
四环医药
SihuanPharm
Sihuan Pharmaceutical Holdings Group Ltd.
四環醫藥控股集團有限公司
(incorporated in Bermuda with limited liability)
（於百慕達註冊成立之有限公司）
Stock Code 股份代號：0460
mei
渼 | 颜 | 空 | 间 MEIYAN SPACE
SYLFIRMX
persnica
斯弗妍
聚乳酸面部填充剂
POLY LACTIC ACID FACIAL FILLER
LIVIGI 冻妍
轩竹生物
Xuanzhu Biopharm
惠升生物
Huisheng Pharm
2025
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會及管治報告

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關於本報告
About the Report

本報告是四環醫藥控股集團有限公司連同其子公司(「**四環醫藥**」、「**本集團**」或「**我們**」)發佈的第十份環境、社會及管治報告(下稱「**本報告**」),全面闡釋四環醫藥二零二五年度在環境、社會及管治方面的實踐表現。

報告週期

本報告為年度報告。本年度報告於二零二六年三月三十一日獲得董事會批准發佈。

報告範圍

本報告涵蓋本集團於二零二五年一月一日至二零二五年十二月三十一日期間(「**本年度**」)在履行環境與社會責任方面的表現。環境數據範圍覆蓋四環醫藥集團總部及附屬四大業務板塊:創新藥(軒竹生物[1])、生物藥(惠升生物[2])、醫美(渼顏空間[3])及仿製藥(含原料藥和中藥)。本報告覆蓋我們擁有運營控制權或對我們的環境、社會及管治方面有顯著影響的所有業務單位。本報告的內容亦聚焦於我們在經濟、環境及社會方面影響最顯著的重大可持續發展領域,以及我們的利益相關方最關注的領域。

報告標準

本報告嚴格遵循香港聯合交易所有限公司(下稱「**聯交所**」)證券主板上市規則附錄C2闡述的《環境、社會及管治報告守則》(下稱「**ESG守則**」)的規定編製。

報告流程

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

報告發佈方式

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

This report is the tenth environmental, social and governance report (the "**Report**") published by Sihuan Pharmaceutical Holdings Group Ltd. and its subsidiaries (collectively referred to as "**Sihuan Pharmaceutical**", the "**Group**" or "**We**"). It comprehensively explains the practice performance of Sihuan Pharmaceutical in environmental, social and governance matters in 2025.

REPORT CYCLE

The Report is an annual report. This annual report was approved by the board of directors (the "**Board**") on 31 March 2026.

SCOPE OF THE REPORT

The Report covers the achievements of the Group in the performance of environmental and social responsibilities during the period from 1 January 2025 to 31 December 2025 (the "**Year**"). The environmental data covers the headquarters of Sihuan Pharmaceutical and its four major business segments: innovative drugs (Xuanzhu Biopharm[1]), biologics (Huisheng Biopharm[2]), medical aesthetics (Meiyan Space[3]), and generic drugs (including active pharmaceutical ingredients (APIs) and traditional Chinese medicine). The Report covers all business units where we had operational control or which have significant impact on environmental, social and governance aspects. The contents of the Report also focus on the major sustainable development areas which have the most significant economic, environmental and social impacts, and the areas where our stakeholders are most concerned about.

REPORTING STANDARDS

The Report was prepared strictly in accordance with the Environmental, Social and Governance Reporting Code (the "**ESG Reporting Code**") under Appendix C2 to the Main Board Listing Rules issued by The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**").

PROCEDURE OF THE REPORT

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

FORMS OF PUBLICATION

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

1 軒竹生物科技股份有限公司(「**軒竹生物**」)
2 惠升生物製藥股份有限公司(「**惠升生物**」)
3 北京渼顏空間生物醫藥有限公司(「**渼顏空間**」)

1 Xuanzhu Biopharmaceutical Co., Ltd. ("**Xuanzhu Biopharm**")
2 Huisheng Biopharmaceutical Co., Ltd. ("**Huisheng Biopharm**")
3 Beijing Meiyan Space Biomedical Co., Ltd ("**Meiyan Space**")

報告原則回應

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

RESPONSE TO REPORTING PRINCIPLES

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

原則 Principle	定義 Definition	本集團的回應 Response from the Group
重要性 Materiality	當董事會釐定有關環境、社會及管治事宜會對投資者及其他持份者產生重要影響時，發行人就應作出匯報。就《ESG守則》D部分而言，發行人須披露合理預期可能影響其短期、中期或長期現金流量、融資渠道和資本成本的氣候相關風險和機遇。 When the Board determines that ESG matters have a material impact on investors and other stakeholders, the issuer should report accordingly. For the purposes of Part D of the ESG Reporting Code, issuers must disclose climate-related risks and opportunities that are reasonably expected to affect their short-term, medium-term, or long-term cash flows, access to financing, and cost of capital.	結合本集團發展戰略、行業與業務狀況，與利益相關方溝通交流，識別當前的重要性議題，並按照《ESG守則》D部分要求披露氣候相關信息。 By integrating the Group's development strategy, industry context, and business operations with stakeholder engagement, it identifies current material issues and discloses climate-related information in accordance with Part D of the ESG Reporting Code.
量化 Quantitative	有關歷史數據的關鍵績效指標須可予計量。發行人應訂下減少個別影響的目標（可以是實際數字或方向性、前瞻性的聲明）。這樣，環境、社會及管治政策及管理系統的效益可被評估及驗證。量化數據應附帶說明，闡述其目的及影響，并在適當的情況下提供比較數據。 Key performance indicators (KPI) for historical data must be measurable. Issuers should establish targets to reduce individual impacts (which may be numerical or directional, forward-looking statements). This enables the effectiveness of ESG policies and management systems to be assessed and verified. Quantitative data should be accompanied by explanations of their purpose and impact, and comparative data should be provided where appropriate.	本集團已就本年度的關鍵績效指標信息進行量化披露，並與上一年度表現進行比較，同時予以文字闡釋，以便利益相關方能清晰理解本集團整體績效。 The Group has made quantitative disclosures on KPIs' information of the Year, compared with the performance of the last year, and provided textual explanations so that stakeholders can clearly understand the overall performance of the Group.
平衡 Balance	報告信息應不偏不倚地呈報發行人的表現，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。 Reported information should present the issuer's performance impartially, avoiding selections, omissions, or presentation formats that could improperly influence the decisions or judgments of readers.	本報告詳盡闡述本集團的工作成果及所面對的挑戰，並披露相關量化信息，以便合理分析和比較。 The Report elaborates on the Group's achievements and challenges and discloses relevant quantitative information for reasonable analysis and comparison.
一致性 Consistency	發行人應使用一致的披露統計方法，令環境、社會及管治數據日後可作有意義的比較。 Issuers should employ consistent statistical disclosure methods to enable meaningful comparisons of ESG data over time.	本集團已比較不同範疇在目前及過去的關鍵績效指標及信息，以便利益相關方對其績效作逐年比較。 The Group has compared its current and previous KPIs and information for different categories to enable stakeholders to compare their performance.

非凡二零二五
An Extraordinary 2025

四環醫藥始終懷揣「成為具有競爭力的國際化製藥企業」的美好願景，肩負「創新服務於人類健康」的使命，堅持「醫美及創新藥」雙輪驅動戰略，致力於打造中國領先醫美及生物製藥平台，在不斷夯實自身業務基礎的同時，踐行企業社會責任，為人類健康保駕護航。二零二五年，我們在ESG管理、創新研發等方面獲得了多項殊榮，舉例如下：

Sihuan Pharmaceutical has always adhered to the vision of "becoming a competitive international pharmaceutical company" and the corporate mission of "innovation for human health". We also insist in the strategy driven by "medical aesthetics and innovative drugs", and are committed to building China's leading medical aesthetics and biopharmaceutical platform. While continuously consolidating its business foundation, it also practices corporate social responsibility and protects human health. In 2025, we won a number of awards in ESG management, innovative research and development, etc. Examples are as follows:



2025年第四屆國際綠色零碳節暨2025年ESG領袖峰會
「2025 ESG傑出上市公司獎」
"2025 ESG Outstanding Listed Company Award" of
The 4th International Green Zero-Carbon Festival 2025 and
ESG Leadership Summit 2025

入選標普全球
《可持續發展年鑒(中國版)2025》
Included in S&P Global's 2025
Sustainability Yearbook (China Edition)





2025年廈門產業發展大會
暨金圓集團杯 • 上市公司(港股)金牛獎
「成長價值金牛獎」
"Golden Bull Award for Growth Value" of
2025 Xiamen Industrial Development Conference &
Jinyuan Group Cup • Listed Companies (Hong Kong Stocks)
Golden Bull Award

四環醫藥漢顏空間獲得
「領袖企業」、「領袖人物」、「創新技術」
三項大獎
Sihuan Pharmaceutical's Meiyan Space won three awards
including "Leading Enterprise", "Leading Figure", and
"Innovative Technology"



本集團始終將可持續發展理念深度融入企業運營戰略核心，持續完善可持續發展治理體系，健全ESG組織架構與長效運行機制，全面踐行企業社會責任。同時，我們搭建多元化利益相關方溝通渠道，積極回應各界對本集團可持續發展管理的關注與期待，更依託自身技術積澱與成熟管理經驗，廣泛傳遞可持續發展理念，攜手各方共同推動行業可持續發展管理體系的建設與進階。

The Group is committed to in-depth integration of the concept of sustainable development into core corporate operation strategies by continuously refining the sustainable development governance system and improving an ESG organisational structure and long-term operating mechanism, in full compliance with corporate social responsibility. At the same time, we have established diversified stakeholder communication channels to actively respond to the concerns and expectations on sustainable development management from all walks of life. The Group delivers sustainable development concepts extensively and joins hands with others to jointly facilitate the construction and advancement of the sustainable development management system of the industry in reliance on our own technical experience and mature management experience.

深化可持續發展治理

1、 ESG管治理念

我們以聯合國可持續發展目標（「**SDGs**」）為指引，結合自身業務特點以及各利益相關方的訴求，不斷探索本集團的可持續發展方向。我們充分審視自身ESG發展現況，從「產品、環境、社區、人」四個維度，梳理和分析了本集團可持續發展與SDGs的關聯程度，並將與本集團可持續發展管理密切相關的SDGs融入ESG運營管理中。

DEEPENING SUSTAINABLE DEVELOPMENT GOVERNANCE

1. ESG Governance Concept

Under the guidance of the United Nations Sustainable Development Goals ("**SDGs**"), we have integrated our business characteristics and demands of stakeholders to continuously explore the direction of sustainable development of the Group. We have reviewed the current status of our own ESG development thoroughly from four dimensions of "products, environment, community, and people" to scrutinize and analyze the degree of correlation between the Group's sustainable development and the SDGs. The Group will integrate the SDGs that are closely related to the Group's sustainable development management into our ESG operation management.

肩負責任
Assuming responsibility

產品
Product



環境
Environment



構建信賴
Building trust

人
People

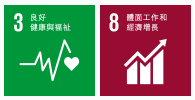
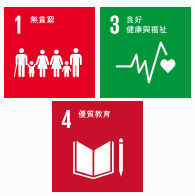


社區
Community



可持續發展管理
Sustainable Development Management

針對不同的責任領域，我們設立ESG管理目標，並充分發揮本集團的技術和產品優勢，針對性採取責任管理舉措，在不斷強化自身ESG管治能力的基礎上，肩負起企業責任，以負責任的態度看待並提升ESG表現，持續打造值得信賴的企業形象。

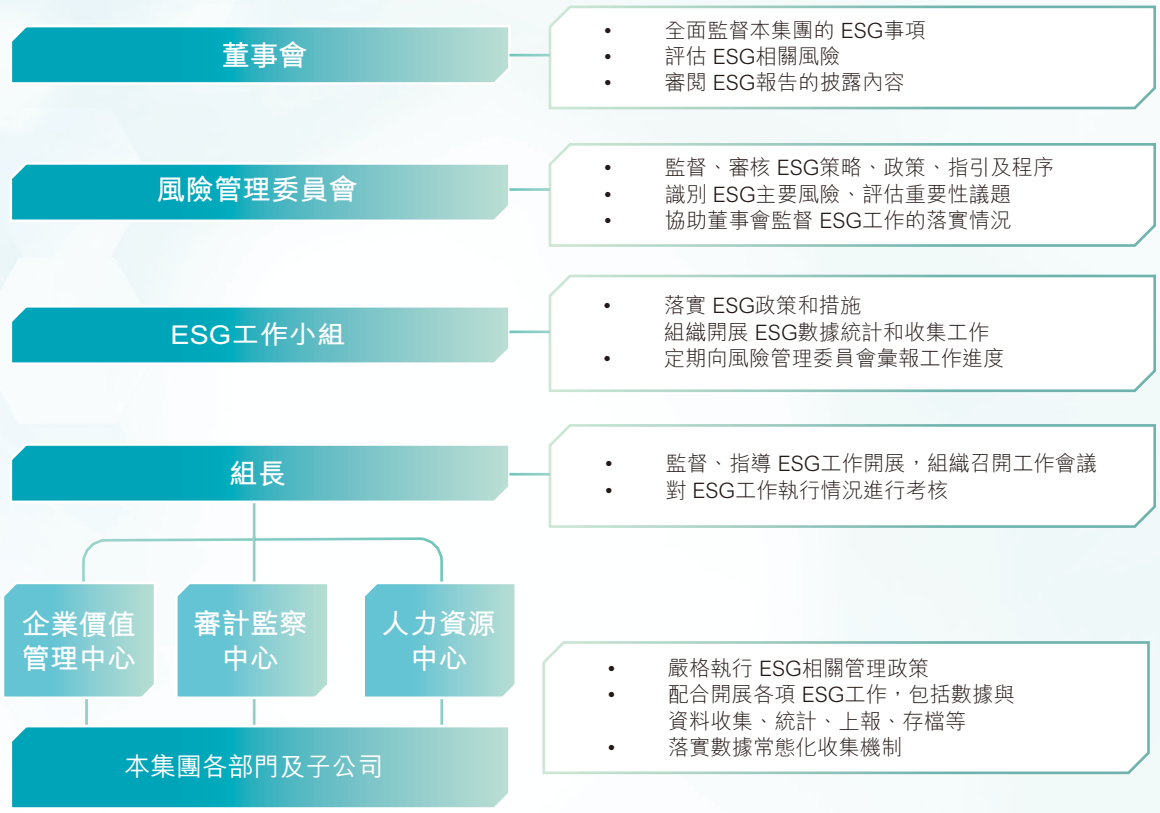
	責任領域	責任舉措	ESG管理目標	響應 SDGs
責任於行 共享未來	**健康責任** 堅守品質保障 引領健康未來	• 持續推進研發創新，助力醫療普惠 • 加強研發投入，升級產品研發體系，推進關鍵性藥品領域研究 • 優化產品質量管理體系，保障用藥安全	持續加強創新研發投入，提供優質可及的產品，嚴格遵守質量管理規範，開展全生命週期的質量管控，保障產品使用安全，為客戶創造最大的價值。	
	綠色責任 牢記安全使命 踐行綠色承諾	• 提升能源及資源利用效率，持續探索低碳減排潛力 • 強化三廢管理，落實環境合規管理 • 建立完善的安全管理體系，守護員工健康	強化生產安全管理，持續優化環境管理體系，提高資源利用效率，減少污染排放，並積極響應國家「碳達峰」「碳中和」目標，助力全球氣候變化應對。	
	治理責任 夯實責任根基 傳播清風正氣	• 建立內部監督機制和廉潔建設體系 • 持續開展商業道德及反貪腐培訓 • 建立完善的利益相關方溝通機制	進一步加強廉潔建設，通過內部監督機制、合規培訓等措施，強化廉潔管控，保障合規運營。	
信賴於心 共繪美好	**聚焦人才** 激發人才活力 共享發展成果	• 關注員工發展，強化人才發展與培訓管理 • 保障員工權益，建立全面的薪酬與福利體系 • 暢通員工溝通渠道，構建平等多元的工作環境	堅持以人為本，通過完善的人才發展體系，培育員工，並從員工福利、員工健康與安全、員工權益等方面強化管理，加強員工歸屬感，實現員工與企業共同發展。	
	並進共贏 攜手責任並進 共創行業繁榮	• 建立供應商全生命週期管理體系，實行分級分類管理 • 加強供應商溝通交流，持續推進可持續供應鏈建設	持續強化供應商管理，積極關注供應鏈的ESG風險，攜手供應商構建綠色、可持續的商業生態。	
	關懷社會 投身社會公益 共築美好生活	• 持續助力鄉村振興 • 建立教育發展基金會 • 投身公益助力社區發展	持續參與社會公益事業，積極履行自身肩負的社區使命，為社區發展貢獻四環力量。	

We have set up ESG management goals targeting different responsible fields, fully utilizing the skills and product advantages of the Group to take targeted responsibility management measures. On the basis of continuously strengthening our ESG governance capabilities, the Group assumes its corporate responsibilities and improves ESG performance in a responsible manner, thereby consistently creating a trustworthy corporate image.

	Responsible fields	Responsible measures	ESG management goals	Responding to SDGs
Act with Responsibility and Share the Future	**Health Responsibility** Adhering to Quality Assurance to Lead a Healthy Future	• Continuously facilitating R&D and innovation to promote inclusive health care • Increasing investment in R&D, upgrading the product R&D system, promoting research in key drug areas • Optimizing product quality control system to ensure the safety of drug use	Continuously increase innovation and R&D investment, provide quality and accessible products, strictly comply with quality control regulations and carry out quality control throughout the life cycle to ensure the safety of product use and create maximum value for customers.	
	Green Responsibility Keeping the Safety Mission in Mind and Fulfilling Green Commitments	• Improving the efficiency of energy and resource use to explore the potential of carbon emission reduction • Strengthening the management of three wastes to put the environmental compliance management in place • Establishing a complete safety management system to protect employee health	Strengthen work safety management, continuously optimize the environmental management system, improve resource utilization efficiency, reduce pollution and emissions, and actively respond to the national "carbon peak" and "carbon neutrality" goal to help combat global climate change.	
	Governance Responsibility Laying a Solid Foundation for Responsibility and Fostering a Culture of Integrity	• Establishing internal supervision mechanism and integrity system • Continuously carrying out training on business ethics and anti-corruption • Providing a more effective mechanism for stakeholder communication	Further uphold integrity and enhance integrity management through measures such as internal supervision mechanism and compliance training to ensure compliant operation.	
Trusting with Heart and Creating a Better Future	**Empowering Talents** Stimulating the Vitality of Talents and Sharing the Development Results	• Focusing on employee development, strengthening talent development and training management • Protecting employees' rights and interests, establishing a comprehensive compensation and benefit system • Providing a more effective employee communication channel and building an equal and diverse working environment	Uphold the people-oriented concept, cultivate employees through a perfect talent development system, and strengthen management in terms of employee welfare, employee health and safety, and employee rights and interests to enhance employees' sense of belonging and realize the common development of employees and the enterprise.	
	Progressing Together and Achieving Win-win Results Working Together with Responsibility to Create Prosperity for the Industry	• Establishing a full life cycle management system for suppliers and implementing classification management • Enhancing communication with suppliers, and continuously promoting the construction of a sustainable supply chain	Continuously strengthen supplier management, focus on ESG risks in the supply chain, and work with suppliers to build a green and sustainable business ecosystem.	
	Caring for the Society Devoting to Social Public Welfare for a Happy Life	• Continuing to support rural revitalization • Establishing the foundation for educational development • Contributing to community development	Continue to participate in social philanthropy undertakings and actively fulfil our mission to contribute to the community development.	

