>th</sup> PharmChina event  
第88屆全國藥品交易會



## Community Investment 社區投資

On the other hand, the Group is honoured to be the Silver Sponsor of the International Biotechnology Forum and Exhibition (BIOHK2024), organised by the Hong Kong Biotechnology Organisation, which was successfully held at the Hong Kong Convention and Exhibition Centre during the Reporting Period. As the one of Asia's largest international biotechnology conventions which aims to facilitate the exchange of ideas among international industry players and foster biotechnology innovation in Hong Kong, we actively participated in the BIOHK2024, which not only allowed the Group to showcase its innovative drug development achievements to target markets, but also facilitated exchanges and business connections with leading experts and partners in the industry, promoting the development of biotechnology in Hong Kong as well as the Guangdong-Hong Kong-Macao Greater Bay Area. 7 of our employees have contributed 28 hours on average to the event.

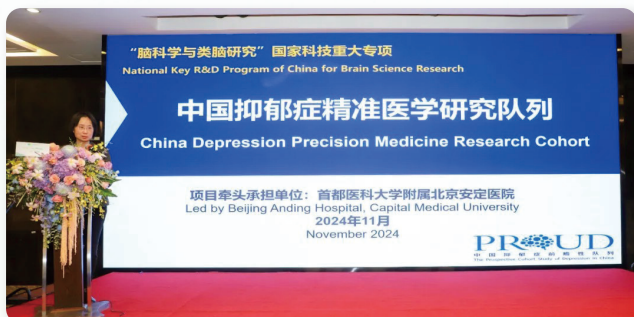
另一方面，本集團很榮幸成為香港生物科技協會主辦的香港國際生物科技展(BIOHK2024)的銀牌贊助商，該展覽會於報告期內在港會議展覽中心成功舉行。作為亞洲最大的國際生物科技會議之一，BIOHK2024旨在促進國際業界的交流，並推動香港的生物科技創新。我們積極參與BIOHK2024，不僅讓集團向目標市場展示創新藥物研發成果，更與業界頂尖專家及合作夥伴進行交流及業務對接，推動香港以至粵港澳大灣區的生物科技發展。我們有7名員工參與是次活動並為該活動貢獻了平均28小時予該活動。



“Biotech Kaleidoscope” – International Convention for Biotechnology in Hong Kong  
「生物科技萬花筒」—香港國際生物科技展

The Group has successfully co-organised and supported “China-Europe Brain Heart Alliance Club” Academic Conference in Beijing. The conference was hosted by the Depressive Disorders Branch of Beijing Medical Association, the conference has built a valuable platform for the exchange and cooperation of scholars in the field of psychiatry and cardiovascular medicine at home and abroad. 100 of our employees have contributed 12 hours on average to the event.

本集團在北京成功協辦並支持「中歐腦心聯盟俱樂部」學術會議。本次會議由北京市醫學會抑鬱障礙分會主辦，為國內外精神醫學及心血管醫學領域學者的交流與合作建構了寶貴平台。我們有100名員工參與是次活動，並貢獻了平均12小時予該活動。



2024 China-Europe Brain Heart Alliance Club Academic Conference  
2024年「中歐腦心聯盟俱樂部」學術會議

Last but not least, the “Italian Science Festival and China-Italy Cooperation Celebration on Scientific Education and Research on Cardiovascular Diseases” (“意大利科學節暨中國-意大利心血管疾病科學教育與研究合作慶典”) was successfully held during the 25<sup>th</sup> Southern Conference on Cardiovascular Disease (第25屆南方心血管病學術會議). The conference brought together representative from the Consulate General of Italy in Guangzhou, professor from the University of Padova, Italy, President of Guangdong Provincial People’s Hospital (廣東省人民醫院), Director of the Department of Cardiology of Guangdong Province (廣東省心內科主任) and other heavyweight experts in the field. Meanwhile, our Founder, Dr. Li Xiaoyi and Managing Director, Ms. Leelalertsuphakun Wanee have also attended the ceremony. This event is believed to be able to deeply strengthened the medical exchanges between China and Italy as well as to further promote the cooperation between China and Italy in medical education and scientific research. 10 of our employees have contributed 4 hours on average to the event.

During the meeting, Dr. Li has pointed out that the Group has always been committed to promoting cooperation and exchanges between China and Italy since 2002. The Group has successively launched a number of continuing education programs in different fields such as echocardiography and heart failure, promoting the remarkable achievements of Italy and China in innovative medical cooperation to the Chinese medical community, and providing Chinese medical staff with free viewing and learning.

最後，「意大利科學節暨中國-意大利心血管疾病科學教育與研究合作慶典」於第25屆南方心血管病學術會議期間成功舉辦。是次會議雲集了意大利駐廣州總領事館代表、意大利帕多瓦大學教授、廣東省人民醫院院長、廣東省心內科主任等重量級專家。同時，我們的創辦人李小羿博士和董事總經理李嫻妮女士亦出席了該場慶典。相信本次活動能深入加強中意兩國醫學界的交流，進一步促進中意兩國在醫學教育和科研領域的合作。我們有10名員工參與是次活動，並貢獻了平均4小時予該活動。

李博士在會議中指出，自二零零二年以來，本集團始終致力於促進中意兩國的合作與交流，先後在超音波心動圖、心臟衰竭等不同領域開展了多個持續教育項目，向中國醫學界推廣中意兩國在創新醫療合作方面取得的顯著成就，並為中國醫務人員提供免費觀摩和學習。



Italian Science Festival and China-Italy Cooperation Celebration on Scientific Education and Research on Cardiovascular Diseases  
意大利科學節暨中國-意大利心血管疾病科學教育與研究合作慶典

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



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<b>Aspect A2: Use of Resources</b> 層面A2：資源使用			
<b>General Disclosure</b> 一般披露	Policies on efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Use of Resources 資源使用	–
<b>KPI A2.1</b> 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Use of Resources 資源使用	–
<b>KPI A2.2</b> 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Use of Resources 資源使用	–
<b>KPI A2.3</b> 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Resources 資源使用	–
<b>KPI A2.4</b> 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Use of Resources 資源使用	–
<b>KPI A2.5</b> 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Use of Resources 資源使用	–

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<b>Aspect A3: The Environment and Natural Resources</b> 層面A3：環境及天然資源			
<b>General Disclosure</b> 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及自然資源	–
<b>KPI A3.1</b> 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	The Environment and Natural Resources 環境及自然資源	–
<b>Aspect A4: Climate Change</b> 層面A4：氣候變化			
<b>General Disclosure</b> 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化	–
<b>KPI A4.1</b> 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change 氣候變化	–
<b>Aspect B1: Employment</b> 層面B1：僱傭			
<b>General Disclosure</b> 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭	–
<b>KPI B1.1</b> 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Employment 僱傭	–
<b>KPI B1.2</b> 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment 僱傭	–

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<b>Aspect B2: Health and Safety</b> 層面B2：健康與安全			
<b>General Disclosure</b> 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康與安全	–
<b>KPI B2.1</b> 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Health and Safety 健康與安全	No work-related fatalities occurred during the Reporting Period. 報告期間並沒有與工作相關的死亡事件發生。
<b>KPI B2.2</b> 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全	80 lost days due to work injury were recorded during the Reporting Period. 報告期間已記錄因工傷而導致的損失工作日數為80日。
<b>KPI B2.3</b> 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康與安全	–



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<b>Aspect B3: Development and Training</b> 層面B3：發展及培訓			
<b>General Disclosure</b> 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展及培訓	–
<b>KPI B3.1</b> 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Development and Training 發展及培訓	–
<b>KPI B3.2</b> 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展及培訓	–
<b>Aspect B4: Labour Standards</b> 層面B4：勞工準則			
<b>General Disclosure</b> 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child or forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Labour Standards 勞工準則	–
<b>KPI B4.1</b> 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Standards 勞工準則	–
<b>KPI B4.2</b> 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labour Standards 勞工準則	No such incidents were reported during the Reporting Period. 報告期間未有接獲此類事件的舉報。

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

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<b>Aspect B6: Product Responsibility</b> 層面B6：產品責任			
<b>General Disclosure</b> 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任	–
<b>KPI B6.1</b> 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility 產品責任	No products sold or shipped subject to recalls for safety and health reasons occurred during the Reporting Period. 報告期間，未發生因安全和健康原因而被召回的已銷售或已運送的產品事件。
<b>KPI B6.2</b> 關鍵績效指標B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility 產品責任	No products and service-related complaints received during the Reporting Period. 報告期間並未接獲任何與產品和服務相關的投訴。
<b>KPI B6.3</b> 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility 產品責任	–
<b>KPI B6.4</b> 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility 產品責任	–
<b>KPI B6.5</b> 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility 產品責任	–



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<b>Aspect B7: Anti-Corruption</b> 層面B7：反貪污			
<b>General Disclosure</b> 一般披露	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-Corruption 反貪污	–
<b>KPI B7.1</b> 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-Corruption 反貪污	–
<b>KPI B7.2</b> 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-Corruption 反貪污	–
<b>KPI B7.3</b> 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-Corruption 反貪污	–
<b>Aspect B8: Community Investment</b> 層面B8：社區投資			
<b>General Disclosure</b> 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資	–
<b>KPI B8.1</b> 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment 社區投資	–
<b>KPI B8.2</b> 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用的資源(如金錢或時間)。	Community Investment 社區投資	–

# GRI Content Index

## GRI永續性報導準則內容索引

<b>Statement of use</b> 使用聲明	Lee's Pharmaceutical Holdings Limited has reported with reference to the GRI Standards for the period starting from 1 January 2024 to 31 December 2024. 李氏大藥廠控股有限公司已參考GRI準則匯報2024年1月1日至2024年12月31日期間的内容。
<b>GRI 1 used</b> 使用的GRI 1	GRI 1: Foundation 2021 GRI 1：基礎2021

<b>GRI Disclosure</b> 揭露項目		<b>Notes</b> 備註
<b>GRI 1: General Disclosures 2021</b> <b>GRI 1：一般揭露2021</b>		
<b>Reporting Principles</b> 匯報原則	Accuracy 準確性	The qualitative information is reported according to the available evidence of the Group, the bases for calculations are adequately described which allow replicate measurements and calculations 本報告中的定性信息乃根據本集團現有證據作出匯報；報告中已充分描述計算基礎，故可允許重複測量和計算
	Balance 平衡性	Positive impacts are not overemphasised and information concerning negative impacts are not omitted 本報告沒有過分強調本集團的積極影響，亦沒有遺漏有關負面影響的信息
	Clarity 清晰性	The Report is presented in both English and Chinese with different sections Tables of content and consolidated data tables are used which enable most readers to gain easy access to specify sections of the Report 本報告以中英文呈現，並已劃分不同章節及使用目錄和綜合數據表，使大多數讀者能夠便捷地查看報告的特定章節
	Comparability 可比較性	The Report has presented information for the current Reporting Period and two previous periods with accepted international metrics in consistent manner of calculation and presentation of the information Restatements have been disclosed accordingly, where applicable 本報告已採用公認的國際指標，並以一致的信息計算邏輯和呈現方式提供了當前報告期和前兩個報告期的信息 重列部分已作出相應披露(如適用)

## GRI Content Index

### GRI永續性報導準則內容索引

GRI Disclosure 揭露項目		Notes 備註
	Completeness 完整性	The Report has presented all its activities and impacts in accordance with the Reporting Scope as stated in this Report 本報告已按照本報告所述的報告範圍披露其所有活動和影響
	Sustainability context 永續性的脈絡	The Report has adopted objective information and authoritative measures on sustainable development to report information about its impacts and report relevant information in relation to sustainable development goals 本報告採用客觀的信息和權威性措施披露可持續發展情況，以匯報其影響及與可持續發展目標的相關信息
	Timeliness 時效性	Consistent Reporting Period is used The information available is collected after the Reporting Period in a timely manner and meets the requirements under the ESG Guide as set out in Appendix C2 to the Listing Rules of Hong Kong Stock Exchange 本報告採用一致的報告期間所獲得的信息乃於報告期後及時收集並符合香港聯交所上市規則附錄C2所載ESG指引的要求
	Verifiability 可驗證性	The decision-making process underlying the Group's sustainability reporting which enables the examination of the key decision processes and reliable sources to support calculations have been properly disclosed 本集團ESG報告所依據的決策過程能夠協助檢視關鍵決策過程及計算依據的可靠來源是否已作合適披露
Applicable GRI Sector Standard(s) 適用的GRI行業準則	Not applicable 不適用	