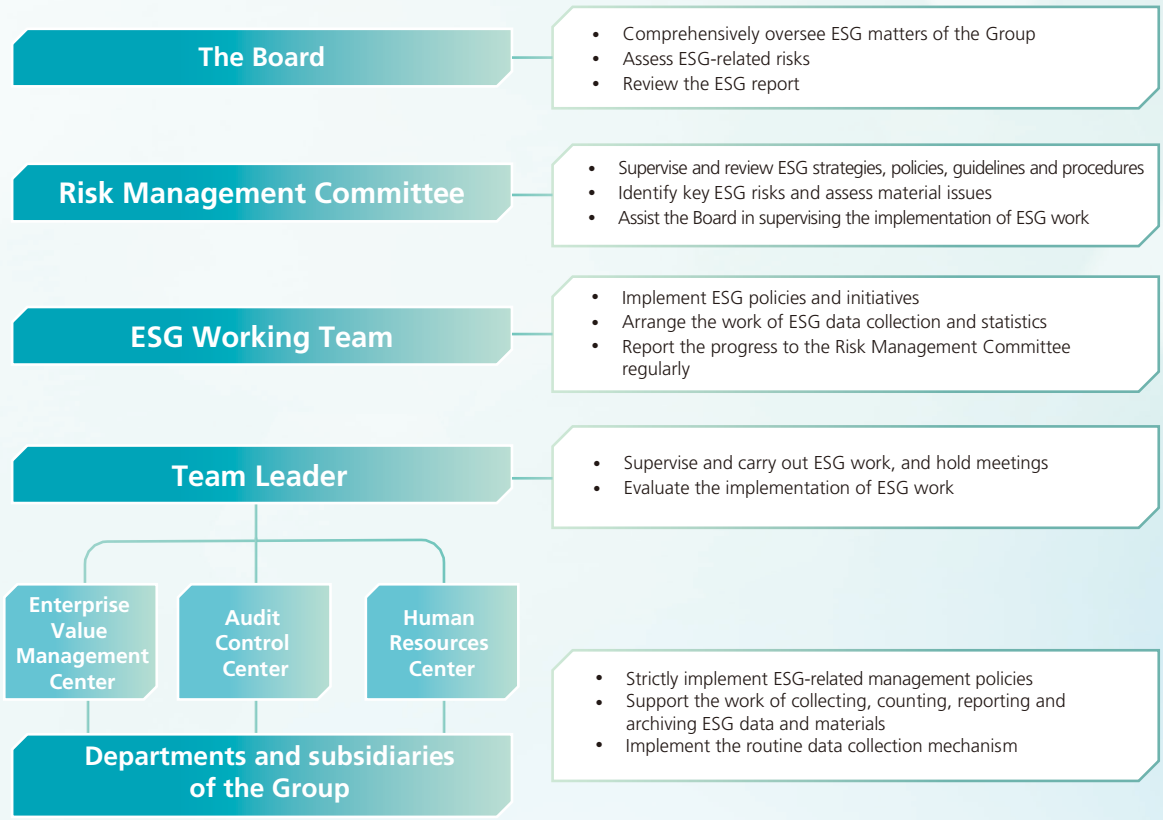
2、 ESG管治架構

本集團致力於構建完善的ESG管理體系和運作機制。我們建立了以董事會為最高決策機構的三級ESG管理架構，執行《四環醫藥集團ESG管理辦法》，認真落實各項ESG相關事宜及其管理職責。



2. ESG Governance Structure

The Group is dedicated to constructing an ESG governance structure and operational mechanism. We established a three-tier ESG governance structure with the Board as the highest decision-making level to execute "ESG Management Measures of Sihuan Pharmaceutical" and address various ESG-related issues along with our management responsibilities in a cautious manner.



3、 董事會聲明

本集團高度重視ESG管理，將綠色低碳、員工關懷、社會貢獻等責任理念與企業運營決策進行有機融合。為有效踐行ESG管治理念，我們建立了科學有效ESG管治架構，全面提升ESG相關事宜的決策、管理及執行效率，落實ESG責任管理。

為提升ESG管理質效，我們不斷優化ESG管理工作流程，持續落實數據及資料常態化收集機制，並檢查ESG相關資料與數據提報的準確性等。同時，我們建立了ESG績效考核機制，將ESG管理工作納入負責人年度考核，以監督相關負責人的ESG工作執行情況。ESG工作小組負責全面檢查各子公司提報數據和資料的準確性、完整性、及時性，綜合評估數據提供部門和負責人的相關工作，將評估情況納入季度和年度的績效考核範圍。

展望未來，我們將貫徹並加速「醫美+創新藥」雙輪驅動戰略，持續以創新研發驅動，助力實現打造中國領先醫美和生物醫藥企業的戰略目標。同時，我們將繼續履行企業社會與環境責任，聚焦「產品、環境、社區、人」四個領域，累積創新力量，通過落實全面的可持續發展管理舉措，努力達成各利益相關方的期望，攜手各方助力可持續發展目標的實現。

3. Board Statement

The Group attaches great importance to ESG management and organically integrates responsible concepts of green and low-carbon, employee care and social contribution into the Group's corporate operation and decision-making. To implement effective ESG management, we have established a science-based and effective ESG governance framework which comprehensively improves the efficiency of decision-making, management and execution of ESG-related matters so as to implement the ESG responsibility management.

To improve the quality and efficiency of ESG management, we have optimized the management workflow continuously by implementing information and normalized data collection mechanism and reviewing the accuracy of ESG-related information with data submission. At the same time, we have established an ESG performance appraisal mechanism which incorporate ESG management into the annual appraisal of the person in charge, in a bid to supervise the implementation of the ESG work. The ESG Working Team is responsible for comprehensively assessing the accuracy, completeness and timeliness of the information and materials submitted by each subsidiary, evaluating the relevant work of the department and person in charge of providing data, and including the evaluation results into the quarterly and annual performance appraisal.

Looking ahead, we will accelerate the implementation of the strategy of "medical aesthetics + innovative drugs" driven by innovation and R&D, with an aim to realize the strategic goal of being a leading medical aesthetics and biopharmaceutical company in China. Also, we will continue to fulfill our corporate social and environmental responsibilities, focusing on the four areas of "products, environment, community, and people" to accumulate innovative strengths, and strive to meet the expectations of all stakeholders through the implementation of comprehensive sustainable development management measures, and work with all parties to realize the sustainable development goals.

推動利益相關方參與

1、 利益相關方溝通

本集團重視利益相關方溝通，通過面談、郵件、電話、座談會等多元化溝通渠道，積極了解政府、投資者、客戶、員工、供應商等利益相關方的關注重點及意見，針對性回應利益相關方的期望和訴求，持續提升四環醫藥的可持續發展水平。

PROMOTING STAKEHOLDER ENGAGEMENT

1. Communication with Stakeholders

The Group attaches great importance to communication with stakeholders through diversified communication channels including meetings, mails, telephone calls and seminars in order to understand the key concerns and opinions of stakeholders including the government, investors, customers, employees and suppliers. Sihuan Pharmaceutical responds to the expectations and demands of stakeholders in a targeted manner to continuously improve our sustainable development standards.

利益相關方 Stakeholders	關注議題 Issues of concern	溝通回應方式 Ways of communication and response
 **政府／監管機構** **Government/regulatory departments**	合法合規經營 Legal and compliant operation	遵守法律法規 Observing laws and regulations
	企業管治水平 Corporate governance level	信息披露 Information disclosure
	支持地方經濟 Supporting the local economy	創造就業機會 Creating job opportunities
 **股東／投資者** **Shareholders/investors**	經營業績 Operating performance	提高盈利能力 Improving profitability
	公司透明度 Corporate transparency	召開股東大會 General meeting
	反腐敗 Anti-corruption	完善內部政策 Improving internal policies
	風險管理 Risk management	加強風險管控 Strengthening risk management and control
 **客戶／分銷商** **Customers/distributors**	藥物安全質量 Drug safety and quality	健康宣傳 Health promotion
	服務質量 Service quality	客戶服務中心和熱線 Customer service center and hotline
	知識產權保護 Intellectual property protection	處理詢問和投訴 Addressing inquiries and complaints
	負責任營銷 Responsible marketing	搭建客戶溝通平台 Building a customer communication platform
	客戶信息與隱私保護 Customer information and privacy protection	定期回訪 Regular visits

可持續發展管理
Sustainable Development Management

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

2、 重要性評估

本集團通過利益相關方溝通，基於行業特點及本集團實際運營情況，開展重要性評估。本年度，我們通過以下四個步驟判定重要性議題：

2. Materiality Assessment

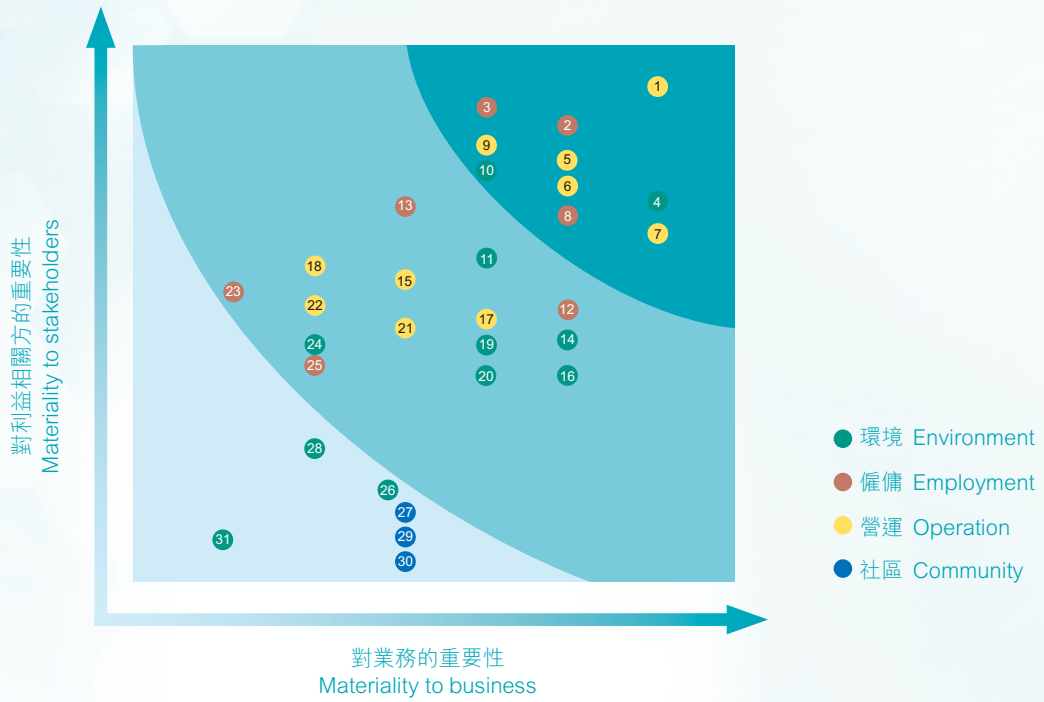
Through communication between the Group and stakeholders, materiality assessment has been carried out based on industrial characteristics and the actual operation of the Group. During the Year, we determined material issues through the following four steps:

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

可持續發展管理
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以下為二零二五年度重要性評估結果：

The following are the materiality assessment results of 2025:



重要性程度 Importance	序號 No.	ESG議題名稱 ESG-related issues
非常重要議題 Very important issues	1	產品安全與質量 Product safety and quality
	2	合法合規僱傭 Compliance with labour laws and regulations
	3	職業健康與安全 Occupational health and safety
	4	污水處理與合規排放 Wastewater treatment and legal discharge
	5	客戶服務品質 Quality of customer service
	6	研發及創新 R&D and innovation
	7	供應鏈環境及社會風險管控 Environmental and social risk control of the supply chain
	8	員工培訓與發展機會 Staff training and development opportunities
	9	客戶信息安全與隱私保護 Customer information security and privacy protection
	10	有害廢棄物管理 Hazardous waste management

重要議題 Important issues	11	清潔生產 Clean production
	12	人才吸納與團隊建設 Talents attraction and team building
	13	員工權益保障 Protection of employee rights and interests
	14	廢氣管理 Air pollutant management
	15	反腐敗與內控管理 Anti-corruption and internal control management
	16	包材合理使用和減少浪費 Reasonable use of packaging materials and reduction of waste
	17	廉潔培訓與宣傳 Integrity training and publicity
	18	保障知識產權 Protection of intellectual property rights
	19	綠色辦公 Green office
	20	能耗管理 Management of energy consumption
	21	供應商管理 Supplier management
	22	負責任營銷 Responsible marketing
	23	薪酬與福利 Compensation and benefits
	24	水資源使用與節水措施 Use of water resources and water-saving measures
	25	多元化與平等機會 Diversity and equal opportunities
次重要議題 Less important issues	26	溫室氣體排放 Greenhouse gas ("**GHG**") emission
	27	帶動地方就業 Promotion of local employment
	28	保護動物權益 Protection of animal rights
	29	社區參與及公益活動 Community involvement and charitable activities
	30	關愛社區健康 Care for community health
	31	氣候變化減緩與適應 Mitigation of and adaption to climate change

相較於上年度，本年度本集團內外部利益相關方將產品安全與質量、合法合規僱傭、職業健康與安全、污水處理與合規排放、客戶服務品質、研發及創新等作為本集團在可持續發展方面的重要事宜，並加強對供應鏈環境及社會風險管控、有害廢棄物管理等事宜的關注。本集團將在後續章節就核心議題進行重點闡釋，以回應各利益相關方的關注與期待。

Compared to the previous year, internal and external stakeholders of the Group have prioritized product safety and quality, legal and compliant employment, occupational health and safety, wastewater treatment and regulatory discharge, customer service quality, R&D, and innovation as key matters for the Group's sustainability. There has also been an increased focus on the management of environmental and social risks within the supply chain and hazardous waste management. The Group will elaborate on these core issues in the subsequent sections to address the concerns and expectations of various stakeholders.

責任於行，共享未來
ACT WITH RESPONSIBILITY AND SHARE THE FUTURE

四環醫藥始終以創新為驅動、以誠信為基石，堅守品質初心與安全底線，踐行綠色發展使命。我們通過全方位、全流程的質量管控體系與精益求精的優質服務，持續提升產品與服務的可及性、安全性，同時嚴格推進EHS管理與合規管理常態化、精細化，為企業穩健經營築牢堅實根基，實現環境保護與高質量發展的良性平衡。未來，我們將以責任為引領、行動為支撐，深耕細作、篤行致遠，續寫高質量發展新征程。

Driven by innovation and rooted in integrity, Sihuan Pharmaceutical, steadfastly adheres to the principles of quality and safety and upholds its commitment to green development. Through a comprehensive quality control system and commitment to excellence in service, we continuously enhance the accessibility and safety of our products and services. At the same time, we rigorously advance the normalization and refinement of our EHS (Environmental, Health, and Safety) and compliance management, solidifying a strong foundation for stable operations and achieving a good balance between environmental protection and high-quality development. Moving forward, we will be guided by responsibility, supported by action, and dedicated to meticulous work to forge a new path for high-quality development.

我們的關注 Our concerns	我們的行動 Our actions	回應 SDGs
健康責任 堅守品質保障 引領健康未來 Health Responsibility Adhering to Quality Assurance to Lead a Healthy Future	• 渼顏空間成功構建覆蓋「肉毒毒素+玻尿酸+再生材料+光電設備+動能素」的五大核心品類佈局 • 海外國家或地區持有且維持有效的授權專利90餘件 • 優化信息安全基礎設施，確保各生產運營系統穩定運行 • Meiyan Space has successfully established a comprehensive strategic layout encompassing five core product categories: botulinum toxin, hyaluronic acid, regenerative materials, energy-based devices, and skin boosters • Holding and maintaining more than 90 valid granted patents in overseas countries or regions • Optimised information security infrastructure to ensure the stable operation of each production and operation system	
綠色責任 牢記安全使命 踐行綠色承諾 Green Responsibility Keeping the Safety Mission in Mind and Fulfilling Green Commitments	• 制定並要求各子公司簽訂《二零二五年度EHS管理目標責任書》 • 建立並完善EHS風險防範與控制措施 • 制定適用於本集團及所有子公司的《重大氣候風險管理制度》 • Formulated and required each subsidiary to sign the "Letters of Responsibility for EHS Management Goals in 2025" • Established and improved EHS Risk Prevention and Control Measures • Formulated the "Material Climate Risk Management System" applicable to the Group and all of its subsidiaries	
治理責任 夯實責任根基 傳播清風正氣 Governance Responsibility Laying a Solid Foundation for Responsibility and Fostering a Culture of Integrity	• 制定並實施適用於本集團及下屬子公司所有員工、供應商以及經銷商的合規管理要求 • 為全體董事及全體員工開展合規培訓 • 零涉及貪污腐敗、歧視或騷擾、客戶隱私洩露、洗錢或內部交易、利益衝突等相關違規事件 • Developed and implemented compliance management requirements applicable to all employees of the Group and its subsidiaries, suppliers and distributors • Conducted compliance training for all directors and all staff • No related non-compliance incidents involving corruption, discrimination or harassment, leakage of customer privacy, money laundering or insider dealing, conflict of interest, etc.	



健康責任－堅守品質保障，引領健康未來

四環醫藥致力於守護患者健康，持續投入藥品研發，積極引進研發人才，致力於加強技術創新、推動產品迭代。同時，本集團嚴控產品質量，實行全流程的生產質量和臨床試驗質量管理，並不斷優化藥物警戒管理體系，妥善處置不良事件，確保患者用藥安全。本集團亦堅持負責任營銷，持續提供卓越服務，讓優質醫療資源惠及更多人群，用實際行動為「健康中國」行動貢獻力量。

1、 推動創新，助力醫藥產品服務可及

四環醫藥堅定實施「創新藥+醫美」雙輪驅動戰略，持續增加研發投入，深化建設創新體系。我們聚焦工藝優化、平台搭建與人才梯隊建設，以技術創新賦能產品迭代，加速向中國領先的醫美及生物製藥企業邁進。

創新藥業務

四環醫藥堅持以患者需求為導向，打造軒竹生物與惠升生物兩大自主研發平台，持續健全覆蓋藥物研發至臨床開發的全鏈條自主研發體系，在腫瘤、消化、代謝、糖尿病及併發症等核心領域，推動1類創新藥、生物藥及高端複雜製劑在內的多元化管線發展，加速將前沿科研成果轉化為高質量上市產品。同時，我們積極貢獻醫療普惠，報告期內，吡洛西利片（商品名：軒悅甯®）成功通過國家醫保談判，正式納入國家醫保目錄。

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

Sihuan Pharmaceutical is committed to safeguarding patient health by continually investing in pharmaceutical R&D, actively recruiting research talent, and striving to enhance technological innovation and drive product iteration. Meanwhile, the Group maintains strict control over product quality by implementing comprehensive management of production quality and clinical trial quality, continuously optimizing the pharmacovigilance system to effectively address adverse events, and ensuring patients' safety of drug use. The Group is also committed to responsible marketing by delivering exceptional services at all time, and aims to extend access to quality medical resources to a broader population, contributing to the "Healthy China" initiative through tangible actions.

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

Adhering to a dual-driven strategy of "Innovative Drug + Medical Aesthetics", Sihuan Pharmaceutical has continuously increased R&D investment and deepened the construction of an innovation system. We focus on process optimization, platform development, and talent succession, leveraging technological innovation to empower product iteration and accelerate our advancement toward becoming a leading player in medical aesthetics and biopharmaceuticals in China.

Innovative Drug Business

Sihuan Pharmaceutical remains patient-centric, establishing two independent R&D platforms, namely Xuanzhu Biopharm and Huisheng Biopharm. We continuously enhance our comprehensive R&D system that covers the entire chain from drug research to clinical development. In core fields such as oncology, digestion, metabolism, diabetes, and its complications, we promote the diversified development of class 1 innovative drugs, biologics, and advanced complex formulations, rapidly transforming cutting-edge scientific research achievements into high-quality marketable products. Simultaneously, we are committed to expanding access to healthcare. During the reporting period, Bireociclib Tablets (trade name: Xuan Yue Ning) successfully passed the national reimbursement negotiation and was officially listed in the National Reimbursement Drug List.

- 軒竹生物自主研發的1類創新藥吡洛西利片（商品名：軒悅寧®）二線及後線治療適應症已獲批上市，一線治療適應症上市申請已獲受理，即將實現HR+/HER2-晚期乳腺癌從一線到後線的全週期治療覆蓋。軒竹生物自主研發的另一款1類創新藥地羅阿克片（商品名：軒菲甯®）亦於報告期內獲批上市，用於間變性淋巴瘤激酶(ALK)陽性的晚期非小細胞肺癌(NSCLC)患者的治療，以起效快、抑瘤強、長緩解、長獲益的突破性療效，為晚期耐藥及腦轉移患者提供全新解決方案。

- Bireociclib Tablets (trade name: Xuan Yue Ning), a class 1 innovative drug, independently developed by Xuanzhu Biopharm, has obtained an NDA approval for its second-line and later-line treatment indications, with the first-line treatment application now under review, achieving comprehensive treatment coverage for HR+/HER2- advanced breast cancer from first-line to subsequent lines. Another class 1 innovative drug, Dirozalkib Tablets (trade Name: Xuan Fei Ning), developed by Xuanzhu Biopharm, has obtained an NDA approval for the treatment of ALK-positive advanced non-small cell lung cancer (NSCLC) during the reporting period, providing a groundbreaking solution for patients with drug-resistant disease and brain metastases, characterized by rapid onset, strong tumor suppression, prolonged remission, and extended benefits.

- 惠升生物在糖尿病及併發症治療領域研發管線取得多項積極進展，GLP-1R生物類似藥司美格魯肽注射液降糖適應症 NDA已獲受理；自研創新藥 P052注射液（一款GLP-1R/GCGR雙靶點長效多肽類激動劑）已獲批開展臨床試驗。

- Huisheng Biopharm has made significant progress in the development pipeline for diabetes and its complications. The NDA for the GLP-1R biosimilar Semaglutide Injection for glycemic control has been accepted; our self-developed innovative drug P052 Injection (a dual-target long-acting peptide agonist for GLP-1R/GCGR) has been approved to commence clinical trials.

醫美業務

本集團高度重視醫美市場，依託旗下「渼顏空間」品牌，構建了覆蓋童顏針、少女針、水光針、肉毒毒素、玻尿酸及光電設備在內的多元產品管線，並持續推進醫美產品的研發創新。截至報告期末，本集團已佈局多項在研醫療器械項目，基本實現新型再生材料、膠原／絲素蛋白、升級透明質酸等全材料覆蓋，相關產品正按監管要求穩步推進研發及註冊進程。此外，我們嚴格執行製藥級質量管理體系，生產基地均按照GMP相關法規和規範進行建設與管理，並持續完善質量管理流程，確保產品質量與安全性。

- 渼顏空間自主研發的再生醫美產品童顏針（回顏臻®、斯弗妍®）、少女針（傾研®）及複合水光針（凍妍®）已成功獲批上市。此外，自研新型再生材料、創新膠原蛋白製劑、下一代水光針等醫美注射類產品正有序推進研發和臨床試驗工作。

Medical Aesthetics Business

The Group places great importance on the medical aesthetics market, leveraging its brand, Meiyan Space, to establish a diversified product pipeline that includes PLLA injections, PCL injections, skin boosters, botulinum toxin, hyaluronic acid, and optoelectronic devices, while continuously advancing R&D innovations in medical aesthetics products. As of the end of the reporting period, the Group has laid the groundwork for multiple medical device projects, achieving coverage of novel regenerative materials, collagen/silk fibroin, upgraded hyaluronic acid and other materials. Related products are steadily advancing in R&D and registration in compliance with regulatory requirements. Moreover, we strictly implement a pharmaceutical-grade quality management system, ensuring that our production facilities operate under GMP regulations and standards while continually improving quality management processes to guarantee product quality and safety.

- The regenerative medical aesthetic products developed by Meiyan Space, PLLA filler (Huiyanzhen and Sifuyan), PCL filler (Qingyan), and a complex skin booster (Dongyan), have successfully obtained an NDA approval. Additionally, self-developed innovative regenerative materials and next-generation hyaluronic acid injections are progressing through R&D and clinical trials in an orderly manner.

此外，本集團持續穩步推進仿製藥業務，截至報告期末已擁有近24個在研仿製藥產品，並持續推進仿製藥優質產品的註冊上市。本年度，本集團的依達拉奉注射液、胞磷膽鹼鈉注射液2ml：0.25g、沙庫巴曲纈沙坦鈉片50mg、注射用艾司奧美拉唑鈉、鹽酸度洛西汀腸溶膠囊、重酒石酸間羥胺注射液、左乙拉西坦口服溶液、尼可地爾片共8個仿製藥產品獲國家藥監局頒發的藥品註冊批件，涵蓋消化系統、神經系統、精神、心血管及急救用藥等多個關鍵領域。同時，我們亦獲得鹽酸納洛酮、丁苯酞、拉考沙胺3個原料藥生產批件。

Furthermore, the Group continues to make steady progress in the generic drug business, with nearly 24 generic drug products under development as of the reporting period. It also continues to pursue the registration and market launch of high-quality generic drug products. During the Year, the Group's eight generic drugs, namely Edaravone Injection, Citicoline Sodium Injection 2ml:0.25g, Sacubitril Valsartan Sodium Tablets 50mg, Esomeprazole Sodium Injection, Duloxetine Hydrochloride Enteric-coated Capsules, Metaraminol Tartrate Injection, Levetiracetam Oral Solution and Nicorandil Tablets, received approval from NMPA. These products cover multiple key therapeutic areas including digestive system, nervous system, psychiatric, cardiovascular, and emergency medicine. Meanwhile, we obtained production approvals for three APIs, namely Naloxone Hydrochloride, Butylphthalide and Lacosamide.

研發質量保障

本集團著力優化實驗室管理體系、提升實驗技術能力，亦持續強化內部現場稽查頻次、擴大稽查範圍，將CNAS標準和要求融入日常研發操作流程，確保實驗流程和實驗數據的準確性、可追溯性與國際可比性，致力於為承接更高標準的研發項目奠定基礎。本年度，本集團成功通過中國合格評定國家認可委員會(CNAS)認證。

R&D Quality Assurance

The Group focuses on optimizing laboratory management systems and enhancing technical capabilities while continuously strengthening internal on-site inspection frequency and expanding the scope of inspections. We integrate CNAS standards and requirements into our daily R&D operations to ensure the accuracy, traceability, and international comparability of experimental processes and data, laying a solid foundation for higher-standard R&D projects. During the Year, the Group successfully obtained certification from the China National Accreditation Service for Conformity Assessment (CNAS).


中国合格评定国家认可委员会
实验室认可证书
（注册号：CNAS L23904）
兹证明：
北京澳合药物研究院有限公司检测中心
北京市通州区广源西街13号院7号楼，101113
符合ISO/IEC 17025：2017《检测和校准实验室能力的通用要求》
（CNAS-CL01《检测和校准实验室能力认可准则》）的要求，具备承担本证书附件所列服务能力，予以认可。
获认可的能力范围见标有相同认可注册号的证书附件，证书附件是本证书组成部分。
生效日期：2025-08-18
截止日期：2031-08-17
中国合格评定国家认可委员会授权人

中國合格評定國家認可委員會實驗室認可證書
Accredited Laboratory Certificate granted by China National Accreditation Service for Conformity Assessment

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研發平台建設

我們堅持「內育外引」策略，努力做好研發平台建設。創新藥業務方面，本集團本年度成功完成科技型中小企業的資質申報、創新型中小企業及「專精特新」中小企業、高新技術企業的資質維護，鞏固了創新型企業的核心地位。同時，在資源拓展方面，我們積極爭取政府研發支持，積極推進「專精特新」培育補貼申報，並作為北京生物醫藥CRO服務商，申報通州區二零二五年醫藥健康產業發展項目，在為研發爭取資金支持的同時，更為整合研發成果、對接產業資源搭建重要的創新平台。

醫美業務方面，本集團打造了五大醫美研發平台，分別為再生材料平台、生物大分子平台、透明質酸矩陣平台、復合材料創新平台、全球合成生物智研中心，並配備GLP標準實驗室，攻關注射類、光電設備塑形類、減重藥品類產品，並逐步打造成國際先進的體系化研發平台。

工藝優化提升

我們針對拉考沙胺原料藥開展綠色工藝升級，應用創新合成技術，大幅降低單位產品物料消耗強度，配套溶劑回收系統強化資源循環利用，在同體積反應釜下生產批量提升至原工藝3倍，顯著減少單位產品能耗及廢棄物產生量，在優化生產環境足跡的同時也提升了產品市場可持續競爭力。

研發人才培養

我們堅持「專業賦能與合規並重」的原則，致力於打造高素質的研發人才隊伍。我們建立系統化的季度與年度培訓機制，課程體系覆蓋研發法規、前沿技術拓展、質量管理、註冊申報及標準操作流程(SOP)等關鍵領域，確保研發人員緊跟行業動態、掌握前沿知識和技能。同時，我們大力支持員工職業資格提升，提供內審員等外部資格認證培訓，並將培訓完成率納入定期考核體系，持續為研發創新持續注入動力。

R&D Platform Construction

We adhere to an "internal cultivation with external recruitment" strategy and strive to strengthen our R&D platform construction. In terms of the innovative drug business, the Group has completed the qualification filings for technology-based SMEs, and maintains the qualifications for innovative SMEs as well as "specialized and sophisticated" SMEs and high-tech enterprises, thereby solidifying our core position as an innovative enterprise. At the same time, in terms of resource expansion, we strive to pursue government R&D support and advance applications for subsidies under the "specialized and sophisticated" program. As a Beijing biopharmaceutical CRO service provider, we also applied for the Tongzhou District 2025 Pharmaceutical and Health Industry Development project, thereby securing funding for R&D while building an important innovation platform to integrate research results and connect with industry resources.

In terms of the medical aesthetics business, the Group has established five major R&D platforms, namely the Regenerative Materials Platform, the Biomacromolecules Platform, the Hyaluronic Acid Matrix Platform, the Composite Materials Innovation Platform, and the Global Synthetic Biology Intelligent and Research Center. Equipped with GLP-compliant laboratories, these platforms focus on developing injection-based products, optoelectronic equipment-based shaping solutions, and weight-loss drugs, progressively evolving into internationally advanced and systematic R&D platforms.

Process Optimization and Enhancement

We have implemented green process upgrades for Lacosamide API production. By applying innovative synthesis technologies, we have significantly reduced material consumption intensity per unit product. Integrated solvent recovery systems enhanced resource recycling and enabled batch production volumes to triple within the same reactor volume compared to the original process, which significantly decreased energy consumption and waste generation per unit product, optimizing the production environmental footprint while bolstering the product's sustainable market competitiveness.

R&D Talent Cultivation

We are committed to the principle of "equal emphasis on professional empowerment and compliance", and to cultivating a high-caliber R&D talent pool. We have instituted systematic quarterly and annual training mechanisms with curricula covering R&D regulations, cutting-edge technology, quality management, registration and filing, and standard operating procedures (SOPs), ensuring R&D personnel stay abreast of industry developments and master the latest knowledge and skills. At the same time, we endeavor to support employees' professional qualification advancement, providing external qualification training for roles such as internal auditors, and we incorporate training completion rates into regular performance assessments to continually drive R&D innovation.

紅外光譜原理及圖譜解析培訓

Infrared Spectroscopy Principles and Spectral Interpretation Training

本年度，為強化研發團隊化合物結構解析能力，本集團開展紅外光譜法專項培訓，系統講解其技術特點、光區劃分、光譜產生條件、分子振動類型及峰位等四大關鍵參數與影響因素，重點解析搭建光譜知識與化合物結構的關聯框架的實操方法，並結合實驗室場景分享案例助力知識轉化，有效幫助研發人員掌握紅外光譜在化合物解析中的應用，夯實實驗分析基礎，提升了結構解析精準性與研發效率。

During the Year, in order to strengthen the Group's R&D team's compound-structure analysis capabilities, we conducted a dedicated training on infrared spectroscopy. The program systematically explained its technical features, spectral region assignments, conditions for spectral generation, types of molecular vibrations and peak positions, the four key parameters and influencing factors. It focused on practical methods to build a framework linking spectroscopy knowledge with compound structure, supplemented by laboratory-case sharing to facilitate knowledge transfer. The training effectively helped R&D personnel master the applications of infrared spectroscopy in compound analysis, reinforced experimental analysis fundamentals, and improved the precision of structural analysis and R&D efficiency.

尊重研發倫理

本集團高度重視研發倫理建設，將動物福利保護視為科技創新的重要基石，嚴格遵守《實驗動物管理條例》及相關法律法規，建立了全生命週期的動物實驗倫理管理體系。在制度層面，我們制定了嚴格的實驗動物管理制度與標準化操作規程(SOP)，確保研發活動有章可循。在執行層面，我們強化對日常研發項目的倫理監督與檢查機制，建立了「識別－整改－反饋」的閉環管理流程，對已完結項目實施倫理終結審查，確保實驗全過程的合規性與規範性。同時，我們始終恪守動物實驗的「3R」原則（替代、減少、優化），致力於在科學探索與生命倫理之間尋求平衡，推動負責任創新。

Upholding R&D Ethics

The Group places a high emphasis on building R&D ethics, viewing animal welfare protection as a cornerstone of scientific innovation. In stringent compliance with the Regulations for the Administration of Affairs Concerning Experimental Animals and related laws and regulations, we have established a lifecycle-comprehensive ethics management system regarding experimental animals. On the governance side, we have put in place strict experimental animal management policies and standardized operating procedures (SOPs) to ensure our R&D activities are conducted in an orderly manner. On the execution side, we have strengthened daily ethical oversight and inspection mechanisms for R&D projects, implementing a closed-loop "identify – rectify – feedback" workflow and conducting ethical close-out reviews for completed projects to ensure compliance and standardization of all experimental processes. Meanwhile, we consistently adhere to the "3Rs" principle (Replace, Reduce, Refine) in animal experiments, striving to balance scientific exploration with life ethics and to promote responsible innovation.

對標監管要求

本集團嚴格對標醫美行業監管要求，不斷加強與監管機構的溝通與交流。報告期內，我們嚴格按照監管程序要求，在醫療器械研發、臨床試驗和註冊過程中，依託監管部門對外的官方溝通渠道，就研發、臨床或註冊相關的技術問題與監管機構開展專業交流，持續提升產品申報資料的質量與合規水平。此外，我們也積極配合地方監管機構部門的檢查與工作指導，持續確保產品研發、臨床和註冊工作全流程符合監管要求。

Benchmarking Regulatory Requirements

The Group strictly benchmarks against regulatory requirements in the medical aesthetics sector and maintains ongoing communications with regulatory authorities. During the reporting period, we strictly adhered to regulatory requirements. Throughout the R&D of medical devices, clinical trials and registration process, we engaged in professional exchanges with regulators through official external communication channels designated by regulatory bodies on technical issues related to R&D, clinical trials, or registrations, thereby enhancing the quality and compliance of submission materials of our products. Moreover, we actively cooperated with local regulatory authorities on inspections and guidance, ensuring that the entire process of product R&D, clinical development, and registration complies with regulatory requirements.

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促進行業交流

本集團積極參與深化行業合作，持續推進覆蓋全國的合作網絡建設，並通過產品迭代、專業培訓與學術推廣，促進先進治療理念的市場滲透與臨床應用。同時，我們與高校及科研機構開展學術交流、系統化的醫師培育及真實世界數據研究，持續夯實行業專業共識與醫學基礎。

本集團積極參與行業交流與拓展活動，推動醫療美容領域生態共建。於二零二五年十二月參加第二十二屆美沃斯國際醫學美容大會，攜渼顏空間旗下的回顏臻®、鉑安潤®等核心產品亮相，展示微整形臨床應用中的「即時填充+持續再生」協同治療解決方案。在此次大會上，本集團不僅通過專題學術分享與實操演示展現前沿技術成果，更以全品類矩陣與體系化能力彰顯本集團強大的醫美產品研發能力。

知識產權保護

我們高度重視知識產權保護工作，嚴格遵守《中華人民共和國專利法》《中華人民共和國商標法》等知識產權保護相關法律法規，制定並落實《四環醫藥控股集團知識產權管理規定》《四環醫藥控股集團專利事務管理規定》《四環醫藥控股集團保密信息管理規程》等知識產權管理制度，嚴格規範專利、商標、著作權等知識產權管理，保護本集團知識產權不受侵犯。

本年度，我們持續加強知識產權管理，由本集團知識產權決策委員會統籌戰略規劃、制度建設及跨部門協同，各子公司根據業務需要設立相應執行機構，形成「集團統籌、分級實施」的管理架構，確保知識產權管理舉措落地見效。同時，我們優化升級文檔資產安全系統(DASS)，專利、商標、版權等涉密文件進行分類，清晰劃定保密等級，實現集中統一管理，並加強涉密人員和操作規程管理，杜絕洩密。此外，我們將DASS使用培訓融入新員工培訓課程，加強信息安全防護意識，提升涉密信息保護能力。

Facilitating Communication in the Industry

The Group has actively engaged in deepening industry cooperation, continuing to build a nationwide cooperation network, and promoting market penetration and clinical application of advanced therapeutic concepts through product iteration, professional training, and academic promotion. At the same time, we partnered with universities and research institutions for academic exchanges, systematic physician training, and real-world data studies, strengthening industry professional consensus and medical fundamentals continuously.

The Group has actively engaged in industry communication and expansion activities to promote a collaborative ecosystem in the medical aesthetics field. In December 2025, at the 22nd Mevos International Congress of Aesthetic Surgery and Medicine, we have showcased core products under Meiyan Space such as Huiyanzhen and Persnica to highlight a synergistic treatment solution of "real-time filling+sustainable regeneration" in minimally invasive aesthetics clinical applications. At this congress, the Group demonstrated its cutting-edge technical achievements through special academic presentations and practical demonstrations, underscoring the Group's comprehensive product R&D capabilities with a full-category matrix and systematic capabilities.

Protection of Intellectual Property

We attached great importance to the protection of intellectual property and strictly abides by laws and regulations related to the protection of intellectual property, such as the "Patent Law of the People's Republic of China" and "Trademark Law of the People's Republic of China". This year, the Group has formulated and implemented intellectual property rights management systems such as the "Procedures of Intellectual Property Rights Administration of Sihuan Pharmaceutical Holdings Group", "Patent Affairs Management System of Sihuan Pharmaceutical Holdings Group" and "Confidential Information Management System of Sihuan Pharmaceutical Holdings Group", to strictly regulate the management of intellectual property such as patents, trademarks, and copyrights, thereby safeguarding the Group's intellectual property from infringement.

During the Year, we continued to strengthen intellectual property (IP) management under the Group IP Decision Committee, which oversees strategic planning, policy development, and cross-department collaboration. All subsidiaries established appropriate execution bodies according to business needs, forming a governance structure of "group-wide coordination with hierarchical implementation" to ensure IP initiatives are carried out effectively. At the same time, we optimized and upgraded the document asset security system (DASS), classifying confidential documents such as patents, trademarks, and copyrights, clearly defining confidentiality levels to enable centralized and unified management, and enhancing control over handling confidential personnel and procedures to prevent leakage. In addition, we have integrated DASS usage training into new-employee onboarding training to strengthen information security awareness and improve the protection capability for confidential information.

專利檢索系統培訓
Patent Search System Training

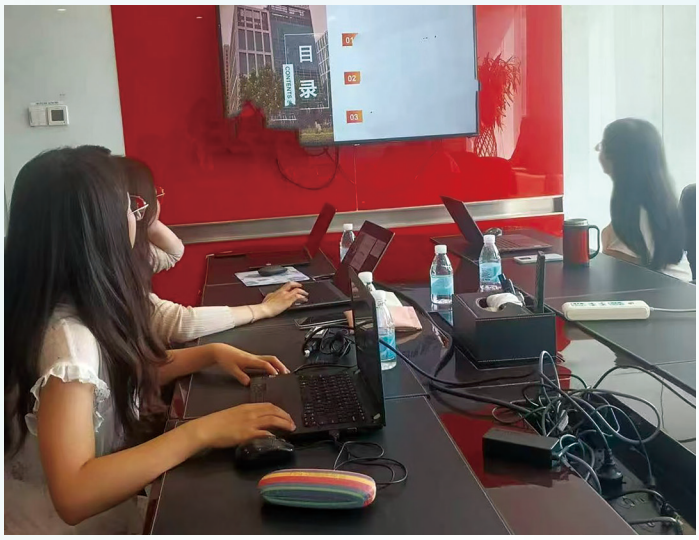
二零二五年三月，本集團知識產權組織開展專利檢索系統專題培訓，圍繞專利數據庫的功能與應用展開，系統講解檢索項目與檢索式的創建、閱覽標記工具的使用、工作空間的搭建與共享，以及相關專利的動態監控等核心操作步驟，助力參訓人員熟練掌握檢索工具，有效提升專利檢索工作效率和準確性。

In March 2025, the Group's intellectual property organization conducted a dedicated training on the patent search system which covers the functions and applications of patent databases, including how to create search projects and search queries, how to use marking tools for viewing, how to build and share workspaces, and how to monitor related patents. The training enabled participants to proficiently use the search tools, thereby improving the efficiency and accuracy of patent search.

藥品專利調研培訓
Pharmaceutical Patent Research Training

二零二五年七月，本集團知識產權部門針對醫藥項目開展專題專利調研培訓，聚焦相關專利的檢索與分析實務，系統介紹運用專業藥品數據庫及各國藥品審評與專利信息平台獲取藥品申報、處方、工藝等信息的流程，並講解如何使用專利數據庫進行精準檢索，以系統完成藥品專利調研報告的撰寫。本次培訓有效提升知識產權管理人員在藥品專利調研與風險識別方面的專業能力，為醫藥項目知識產權風險防控提供重要支持。

In July 2025, the Group's IP department conducted a dedicated training on pharmaceutical patent research, focusing on practical aspects of patent search and analysis. The training systematically introduced the processes for using professional drug databases and national drug review and patent information platforms to obtain information on drug applications, formulations, and processes. It also explained how to perform precise searches using patent databases and how to prepare a comprehensive pharmaceutical patent research report. This training effectively enhanced IP management personnel's capabilities in pharmaceutical patent research and risk identification, providing essential support for IP risk prevention and control in pharmaceutical projects.



藥品專利調研培訓
Pharmaceutical Patent Research Training

責任於行，共享未來
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報告期內，本集團各子公司累計提交專利申請1,000餘件，在中國國家知識產權局維持有效的授權專利共500多件，在其他國家或地區獲得授權且維持有效的國外授權專利90餘件；圍繞醫藥、醫美等領域，商標獲准註冊1,500餘件；獲得著作權17項。

During the reporting period, each subsidiary had submitted more than 1,000 patent applications in total, of which over 500 were validly authorized and maintained by China National Intellectual Property Administration and over 90 by other countries or regions. In terms of medicine, medical aesthetics and other fields, over 1,500 applications were granted approval for registration, and 17 applications were granted copyrights.

本集團在知識產權保護領域的優秀實踐亦廣受外部認可。本年度，北京四環知識產權管理體系成功完成再認證，漢顏空間（河北）生物科技有限公司知識產權管理體系完成監督審核。

The Group's exemplary practices in IP protection have also garnered widespread external recognition. During the Year, the Beijing Sihuan IP Management System successfully completed re-certification, and Meiyan Space (Hebei) Biological Technology Co., Ltd.'s IP management system completed a surveillance audit.