# GRI Content Index

## GRI永續性報導準則內容索引

GRI Disclosure 揭露項目			Location/Notes 位置／備注
GRI 2: General Disclosures 2021 GRI 2：一般揭露2021			
The Organisation and its reporting practices 組織及報導實務	2-1	Organisational details 組織詳細資訊	Annual Report, Business Overview 年報：商業概覽
	2-2	Entities included in the organisation’s sustainability reporting 組織永續報導中包含的實體	Annual Report, About this Report 年報：關於本報告
	2-3	Reporting period, frequency and contact point 報導期間、頻率及聯絡人	About this Report 關於本報告
	2-4	Restatements of information 資訊重編	Air Emissions 空氣排放
	2-5	External assurance 外部保證／確信	The Group will consider seeking external assurance for the ESG report in future 本集團將來考慮為ESG報告尋求外部保證
	2-6	Activities, value chain and other business relationships 活動、價值鏈和其他商業關係	Annual Report, Business Overview, Supply Chain Management, Product Responsibility, the Group had 30 types of products available during the Reporting Period 年報：商業概覽；供應鏈管理；產品責任；報告期間，本集團有28種產品於市面供應
	2-7	Employees 員工	Employee Profile, the Group considers that the threshold of significant fluctuations on the number of employees during the Reporting Period under each category is 30%. All offices have successfully maintained their turnover rate below 30% during the Reporting Period 僱員概況；本集團認為報告期間各類別僱員人數屬顯著波動的閾值為30%。報告期間，所有辦事處人員流動率均成功維持在30%以下
	2-8	Workers who are not employees 非員工的工作者	The Group has hired consultant to perform consultancy work; the Group considers that the threshold of significant fluctuations on the number of workers who are not employees during the Reporting Period is 30% 本集團已聘請顧問進行顧問工作；本集團認為報告期間非職工人數屬顯著波動的閾值為30%

## GRI Content Index

### GRI永續性報導準則內容索引

GRI Disclosure 揭露項目			Location/Notes 位置／備注
Governance 治理	2-9	Governance structure and composition 治理結構及組成	Directors and Key Personnel Profiles, Corporate Governance Report 董事及主要人員履歷；企業管治報告
	2-10	Nomination and selection of the highest governance body 最高治理單位的提名與遴選	Corporate Governance Report 企業管治報告
	2-11	Chair of the highest governance body 最高治理單位的主席	Anti-Corruption, Corporate Governance Report 反貪污；企業管治報告
	2-12	Role of the highest governance body in overseeing the management of impacts 最高治理單位於監督衝擊管理的角色	ESG Management Structure, Stakeholder Engagement, Materiality Assessment ESG管理架構；持份者溝通；重要性評估
	2-13	Delegation of responsibility for managing impacts 衝擊管理的負責人	ESG Management Structure ESG管理架構
	2-14	Role of the highest governance body in sustainability reporting 最高治理單位於永續報導的角色	About this Report 關於本報告
	2-15	Conflict of interest 利益衝突	Not applicable 不適用
	2-16	Communication of critical concerns 溝通關鍵重大事件	Anti-corruption 反貪污
	2-17	Collective knowledge of the highest governance body 最高治理單位的群體智識	Corporate Governance Report 企業管治報告
	2-18	Evaluation of the performance of the highest governance body 最高治理單位的績效評估	Corporate Governance Report 企業管治報告
	2-19	Remuneration policies 薪酬政策	Corporate Governance Report 企業管治報告
	2-20	Process to determine remuneration 薪酬決定流程	Corporate Governance Report 企業管治報告
	2-21	Annual total compensation ratio 年度總薪酬比率	Not applicable 不適用

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## GRI永續性報導準則內容索引

GRI Disclosure 揭露項目			Location/Notes 位置／備注
Strategy, policies and practices 策略、政策與實務	2-22	Statement on sustainable development strategy 永續發展策略的聲明	Board Statement, Awards and Recognition, Environmental Protection, Community Investment 董事會聲明；獎項及殊榮；環境保護；社區投資
	2-23	Policy commitments 政策承諾	Employment and Labour Practices, Operating Practices, Anti-corruption 僱傭和勞工措施；營運措施；反貪污
	2-24	Embedding policy commitments 納入政策承諾	The Group allocates responsibility to implement the embedding of policy commitments across different levels within the Group, to integrates the commitments into the Group's strategies, operational policies, as well as operational procedures; to implement such commitments with and through our business relationships; and training that we provided on implementing the commitments via the issuance of our Staff Handbook, internal notice and circulars 本集團將納入政策承諾落實到其內部不同層級，將承諾融入其戰略、營運政策和營運流程；通過其業務關係履行其承諾；我們通過發布《員工手冊》、內部通知和通告提供有關履行承諾的培訓
	2-25	Processes to remediate negative impacts 補救負面衝擊的程序	Product Responsibility, Anti-corruption, the Group reviews the system users' feedback to track the effectiveness of the grievance mechanisms and other remediation processes 產品責任；反貪污；本集團檢視系統用戶的反饋以追蹤申訴機制及其他補救流程的有效性
	2-26	Mechanisms for seeking advice and raising concerns 尋求建議和提出疑慮的機制	Product Responsibility, Anti-corruption 產品責任；反貪污
	2-27	Compliance with laws and regulations 法規遵循	Environmental Protection, Anti-corruption 環境保護；反貪污
	2-28	Membership associations 公協會的會員資格	Product Responsibility 產品責任
Stakeholder engagement 利害關係人議合	2-29	Approach to stakeholder engagement 利害關係人議合方針	Stakeholder Engagement 持份者參與
	2-30	Collective bargaining agreements 團體協約	To the best of our Directors' knowledge, the Group did not establish any collective bargaining agreements during the Reporting Period 就董事所深知，本集團於報告期間並未訂立任何團體協約



## GRI Content Index

### GRI永續性報導準則內容索引

GRI Disclosure 揭露項目		Location/Notes 位置／備注	
Material Topics 重大主題			
GRI 3: Material Topics 2021 GRI 3：重大主題2021	3-1	List of material topics 決定重大主題的流程	Materiality Assessment, high materiality topics identified from the Materiality Matrix have been selected as the Material topics to be disclosed as they are being considered as the topics with most concern of both the internal and external stakeholders 重要性評估：從重要性矩陣中識別出的重大主題已被選為需要揭露的重大主題，因其被認為是內部和外部持份者最關注的主題
	3-2	Process to determine material topics 重大主題列表	Materiality Assessment 重要性評估
	3-3	Management of material topics 重大主題管理	Throughout the entire report 貫穿整份報告
GRI 200 Economic topics GRI 200經濟主題			
Anti-corruption 反貪腐			
GRI 205: Anti-corruption 2016 GRI 205：反貪腐2016	205-1	Operations assessed for risks related to corruption 已進行貪腐風險評估的營運據點	Anti-corruption 反貪污
	205-2	Communication and training about anti-corruption policies and procedures 有關反貪腐政策和程序的溝通及訓練	Anti-corruption 反貪污
	205-3	Confirmed incidents of corruption and actions taken 已確認的貪腐事件及採取的行動	Anti-corruption 反貪污