北京四環和漢顏空間（河北）知識產權管理體系認證證書
Beijing Sihuan and Meiyan Space (Hebei)'s IP Management System Certification

2、 嚴控質量，把握產品安全生命線

四環醫藥深知產品質量是企業可持續發展的基石，不斷健全質量管理體系，將質量管理流程貫穿研發、生產、臨床及上市後管理等藥品全生命週期管理的各個環節。同時，我們持續完善藥物警戒體系，加強不良反應事件管理和產品風險控制，致力於為客戶提供高質量、可信賴的產品。

生產質量管理

本集團嚴格遵守《中華人民共和國藥品管理法》《藥品生產監督管理辦法》及《藥品生產質量管理規範》等法律法規，不斷優化質量管理體系，確保質量風險評估、質量審計等管理機制有效運行，不斷提升質量管理效能。本年度，本集團各子公司有序開展質量審計，均未發現重大生產質量風險。2025年，我們共計接受外部監管監察51次，檢查結果均為符合要求，未發現主要缺陷和嚴重缺陷。

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

Sihuan Pharmaceutical deeply understands that product quality is the foundation of sustainable growth, and therefore it continuously strengthens its quality management system, integrates quality management processes across the entire life cycle of drugs from R&D and manufacturing to clinical development and post-market management. At the same time, we continue to enhance the pharmacovigilance system, strengthen adverse event management and product risk control, striving to deliver high-quality and reliable products to customers.

Production Quality Management

The Group constantly optimized the quality control system in strict accordance with the "Drug Administration Law of the People's Republic of China", "Measures for the Supervision over and Administration of Pharmaceutical Production", "Good Manufacturing Practices for Drugs" and other laws and regulations. We ensured efficient operation of quality risk assessment, quality audit and other management mechanisms to continuously improve the effectiveness of quality control and ensure the effective operation of the quality control system. During the Year, all subsidiaries conducted quality audits in an orderly manner, and no major production quality risks have been identified. In 2025, we underwent a total of 51 external regulatory inspections, all of which concluded that our operations met all requirements, with no major or critical deficiencies identified.

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質量體系管理

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

Quality system management

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

質量標準管理

建立以質量手冊為核心的標準管理架構，明確規定質量方針與目標，設立理化與微生物檢驗規程、檢驗標準操作規程、實驗室管理規程、留樣管理及異常結果調查規程等質量標準，確保在研發、生產到檢驗全流程中得到嚴格貫徹。

Quality standards management

We have established a quality standards management framework centered on the Quality Manual, stipulating quality policy and objectives. The framework includes chemical and microbiological testing procedures, SOPs, laboratory management regulations, sample retention procedures, and investigations of atypical results, ensuring strict adherence across the entire lifecycle from R&D and manufacturing to testing.

質量風險管理

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

Quality risk management

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

質量審計

持續開展涵蓋GMP合規、藥物警戒體系、研發技術轉移及委託生產法規符合性等內容的系統性內外部審計，並定期組織本集團及部門層面的自檢活動。通過常態化接受藥品GMP現場檢查、日常監管及受託生產檢查，本集團已建立覆蓋業務全鏈條的合規監督機制，並不斷優化整改與跟蹤流程，確保各項糾正措施落實到位。在受託生產管理方面，本集團嚴格執行GMP及《藥品委託生產質量協議》等相關標準，對受託企業實施持續的質量審計與日常監督。通過對受託方生產管理、質量體系和現場運作的定期審查，確保其符合法規與合作要求，從而持續保障產品質量穩定與合規風險可控。

Quality audit

We continue to conduct systemic internal and external audits covering GMP compliance, pharmacovigilance systems, R&D technology transfer, and contract manufacturing compliance, and regularly organize group- and department-level self-inspection activities. Through ongoing GMP inspections, daily supervision, and contract manufacturing inspections, the Group has built a compliance oversight mechanism that spans the entire business value chain, and continued to optimize corrective and follow-up processes to ensure timely implementation of corrective actions. In terms of contract manufacturing management, the Group strictly implements GMP and the relevant standards such as the Drug Contract Manufacturing Quality Agreement, and conducts ongoing quality audits and daily supervision of contracted manufacturers. Regular reviews of the production management, quality systems, and on-site operations of contractors ensure compliance with regulations and contract requirements, thereby sustaining product quality and controlling compliance risk.

質量信息收集

及時對標國家最新法律法規和政策要求，並安排專人跟蹤產品質量反饋，包括藥品在市場上的抽送檢情況、藥品質量反饋情況以及藥品上市後不良反應情況等。

Quality information collection

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

質量培訓

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

Quality training

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

特殊藥品質量管理標準培訓
Special Drug Quality Management Standard Training

二零二五年五月，本集團對標《麻醉藥品和精神藥品管理條例》《麻醉藥品精神藥品和藥品類易製毒化學品生產安全管理指南（試行）》等國家特殊藥品管理文件，組織特殊藥品質量管理標準培訓，系統解讀法律法規變化及內部管理要求，強化生產崗位員工對精神藥品合法生產、儲存、運輸等環節的合規意識和實操技能，有效提升特殊藥品全流程的質量管理水平與風險防控能力。

In May 2025, in order to benchmark national special drug management documents such as the Regulation on the Administration of "Narcotic Drugs and Psychotropic Drugs" and the "Guidelines for the Safe Production Management of Narcotic Drugs, Psychotropic Drugs and Drug Precursors (Trial)", the Group organized a special drug quality management standard training which systematically interprets changes in laws and regulations and internal management requirements, strengthening production personnel's awareness and practical skills for compliant production, storage, and transportation of psychotropic drugs, and effectively enhancing the overall quality management and risk prevention and control for the entire lifecycle of special drugs.



特殊藥品質量管理標準培訓現場
Special Drug Quality Management Standard Training Site

臨床試驗質量管理

本集團嚴格遵循藥物臨床試驗質量管理規範(GCP)及相關法規要求，不斷完善臨床試驗管理體系。我們制定並不斷改進標準作業程序(SOP)，系統規範試驗全流程操作，確保試驗合規性與數據可靠性。同時，各子公司有序開展臨床試驗項目，為產品研發提供堅實的臨床數據基礎。在項目全流程管理中，我們強化關鍵質量節點控制，建立動態風險評估機制，及時識別並應對潛在風險，保障試驗高效推進。

本年度，我們進一步優化臨床試驗項目監管機制，在項目啟動階段嚴格執行文件審核與進度計劃制定；在項目執行過程中，要求合作合同研究組織(CRO)定期彙報進展，並實時跟蹤與協同監查，有效加強對試驗進度與質量的動態管控。針對項目的關鍵環節，我們開展專項質量檢查，及時整改並跟蹤監測發現的問題，對臨床試驗項目形成閉環管理。通過持續完善風險預警與過程監督體系，本年度本集團所有臨床試驗項目均按計劃高質量完成，有效支持產品研發與合規申報。

藥物警戒體系

本集團嚴格遵守《藥物警戒質量管理規範》《藥物警戒檢查指導原則》等相關法律法規，建立由集團藥械警戒部負責戰略規劃、統籌協調，各子公司藥械警戒部負責具體執行的兩級藥物警戒管理模式，確保藥物警戒工作合規性和一致性以及資源的科學配置。

本年度，我們持續強化藥物警戒體系的運行效能，全面執行國家監管要求，確保藥物警戒部門架構完善、人員配備充足、制度規範健全。各子公司積極開展藥品不良事件監測、分析與評估工作，定期發佈藥品安全性報告，加強潛在風險識別，保障藥品安全。報告期內，我們定期組織內部審核，主動配合監管部門檢查，及時整改問題並跟蹤監測。二零二五年，本集團未發現重大產品安全風險，各子公司藥物警戒體系持續有效運行。

Clinical Trial Quality Management

The Group is in stringent compliance with good clinical practice (GCP) and relevant regulatory requirements, continuously improving the clinical trial management system. We have established and refined standard operating procedures (SOPs) to standardize end-to-end trial operations, ensuring trial compliance and data reliability. Meanwhile, all subsidiaries have systematically commenced their clinical trial projects to provide robust clinical data for product R&D. In terms of end-to-end project management, we emphasize key quality controls and establish dynamic risk assessment mechanisms to identify and mitigate potential risks, ensuring efficient trial progress.

During the Year, we further optimized the clinical trial project monitoring mechanism. At project initiation, we strictly implemented document review and schedule development. During execution, we required contract research organizations (CROs) to provide regular progress reports and real-time monitoring and coordination, strengthening dynamic control over trial timelines and quality. We conducted targeted quality checks on critical project steps, promptly rectified issues, and maintained closed-loop management of clinical trial projects. Through continuous refinement of risk warning and process monitoring systems, all clinical trial projects of the Group were completed on schedule and to a high standard during the Year, effectively supporting product R&D and compliance filing.

Pharmacovigilance System

In stringent compliance with relevant laws and regulations such as the "Good Pharmacovigilance Practice" and "Pharmacovigilance Inspection Guiding Principles", the Group has established a two-tier pharmacovigilance management model in which the Group's pharmacovigilance department is responsible for strategic planning and coordination while the pharmacovigilance departments of subsidiaries handle specific execution. This ensures compliance and consistency in pharmacovigilance activities and facilitates the scientific allocation of resources.

During the year, we continued to strengthen the operation of the pharmacovigilance system and fully implemented national regulatory requirements, ensuring a well-structured pharmacovigilance department, adequate staffing, and sound systems. All subsidiaries put effort in adverse drug event monitoring, analysis and assessment, regularly published drug safety reports, and enhanced risk identification to safeguard drug safety. During the reporting period, we conducted internal audits on a regular basis, proactively cooperated with regulatory inspections, and promptly addressed issues with follow-up monitoring. In 2025, the Group did not identify any major product safety risks, and the pharmacovigilance systems across subsidiaries remained effectively operating.

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法律法規對標和技術指南編撰

集團藥械警戒部根據國家監測法規要求及本集團藥物警戒工作制度，統籌子公司藥物警戒工作，每週監測跟蹤國內外藥物警戒法規與指導文件動態，及時整理並下發。我們指導各子公司開展定期安全性報告編撰和風險個例報告審核，協助處置風險事件，並不斷優化本集團藥物警戒電子系統、更新術語集，確保各子公司藥物警戒工作合規高效開展。同時，我們組織協調各子公司藥物警戒體系內審，協助子公司接受外部藥物警戒專項檢查，建立內外部檢查問題工作台賬，及時規避體系風險。同時，我們定期安排員工參加外部培訓，學習相關法律法規和技術文件，助力員工熟悉法律法規並熟練掌握操作技術。

Compliance with the Laws and Regulations, and Preparation of Technical Guidelines

The Group's pharmacovigilance department coordinates pharmacovigilance activities for each subsidiary in line with national monitoring regulations and the Group's pharmacovigilance framework, monitoring weekly updates to domestic and international pharmacovigilance regulations and guidance, and disseminating them promptly. We guide subsidiaries in preparing periodic safety reports and reviewing risk case reports, assist in risk handling, and continuously optimize the Group's pharmacovigilance electronic system and terminology repository to ensure compliant and efficient pharmacovigilance across subsidiaries. Meanwhile, we also organize internal audits of pharmacovigilance systems within subsidiaries, assist subsidiaries in undergoing special external inspections for pharmacovigilance, and maintain issue trackers for internal and external inspections to mitigate systemic risks. At the same time, we regularly arrange external training for staff to learn relevant laws, regulations, and technical documents, helping employees become familiar with regulatory requirements and proficient in operational techniques.

產品安全監測和風險管理

我們每日進行藥品聚集性事件信號檢測，對疑似風險事件進行深入調查評價，對部分藥品制定藥物警戒計劃並修訂說明書，二零二五年產品安全性監測和風險管理持續有效開展，未發生重大安全性藥害事件。

Product Safety Monitoring and Risk Management

We conduct a signal detection on drug aggregation events on a daily basis, carry out in-depth investigation and evaluation of suspected risk events, and formulate pharmacovigilance plans and revise the specifications for some drugs. In 2025, product safety monitoring and risk management continued to be carried out effectively, and no major safety incidents related to drugs occurred.

藥物警戒系統數字化建設

本集團持續推進藥物警戒系統的數字化升級，本年度引入功能更全面、服務更優質的藥物警戒電子系統，以支持各子公司日益增長的業務需求。新系統基於大數據平台構建，創新應用AI大語言模型與智能體技術，提供標準化、流程化服務，並能夠靈活響應差異化需求，覆蓋藥物警戒體系搭建、專項審計、不良反應隨訪與評價、說明書修訂、真實世界研究等多元業務模塊。同時，我們與供應商合作開展產品管理、文獻檢索等模塊的前瞻性開發，預計2026年上半年逐步上線相關服務。報告期內，本集團已完成全部藥物警戒數據的安全遷移，有效保障藥物警戒工作安全、高效、平穩。

藥物警戒內部審計

我們定期組織開展覆蓋各子公司的藥物警戒內部審計工作，重點圍繞制度落實、組織架構、人員管理、不良事件報告與定期安全性數據分析等關鍵環節，通過線上與現場相結合的方式開展系統性檢查。本年度審計結果顯示，各子公司藥物警戒體系運行總體規範，未發現重大缺陷，較上一年度顯著提升。針對審計過程中發現的問題，各子公司均在規定時間內完成整改。集團藥械警戒部對發現的問題進行匯總分析，並組織專題經驗分享，促進各子公司之間協同改進，有效防範同類問題重複發生，以推動藥物警戒管理水平持續提升。

Digitalization and Construction of the Pharmacovigilance System

The Group continues to advance the digitization of pharmacovigilance systems. During the Year, we introduced a more comprehensive and higher-quality pharmacovigilance electronic system to support the growing business needs of subsidiaries. The new system is built on a big data platform, incorporating AI large-language models and intelligent agent technology to provide standardized and process-driven services, with the flexibility to accommodate differentiated needs. It covers pharmacovigilance system construction, special audits, adverse event follow-up and evaluation, label amendments, and real-world evidence studies, among other modules. Meanwhile, we collaborate with suppliers on forward-looking development for product management and literature retrieval modules, with phased deployment anticipated in the first half of 2026. During the reporting period, all pharmacovigilance data have been securely migrated, ensuring safe, efficient and stable pharmacovigilance operations.

Internal Pharmacovigilance Audits

We regularly organize pharmacovigilance internal audits across subsidiaries, focusing on policy implementation, organizational structure, personnel management, adverse event reporting and regular safety data analysis, conducting systematic checks through a combination of online and on-site approaches. The audit results for the Year show that each subsidiary's pharmacovigilance system operates in a standardized manner, with no major deficiencies identified and substantial improvement versus the prior year. In response to audit findings, all subsidiaries completed corrective actions within the stipulated period. The Group's pharmacovigilance department aggregates issues identified, shares best practices, and promotes cross-subsidiary improvements to prevent recurrence of similar problems and to elevate pharmacovigilance management.

藥物警戒培訓

我們系統組織各子公司開展多層次、全覆蓋的藥物警戒培訓工作，集團藥械警戒部統籌協調專項培訓，通過線上方式精選課程，實現人員全覆蓋，並錄製存檔供隨時學習。各子公司依據年度計劃，對藥物警戒專職人員、新員工及銷售團隊等開展針對性崗位培訓，並建立完整的培訓檔案。此外，本集團結合內部審計、外部檢查及日常監測情況，定期組織專題培訓，不斷強化團隊在不良事件報告、信號識別及風險處置等方面的實務技能，確保藥物警戒體系持續符合法規要求並高效運行。

Pharmacovigilance Training

We systematically organize multi-layered and company-wide pharmacovigilance training. The Group's pharmacovigilance department coordinates dedicated trainings delivered online to achieve full staff coverage, with recordings archived for on-demand learning. Subsidiaries conduct role-specific training for dedicated pharmacovigilance personnel, new hires, and the sales team in accordance with annual plans, and maintain comprehensive training records. In addition, the Group, based on internal audits, external inspections and day-to-day monitoring results, periodically organizes dedicated trainings to continuously strengthen the practical skills of teams in adverse event reporting, signal identification and risk management, ensuring the pharmacovigilance system remains compliant and operates efficiently.

不良反應／事件管理機制

本集團不斷健全系統化、全流程的藥品不良反應與事件管理機制，嚴格遵循《藥物警戒質量管理規範》《藥品不良反應報告和監測管理辦法》等相關法律法規要求，制定並落實《上市後藥品不良事件收集與處理程序》等內部管理制度，確保從事件收集到風險控制各環節規範運行。本集團及各子公司通過多渠道廣泛收集不良事件信息，各子公司藥物警戒部門及時開展核實、隨訪與關聯性評價，並對死亡及群體事件迅速啟動調查。針對識別出的潛在風險，我們組織風險評估並採取必要控制措施，上報藥品安全委員會進行研判決策，相關風險處置情況按規定與監管部門保持溝通彙報。該機制由《上市後藥品不良事件收集與處理程序》等制度文件予以支撐，形成從監測到行動的完整管理閉環，持續保障藥品使用安全。

Adverse Reactions/Event Management Mechanism

The Group continues to strengthen a systematic, end-to-end pharmacovigilance and adverse event management framework in stringent compliance with applicable laws and regulations, including the "Good Pharmacovigilance Practice" and "Provisions for Adverse Drug Reaction Reporting and Monitoring". We have established and implemented internal governance through the "Procedures for Collection and Handling of Adverse Drug Events after Marketing", ensuring that all steps from event collection to risk control are conducted in a standardized manner. The Group and its subsidiaries collect adverse event information through multiple channels. Each subsidiary's pharmacovigilance department promptly conducts verification, follow-up, and causality assessment, and initiates investigations for deaths and cluster cases. For identified potential risks, we conduct risk assessments and implement necessary controls, submitting the findings to the drug safety committee for deliberation and decision-making. Relevant risk mitigation actions are communicated to regulators as required. This mechanism is supported by policy documents such as the "Procedures for Collection and Handling of Adverse Drug Events after Marketing", forming a complete management closed loop from monitoring to action and continuously safeguarding the safe use of drugs.



信息收集

本集團通過患者、使用單位、經銷商、上市後的研究、文獻及網絡平台等，廣泛收集產品的不良事件信息。

Information Collection

The Group widely collects information on products' adverse events through various channels such as patients, users, distributors, post-marketing studies, literature, and Internet platforms.



資料核實

各子公司藥物警戒部對重要信息與缺失信息進行核實及隨訪，並對可能存在不良事件的已知性、嚴重性、關聯性以及是否遞交至藥品監管部門做出評價。

Information Verification

The pharmacovigilance departments of the subsidiaries verified and follow up on important and incomplete information and kept detailed records. It also assessed the known severity and association of the possible adverse events and whether they should have been submitted to the pharmacovigilance departments.



處理措施

實行分級管理，對群體不良事件立即開展調查並在規定時限內向藥品監管部門提交調查報告；對可能存在風險的事件，進一步開展風險評估及控制程序，必要時組織藥品安全委員會成員召開會議，進行研判決策；對確認採取風險控制措施的，相關情況由藥物警戒部向藥品監管部門進行溝通及報告。

Risk Management and Control

Implementing hierarchical management, immediately launching investigations into mass adverse events and submitting investigation reports to the drug regulatory authorities within the stipulated timeframe; for incidents with potential risks, risk assessment and control measures are carried out, if necessary, a drug safety committee meeting is convened to examine and decide on the measures to be taken; the Pharmacovigilance Department communicates with and reports to the drug regulatory authorities about the confirmation of risk control measures.

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

產品風險評價和控制

我們優化並落實《藥品安全委員會管理制度》《藥品安全性評價與風險控制程序》等管理制度，規範產品風險評價控制的工作流程。本年度，我們每日開展聚集性事件信號檢測，所有藥品均完成半年安全性信號檢測，並按期遞交藥品上市後定期安全性更新報告。

當發現產品存在不合理風險或其他缺陷時，子公司組織召開藥品安全委員會會議進行風險評估，依據《藥品安全性評價與風險控制程序》等相關制度，根據評估結果制定風險控制措施，必要時對涉事產品實施召回等風險控制措施並監督執行。若產品符合監管部門的召回條件，我們將根據質量體系相關要求依法啟動產品召回程序。報告期內，本集團未監測到產品重大安全性風險，亦未發生大規模藥品召回事件。

3、 用心服務，提供優質客戶體驗

四環醫藥堅持以客戶需求為導向，堅決做好責任營銷，杜絕任何虛假陳述及宣傳，並致力於保護客戶和合作方的信息安全，以實際行動贏得客戶認可和信任。

堅持負責任營銷

本集團嚴格遵守《中華人民共和國廣告法》《藥品廣告審查發佈標準》《藥品說明書和標籤管理規定》等國家法律法規，優化並落實《四環醫藥控股集團有限公司負責任營銷政策》等相關內部制度，全面規範各類營銷活動，確保所有營銷信息真實、科學、客觀，堅決杜絕虛假陳述與誤導性宣傳，切實保障消費者用藥安全。報告期內，本集團未發生有關產品和服務信息及標籤的違規事件及營銷傳播不合規事件，亦未發生虛假營銷相關法律訴訟和經濟損失。

Product Risk Assessment and Control

We have optimized and implemented management mechanisms such as the "Drug Safety Committee Management System" and "Drug Safety Evaluation and Risk Control Procedures" to standardize the work process of product risk assessment and control. During the Year, we conducted daily cluster event signal detection, completed six-month safety signal detection for all drugs, and submitted post-launch safety update reports on schedule.

If a product is found to have unreasonable risks or other defects, the subsidiaries will organize and hold drug safety committee meetings to conduct risk assessment. Based on relevant systems such as the "Drug Safety Evaluation and Risk Control Procedures", risk control measures are formulated according to the assessment results. If necessary, risk control measures such as recall of the products involved are implemented and their implementation is supervised. If the product falls into the recall scope specified by the drug regulatory department, we will also initiate the product recall process based on the requirements of the quality control system in accordance with the law. During the reporting period, no major safety risks of products were recorded by the Group, and no large-scale drug recalls occurred.

3. Providing Considerate Service and High-quality Customer Experience

Sihuan Pharmaceutical prioritizes a customer-centric approach, firmly practices responsible marketing, eliminates misleading claims and promotion, and is committed to protecting the information security of customers and partners, earning customers' recognition and trust through practical actions.

Insisting on Responsible Marketing

The Group strictly abides by national laws and regulations such as the "Advertising Law of the People's Republic of China", "Standards for the Examination and Publication of Drug Advertisements", and "Provisions for the Administration of Drug Instructions and Labels", and has optimized and implemented relevant internal mechanisms such as the "Responsible Marketing Policy of Sihuan Pharmaceutical Holdings Group Ltd." to comprehensively standardize various marketing activities. We aim to ensure the truthfulness, scientific accuracy and objectivity of all marketing information, to eliminate any false statements and misleading promotion with all effort, and to protect the safety of consumers in the use of medicines in a practical manner. During the reporting period, the Group had not experienced any incident of non-compliance concerning product and service information and labelling, or any incident of non-compliance concerning marketing communication. In addition, there had been no monetary loss as a result of legal proceedings associated with false marketing claims in the Group.

在面向醫療機構的醫療衛生專業人士開展推廣活動時，我們嚴格要求相關人員提供真實、準確的藥品信息，配套開展專業知識培訓與用藥輔助支持，確保藥品已知不良反應信息得到充分告知，並嚴格禁止針對醫療衛生專業人士開展以誤導其開具處方或向患者、消費者推薦用藥為目的的推廣活動。同時，本集團高度重視藥品宣傳的安全性，依據《社交媒體宣傳標準》，以科學、客觀方式介紹藥品特性、適應症、禁忌症及不良反應等信息，確保內容真實可靠，並根據處方藥與非處方藥的不同要求添加相應提示語與標識。在藥品廣告發佈前，我們嚴格執行內容審核機制，確保所有廣告材料符合藥品監管部門的規定。

When conducting promotional activities for medical and health professionals in healthcare organizations, we require all relevant personnel to provide truthful and accurate drug information, together with our professional training and drug-use support to ensure that known adverse drug reaction information is fully disclosed. We strictly prohibit promotional activities aimed at healthcare professionals to mislead prescribing or at patients and consumers to encourage use of drugs. At the same time, the Group places a high priority on the safety of drug promotion. In accordance with the Social Media Promotion Standards, information on drug characteristics, indications, contraindications, and adverse reactions must be presented in a scientific and objective manner, ensuring content is accurate and reliable. Messaging and labeling are also required to reflect the differences between prescription drugs and over-the-counter drugs where required. Before any drug advertisement is published, we enforce a rigorous content-review process to ensure all advertisement materials comply with the requirements of drug regulatory authorities.

我們格外重視營銷全過程合規，與所有藥品分銷商簽訂《經銷商合規承諾書》，明確要求其行為須符合監管與行業標準，嚴厲打擊並杜絕造假等非法營銷行為，共同維護健康、有序的市場環境。

We place special emphasis on full-scope marketing compliance and have entered into the Distributor Compliance Commitment with all drug distributors, requiring their conduct to meet regulatory and industry standards and to prohibit deceptive or illegal marketing practices, thereby maintaining a healthy and orderly market environment.

保障服務質量

本集團嚴格遵守《用戶投訴管理規程》等內部政策和制度，持續優化投訴處理機制，切實保障服務質量。我們建立多元化的信息投訴渠道，通過郵件、電話、在線留言及信函等多種方式全面接收客戶投訴。在處理過程中，我們嚴格落實「三七原則」，即對一般訴求責成相關部門在三天內解決，複雜問題在七天內響應並推進處理，必要時由管理層直接介入，確保責任明確、閉環落實。

Customer Service Quality Assurance

The Group strictly adheres to internal policies and procedures, including the "Management Regulations of User Complaints", and continuously optimizes its complaint-handling mechanism to safeguard service quality. We have established diversified channels for information and complaints, including email, telephone, online forms and letters, to comprehensively receive customer feedback. In handling complaints, we enforce the "three-seven rule" that general inquiries are resolved by the relevant department within three days, complex issues are acknowledged and progressed within seven days, and senior management may intervene when necessary to ensure accountability and closed-loop resolution.

本集團持續加強投訴檔案的系統化管理，對每一起投訴均進行規範記錄與歸檔，確保信息可追溯、處理可複盤。與此同時，我們定期組織客戶服務與投訴處理專項培訓，不斷提升相關崗位員工的服務意識與專業能力，使其能夠快速響應、高效溝通、妥善解決客戶關切，推動整體服務質量和客戶滿意度的持續提升。在發貨、物流及退換貨等關鍵服務環節，我們嚴格執行相關運營規程與管理標準，確保各流程銜接順暢、操作規範，致力於為客戶提供高效、可靠的專業服務。報告期內，本集團未接獲重大客戶投訴，服務質量和客戶關係保持穩定向好。

The Group continues to strengthen the systematic management of complaint records, ensuring each complaint is documented and archived in a standardized manner for traceability and post-mortem review. At the same time, we conduct trainings specially on regular customer service and complaint management to enhance staff awareness and professional competencies, enabling rapid response, effective communication, and proper resolution of customer concerns, thereby improving overall service quality and customer satisfaction. In key service areas such as shipping, logistics, and returns, we strictly adhere to relevant operating procedures and management standards to ensure seamless process integration and standardized operations, providing customers with efficient, reliable, and professional services with all effort. During the reporting period, the Group did not receive any material customer complaints, and service quality and customer relationships remained stable and improved.

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

信息安全與保護

本集團嚴格遵循《中華人民共和國網絡安全法》《中華人民共和國數據安全法》《中華人民共和國個人信息保護法》等法律法規及監管要求，制定並落實《四環醫藥控股集團有限公司信息安全與隱私保護政策》等內部政策和制度，系統性加強信息安全管理。我們建立兩級信息安全管理體系，本集團執行總裁任信息安全決策小組組長，全面統籌信息安全戰略與重大決策；本集團數字化運營中心負責人擔任信息安全管理小組組長，負責推動信息安全的日常運營與執行工作，確保責任清晰、管理閉環。

二零二五年，為推進本集團數字化轉型，我們聚焦核心業務場景賦能，重點搭建三大關鍵系統，實現業務流程數字化、高效化升級：

- **知識產權信息化系統**：構建全生命週期知識產權管理平台，集成商標管理、源文件歸檔、官文收發流轉等核心功能，實現業務集中化規範化管控，提升知識產權管理效率與風險防控能力。
- **一體化人事管理系統**：打造跨組織協同人事數字化平台，涵蓋權限化信息共享、組織架構動態管理、入轉調離全流程辦理、集成績效核算與考勤管理等核心模塊，實現人事業務線上化閉環管控，提升人事業務辦理效率與數據精準度。
- **渼膚培訓小程序**：搭建專業化線上培訓運營平台，完善用戶分級、課程搭建、直播管控等核心模塊，支撐培訓業務數字化開展，保障培訓工作高效有序推進。

Information Security and Protection

In stringent compliance with the laws and regulations and the regulator requirements including the "Cybersecurity Law of the People's Republic of China", "Data Security Law of the People's Republic of China" and "Personal Information Protection Law of the People's Republic of China", the Group formulated and implemented internal policies and systems including the "Information Security and Privacy Protection Policy of Sihuan Pharmaceutical Holdings Group", to systematically strengthen information security governance. We have established a two-tier information security management framework in which the Executive President of the Group chairs the Information Security Decision Committee to oversee strategy and major decisions; the Head of the Group's Digital Operations Center leads the information security management team to drive day-to-day operations and execution of information security, ensuring clear responsibilities and a closed-loop management system.

In 2025, in order to advance the Group's digital transformation, we focused on empowering core business scenarios and built three key systems to digitalize and optimize business processes:

- **IP Information System:** A full-lifecycle IP management platform which integrates trademark management, source-document archive and official document circulation was built to enable centralized and standardized management of businesses as well as enhancing IP management efficiency and risk control.
- **Integrated Human Resources System:** A cross-organizational collaborative digital HR platform which features core modules such as permission-based information sharing, dynamic organizational structure management, end-to-end onboarding and offboarding, consolidated performance and attendance management was built to deliver online HR governance with a closed-loop workflow and improved efficiency and data accuracy.
- **Meifu Training APP:** A professional online training and operations platform with core modules for user tiering, course construction, and live-session control was built to support the digitization of training activities and ensure efficient and orderly delivery.

本年度，我們亦持續優化信息安全基礎設施與技術防護體系，加強對客戶信息與隱私數據的系統性保護，並開展覆蓋全體員工的信息安全意識與技能培訓，不斷提升整體風險防範能力與合規操作水平。同時，我們持續引入獨立第三方機構，定期開展全面、深入的信息安全外部審計，範圍涵蓋網絡安全風險評估、網絡風險管理計劃執行情況、系統漏洞評估及信息安全架構有效性等關鍵維度。二零二五年度，審計結果顯示本集團未出現重大信息安全風險事件，信息安全管理體系持續有效運行。

During the Year, we also continued to optimize information security infrastructure and technical protections, strengthening systematic protection of client information and privacy data, and conducting comprehensive information security training for all employees to continuously raise risk mitigation and compliance capabilities. Meanwhile, we engaged independent third-party institutions to perform regular, rigorous external information security audits, covering cybersecurity risk assessments, execution of cybersecurity risk management plans, system vulnerability assessments, and the effectiveness of information security architecture. In 2025, the audit results showed no significant information security incidents, and the information security management system remained effective.

優化客戶信息安全與隱私保護工作

- 定期安全信息提醒：定期發佈系統訪問安全等信息安全提醒郵件，加強本集團員工信息安全風險防範意識；
- 定期信息安全設施巡檢：對現有關鍵信息安全設備開展定期巡檢，優化調整網絡接入策略，及時更新安全補丁，增強整體安全防護能力；
- 應用級別分類：對內部應用進行分類管理，識別敏感信息和關鍵應用，對不同級別的應用實施相應的安全管理措施；
- 數據備份：建立完善的數據備份機制，定期進行數據備份並測試恢復流程，確保在數據丟失或系統故障時能夠快速恢復原有數據；
- 權限管理：實施嚴格的權限管理機制，通過權限管理審批流程確保員工僅能訪問與其工作相關的信息，並對權限設置進行定期審核，防止權限濫用。

Optimising the Security and Privacy of Customer Information

- Regular Security Information Reminder: Consistently dispatch emails containing information security reminders about system access security and other security guidelines to enhance the Group's employees' awareness of information security risk prevention;
- Regular Information Security Facility Inspections: Routine inspections on existing critical information security equipment are conducted to optimize network access policies, promptly update security patches, and enhance overall security protection capabilities;
- Application Classification: Classify and manage internal applications, identify sensitive information and critical applications, and implement corresponding security management measures for applications at different levels;
- Data Backup: Establish a comprehensive data backup mechanism, conduct regular data backup and test the recovery process to ensure that the original data can be quickly recovered in case of data loss or system failure;
- Licence Management: A strict licence management mechanism is implemented to ensure that employees only have access to information relevant to their work through the licence management approval process, and that licence settings are regularly audited to prevent licence abuse.

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

綠色責任－牢記安全使命，踐行綠色承諾

四環醫藥積極踐行綠色責任，堅守環境保護與員工健康安全底線，嚴格恪守環境、健康和安全(「**EHS**」)相關法律法規，建立並持續優化EHS管理體系。我們以預防為核心落實各項管理舉措，穩步提升管理水平，全方位保障員工健康安全，穩步推進綠色低碳企業建設。

1、 完善EHS管理機制

本集團嚴格遵守《中華人民共和國環境保護法》《中華人民共和國安全生產法》《中華人民共和國消防法》《中華人民共和國職業病防治法》等經營所在地法律法規，制定並持續完善《四環醫藥集團環境職業健康安全管理政策》《EHS事故管理規程》《事故應急管理規程》《危險化學品安全管理規程》《EHS教育培訓管理規程》等一系列內部制度，通過完善制度、細化流程、強化風險管控和加強培訓等舉措，全面落實EHS管理方針，完善EHS管理體系建設，提升EHS管理水平。

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

Sihuan Pharmaceutical actively practices green responsibility, upholding environmental protection and employee health and safety as fundamental priorities. In stringent compliance with environmental, health, and safety ("**EHS**") laws and regulations, it has established continuously optimized its EHS management system. With prevention as our core principle, we implemented various management measures to steadily enhance operational standards, ensuring all-around safeguards for employee health and safety while advancing the development of a green and low-carbon enterprise.

1. Improving EHS Management Mechanism

The Group strictly abides by the laws and regulations of the places where it operates, such as the "Environmental Protection Law of the People's Republic of China", the "Work Safety Law of the People's Republic of China", the "Fire Protection Law of the People's Republic of China" and the "Law of the People's Republic of China on Prevention and Control of Occupational Diseases". The Group has formulated and continued to improve the "Environmental and Occupational Health and Safety Management Policy of Sihuan Pharmaceutical Holdings Group", "EHS Accident Management Procedures", "Accident Emergency Management Procedures", "Hazardous Chemicals Safety Management Procedures" and "EHS Education and Training Management Procedures". It aims to fully implement the EHS management principles, improve the EHS management system and enhance the level of EHS management by improving the system, refining the processes, strengthening risk control and enhancing training.



EHS管理方針
EHS Management Policy

EHS管理架構

本集團持續深化EHS管理實踐，充分發揮EHS委員會的統籌協調作用，持續監督EHS各項工作，制定並審定年度目標與規劃，推動EHS管理體系的完善與升級，同時為員工提供環境、職業健康和安全生產方面的全方位指導，確保EHS管理工作的全面落地與協同推進。EHS委員會管治架構及各層級管理職責如下：

EHS Management Structure

The Group continues to strengthen its EHS management practices, fully utilises the coordinating role of the EHS Committee, continuously supervises the EHS activities, formulates and reviews the annual objectives and plans, and promotes the improvement and upgrading of the EHS management system. Meanwhile, the Group provides employees with comprehensive guidance on the environment, occupational health and safe production, ensuring that EHS management is implemented thoroughly and synergistically. The governance structure and management responsibilities of each level of the EHS committee are as follows:

集團總裁 **President of the Group**	• 負責本集團環境及職業健康安全工作總體戰略部署 • Responsible for overall strategic arrangement of the Group's EHS work • 對重大環境及職業健康安全事項做出決策 • Major EHS decision making
企業價值管理中心 **Enterprise Value Management Center (the "Center")**	• 企業價值管理中心總監為本集團環境及職業健康安全工作的分管負責人 • The director of the Center is the person in charge of the Group's EHS work • 企業價值管理中心EHS部為各子公司的環境及職業健康安全工作進行統籌、指導、檢查並提供支持 • The EHS department of the Center coordinates, guides, inspects and provides supports for the EHS work of each subsidiary
子公司總經理 **General manager of subsidiaries**	• 子公司總經理是子公司負有執行責任的最高管理者，對子公司的環境及職業健康安全管理體系的有關事項具有決定權 • General manager of subsidiaries is the prime executive responsible for the execution of subsidiaries and has the power to make decisions on matters related to subsidiaries' environmental and occupational health and safety management systems • 負責子公司的職業健康、安全、消防、環保管理工作，完善子公司的EHS管理體系 • Responsible for the management of occupational health, safety, fire prevention and environmental protection of the subsidiaries, and improve the EHS management system of the subsidiaries
子公司EHS部 **EHS department of subsidiaries**	• 負責子公司EHS目標的分解落實及措施策劃的制定 • Responsible for resolution and implementation of EHS goals of subsidiaries and the formulation and implementation of measures and plans • 對環境因素／危險源進行辨識、評價及控制 • Identify, evaluate and control environmental factors/hazard sources • 開展子公司EHS培訓工作 • Organize EHS training for subsidiaries

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

EHS管理目標與績效考核

本集團依據運營所在地和自身相關職業健康、安全、消防、環保等方面的法律法規與要求，制定並要求各子公司簽訂《二零二五年度EHS管理目標責任書》，明確各子公司需要完成的目標，完善具體的考核細則和獎懲標準，並將EHS績效與各子公司總經理薪酬掛鈎，充分調動各子公司的積極性，推動EHS管理的良性循環與穩定發展。

同時，我們依據《EHS信息交流管理規程》，規範EHS信息的上報、協商、溝通等流程，並對各子公司實施EHS月度信息動態管理，及時把控EHS管理狀態，確保問題能夠快速響應並有效解決。

Management Goals and Performance Appraisal

In accordance with the laws, regulations, and requirements of the place of operation and its own relevant to occupational health, safety, fire safety, and environmental protection, the Group has developed and mandated that each subsidiary sign the "2025 EHS Management Targets and Responsibilities". It outlines the targets each subsidiary must achieve, refines specific assessment criteria, establishes standards for rewards and penalties, and aligns EHS performance to the remuneration of each subsidiary's general manager. This approach aims to enhance subsidiaries' motivation, fostering a sustainable cycle and stable development of EHS management.

At the same time, in accordance with the "EHS Information Exchange Management Regulations", we have standardized the reporting, consultation, communication and other processes of the Group's EHS information. We have also implemented dynamic monthly EHS information management for each subsidiary and control the EHS management status in a timely manner to ensure that concerns can be quickly responded to and effectively resolved.

二零二五年，本集團EHS管理目標已全部完成，未發生任何EHS相關事故，亦未發生與環境或生態問題有關的重大罰款。

In 2025, all EHS management targets of the Group were achieved, with no EHS-related incidents and no significant fines related to environmental or ecological issues.

EHS管理目標
EHS Management Targets

管理目標 **Management Targets**	• 對本集團EHS審計的問題點定期完成有效整改 • Regular and effective rectification of issues identified in the EHS audits of the Group • 按照要求完成本集團下發的管理專案、優秀案例、制度、通知等內容 • Completion of management projects, excellent cases, systems, circulars and other documents issued by the Group as required • 制定年度EHS目標指標及方案並落實實施 • Formulation and implementation of annual EHS targets and plans
安全目標 **Safety Targets**	• 不發生與工作相關的死亡事故 • No work-related fatal accidents • 不發生與工作相關的嚴重傷害事故 • No work-related serious injury accidents • 不發生造成嚴重經濟損失的安全事故 • No safety accidents causing serious economic losses • 不發生因企業自身原因受到安全、消防方面的嚴重行政處罰 • No serious administrative penalties in respect of safety and fire safety for reasons attributable to the enterprises themselves • 不發生安全相關新聞媒體、網絡負面報道及公眾投訴事件 • No negative reports in the safety-related news media, internet and public complaints • 不發生食物中毒事件 • No food poisoning incidents
環保目標 **Environmental protection Targets**	• 不發生洩露事故 • No leakage accidents • 不發生環境污染事故 • No environment pollution incidents • 不發生造成嚴重經濟損失的環保事故 • No environmental accidents causing serious economic losses
職業健康目標 **OHS Targets**	• 不出現職業病 • No occupational disease • 不發生因公司自身原因受到職業健康方面停產整頓的行政處罰 • No administrative penalties for occupational health-related suspension and rectification due to the Company's own reasons • 無職業健康相關負面報道及公眾投訴事件 • No negative reports and public complaints related to occupational health • 不發生因企業自身原因受到職業健康方面的嚴重行政處罰 • No serious administrative penalties in respect of occupational health for reasons attributable to the enterprises themselves

責任於行，共享未來
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EHS體系建設與認證

為確保EHS管理的高標準落實，本集團依據ISO 14001環境管理體系、ISO 45001職業健康安全體系的相關標準，結合自身實際運營情況，制定並實施《環境、職業健康安全管理手冊》，明確各項管理要求與執行標準，並對各子公司的EHS管理情況進行監督、評估與指導，確保各子公司在EHS管理上持續達標並不斷優化。

本集團積極協助各子公司進行ISO體系認證，並確保已經獲得ISO認證的子公司能夠持續滿足體系認證要求。本年度，本集團附屬11家生產企業中，吉林津升和吉林四長已再次完成ISO 14001和ISO 45001雙體系審核。我們亦持續推進各子公司的安全生產標準化體系、綠色工廠等認證工作。截止二零二五年十二月三十一日，本集團已有多家附屬生產企業獲得安全生產標準化三級企業資質或清潔生產認證。

EHS System Building and Certification

In order to ensure the implementation of high-standard EHS management, the Group has developed and implemented the "Environment, Occupational Health and Safety Management Manual" in accordance with ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety System standards. This manual, tailored to the Group's actual operating conditions, specifies management requirements and implementation standards. It also enables the Group to supervise, evaluate, and guide the EHS management of its subsidiaries, ensuring that their EHS practices consistently meet these standards and are continually optimized.