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## GRI永續性報導準則內容索引

GRI Disclosure 揭露項目		Location/Notes 位置／備注	
GRI 300 Environmental topics GRI 300 環境主題			
Biodiversity 生物多樣性			
GRI 304: Biodiversity 2016 GRI 304：生物多樣性2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas 組織所擁有、租賃、管理的營運據點或其鄰近地區位於環境保護區或其他高生物多樣性價值的地區	To the best of our Directors’ knowledge, the Group has no operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas during the Reporting Period 就董事所深知，報告期間本集團並沒有擁有、租賃、管理的營運據點或其鄰近地區位於環境保護區或其他高生物多樣性價值的地區
	304-2	Significant impacts of activities, products and services on biodiversity 活動、產品及服務，對生物多樣性方面的顯著衝擊	The Environment and Natural Resources, to the best of our Directors’ knowledge, the Group has no significant direct and indirect impacts on biodiversity with reference to use of transport infrastructure, pollution and habitat conversion during the Reporting Period 環境和自然資源；就董事所深知，報告期間本集團就關於交通基礎設施的使用、污染和生態環境轉換方面並沒有對生物多樣性構成顯著衝擊
	304-3	Habitats protected or restored 受保護或復育的棲息地	To the best of our Directors’ knowledge, the Group has no operations which has significant impact on habitats protected and requires restoration which was approved by independent external professionals during the Reporting Period 就董事所深知，報告期間本集團並沒有營運業務對受保護的棲息地產生重大影響且需要經獨立外部專業人士批准的復育活動
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations 受營運影響的棲息地中，已被列入IUCN紅色名錄及國家保育名錄的物種	To the best of our Directors’ knowledge, there was no IUCN Red List species and national conservation list species with habitats in areas affected by our operations during the Reporting Period 就董事所深知，報告期間受我們經營活動影響的區域中，沒有出現IUCN紅色名錄物種及國家保育名錄物種的棲息地

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### GRI永續性報導準則內容索引

GRI Disclosure 揭露項目		Location/Notes 位置／備注	
Emissions 排放			
GRI 305: Emissions 2016 GRI 305：排放2016	305-1	Direct (Scope 1) GHG emissions 直接(範疇一)溫室氣體排放	Greenhouse Gas (GHG) Emissions; breakdown of the data not available, however the sources contributed to Direct and Indirect GHG emissions have been disclosed 溫室氣體排放：數據細項不可用，但已披露直接和間接的溫室氣體排放來源
	305-2	Energy indirect (Scope 2) GHG emissions 能源間接(範疇二)溫室氣體排放	Greenhouse Gas (GHG) Emissions 溫室氣體排放
	305-3	Other indirect (Scope 3) GHG emissions 其他間接(範疇三)溫室氣體排放	Greenhouse Gas (GHG) Emissions 溫室氣體排放
	305-4	GHG emissions intensity 溫室氣體排放強度	Greenhouse Gas (GHG) Emissions 溫室氣體排放
	305-5	Reduction of GHG emissions 溫室氣體排放減量	Greenhouse Gas (GHG) Emissions 溫室氣體排放
	305-6	Emissions of ozone-depleting substances (ODS) 臭氧層破壞物質(ODS)的排放	Data not available 沒有相關數據
	305-7	Nitrogen oxides (NO <sub>x</sub> ), Sulphur oxides (SO <sub>x</sub> ), and other significant air emissions 氮氧化物(NO <sub>x</sub> )、硫氧化物(SO <sub>x</sub> )，及其他顯著的氣體排放	Air Emissions; data on persistent organic pollutants, volatile organic compounds, other hazardous air pollutants not available 空氣排放：沒有持久性有機污染物、揮發性有機物、其他有害空氣污染物的相關數據



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## GRI永續性報導準則內容索引

GRI Disclosure 揭露項目			Location/Notes 位置／備注
Effluents and Waste 廢污水和廢棄物			
GRI 306: Effluents and Waste 2016 GRI 306：廢污水和廢棄物2016	306-1	Water discharge by quality and destination 依水質及排放目的地所劃分的排放量	Not material to the Group’s business operations 對本集團的業務營運並無重大影響
	306-2	Waste by type and disposal method 按類別及處置方法劃分的廢棄物	Hazardous and Non-hazardous Wastes 有害和無害廢棄物
	306-3	Significant spills 嚴重洩漏	To the best of our Directors’ knowledge, the Group has no significant spills took place during the Reporting Period 就董事所深知，報告期間本集團並未發生嚴重洩漏事件
	306-4	Transport of hazardous waste 廢棄物運輸	Hazardous and Non-hazardous Wastes 有害和無害廢棄物
	306-5	Water bodies affected by water discharges and/or runoff 受放流水及／或地表逕流影響的水體	To the best of our Directors’ knowledge, there was no water bodies and related habitats that are significantly affected by water discharges and/or runoff caused by the Group’s operations during the Reporting Period 就董事所深知，報告期間並沒有水體和相關棲息地受本集團營運造成的受放流水及／或地表逕流的重大影響

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### GRI永續性報導準則內容索引

GRI Disclosure 揭露項目			Location/Notes 位置／備注
Waste 廢棄物			
GRI 306: Waste 2016 GRI 306：廢棄物2016	306-1	Waste generation and significant waste-related impacts 廢棄物的產生與廢棄物相關顯著衝擊	Hazardous and Non-hazardous Wastes, to the best of our directors’ knowledge, there was no significant upstream or downstream waste-related impacts which could lead to potential waste-related impacts during the Reporting Period 有害和無害廢棄物：就董事所深知，報告期間本集團並沒有可引致潛在廢棄物相關衝擊的上下游廢棄物相關顯著衝擊
	306-2	Management of significant waste-related impacts 廢棄物相關顯著衝擊之管理	Hazardous and Non-hazardous Wastes, the Group uploads hazardous wastes data to the Office Automation system monthly, whilst Facility Management Department monitors the amount of waste generated regularly 有害和無害廢棄物：本集團每月將危險廢棄物資料上傳至辦公室自動化系統，同時設施管理部定期監測廢棄物的產生量
	306-3	Waste generated 廢棄物的產生	Hazardous and Non-hazardous Wastes 有害和無害廢棄物
	306-4	Waste diverted from disposal 廢棄物的處置移轉	Hazardous and Non-hazardous Wastes 有害和無害廢棄物
	306-5	Waste directed to disposal 廢棄物的直接處置	Hazardous and Non-hazardous Wastes 有害和無害廢棄物