The Group actively supports subsidiaries in achieving ISO system certification and ensures that those already certified continue to meet the certification requirements. During the Year, among the 11 manufacturing companies of the Group, Jilin Jinsheng and Jilin Sichang successfully completed the supervisory audits for the ISO 14001 and ISO 45001 systems once again We also continued to promote the safety production standardization system, green factory and other EHS system-related certifications of each subsidiary. As of 31 December 2025, certain manufacturing subsidiaries have obtained level III qualification for standardized production safety or clean production certification.



吉林津升ISO體系認證證書
ISO system certification certificates of Jilin Jinsheng



吉林四長ISO體系認證證書
ISO system certification certificates of Jilin Sichang

在日常體系運行過程中，本集團注重經驗共享與知識傳播，積極收集各子公司在EHS管理中的創新實踐和有效方案，並通過內部平台進行推廣，促進各子公司之間的學習與交流，推動本集團整體EHS管理水平的提升。

EHS風險防範與控制

本集團嚴格遵循《中華人民共和國突發事件應對法》《突發環境事件應急管理辦法》及《突發環境事件信息報告辦法》等法律法規，依據ISO體系要求建立《四環集團EHS風險級別評定標準》《EHS風險和機遇控制程序》《危險源辨識、風險評價控制程序》等內部制度，主動識別在生產運營過程中EHS相關的風險源，建立並完善風險控制措施，部分舉措如下所示：

- 對新改擴建等有重大變更的項目進行前期EHS風險評估，及時識別潛在的風險因素並進行有效預防與管理；
- 依據《四環集團EHS風險級別評定標準》，對各子公司EHS風險進行評分，確定企業風險等級，並制定EHS風險台賬，嚴格規範與管控EHS風險管理工作；

In the daily operation of the system, the Group emphasizes experience sharing and knowledge dissemination. It actively collects innovative practices and effective strategies from each subsidiary in EHS management and promotes them through an internal platform. This facilitates learning and exchange among subsidiaries, thereby enhancing the Group's overall EHS management level.

EHS Risk Prevention and Control

The Group strictly complies with relevant laws and regulations such as the "Emergency Response Law of the People's Republic of China", "Measures for the Environmental Emergency Response Management" and "Measures for Information Report of Environmental Emergencies", has established certain internal systems such as the "EHS Risk Level Assessment Standard of Sihuan Group" "EHS Risk and Opportunity Control Procedures" and "Hazard Sources Identification and Risk Assessment and Control Procedures" in accordance with ISO system requirements. It aims to proactively identify EHS-related risk sources within the production and operation process, while also establishing and improving risk control measures. The relevant measures include:

- conducting preliminary EHS risk assessment of new, renovation and expansion projects with significant changes. Therefore, potential risk factors can be identified in a timely manner and can be effectively prevented and managed;
- rating the EHS risks of each subsidiary based on the "EHS Risk Level Assessment Standard of Sihuan Group", thereby determining the corporate risk level. We have also formulated an EHS risk ledger to strictly standardize and control EHS risk management work;

- 鼓勵員工報告任何EHS相關的不合規行為、不安全行為、安全隱患或其他安全事件，並根據EHS事故報告調查管理辦法開展相應調查，以確定應對舉措與責任，保障EHS管理工作的平穩運行；
- 定期進行風險評估，組織有關部門專責工傷調查及善後工作，以及時預防工作場所發生的傷害和疾病。

我們已將EHS風險管理和評估納入所有業務流程中，制定有效的行動計劃和優先事項，持續地提升EHS風險應對水平。

EHS審計

本集團每年制定EHS審計計劃及審計實施方案，採取內部交叉互審的形式開展EHS審計。二零二五年，集團總部派遣專家團隊，在11家附屬生產企業中，對吉四澳康、本溪恒康、吉林津升、吉林四長、北京四環、弘和製藥及澳合研究院共7家子公司開展內部EHS審計。審計依據《EHS審計管理規程》執行，範圍包括安全、消防、環保、職業健康相關的體系管理、制度文件、運行記錄、現場執行情況及員工訪談等，涵蓋各子公司的全部區域。本集團將通過開展EHS審計工作，協助各子公司發現實際管理中的缺陷與不足，制定相應的整改方案，明確責任人，並就整改情況進行定期跟進及驗證，有序指導各子公司開展EHS管理工作，提升EHS管理水平。

EHS宣貫與培訓

本集團根據國家EHS相關法規要求，制定並執行《EHS教育培訓管理規程》，同時結合各子公司管理現況，從員工的日常行為安全出發，通過專項培訓、優秀案例分享、主題交流活動、崗位實操等形式，針對性開展環境、健康和安全體系相關的教育與培訓，提升全體員工的EHS意識和業務技能水平。

- encouraging employees to report any EHS-related non-compliance, unsafe behavior, safety hazards or other safety incidents, and have conducted corresponding investigations in accordance with the EHS incident report investigation and management measures to determine response measures and responsibilities and ensure the smooth operation of EHS management work;
- conducting regular risk assessments and organising the relevant departments to take special responsibility for workplace injury investigations and aftercare, so as to prevent injuries and illnesses in the workplace in a timely manner.

We have integrated EHS risk management and assessment into all business processes, and developed effective action plans and priorities, thereby continuously enhancing our EHS risk response.

EHS Audit

The Group has formulated an annual EHS audit plan and audit implementation program, and has conducted EHS audits in the form of internal cross-examinations. In 2025, the Group's headquarters dispatched a team of experts to conduct internal EHS audits at seven subsidiaries, namely Jisi Aokang, Benxi Hengkang, Jilin Jinsheng, Jilin Sichang, Beijing Sihuan, Ambest Pharmaceutical, and Beijing Ao Hei Research Institute, among the 11 affiliated manufacturing companies. Audit has been conducted in accordance with the "EHS Audit Management Protocol", and its scope encompassed system management, system files, operation records, on-site implementation and staff interviews related to safety, fire protection, environmental protection, and occupational health, covering all areas of each subsidiary. The Group will carry out EHS audit work to assist each subsidiary in discovering defects and shortcomings in actual management, formulate corresponding rectification plans, specifying the responsible person, conduct regular follow-up and verification on the rectification status, and guide each subsidiary in an orderly manner to conduct EHS management, thereby improving the overall EHS management level.

EHS Publicity and Training

In accordance with the relevant requirements of national EHS regulations, the Group formulated and implemented the "EHS Education and Training Management Regulations". Meanwhile, alongside the current management of each subsidiary, we focus on employees' daily behavioral safety. Through activities such as specialized training, sharing excellent cases, hosting themed exchange activities, and conducting post-practice evaluations, we specifically deliver education and training related to the EHS system. This approach aims to improve employees' EHS awareness and skills.

我們定期針對員工開展能源、水資源、廢棄物管理類培訓，以優化員工能源使用及水資源使用行為，減少運營過程中的能源及水資源使用，減少廢棄物的產生。二零二五年，我們針對全體員工開展了年度環保培訓，包含節能降耗、提升用水效率、減少廢棄物等相關內容。我們通過數據收集及分析、管理政策及流程宣貫等形式，培訓引導員工挖掘能源效率提升的方法，提升員工在廢棄物數據統計及報告、廢棄物管理、水資源效率提升等方面的能力，以期優化能源使用行為，挖掘生產運營過程中水資源使用效率提升的機會，建立資源節約的文化。

We regularly conduct training for employees on energy, water resources, and waste management to optimize energy use and water resource practices, reduce energy and water consumption in our operations, and minimize waste generation. In 2025, we conducted annual environmental protection training for all employees, covering topics such as energy saving, water efficiency management, and waste reduction. Through data collection and analysis, policy and process communication, and related activities, the training guides employees to identify ways to improve energy efficiency and enhances their capabilities in waste data collection and reporting, waste management, and water efficiency, with the aim of optimizing energy-use behavior and uncovering opportunities to improve water-use efficiency in production and operations, thereby fostering a culture of resource conservation.

本溪恒康環境管理系列培訓

Benxi Hengkang's Environmental Management Training Series

二零二五年，本溪恒康聚焦節能降耗、資源管理主題，開展多場專項培訓活動，以理論實操結合的方式強化全員環保節能意識。

In 2025, Benxi Hengkang focused on energy saving and resource management to conduct various targeted training activities to reinforce all employees' awareness of environmental protection and energy saving through a theory-practice approach.

- **節能降耗培訓**：本溪恒康以「精益生產減能耗，綠色製藥促發展」為主題，採用「理論授課+車間實操+案例研討」模式開展培訓，覆蓋85名員工。培訓過程中，公司邀請專家解讀行業節能法規與標準，結合核心工序講解節能技巧，由技術骨幹現場演示優化操作，同步研討評估員工節能建議。培訓後落地多項節能方案，實現生產電力消耗下降12%、蒸汽損耗減少8%，形成全員節能降耗的良好氛圍。

- **Energy Consumption Reduction Training:** Under the theme "Lean Production to Reduce Energy Consumption, Green Pharmaceutical Development for Growth", Benxi Hengkang adopted a training model of "theory lecture + practice in workshop + case discussions", covering 85 employees. During the training, industry experts invited by the Company interpreted energy-saving regulations and standards, and core process-focused techniques were explained; technical backbones demonstrated optimized operations on site, and employee energy-saving proposals were evaluated in a concurrent discussion. Following the training, several energy-saving measures were implemented, resulting in a 12% reduction in production electricity consumption and an 8% reduction in steam losses, creating a positive atmosphere of energy saving and consumption reduction for all employees.

- **節水培訓**：本溪恒康以「精細化節水賦能綠色生產」為主題，採用「理論+實操+競賽」模式開展培訓，覆蓋220餘名員工。培訓解讀了節水法規與行業標準，結合生產耗水環節剖析痛點、開展實操演練，鼓勵員工設計節水方案。培訓後員工主動上報多處設備漏點，季度用水量同比下降12%，為公司建立節水長效機制提供支撐。

- **Water Consumption Reduction Training:** With the theme "Precise Water Management Enables Green Production", Benxi Hengkang adopted a "theory + practice + competition" model to train more than 220 employees. The training explained water-saving regulations and industry standards, analyzed pain points along water-consuming production steps, and included hands-on exercises to encourage employees to design water-saving solutions. After training, employees proactively reported several equipment leakage points, and quarterly water use therefore decreased by 12% year-on-year, supporting the establishment of a long-term water-saving mechanism for the Company.

- **廢棄物減量培訓**：本溪恒康開展「綠色辦公·精益生產－全員廢棄物減量專項培訓」活動，聚焦辦公及生產場景廢棄物管理。培訓採用「線上+線下」融合模式，覆蓋多部門員工328人。公司依託數字化平台知識庫上傳課程及案例資料，開設交流專區鼓勵經驗分享，並通過線上考試、現場實操考核及崗位行為跟蹤評估培訓效果，員工考核通過率達92%。培訓後辦公區域紙張使用量減少28%，打印機耗材更換頻率降低22%，推動資源節約理念深度融入企業運營。

- **Waste Reduction Training:** Benxi Hengkang launched the "Green Office, Lean Production – Staff Training on Waste Reduction", focusing on waste management in office and production settings. The training employed an "online+offline" approach, reaching 328 employees across various departments. The Company uploaded course and case materials to its knowledge base of the digital platform, established a discussion forum to encourage experience sharing, and assessed training effectiveness through online tests, on-site practical evaluations, and behavioral tracking. The pass rate was 92%. Post-training, paper usage in office areas decreased by 28%, and printer consumables replacement frequency declined by 22%, helping to embed resource-saving concepts more deeply into corporate operations.

此外，為完善各子公司EHS管理，促進企業間管理經驗交流互鑒，本年度本集團統籌開展EHS技術主題交流活動。各子公司分享人結合法規標準及自身實踐經驗，圍繞《EHS管理體系運行》《「多體系」融合管理實踐》兩大主題分享心得，分享後各企業開展互動研討，進一步提升了本集團EHS管理協同效能。

2、 應對氣候變化

四環醫藥深刻認知氣候變化帶來的風險、機遇和影響，將氣候應對納入業務發展核心考量。我們積極響應國家雙碳政策及《巴黎協定》倡議，參考氣候相關財務披露工作小組(TCFD)框架建議，制定《重大氣候風險管理制度》，完善ESG管治架構與氣候風險識別、管理流程，嚴控各生產基地及業務活動碳排放，持續關注氣候對業務持續性、穩定性的影響，在應對氣候變化中發揮積極作用。

In addition, to enhance EHS management across subsidiaries and promote cross-company exchange of management experiences, the Group organized EHS technical topic exchange activities during the Year. Each subsidiary shared insights based on regulation standards and their own practices, focusing on two themes "EHS Management System Operation" and "Integrated Management Practices Across Multiple Systems". After the sharing sessions, the subsidiaries conducted interactive discussions, further improving the Group's EHS management collaboration and effectiveness.

2. Responding to Climate Change

Sihuan Pharmaceutical has a deep understanding of the risks, opportunities, and impacts arising from climate change and has integrated climate responses into its core business development considerations. We strived to respond to national dual-carbon policies and the Paris Agreement, and, with reference to the Task Force on Climate-related Financial Disclosures (TCFD) framework, have formulated the "Major Climate Risk Management System". We continuously improved the ESG governance framework and the climate risk identification and management processes, tightly controlled carbon emissions from all production bases and business activities, and monitored climate impacts on business continuity and stability, playing a constructive role in addressing climate change.

管治

本集團已建立負責監督和管理氣候相關風險和機遇的治理架構。董事會與風險管理委員會在ESG工作小組的協助下，持續審視氣候相關風險與機遇，識別並評估對本集團業務影響較大、相關性較高的氣候風險，監督節能減排、綠色運營等工作的管理與實施，積極參與本集團氣候治理。此外，我們面向董事會和管理層開展氣候變化相關內部培訓，邀請外部專家分享最新監管要求與行業趨勢，以確保董事會和管理層有適當的技能和能力用以監督及應對氣候變化風險與機遇。

Governance

The Group has established a governance framework responsible for supervising and managing climate-related risks and opportunities. The Board and the Risk Management Committee, with the assistance of the ESG Working Team, continued to review climate-related risks and opportunities, identify and assess climate risks that have a material impact and high relevance to the Group's business, supervise energy-saving, emissions-reduction, and green operating initiatives, and engage in the Group's climate governance. In addition, we provide climate-related internal training for the Board and the management, inviting external experts to share the latest regulatory requirements and industry trends to ensure the Board and the management equipped with the appropriate skills and capabilities to supervise and respond to climate risks and opportunities.

董事會 **Board**	• 監督本集團氣候相關事宜，在制定本集團戰略時納入對氣候風險和機遇的考慮； • Oversee climate-related issues and incorporate considerations of climate risks and opportunities into the Group's strategy development; • 每年通過董事會會議，獲悉氣候風險和機遇的識別、評估及管理結果； • Annually approve at Board meetings to understand the identification, assessment, and management outcomes of climate risks and opportunities; • 設定氣候相關目標，並定期檢討目標的達成進度。 • Set climate-related targets and regularly review progress toward achieving them.
風險管理委員會 **Risk Management Committee**	• 監督、審核氣候相關政策、指引及程序； • Supervise and review climate-related policies, guidelines, and procedures; • 識別、評估主要氣候風險和機遇，制定管理策略； • Identify and assess major climate risks and opportunities and develop management strategies; • 協助董事會監督氣候變化相關工作的落實情況。 • Assist the Board in overseeing the implementation of the work related to climate change.
ESG工作小組 **ESG Working Team**	• 落實氣候相關政策和措施； • Implement climate-related policies and measures; • 組織開展環境和溫室氣體排放數據統計和收集工作； • Organize environmental and greenhouse gas emissions data aggregation and collection work; • 定期向風險管理委員會彙報工作進度。 • Regularly report progress to the Risk Management Committee.
子公司工作組 **Subsidiary Working Team**	• 由公司總經理擔任組長，工程、EHS、採購、財務、質量等部門的相關人員作為小組成員； • Led by the general manager of the Company as the team head, with relevant personnel from engineering, EHS, procurement, finance, and quality departments serving as members; • 負責氣候變化風險識別與應對、能源政策制定、專業培訓、減碳項目費用審核等事項； • Responsible for climate change risk identification and response, energy policy formulation, professional training, and approval of costs for carbon-reduction projects; • 每年就相關議題組織專題會議，並將重大事項上報集團。 • Hold annual meetings on related topics and report significant matters to the Group.

策略

氣候風險和機遇評估

本集團密切關注在短期、中期或長期可能影響現金流量、融資渠道或資本成本的氣候相關風險和機遇，充分考慮其對企業生產運營的影響，積極採取措施緩解和適應氣候變化。二零二五年，我們基於行業政策法規和自身業務特徵，重新梳理並建立氣候風險和機遇清單，並邀請各子公司從「影響發生的可能性」「影響程度」「預期可能造成影響的時間範圍」三個維度，對識別出的氣候風險和機遇進行重要性評估。

Strategy

Climate Risks and Opportunities Assessment

The Group closely monitored climate-related risks and opportunities that could affect cash flows, financing channels, or cost of capital in the short, medium, or long term, taking full consideration of their impact on our operations. We endeavored to take measures to mitigate and adapt to climate change. In 2025, based on industry policies and regulations and our own business characteristics, we reorganized and established a climate risk and opportunity register, and invited subsidiaries to assess the identified risks and opportunities from three dimensions, i.e. likelihood of occurrence, magnitude of impact, and the time horizons over which the impact is expected to occur.

風險／機遇類型		潛在影響		影響評估		應對措施
		業務模式及價值鏈	財務	等級[4]	時間範圍[5]	
		Potential impact		Impact assessment		
Types of risks/opportunities		Business model and value chain	Finance	Grade[4]	Time horizon[5]	Response
物理風險	急性－洪澇 急性－寒潮 急性－極端降雪	• 自身運營：可能導致生產基地的基礎設施受損，影響產能甚至中斷生產流程 • 上游、下游：可能導致交通中斷，影響原材料、產品的運輸與儲存	• 增加固定資產維修成本 • 增加物流成本和庫存管理成本	低 中低 低	長期 長期 短中長期	• 根據實際運營情況制定極端天氣應急預案，並組織員工日常巡檢 • 儲備充足的應急抗災物資，積極開展災害預防相關培訓 • 定期對房屋、設備、園區內排水系統等進行維護保養 • 為固定資產和產品購買保險
Physical risk	Acute – flooding Acute – cold wave Acute – extreme snowfall	• Own operations: it may damage the infrastructure of production bases, affect capacity, or interrupt production processes • Upstream and downstream: it may cause transportation disruptions, affecting the shipment and storage of raw materials and finished products	• Increases in fixed asset maintenance costs • Increases in logistics costs and inventory management costs	Low Low-medium Low	Long term Long term Short-medium-long term	• Develop extreme weather emergency plans based on actual operating conditions and organize routine staff inspections • Maintain ample emergency disaster-relief supplies and actively conduct disaster prevention training • Regularly maintain buildings, equipment, and drainage systems within the park • Insure fixed assets and products
	慢性－平均氣溫升高	• 自身運營：可能影響藥品的儲存條件，需要增加製冷設備使用	• 增加製冷設備的運營成本	中低	長期	• 持續評估溫度變化情況對不同地域營業、生產場所的影響，及時調節能源採購和使用策略
	Chronic – rise in average temperature	• Own operations: it may affect storage conditions for drugs, necessitating increased use of cooling equipment	• Increases in operating costs for cooling equipment	Low-medium	Long term	• Continuously assess how temperature changes affect operations across different regions and production sites, and promptly adjust energy procurement and usage strategies