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## GRI永續性報導準則內容索引

GRI Disclosure 揭露項目		Location/Notes 位置／備注	
GRI 400 Social topics GRI 400社會主題			
Employment 勞僱關係			
GRI 401: Employment 2016 GRI 401：勞僱關係2016	401-1	New employee hires and employee turnover 新進員工和離職員工	Employment 僱傭
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees 提供給全職員工(不包含臨時或兼職員工)的福利	Employment 僱傭
	401-3	Parental leave 育嬰假	Employment 僱傭
Occupational Health and Safety 職業安全衛生			
GRI 403: Occupational Health and Safety 2018 GRI 403：職業安全衛生2018	403-1	Occupational health and safety management system 職業安全衛生管理系統	Not applicable, no regulatory requirement applicable for the Group to establish occupational health and safety management system 不適用；本集團沒有適用法規要求建立職業健康安全系統
	403-2	Hazard identification, risk assessment and incident investigation 危害辨識、風險評估及事故調查	Health and Safety 健康與安全
	403-3	Occupational health services 職業健康服務	Health and Safety 健康與安全
	403-4	Worker participation, consultation, and communication on occupational health and safety 有關職業安全衛生之工作者參與、諮詢與溝通	Health and Safety 健康與安全
	403-5	Worker training on occupational health and safety 有關職業安全衛生之工作者訓練	Health and Safety 健康與安全
	403-6	Promotion of worker health 工作者健康促進	Development and Training 發展和培訓



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### GRI永續性報導準則內容索引

GRI Disclosure 揭露項目		Location/Notes 位置／備注	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減緩與業務關係直接相關聯之職業安全衛生的衝擊	Not applicable 不適用
	403-8	Workers covered by an occupational health and safety management system 職業安全衛生管理系統所涵蓋之工作者	Not applicable 不適用
	403-9	Work-related injuries 職業傷害	Health and Safety 健康與安全
	403-10	Work-related ill health 職業病	Health and Safety 健康與安全
<b>Training and Education</b> 訓練與教育			
<b>GRI 404: Training and Education 2016</b> <b>GRI 404：訓練與教育2016</b>	404-1	Average hours of training per year per employee 每名員工每年接受訓練的平均時數	Development and Training 發展和培訓
	404-2	Programs for upgrading employee skills and transition assistance programs 提升員工職能及過渡協助方案	Development and Training 發展和培訓
	404-3	Percentage of employees receiving regular performance and career development reviews 定期接受績效及職業發展檢核的員工百分比	Development and Training 發展和培訓
<b>Child Labour</b> 童工			
<b>GRI 408: Child Labour 2016</b> <b>GRI 408：童工2016</b>	408-1	Operations and suppliers at significant risk for incidents of child labour 營運據點和供應商使用童工之重大風險	Labour Standards, Supply Chain Management, to the best of our Directors' knowledge, there was no operations and suppliers at significant risk for incidents of child labour during the Reporting Period 勞工準則；供應鏈管理；就董事所深知，報告期間本集團並沒有營運據點和供應商使用童工之重大風險

# GRI Content Index

## GRI永續性報導準則內容索引

GRI Disclosure 揭露項目		Location/Notes 位置／備注	
Forced or Compulsory Labour 強迫或強制勞動			
GRI 409: Forced or Compulsory Labour 2016 GRI 409：強迫或強制勞動2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour 具強迫或強制勞動事件重大風險的營運據點和供應商	Labour Standards, Supply Chain Management, to the best of our Directors’ knowledge, there was no operations and suppliers at significant risk for incidents of forced or compulsory labour during the Reporting Period 勞工準則；供應鏈管理；就董事所深知，報告期間本集團並沒有具強迫或強制勞動事件重大風險的營運據點和供應商
Customer Health and Safety 顧客健康與安全			
GRI 416: Customer Health and Safety 2016 GRI 416：顧客健康與安全2016	416-1	Assessment of the health and safety impacts of product and service categories 評估產品和服務類別對健康和安全的衝擊	To the best of our Directors’ knowledge, there was 100% of our significant product categories for which health and safety impacts are assessed during the Reporting Period 就董事所深知，報告期間本集團對100%的重要產品類別進行了健康和影響評估
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services 違反有關產品與服務的健康和安全法規之事件	To the best of our Directors’ knowledge, there was no incidents of non-compliance concerning the health and safety impacts of products and services during the Reporting Period 就董事所深知，報告期間本集團並沒有違反有關產品與服務的健康和安全法規之事件
Customer Privacy 客戶隱私			
GRI 418: Customer Privacy 2016 GRI 418：客戶隱私2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data 經證實侵犯客戶隱私或遺失客戶資料的投訴	To the best of our Directors’ knowledge, there was no substantiated complaints concerning breaches of customer privacy and losses of customer data during the Reporting Period 就董事所深知，報告期間本集團並沒有經證實侵犯客戶隱私或遺失客戶資料的投訴

Note: Any sections of omission in the GRI standards are either considered as not material to the Group and stakeholders or they are not relevant to the Group's business.