風險／機遇類型		潛在影響		影響評估		應對措施
		業務模式及價值鏈	財務	等級[4]	時間範圍[5]	
		Potential impact		Impact assessment		
Types of risks/opportunities		Business model and value chain	Finance	Grade[4]	Time horizon[5]	Response
轉型風險	政策及法律－環境及氣候政策	• 自身運營：嚴格的環境政策要求企業減少碳排放，優化生產流程	• 增加環保、新能源設施設備投資和運營成本	中	中長期	• 及時追蹤國家及地方出台的法律法規，加強碳排放監管 • 鼓勵子公司安裝光伏發電設施、使用可再生能源
Transition risk	Policy and legal – environmental and climate policy	• Own operations: Stricter environmental regulations require the Company to reduce emissions and optimize production processes	• Increases in investment and operating costs for environmental protection and new energy facilities and equipment	Medium	Medium-long term	• Timely track national and local laws and regulations, and strengthen carbon emission supervision • Encourage subsidiaries to install photovoltaic power generation facilities and use renewable energy
	技術－低碳技術投資	• 自身運營：可能因新技術不成熟、市場認可度低等原因導致投資失敗	• 增加技術研發費用或資本支出	中低	中長期	• 借鑒同行優秀管理實踐，在落地應用前開展技術改進或新技術引入的可行性分析
	Technology – low carbon technology investment	• Own operations: Investments could fail due to immature new technologies or low market acceptance	• Increases in R&D expenses or capital expenditure	Low-medium	Medium-long term	• Learn from peers' best management practices and conduct feasibility analyses for technology upgrades or new technology introduction before implementation
	市場－原材料成本上升	• 自身運營、下游：可能壓縮產品利潤空間，影響產品定價	• 原材料採購成本上升	中低	中期	• 積極開展原輔材料市場情況調研，實時掌握市場變化 • 儲備生產用關鍵物料，由集團統一集採子公司通用材料，降低成本
	Market – rising raw material costs	• Own operations and downstream: it may compress product profit margins and affect product pricing	• Higher procurement costs of raw materials	Low-medium	Medium term	• Actively conduct market research on raw materials and auxiliary materials to keep abreast of market changes • Stock key production materials, and centralize procurement of common materials across subsidiaries to reduce costs
	聲譽－利益相關方關注	• 自身運營、下游：可能影響企業的社會形象和市場競爭力	• 品牌價值受損，影響市場份額	低	短中長期	• 多措並舉有效控制碳排放，定期披露氣候相關信息，建立良好的品牌形象
	Reputation – Stakeholder Concerns	• Own operations and downstream: it may affect the Company's corporate image and market competitiveness	• Brand value damaged, affecting market share	Low	Short-medium-long term	• Take multi-faceted measures to effectively control carbon emissions, regularly disclose climate-related information, and build a strong brand image

風險／機遇類型		潛在影響		影響評估		應對措施
		業務模式及價值鏈	財務	等級[4]	時間範圍[5]	
		Potential impact		Impact assessment		
Types of risks/opportunities		Business model and value chain	Finance	Grade[4]	Time horizon[5]	Response
機遇	資源使用效率提升	• 自身運營：可以降低企業生產成本，提高運營效率	• 減少資源浪費，降低採購成本，提高利潤	中	中期	• 通過數字化等手段助力生產運營，將有效助力降低企業運營成本 • 推進綠色包裝、清潔能源使用，樹立負責任的企業形象 • 進行節能降耗技術的研發創新、引進先進節能環保設備，優化能源結構，提升能源利用效率 • 密切關注市場趨勢，積極參與行業會議與論壇
	清潔能源佔比增加	• 自身運營：可以減少碳排放，提升企業的環境友好形象	• 降低能源成本，減少碳稅等政策成本	中	短中長期	
	新市場需求增加	• 下游：氣候變化可能影響人類健康，為製藥企業帶來新的市場需求。	• 開拓新市場，增加銷售收入	低	長期	
Opportunities	Improved resource utilization efficiency	• Own operations: it may reduce production costs and improve operating efficiency	• Lower resource waste, lower procurement costs, and higher profit	Medium	Medium term	• Support production and operations with digitalization and other means to help reduce operating costs of an enterprise • Promote green packaging and the use of clean energy to establish a responsible corporate image • Pursue R&D and innovation in energy-saving and consumption-reduction technologies, adopt advanced energy-saving and environmental protection equipment, optimize the energy mix, and improve energy efficiency • Stay attuned to market trends and engage in industry conferences and forums
	Increased proportion of clean energy	• Own operations: it may reduce carbon emissions and enhance the Company's environmental profile	• Lower energy costs, and lower policy costs such as carbon taxes	Medium	Short-medium-long term	
	Increased new market demand	• Downstream: climate change may impact human health, creating new market demand for pharmaceutical products.	• Expansion of new markets, increasing sales revenue	Low	Long term	

4 等級：結合「影響發生的可能性」和「影響程度」兩個維度得出，分為高、中高、中、中低、低五個等級。經評估，本年度暫未有氣候相關風險和機遇達到高或中高等級，本集團所有資產或業務活動均不會受到氣候相關風險和機遇的重大影響。

4 Grade: Based on two dimensions, namely "likelihood of occurrence" and "magnitude of impact", the five grades are high, medium-high, medium, low-medium, and low. After assessment, there were no climate-related risks or opportunities during the Year that reached high or medium-high grades; none of the Group's assets or business activities would be materially affected by climate-related risks or opportunities.

5 時間範圍：即氣候相關風險和機遇預期可能造成影響的時間範圍，分為短期（1年以內）、中期（1年至5年）、長期（5年以上）。

5 Time horizon: The time horizons over which climate-related risks and opportunities are expected to have an impact, categorized as short term (within 1 year), medium term (1–5 years), and long term (more than 5 years).

本集團已將氣候戰略納入整體業務規劃，深入探索轉型計劃的制定，以光伏發電設施建設為切入點，爭取實現從傳統能源向清潔能源轉型的目標。我們對資源配置進行調整，優先支持可再生能源項目的實施，並將逐步增加對低碳技術研發和設備更新的投入。截至二零二五年底，本集團附屬公司北京四環已率先開展屋頂分佈式光伏建設項目。該項目全部由第三方出資建設，可節約近40%電費開支，二零二五年年均節省電費約70萬元。在25年的運營期內，項目預計累計可節省電費約1,700萬元，總發電量約6,905萬kWh，可減少碳排放約3,938噸，經濟與環保效益顯著。未來，我們計劃進一步擴大分佈式光伏建設的範圍，覆蓋更多子公司，持續優化能源結構並降低碳排放。

The Group has integrated climate strategy into its overall business plan, exploring transformation pathways and using photovoltaic power generation infrastructure as an entry point to achieve the target from traditional energy to clean energy. We will adjust resource allocation to prioritize the implementation of renewable energy projects and gradually increase investment in low-carbon technology R&D and equipment upgrades. By the end of 2025, Beijing Sihuan, a subsidiary, has taken the lead in rooftop distributed photovoltaic power construction project. The project is fully funded and built by a third party, representing an approximate 40% reduction in electricity costs. The project was estimated to save approximately RMB 7 million per year on electricity expenses on average in 2025. Over the 25-year operating period, the project was expected to generate a total electricity savings of approximately RMB 17 million, with total generation of approximately 69.05 million kWh and a carbon emission reduction of approximately 3,938 tons, delivering significant economic and environmental benefits. In the future, we plan to further expand the scope of distributed photovoltaic power construction to cover more subsidiaries, so as to optimize the energy mix and reduce carbon emissions on an ongoing basis.

此外，本集團順應國際綠色發展趨勢，投資綠色金融產品。我們存入交通銀行的美元資金經過第三方機構認證且出具認證報告，作為「綠色及可持續發展存款」用於綠色定期存款計劃。該綠色定期存款計劃通過吸收企業客戶盈餘資金進而以貸款的形式將資金投放到符合條件的環保項目中，投放項目包括可再生能源、能效提升、污染防控、綠色建築、清潔交通、可持續水資源管理和污水處理、生物資源和土地資源的環境可持續管理等，可為推動綠色轉型和應對氣候變化持續貢獻力量。

In addition, in line with international green development trends, the Group invests in green financial products. Our US dollar funds deposited with Bank of Communications, certified by a third party and supported by certification reports, are used as "Green and Sustainable Deposits" for a green term deposit program. This green term deposit program mobilizes surplus corporate funds of corporate clients and provides financing in the form of loans to eligible environmental projects. The funded projects include renewable energy, energy efficiency improvements, pollution prevention and control, green buildings, clean transportation, sustainable water resources management and wastewater treatment, and environmental sustainability management of biological resources and land resources, continuously contributing to green transformation and climate change mitigation.

氣候情景分析

氣候變化帶來的各類風險與機遇，或將對本集團業務模式、價值鏈及財務狀況產生深遠影響。本年度，我們針對已識別的核心氣候風險與機遇，運用情景分析工具，模擬低排放、高排放等不同全球溫升場景下的潛在影響，評估本集團氣候韌性水平，為應對策略的制定提供科學支撐。

Climate Scenario Analysis

Risks and opportunities arising from climate change could have profound impact on the Group's business model, value chain, and financial position. During the Year, for identified key climate risks and opportunities, we employed scenario analysis tools to model potential impacts under different global warming scenarios, such as low- and high-emission pathways, and to assess the Group's climate resilience, providing scientific support for strategy formulation.

營運範圍 **Operating Scope**		與本報告範圍一致，覆蓋我們擁有運營控制權或對我們的環境、社會及管治方面有顯著影響的所有業務單位。 Consistent with the scope of this report, it includes all business units over which we have operational control or that have a significant impact on our ESG performance.
情景選擇 **Scenarios**	**物理風險** **Physical Risk** **轉型風險** **Transition Risk**	政府間氣候變化專門委員會(IPCC) SSP1-2.6與SSP5-8.5 SSP1-2.6 and SSP5-8.5 scenarios of the UN Intergovernmental Panel on Climate Change (IPCC) 國際能源署(IEA)淨零排放情景(NZE)與既定政策情景(STEPS) Net Zero Emissions by 2050 Scenario (NZE) and Stated Policies Scenario (STEPS) of the International Energy Agency (IEA)
	選擇依據 **Selection Criteria**	• **高對比性**：所選情景包含高排放情景與低排放情景，可完整呈現從積極減排到無政策約束的極端場景，全面覆蓋不同溫升幅度區間。 • **High comparability:** The selected scenarios encompass high emission and low emission and allow a full range from aggressive decarbonization to scenarios with no policy constraints, covering a broad spectrum of temperature rise outcomes. • **平衡性**：所選情景在物理風險和轉型風險方面均具有代表性，其中IPCC情景側重於全球氣候系統的變化和極端天氣事件的物理影響，而IEA情景則專注於能源轉型和政策變化對經濟和社會的影響。 • **Balance:** The selected scenarios are representative of physical and transition risks, of which the IPCC scenarios emphasizes changes in the global climate system and the physical impacts of extreme weather, while the IEA scenarios focuses on energy transition and policy changes affecting the economy and society. • **科學性**：所選情景均以國際權威機構的科學研究成果及模型預測為依託，具備較高的可信度與廣泛的行業認可度。 • **Scientific basis:** All selected scenarios are based on the scientific research and model projections of international authoritative bodies, with high credibility and broad industry acceptance.
時間範圍 **Time horizon**		短期(1年以內)，中期(1年至5年)，長期(5年以上) Short term (within 1 year), medium term (1–5 years), long term (more than 5 years)
假設 **Assumption**		本集團生產基地在所有情景下均能持續運營且地理位置不改變，原材料供應和物流網絡保持穩定，產品種類、生產規模和業務模式未發生顯著變化。 The Group's production bases are able to operate sustainably under all scenarios without changes in their geographical locations. Raw material supplies and logistics networks remain stable, and there are no significant changes in product types, production scale and business models.

結果顯示，物理風險方面，在SSP5-8.5情景下，極端天氣事件頻發，易導致生產基地運營中斷、供應鏈受損及固定資產潛在損害，風險等級較高；反之在SSP1-2.6情景下，極端天氣的發生概率與強度顯著下降，物理風險相對可控。為此，我們制定長期物理風險適應計劃，通過強化生產設施抗災能力、優化供應鏈佈局、完善應急響應機制等舉措，應對極端天氣、供應鏈脆弱性及成本上升等不確定因素，提升氣候風險應對能力。

轉型風險方面，在NZE情景下，企業需投入大量資金用於低碳技術研發及分佈式光伏等項目建設，以滿足嚴苛的政策要求與市場低碳需求，轉型風險較高；在STEPS情景下，轉型風險相對較低，但需持續應對政策變動及市場競爭帶來的不確定性。為此，我們制定低碳轉型措施，優化能源結構、加大低碳技術研發投入，動態調整短中長期策略，適配轉型需求，將風險轉化為新的發展機遇。

Results indicate that, in terms of the physical risk, under the SSP5–8.5 scenario, extreme weather events occur more frequently, increasing the risk of disruption to production bases, damage to the supply chain, and potential impairment of fixed assets, with a high-risk level. However, under the SSP1–2.6 scenario, the probability and intensity of extreme weather decline significantly, making physical risks relatively controllable. Accordingly, we have developed a long-term physical risk adaptation plan, strengthening the disaster-resilience of production facilities, optimizing supply chain layout, and improving emergency response mechanisms to cope with uncertainties such as extreme weather, supply chain vulnerabilities, and rising costs, thereby enhancing our capability in response to climate risk.

In terms of the transition risk, under the NZE scenario, significant capital must be invested in low-carbon technology R&D and distributed photovoltaic projects to meet stringent policy requirements and market demand for low carbon; transition risk is thus high. Under the STEPS scenario, the transition risk is comparatively lower, but we must continue to address uncertainties arising from policy changes and market competition. Accordingly, we have developed low-carbon transition measures, optimized the energy mix, increased R&D investment in low-carbon technologies, and dynamically adjusted short-, medium-, and long-term strategies to align with transition needs and convert risk into new development opportunities.

風險管理

本集團已建立氣候相關風險和機遇管理流程，並將其融入「三道防線」風險管理體系中，明確識別、評估、優次排列、監察環節的職責分工及管理要求，不斷提升氣候風險和機遇管理水平。

Risk Management

The Group has established a climate-related risk and opportunity management process and integrated it into the "Three Lines of Defense" risk management framework, stipulating job duties and management requirements for identification, assessment, prioritization, and supervision, enhancing climate risk and opportunity management levels continuously.

識別 Identification	評估 Assessment	優次排列 Prioritization	監察 Supervision
收集覆蓋本集團所有業務活動的內部數據，參考外部資料（如IPCC報告、氣象數據、政策法規等），系統識別本集團面臨的氣候相關物理風險、轉型風險和機遇。 We collect internal data covering all business activities of the Group with reference to external sources (e.g., IPCC reports, meteorological data, policies and regulations) to systematically identify the climate-related physical risks, transition risks, and opportunities faced by the Group.	結合定性和定量方法，從「影響發生的可能性」「影響程度」「預期可能造成影響的時間範圍」三個維度，對識別出的氣候風險和機遇進行重要性評估。 Combining qualitative and quantitative methods, we assess the importance of identified climate risks and opportunities across three dimensions, namely the "likelihood of occurrence", the "magnitude of impact", and the "time horizons over which the impact is expected to occur".	借助氣候情景分析工具，比較不同情景下氣候風險和機遇應對行動的緊迫程度，確定相對優先級，根據優先級分配資源、調整策略，確保資源合理投入。 Leveraging climate scenario analysis tools, we compare the urgency of risk and opportunity responses under different scenarios, determine relative priorities, allocate resources accordingly, and adjust strategies to ensure prudent resource investment.	定期審查管理流程，動態調整管理措施，確保其與本集團戰略和業務目標一致。 持續監督氣候風險和機遇的變化，確保管理措施的有效性和適應性。 We regularly review the management processes and dynamically adjust measures to stay aligned with the Group's strategy and business objectives. Ongoing supervision of changes in climate risks and opportunities is conducted to ensure the effectiveness and adaptability of management measures.

氣候風險和機遇管理流程

Climate Risk and Opportunity Management Process

指標及目標

本集團定期開展範圍1及範圍2溫室氣體排放量核算並於年度ESG報告中披露絕對排放量。本年度，我們新增對範圍3部分類別排放量的核算，並在未來計劃逐步擴大核算範圍，以全面了解價值鏈溫室氣體排放情況。二零二五年溫室氣體核算結果詳見「附錄I：二零二五年ESG關鍵績效數據表」。

本集團緊扣國家「雙碳」目標及政策要求，將溫室氣體減排納入整體戰略，積極探索設定集團層面的減排目標，統籌各子公司推進節能降碳，以減緩氣候變化的影響。其中，北京四環以二零二一年為基準年，設定「到二零二六年，範圍1與範圍2溫室氣體排放量下降不低於30%」的絕對目標。二零二五年，北京四環範圍1排放量較二零二一年降低30%，範圍2排放量較二零二一年降低50%，預計二零二六年可順利達成減排目標。

本集團亦在應對氣候變化方面做出如下承諾：

- 設定降低溫室氣體排放和能源消耗的目標，並定期審查和更新進展。
- 積極探索與增加可再生能源的使用，並持續提升能源使用效率，進而減輕運營過程中所帶來的氣候影響。
- 推行低碳經濟模式，包括制定以下方面的要求和行動計劃：能源管理，研發運營、生產、服務和物流等環節的碳排放及其監測，定期對業務運營基地及關鍵供應商的表現進行監督與審核。
- 致力於與客戶、員工、外包方、供應商、社區和其他利益相關方通力協作，共同構建低碳價值鏈。
- 定期披露應對氣候變化方面的進展，確保氣候變化相關信息的透明度和公開性。

Metrics and Targets

The Group regularly conducts accounting of Scope 1 and Scope 2 greenhouse gas emissions and discloses absolute emissions in the annual ESG report. During the Year, we added accounting for emissions from some categories within Scope 3 to progressively expand the scope in the future to gain a comprehensive understanding of value chain greenhouse gas emissions. The greenhouse gas emissions in 2025 are set out in Appendix I: Table of 2025 ESG Key Performance Data.

The Group remains aligned with national dual-carbon objectives and policy requirements, integrating greenhouse gas reduction into our overall strategy. We strived to explore setting Group-level reduction targets and coordinate with subsidiaries to advance energy saving and decarbonization, thereby mitigating the impact of climate change. For example, Beijing Sihuan set 2021 as the base year and established an absolute target that "by 2026, Scope 1 and Scope 2 greenhouse gas emissions shall be reduced by no less than 30%". In 2025, Beijing Sihuan reduced Scope 1 emissions by 30% relative to 2021 and Scope 2 emissions by 50% relative to 2021, indicating that the 2026 reduction target is on track to be achieved.

The Group also commits to the following in addressing climate change:

- To set targets for reducing greenhouse gas emissions and energy consumption, and regularly review and update progress. To set targets for reducing greenhouse gas emissions and energy consumption, with regular reviews and updates on progress.
- To actively explore and increase the use of renewable energy while continuously improving energy efficiency to mitigate the climate impact arising from our operations.
- To promote a low-carbon economic model, including formulation of requirements and action plans in the following areas: energy management, carbon emissions from R&D and operations, production, services and logistics and their monitoring as well as periodic supervision and review on the performance of our business operation bases and significant suppliers.
- To commit to collaborating with customers, employees, contractors, suppliers, communities and other stakeholders to collectively build a low-carbon value chain.
- To regularly disclose the Company's progress in addressing climate change, ensuring transparency and openness regarding climate change-related information.

3、 環境管理

四環醫藥在環境管理中多措並舉，通過技術優化、資源循環、智能管控等方式落實環保舉措，科學制定並評估環境管理目標，將綠色理念貫穿生產經營全程。本集團嚴格推進節能減排，強化員工環保教育與意識培養，營造綠色文化氛圍，穩步踐行企業綠色低碳發展路徑。

排放物管理

在生產運營過程中，本集團嚴格遵守《中華人民共和國水污染防治法》《污水綜合排放標準》《大氣污染物綜合排放標準》《鍋爐大氣污染物排放標準》等各運營所在地排放物管理相關的法律法規及管理標準，並制定《廢水、廢氣、噪聲管理規程》等內部管理制度，為各部門和各子公司規範化排放提供指導，提升排放物治理水平。

我們致力於減少生產及運營過程中產生的三廢排放，持續加大環保投入，通過安裝在線監控系統、持續優化處理工藝、引入先進技術、推動廢棄物回收項目等舉措，不斷提升資源利用水平，從源頭減少廢棄物產生和填埋量。同時，我們通過定期開展廢棄物審計、第三方監測等方式，深入了解各環節的廢棄物產生情況，在確保廢水、廢氣、廢棄物合規排放的基礎上，尋找和識別優化機會，從而制定出切實可行的行動計劃，努力將對環境的影響降至最低。目前，本集團各子公司均取得排汙許可證並按需設定量化的廢棄物減排目標，並定期開展污染物排放檢測，確保合規排放。

3. Environmental Management

Sihuan Pharmaceutical employs a multi-pronged approach to environmental management, implementing environmental protection measures through technology optimization, resource recycling, and intelligent control. It scientifically formulates and evaluates environmental management objectives, integrating green concepts throughout the entire production and operation process. The Group rigorously promotes energy saving and emission reduction, strengthens environmental education and awareness among employees, fosters a green cultural atmosphere, and steadily practices its green and low-carbon development path.

Emissions Management

In the production and operation process, the Group strictly abides by the "Water Pollution Prevention and Control Law of the People's Republic of China", "Comprehensive Sewage Emission Standards", "Comprehensive Air Pollutant Emission Standards", "Boiler Air Pollutant Emission Standards" and other laws, regulations and management standards related to emission management in each operating location. It has the "Wastewater, Exhaust Gas and Noise Management Protocol" and other internal systems to standardize emission for all departments and subsidiaries and improve emissions management.