註：在GRI標準中省略的任何章節，均被本集團和持份者視為非重要，或與本集團業務無關。

# TCFD Content Index

## 氣候相關財務揭露內容索引表

TCFD's core element 氣候相關財務揭露建議	Disclosure 揭露內容	Section(s) of the Report 本報告章節
<b>Governance</b> 治理	a) Describe the board's oversight of climate-related risks and opportunities a) 描述董事會對氣候相關風險與機遇的監督情況 b) Describe management's role in assessing and managing climate-related risks and opportunities b) 描述管理階層在評估和管理氣候相關風險與機遇的角色	ESG Management Structure ESG管理架構 ESG Management Structure ESG管理架構
<b>Strategy</b> 策略	a) Describe the climate-related risks and opportunities the organisations have identified over the short, medium, and long term a) 描述組織所識別的短、中、長期氣候相關風險與機遇 b) Describe the impact of climate-related risks and opportunities on the organisations' businesses, strategy, and financial planning b) 描述組織在業務、策略和財務規劃上與氣候相關風險與機遇的衝擊 c) Describe the resilience of the organisations' strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario c) 描述組織在策略上的韌性，並考慮不同氣候相關情境（包括2攝氏度或更嚴苛的情境）	Climate Change – Action on Climate Change 氣候變化－應對氣候變化 Climate Change – Action on Climate Change 氣候變化－應對氣候變化 Climate Change – Action on Climate Change 氣候變化－應對氣候變化
<b>Risk Management</b> 風險管理	a) Describe the organisations' processes for identifying and assessing climate-related risks a) 描述組織在氣候相關風險的識別和評估流程 b) Describe the organisations' processes for managing climate-related risks b) 描述組織在氣候相關風險的管理流程 c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisations' overall risk management c) 描述氣候相關風險的識別、評估和管理流程如何整合於組織的整體風險管理制度中	Climate Change – Action on Climate Change 氣候變化－應對氣候變化 Climate Change – Action on Climate Change 氣候變化－應對氣候變化 Climate Change – Action on Climate Change 氣候變化－應對氣候變化

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TCFD's core element 氣候相關財務揭露建議	Disclosure 揭露內容	Section(s) of the Report 本報告章節
<b>Metrics and Targets</b> 指標和目標	a) Describe the metrics used by the organisations to assess climate-related risks and opportunities in line with its strategy and risk management process	Climate Change 氣候變化
	a) 揭露組織依循策略和風險管理流程進行評估氣候相關風險與機遇所使用的指標	
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Greenhouse Gas (GHG) Emissions, Climate Change – Action on Climate Change
	b) 揭露範疇1、範疇2和範疇3(如適用)溫室氣體排放和相關風險	溫室氣體排放：氣候變化－應對氣候變化
	c) Describe the targets used by the organisations to manage climate-related risks and opportunities and performance against targets	Environmental Protection, Climate Change 環境保護：氣候變化
	c) 描述組織在管理氣候相關風險與機遇所使用的目標，以及落實該目標的表現	



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## 永續發展目標內容索引表

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<p>Good health and well-being 良好健康與福祉</p>  	<p>Ensure healthy lives and promote well-being for all at all ages 確保健康的生活，促進各年齡段人群的福祉</p>	<p>Continue to uphold and promote the awareness of health and safety 繼續堅持和促進健康安全意識</p>	<p>In order to enhance our image in the industry as well as bringing improvement into a broader perspective, we support respective governmental departments and local authorities by joining occupational health and safety promotion campaigns and participates various kinds of safety competitions. Our commitment and achievement on occupational health and safety have been recognised by winning multiple relevant awards during the Reporting Period, please refer to the section headed "Awards and Recognitions" for details.</p> <p>為提高在行業中的形象，以及在更廣泛的範圍內實現改善，我們參與支持相關政府部門和地方當局舉辦的職業健康安全促進活動，並參加各種安全競賽。於報告期間，我們對職業健康安全的承諾和成就獲得了多個相關獎項的認可，詳情請參閱「獎項及殊榮」一節。</p>
<p>Quality education 優質教育</p>  	<p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all 確保包容和公平的優質教育，讓全民終身享有學習機會</p>	<p>Offering sufficient training support to employees in fulfilling their job duties and promoting access to learning opportunities for the community 為僱員提供充足的培訓支持以履行其工作職責，並促進社區的學習機會</p>	<p>In the past, we have provided internships for students to enhance their work experience, seminars and talks held at schools to provide guidance to students to facilitate their learning and growth. The Group attaches great importance to its training offered to employees, as we believe that only well-trained employees can fulfil their job duties in a quality, efficient and safe manner. Please refer to the section headed "Development and Training" for details. We have achieved approximately 66% of employees trained during the Reporting Period.</p> <p>過往，我們曾為學生提供實習機會以為其增加工作經驗，並在學校舉辦研討會和講座，為學生提供指導，以促進其學習和成長。本集團非常重視僱員的培訓，因我們相信只有接受良好培訓的僱員方能以高質量、高效率和安全的方式履行其工作職責。詳情請參閱「發展和培訓」一節。於報告期間，我們的僱員培訓率達到約66%。</p>

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Gender equality 性別平等  	Achieve gender equality and empower all women and girls 實現性別平等，增強所有婦女和女童的權能	Continue to uphold and maintain zero tolerance to gender discrimination 繼續堅持和維持對性別歧視的零容忍態度	Our Staff Handbook clearly stated that discrimination in any form is strictly forbidden in our recruitment process and working environment. We have achieved no gender discrimination cases during the Reporting Period. 我們的《員工手冊》明確規定，在招聘過程和工作環境中嚴禁任何形式的歧視。於報告期間，我們實現了無性別歧視個案的成就。
Clean water and sanitation 清潔飲水和衛生設施  	Ensure availability and sustainable management of water and sanitation for all 為所有人提供水和環境衛生並對其進行可持續管理	Ensure wastewater is properly treated before discharge and pursue zero non-compliance cases on laws and regulations relating to wastewater management 確保污水在排放前得到適當處理，並就有關污水管理法律法規的要求追求零違法違規個案	Our environmental policies include stringent procedures of wastewater treatment and we are committed to comply with all relevant environmental regulatory and statutory requirements. We have complied with the requirements of the discharge standards which are applicable to our business nature, such as the Discharge Standard of Water Pollutants for Pharmaceutical Industry Mixing/Compounding and Formulation Category (混裝製劑類製藥工業水污染物排放標準) and Effluent Standards (放流水標準) to ensure proper treatment of wastewater before any discharge is carried out. Also, we have wastewater treatment facilities in place to handle wastewater, wastewater monitoring and sample tests are carried out regularly. We have achieved zero non-compliance cases on laws and regulations relating to wastewater management during the Reporting Period. 我們的環境政策包括嚴格的污水處理程序，我們承諾遵守所有相關的環境監管和法定要求。我們已遵守適用於我們業務性質的排放標準要求，如《混裝製劑類製藥工業水污染物排放標準》和《放流水標準》，以確保污水在進行任何排放之前均得到適當處理。此外，我們設有污水處理設施以處理污水，並定期進行污水監測和樣本測試。報告期間，我們在污水管理法律法規方面實現了零違法違規個案。

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<p>Affordable and clean energy 經濟適用的清潔能源</p>  	<p>Ensure access to affordable, reliable, sustainable and modern energy for all 確保所有人獲得可負擔、可靠和可持續的現代能源</p>	<p>Adopt renewable energy as the main energy source for our operations 採用可再生能源作為業務營運的主要能源</p>	<p>We will seek to incorporate the utilisation of renewable energy into our operations and gradually increase the proportion of the utilisation in future. 我們將尋求將利用可再生能源納入業務營運中，並於未來逐步增加其利用比例。</p>
<p>Decent work and economic growth 體面工作和經濟增長</p>  	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 促進持久、包容性和可持續的經濟增長，充分的生產性就業和所有人獲得體面工作</p>	<p>Pursue zero occupational fatalities and zero work-related injuries 追求零職業死亡和零工傷個案</p>	<p>We have established policies and a series of occupational health and safety measures are in place to provide sufficient support and guidance to maintain good occupational health and safe workplace. We have successfully achieved zero occupational fatalities during the Reporting Period. 我們已建立政策和一系列的職業健康安全措施，以提供足夠的支持和指導，以維持工作場所的良好職業健康安全水平。報告期間，我們成功實現了零職業死亡個案。</p>

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<p>Industry, innovation and infrastructure 產業、創新與基礎建設</p>  	<p>Build resilient infrastructure, promote inclusive as well as sustainable industrialisation and foster innovation 建設具有適應力的基礎設施，促進包容性和可持續的工業化，推動創新</p>	<p>Continue focusing on R&amp;D of our new products and pursue to launch more new products that can help curing rare disease to our existing and newly expanded markets in future 繼續聚焦於新產品研發，並追求於現有市場和未來拓展的新市場推出更多能幫助治療罕見疾病的新產品</p>	<p>The Group maintains a strong and carefully curated project pipeline under difference development stages. More products are expected to be launched in future in the Greater China market, such as CETRAXAL PLUS Ear Drops for Acute Otitis Media. Lee's Pharm focuses on China, Hong Kong and Taiwan market, and is expanding its business to Southeast Asia since 2023 by providing innovative pharmaceutical products, especially in the field of rare diseases. 本集團擁有經過精心策劃的龐大項目管線，該等管線處於不同開發階段。未來將於大中華市場推出更多產品，如治療鼓膜置管急性中耳炎的產品。李氏大藥廠專注於中國、香港和台灣市場，並於2023年透過於罕見疾病領域中提供創新的醫藥產品，從而拓展其業務至東南亞。</p>
<p>Reduced inequalities 減少不平等</p>  	<p>Reduce inequality within and among countries 減少國家內部和國家之間的不平等</p>	<p>Ensure candidates from disadvantage groups have equal employment opportunities and maintain our zero tolerance to any forms of discrimination 確保弱勢社群的求職者擁有平等的就業機會，並維持我們對任何形式歧視的零容忍態度</p>	<p>We have established a series of human resources management policies to define our employment practices, equality is one of the key aspects that we attach with great importance in terms of recruitment and promotion. As a socially responsible employer, we have achieved the Caring Company Logo of the Caring Company Scheme Nomination from the Hong Kong Council of Social Service for four consecutive years. Please refer to the section headed "Awards and Recognitions" for details. 我們已建立一系列人力資源管理政策，以定義我們的僱傭措施，其中在招聘及晉升方面，平等乃我們非常重視的關鍵方面之一。作為肩負社會責任的僱主，我們已連續四年獲得香港社會服務聯會「商界展關懷」計劃提名的「關愛公司」標誌。詳情請參閱「獎項及殊榮」一節。</p>



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<p>Sustainable cities and communities 可持續城市及社區</p>  	<p>Make cities and human settlements inclusive, safe, resilient and sustainable 建設包容、安全、有抵禦災害能力和可持續的城市和人類住區</p>	<p>Ensure sustainable living conditions by gradually cutting down the proportion of waste amount generated from our operation and to mitigate environmental impact 逐步減少由我們營運中產生的廢棄物數量，並減輕對環境造成的影響，以確保可持續的生活條件</p>	<p>Lee's Pharm has embraced sustainability as the fundamental of its business strategy to enhance the value of the company and its business. Our laboratories have been accredited for relevant International Standards, such as ISO/IEC 17025:2017 for pharmaceutical products under Scope HOKLAS 287 and ISO 15189:2012 for medical testing of clinical samples under Scope HOKLAS 860S as acknowledgement on high quality and standard of our products and techniques.</p> <p>李氏大藥廠以可持續性作為其業務戰略的基礎，以增強公司和業務的價值。我們的實驗室已獲得相關國際標準的認證，例如ISO/IEC 17025:2017（範圍HOKLAS 287）用於醫藥產品，及ISO 15189:2012（範圍HOKLAS 860S）用於臨床樣本的醫學檢測，以認可我們產品和技術的高質量和標準。</p> <p>Also, we have established waste management procedures to provide guidance and standards on waste handling and reducing the amount of waste at source. Last but not least, we have implemented a series of measures to mitigate the impact of our operations to the surroundings. Please refer to the sections headed "Environmental Protection" and "Product Responsibility" for details.</p> <p>此外，我們已建立廢棄物管理程序，以提供有關廢棄物處理和實施源頭減廢的指導和標準。此外，我們已實施一系列措施，以減輕我們的業務對周圍環境的影響。詳情請參閱「環境保護」及「產品責任」章節。</p>

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<p>Responsible consumption and production 負責任消費與生產</p>  	<p>Ensure sustainable consumption and production patterns 確保採用可持續的消費和生產模式</p>	<p>Gradually increase the proportion of environmentally friendly materials purchased and keep abreast of market update on environmental friendly products applicable to our business 逐步增加採購環保材料的比例，並關注市場上適用於我們業務的環保產品更新</p>	<p>We have set stringent requirements for our suppliers and subcontractors to comply with when delivering products to our clients. Eco-consciousness as well as social awareness and responsibility are key criteria when considering the selection of suppliers. Communication channels between the Group and its suppliers have been established to keep abreast of new environmental friendly products update that are available in the market and are applicable to our business. Please refer to the section headed "Supply Chain Management" for details.</p> <p>我們已為供應商和分包商設定於交付產品予客戶時必須遵守的嚴格要求，環保意識和社會意識與責任乃我們選擇供應商時的關鍵範疇。我們與供應商之間已建立溝通渠道，以了解市場上適用於我們業務的新環保產品更新。詳情請參閱「供應鏈管理」一節。</p>
<p>Climate action 氣候行動</p>  	<p>Take urgent action to combat climate change and its impacts 採取緊急行動應對氣候變化及其影響</p>	<p>We are committed to the followings when combating climate change and its impacts:</p> <ol style="list-style-type: none"> <li>minimise greenhouse gas emissions;</li> <li>identify opportunities to reduce carbon emissions by making our activities more efficient, greener and cleaner</li> </ol> <p>我們致力於以下事項，以應對氣候變化及其影響：</p> <ol style="list-style-type: none"> <li>將溫室氣體排放量達至最小化；</li> <li>通過使我們的活動更高效、更綠色、更清潔，從而識別減少碳排放的機會</li> </ol>	<p>To help us getting a clear progress on combating climate change, we review relevant targets and policy on a regular basis to manage and monitor our progress in achieving the goals set. Please refer to the section headed "Climate Change" for more actions we have taken and plan to take to combat climate change and its impacts.</p> <p>為幫助我們明確評估應對氣候變化的進展，我們定期檢視相關目標和政策，以管理和監察我們實現所設定目標的進度。我們已實施或計劃實施以應對氣候變化的具體措施和計劃請參閱「氣候變化」一節。</p>

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<p>Life below water 水下生物</p>  	<p>Conserve and sustainably use the oceans, seas and marine resources for sustainable development 保護和可持續利用海洋和海洋資源以促進可持續發展</p>	<p>Avoid water pollution caused by our operations to help preserving the natural habitat of the ocean 避免因業務營運導致水污染，以有助於保護海洋的自然棲息地</p>	<p>Our environmental policies include stringent procedures of wastewater treatment and we are committed to prevent environmental pollution including water. We have complied with the requirements of the discharge standards which are applicable to our business nature, such as the Discharge Standard of Water Pollutants for Pharmaceutical Industry Mixing/Compounding and Formulation Category (混裝製劑類製藥工業水污染物排放標準) and Effluent Standards (放流水標準) which we consider as making contribution to protect the marine life by minimising the impact of wastewater to the ocean. Please refer to the section headed "Water Consumption and Wastewater Management" for measures and actions we have implemented to mitigate the impact and risk of water pollution caused by our operations.</p> <p>我們的環境政策包括嚴格的污水處理程序，並致力於預防環境污染，包括水污染。我們已遵守適用於我們業務性質的排放標準，例如《混裝製劑類製藥工業水污染物排放標準》和《放流水標準》。我們認為，通過減少污水對海洋的影響，可以為保護海洋生態作出貢獻。有關我們已實施的措施和行動，以減輕業務營運對水污染的影響和風險，請參閱「水資源消耗和污水管理」一節。</p>

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<p>Life on land 陸地生物</p>  	<p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p> <p>保護、恢復和促進可持續利用陸地生態系統，可持續管理森林，防治荒漠化，制止和扭轉土地退化，遏制生物多樣性的喪失</p>	<p>Avoid land pollution caused by our operations to preserve natural habitat</p> <p>避免因業務營運對土地造成污染以保護自然棲息地</p>	<p>Our environmental policies include stringent procedures of waste management and we are committed to prevent environmental pollution including waste dumping on land. We pay extra care in our operation on minimising the generation of hazardous waste and the generation of non-hazardous waste by implementing a series of measures and initiatives, including but not limited to hiring licensed clinical waste collectors to handle our hazardous clinical wastes.</p> <p>我們的環保政策包括嚴格的廢棄物管理程序，我們致力於防止環境污染，包括在土地上傾倒廢棄物。在業務營運中，我們已透過實施一系列措施和倡議彰顯對減少危險廢物和非危險廢物產生的特別關注，包括但不限於僱用持牌的醫療廢棄物收集公司處理我們的有害醫療廢棄物。</p> <p>Please refer to the section headed "Environmental Protection" for measures and actions we have implemented to mitigate the impact and risk of land pollution caused by our operations.</p> <p>請參閱「環境保護」一節，以了解我們所採取的措施和行動，以減輕業務營運對土地造成的污染和風險。</p>
<p>Peace, justice and strong institutions 和平、正義與強大機構</p>  	<p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p> <p>倡建和平、包容的社會以促進可持續發展，讓所有人都能訴諸司法，在各級建立有效、負責和包容的機構</p>	<p>Promote the sense of anti-corruption in terms of personal conduct as well as business practices and pursue zero occurrence of corruption cases</p> <p>促進反貪污意識，包括個人行為和商業實踐，並追求零貪污個案發生</p>	<p>We have established stringent policies on anti-corruption by providing definitions of corruption behaviours to enhance the awareness and knowledge of our employees to understand the nature of corruption and to mitigate the risk of any unintentional offence. Please refer to the section headed "Anti-corruption" for more details.</p> <p>我們已制定嚴格的反貪污政策，並提供貪污行為的定義，以增強僱員意識和知識，從而了解貪污的性質，並減輕任何意外犯罪風險。詳情請參閱「反貪污」一節。</p>



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Partnerships for the goals 促進目標實現的夥伴關係  	Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development 加強執行手段，重振可持續發展全球夥伴關係	To continue upholding our support in the development of biotechnology and pharmaceutical industry to pursue a more sustainable future 為持續支持生物科技和藥品製造業的發展，以追求更高可持續性的未來	<p>The Group has been proactively making contributions to the development of the biotechnology and pharmaceutical industry from the past up to now. We are pleased to announce that we have participated in the high-profile 88<sup>th</sup> PharmChina event and BIOHK2024 which provided win-win new product management models for service providers and potential partners as well as facilitated exchanges and business connections with leading experts and partners in the industry. It also facilitated the promotion of the development in biotechnology. Please refer to the section headed "Community Investment" for more details.</p> <p>本集團一直以來積極為生物科技及製藥業的發展作出貢獻。我們欣然宣布，我們已參與備受矚目的第88屆全國藥品交易會和BIOHK2024，為服務提供者和潛在合作夥伴提供了雙贏的新產品管理模式，並促進了與業內領先專家和合作夥伴的交流和業務聯繫。同時亦有利於促進生物科技的發展。詳情請參閱「社區投資」一節。</p>