We are committed to reducing the discharge of exhaust gases, wastewater and wastes generated during production and operations, and continued to increase investment in environmental protection. Through measures such as installing online monitoring systems, continuously optimizing treatment processes, introducing advanced technologies and facilitating waste recycling projects, we have steadily improved resource utilization levels while striving to reduce waste generation and landfill at source. At the same time, we conduct regular waste audits and third-party monitoring to gain a deeper understanding of waste generation across all stages. Based on our commitment to compliant emissions of wastewater, exhaust gases and wastes, we seek and identify optimization opportunities to develop practical action plans and to reduce environmental impact to the lowest possible level. Currently, all subsidiaries have obtained pollution discharge permits and set quantified targets to minimize waste as necessary. They also conduct regular pollutant emission testing to ensure compliant emission.

本集團生產經營過程中產生的主要廢氣、廢水、廢棄物類型及管理方法如下：

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

類型 Category	子類型 Subcategory	來源 Source	管理方法 Management Approach
廢氣	生產廢氣	鍋爐廢氣以及藥物質檢、包裝噴碼等過程中產生的揮發性有機物(VOCs)等	• 採用規範的廢氣處理流程和處理工藝，定期檢測並委託第三方進行廢氣排放檢測，保障生產廢氣合規排放。
Exhaust Gas	Production exhaust gas	From the boiler, as well as the volatile organic compounds ("**VOCs**") generated in the process of drug quality inspection and package inkjet printing	• We adopt standardized handling process and treatment technology of exhaust gas and regularly entrust a third party to conduct exhaust emission testing to guarantee the legal discharge of production exhaust gases.
	生活廢氣	食堂油煙	• 安裝並定期清理油煙淨化器等處理設施，保證設施正常運轉，降低廢氣排放影響。
	Domestic exhaust gas	Canteen lampblack	• We install lampblack treatment facilities and guarantee the normal operation of these facilities to mitigate the impact of exhaust gas emissions.
廢水	生產廢水	日常生產運營過程產生	• 採用規範的廢水處理流程和處理工藝，有效地對高鹽、高濃廢水及生活污水進行處理，並在污水站總排口安裝污水在線監測系統，實時監控化學需氧量、氨氮排放量等關鍵指標定期向地方生態環境局上傳污染物監測結果；
Wastewater	Production wastewater	Generated from daily production and operation process	• We adopt standardized wastewater treatment process and technology to effectively treat high salinity, high concentration wastewater and domestic sewage. We install an online sewage monitoring system at the main outlet of the sewage station to monitor key indicators such as chemical oxygen demand ("**COD**") and ammonia nitrogen discharge. We also regularly upload the pollutant monitoring results to the local ecological environment bureau;
			• 積極推進廢水管理檢查，定期檢查污水站的管理情況，確保廠區設備正常運行，定期抽取水樣進行水質因子檢測，並委託第三方機構開展年度廢水水質檢測，確保廢水排放符合國家相應的法律法規和標準；
			• We actively promote wastewater management inspections, regularly inspect the management of the sewage station to ensure the normal operation of the plant equipment. We also regularly take water samples for testing of water quality factors and entrust third party organizations to conduct annual wastewater quality tests to ensure that the wastewater discharge complies with the corresponding national laws, regulations and standards;

類型 Category	子類型 Subcategory	來源 Source	管理方法 Management Approach
			• 持續開展污水站工藝技術等相關的環保培訓，提升員工技術及操作水平，有效改善廢水水質，確保廢水處理工作的高效進行。 • We continue to conduct relevant environmental protection training on the wastewater treatment processes and techniques of sewage station, so as to improve the staff's technical and operation level, improve the quality of wastewater and ensure the wastewater is treated in an efficient way.
廢棄物 Waste	無害廢棄物 Non-hazardous waste	一般工業固體廢棄物等生產垃圾及餐廚垃圾等生活垃圾 Production waste, such as general industrial solid waste, and daily garbage, such as kitchen waste	• 生產垃圾由EHS部門進行監督管理，並定期交由有資質的第三方單位進行無害化處理； • The EHS department is responsible for supervising and managing the treatment of production waste, and regularly transferring it to a professional third party for harmless disposal; • 生活垃圾則由行政部負責管理分類，並定期轉移至環保公司進行處理。 • The administration department is responsible for the management and classification of daily garbage, and they send it to sanitation companies for disposal regularly.
	有害廢棄物 Hazardous waste	生產與研發過程中產生的化學品及醫療廢物，減排過程中產生的廢活性炭、污水站污泥等，及少量廢棄墨盒、硒鼓等辦公用品 Chemicals and medical waste from production and R&D, waste activated carbon and sewage sludge generated in the process of emission reduction, as well as small quantity of office supplies such as waste ink cartridges and toner cartridges	• 嚴格遵守危險廢棄物管理相關法律法規，依照《危險廢棄物管理規程》等內部制度，對廢棄物的產生、收集、分類、標籤、記錄、儲存、運輸、處置等環節進行嚴格監督與管理，堅持「勤周轉、少暫存」的管理方式，並通過環保監管平台，委託有資質的第三方單位處理各項危險廢棄物； • We strictly abide by relevant laws and regulations on the management of hazardous waste, and strictly supervise and manage the generation, collection, classification, labeling, recording, storage, transportation and disposal of waste in accordance with internal systems such as the "Provision on Hazardous Waste Management". We also adhere to the management approach of "More rotation, less temporary storage" to handle various hazardous wastes by entrusting qualified third party through the environmental monitoring platform; • 定期對相關人員進行培訓，幫助員工熟悉廢棄物處理流程，保證每個環節準確可控。 • We provide regular training to relevant staff to help them familiarize with the waste treatment process and ensure that each link is accurate and controllable.

能源及資源管理

四環醫藥嚴格遵守《中華人民共和國能源節約法》《節約用水條例》等法律法規，執行《資源利用與能源消耗管理規程》等管理制度，在生產運營中推進高效資源利用與節能減排工作。以降低能源資源消耗為目標，各子公司結合運營實際制定量化節能目標與節水目標，通過規範記錄與嚴格考核保障目標達成。

能源管理

為實現更高效的能源管理，本集團加大技術研發資源投入，通過監控能耗情況、能源統計分析等方式，定期評估節能降耗工作的進展，並採取一系列行動措施以降低能源消耗。同時，我們定期開展能源審計，識別生產過程中的潛在優化點，持續提升本集團能耗表現。

我們在生產過程中持續強化用電管理，在各生產車間、輔助車間安裝電壓表計量，安排專人負責定期抄表、分析、匯總各區域用電情況，持續監控電力使用，並定期進行能耗評估，識別高耗能環節，制定相應的節能策略，確保經濟用電、安全用電。我們規定階段性集中生產並精簡生產程序，減少生產過程中的電力使用，並制定巡檢制度，合理調配空調等設備使用，降低電力消耗。此外，我們採用改造冷卻系統、更換LED照明、安裝感應開關持續推進節能管理。我們亦積極引入清潔、可再生能源，推動下屬各子公司開展光伏供電改造項目規劃，致力打造低碳節能綠色園區。

Energy and Resource Management

Sihuan Pharmaceutical has strictly complied with the "Energy Conservation Law of the People's Republic of China" and other laws and regulations and implemented management mechanisms such as the "Resource Utilization and Energy Consumption Management Protocol". We have practiced efficient energy utilization and energy saving and emission reduction during production and operations. Each subsidiary, in line with its actual operations, formulated quantified energy-saving and water-saving targets with an aim of reducing energy and resource consumption, ensuring target achievement through standardized record-keeping and stringent assessments.

Energy Management

In order to achieve more efficient energy management, the Group increased investment in technology R&D, monitored energy consumption and conducted energy evaluation to regularly assess progress in energy-saving and consumption-reduction efforts, and implemented a series of measures to reduce energy use. At the same time, we conduct energy audits regularly to identify opportunities in the production process and continuously improve overall energy consumption performance of the Group.

We continued to strengthen electricity management during the production process. We have installed voltmeters in each production workshop and auxiliary workshop, and assigned dedicated personnel to regularly read meters, analyze, and summarize the power consumption in each area, continuously monitored power use and conduct periodic energy consumption assessments to identify high-energy use areas and develop corresponding energy-saving strategies in order to ensure economical and safe use of electricity. We required centralized production in stages and streamline production procedures to reduce the electricity consumption during production. We have also set up inspection system to rationally allocate the use of air conditioners and other equipment to reduce power consumption. In addition, we continued to promote energy-saving management by modifying the cooling system, replacing LED lighting and installing sensor switches. We also endeavored to introduce green or renewable energy, so as to cooperate with its subsidiaries to carry out the planning for photovoltaic power supply transformation project, with an aim to create a low-carbon, energy-efficient and green park.

吉林津升－冷凍、冷卻水系統優化

Jilin Jinsheng – Optimization of Chilled and Cooling Water Systems

二零二五年，吉林津升對冷凍、冷卻水系統實施專項優化，加裝電動機變頻器及自動溫控系統，根據出水、回水溫度動態調節電機轉速及設備啟停，有效減少電能消耗，本年度已節約電量約24萬度。此外，結合北方冬季低溫特點，吉林津升設計工藝冷凍水切換裝置，冬季可利用室外冷空氣為工藝冷凍水降溫，減少製冷螺杆機組開啟，該裝置可冬夏靈活切換，按冷水機組功率68KW、每日運行8小時、冬季計劃運行90天計算，預計可額外節約電量約5萬度，切實提升節能效能。

In 2025, Jilin Jinsheng carried out a targeted optimization of its chilled and cooling water systems by installing motor frequency converters and an automatic temperature control system. By dynamically adjusting motor speeds and equipment on/off based on water outlet and water return temperatures, electricity consumption was effectively reduced, saving approximately 240,000kWh for the Year. In addition, considering the low temperatures of northern winters, Jilin Jinsheng designed a process for switching chilled water by using outdoor cold air to cool the process chilled water, reducing the need to run the refrigeration screw units. This device can switch between winter and summer modes. Assuming a 68kW chiller, 8 hours per day, and 90 days of planned winter operation, it is estimated to save an additional approximately 50,000kWh, significantly enhancing energy efficiency.

蒸汽使用管理

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

Steam Usage Management

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

吉林四長－蒸汽管線改造優化

Jilin Sichang – Renovation and Optimization of the Steam Pipeline

吉林四長蒸汽管線施工時安裝位置偏低，且地溝經十幾年長期使用後淤泥堆積嚴重，加之雨水滲透導致部分蒸汽管道浸入水中，造成蒸汽輸送過程中能源損耗較大。為此，吉林四長結合地溝低窪區域實際情況，開展專項改造工作，通過架高蒸汽管道安裝高度、現澆地溝蓋板等針對性舉措，最大限度降低蒸汽輸送過程中的能源損失，有效阻擋雨水滲入地溝，從源頭減少蒸汽浪費。

The steam pipeline at Jilin Sichang was installed at a low location during construction, and the trench had accumulated silt after many years of use, coupled with rainwater intrusion that caused portions of the steam pipeline to be immersed in water, leading to significant energy losses in steam transport. Therefore, Jilin Sichang carried out targeted renovations based on the actual conditions of the low-lying trench area, including raising the steam pipeline installation height and constructing in situ trench covers to minimize energy loss in steam transport and effectively block rainwater intrusion, thereby reducing steam waste from the source.

水資源管理

本集團高度重視水資源的節約利用，通過用水評估和用水審計全面分析用水流程，尋求提高用水效率的機會，並制定減少用水量的目標。本年度，本集團在求取適用水源上無任何問題。

我們優先選用高效能節水設備，部署智能水錶和監控系統，實時監測用水情況，及時修復漏損，減少用水浪費。同時，我們積極探索水資源循環利用的可能性，通過純化水二級濃水返原水罐回收利用、冷卻循環水回收水箱循環利用、供水供氣車間實現循環水閉路循環等方式，有效提高設備冷卻效率和水資源利用率。

此外，我們鼓勵各子公司結合自身實際情況訂立節水目標，採取節水措施，並設立節水獎勵制度，激勵全員參與節水行動。我們定期開展節水宣傳教育，發佈節水知識和技巧，並為員工提供水效率管理計劃的意識培訓，同時對浪費水資源的行為進行批評處分，切實提升員工的節水意識，營造節約用水的良好氛圍。

Water Management

The Group attaches high importance to the conservation and utilization of water resources. We comprehensively analyze water usage workflows through water use assessments and audits to identify opportunities for improving water efficiency, and establish targets for reducing water consumption. During the Year, the Group did not have any problem in obtaining applicable water sources.

We give priority to the use of high-efficiency water-saving equipment and deploy smart water meters and monitoring systems to track water usage in real time, promptly repair leaks and minimize water waste. At the same time, we endeavor to explore the possibilities of water recycling, including the recovery and reuse of secondary concentrated water from purified water tanks, the recycling of cooling water through recovery tanks, and the implementation of closed-loop circulation in water and gas supply workshops, which effectively enhances efficiency of equipment cooling and improve the utilization rate of water resources.

Apart from that, we encourage our subsidiaries to set water-saving targets based on their own actual situations, adopt water-saving measures and establish a water saving incentive system to encourage full participation in water saving actions. We also periodically carry out water-saving publicity and education to deliver water-saving knowledge and techniques while providing employees with awareness training on water efficiency management programs. At the same time, criticism and punishment are given for any behaviors that cause waste water, so as to practically enhance the water-saving awareness of employees and create a positive atmosphere for water saving.

吉林津升－凍乾車間制水工藝優化

Jilin Jinsheng – Optimization of the Water Production Process in the Freeze Dryer Workshop

為切實推進水資源循環利用，吉林津升針對凍乾車間制水工藝開展優化。該車間制水工藝在純化水生產過程中需消耗大量飲用水，且純化水機產水率僅為70%左右，運行產生的濃水此前均直接排入污水處理站，造成水資源浪費與污水排放量增加。為此，吉林津升設計濃水回收再利用裝置，在水泵房設置50m³不銹鋼水罐用於儲存回收濃水。回收後的水資源可精準適配多重場景，既用於制水系統前置過濾沙罐、碳罐的正反洗工序，也可作為空調冷凍水系統、工藝冷凍水系統、空調冷卻水水箱及凍乾機冷卻水箱的補水來源，可有效減少新鮮水消耗與污水排放，實現節水環保雙重成效。

In order to advance water resource recycling, Jilin Jinsheng optimized the water production process in the freeze dryer workshop. The workshop's water production process consumes a large amount of drinking water, and the purified water production rate is only approximately 70%; the concentrated water discharged previously went directly to the sewage treatment plant, causing water waste and increased wastewater discharge. In this regards, Jilin Jinsheng designed a recovery and reuse device for concentrated water, installing a 50 m³ stainless steel water tank in the pump house to store recycled concentrated water. Recycled water resources can be precisely applied to multiple scenarios, such as use in preparation of the washing and backwashing processes of sand filters and carbon filters for the water purification system, and use as makeup water for the air-conditioning chilled water system, process chilled water system, air-conditioning chilled water tanks, and freeze dryer cooling water tanks. This effectively reduces freshwater consumption and wastewater discharge, achieving dual benefits of water saving and environmental protection.

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

北京澳合－實驗室節水與流程優化

Beijing Ao He – Water Saving and Process Optimization in Laboratory

本年度，北京澳合通過「標杆分享+現場實操」的方式開展水資源管理培訓，推廣高效節水方法，取得顯著成效。培訓過程中，分析部技術骨幹作為「節水先鋒」，對其「加裝瓶托、批量清洗」的創意進行詳細介紹。該方法可實現一次清洗上百隻實驗器皿，極大降低單位器皿耗水量，形成可複製、可推廣的節水標杆經驗。各實驗部門紛紛主動效仿，全面推行「器皿集中清洗」模式，徹底替代過去普遍存在、浪費嚴重的「長時間流水沖洗」習慣，既顯著減少了水資源消耗，又提升了實驗室清洗工作的標準化水平與工作效率，實現了節水、提質、增效的多重目標。

During the Year, Beijing Ao He conducted a water resource management training program using a "benchmark sharing + on-site practice" approach to promote efficient water-saving methods with notable results. During training, the technical backbone of the analysis department acted as a "water-saving pioneer", detailing ideas such as "adding bottle holders and batch washing". This method enables the cleaning of hundreds of laboratory vessels in one go, greatly reducing water usage per vessel and creating a replicable and scalable benchmark for water saving. All laboratory departments followed suit, fully implementing a "centralized washing of vessels" model, replacing the previous long-running and wasteful "endless rinse" habit. This not only significantly reduced water consumption but also standardized and improved the efficiency of laboratory cleaning, achieving multiple goals of water saving, quality improvement, and efficiency enhancement.

節約包裝材料

本集團持續關注產品包裝材料的安全性與環保性，通過包裝設計、包材選擇、包裝優化等方面的管理措施，持續強化綠色包裝管理，減少包裝使用。

Saving of Packing Materials

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

包裝設計 Packaging design	• 基於藥品規格，在保障包裝基本功能和藥品質量的前提下，重新優化和設計包裝形式，盡可能減少包裝材料的使用量； • Based on drug specifications and on the premise of ensuring the basic functions of packaging and drug quality, we re-optimized and redesigned the packaging form to reduce the use of packaging materials as much as possible; • 採用三色印刷藥品內外包裝以及產品說明書，降低油墨的使用量。 • For the inner and outer packaging and instructions of drugs, three-color printing is used to reduce the amount of ink used.
包材選擇 Packaging option	• 在保證藥品的質量和各種成分穩定的前提下，優先選擇可循環再生、可降解的環保型包材； • On the basis of ensuring the quality of drugs and stability of various components, we give priority to environmentally friendly packaging materials that are recyclable and degradable; • 合理選擇紙箱大小、產品說明書的尺寸以及紙張厚度，減少紙張浪費，避免過度包裝。 • We reasonably select the size of carton, the size of product instructions and the thickness of paper to reduce waste of paper and prevent over-packaging.
包裝優化 Packaging optimisation	• 針對已上市的產品，持續探索新的環保工藝流程，並進行工藝驗證，優化現有包裝形式，節約包裝材料。 • For the marketed products, the Group optimizes the existing packaging forms upon exploration for new environmentally friendly processes and craft validation, so as to save packaging materials.

綠色辦公

本集團始終秉持節能環保的理念，積極落實綠色辦公管理措施，努力營造高效、環保、可持續的辦公環境。我們嚴格執行《辦公室行為規範管理制度》《垃圾分類管理制度》等內部制度，並推行「整理、整頓、清潔、清掃、素養、安全」的6S管理舉措，開展日常巡視檢查工作，從細節處管控資源消耗，杜絕各類浪費。

Green Office

The Group has consistently upheld the principles of energy conservation and environmental protection, actively implementing green office management measures to foster an efficient, environmentally friendly and sustainable office environment. We strictly enforce internal systems such as the "Office Code of Conduct Management System" and the "Garbage Classification Management System", while promoting the 6S management approaches as comprising organization, orderliness, cleanliness, tidiness, discipline and safety. Daily inspection routines are conducted to address details and manage source consumption to eliminate all kinds of waste.

節約水電 **Water and Power Conservation**	• 提倡使用自然光照明，並增加人體感應傳感器，通過感應燈自動明滅，減少電能消耗； • To advocate the use of natural lighting, and adding human body sensor to automatically turn on and off the sensor lights to reduce power consumption; • 減少電子辦公設備電耗和待機能耗，合理開啟和使用電腦、打印機、複印機等用電設備，下班時要關閉電源； • To reduce power consumption and standby energy consumption of electronic office equipment, turn on and use computers, printers, photocopiers and other electrical equipment reasonably, and turn off the power when getting off work; • 嚴格控制室內空調溫度及使用時間，並張貼標識，提倡「晚開早關」； • To strictly control the temperature and usage time of indoor air conditioners and stick the labels to advocate the start of energy supply as late as possible and stop it as early as possible; • 飲水機加裝定時開關，並通過在飲水機、衛生間張貼標語等，督促員工節約用水，同時要求員工在發現水龍頭漏水、設備損壞等情況後及時上報，避免資源浪費。 • To install timed switches on drinking fountains and supervise employees to save water by posting slogans on drinking fountains and bathrooms, at the same time, require employees to report leaks from faucets, damaged equipment, etc., in a timely manner to avoid wasting resources.
節約辦公資源 **Saving of Office Resources**	• 推行無紙化辦公，提倡精簡文件，減少複印紙張，避免重印、多印，並在複印、打印時使用雙面打印，非必要不彩打； • To advocate paperless office, streamlined files, reduce the use of paper, avoid reprinting and excessive printing, and require double-sided printing and copying and only allow colored printing when necessary; • 設置固定的紙張回收箱，將可二次利用的紙張統一收集並循環利用，節約紙張； • To set up fixed paper recycling bins to collect and recycle reusable paper to save paper; • 共享打印機，將打印機聯網，辦公區內共用一部打印機，減少設備閒置，提高效率，節約能源； • To share printers, connect the printers to the network and share a printer in the office area, so as to reduce idle equipment, improve efficiency, and save energy; • 杜絕使用一次性用品，取消一次性紙杯、一次性洗漱用品的使用。 • To eliminate the use of disposable products, eliminate the use of disposable paper cups and disposable toiletries.
公務車管理 **Office Vehicle Management**	• 推行車輛共享，通過在車輛共享平台建立公務車管理員群，共享行程信息，員工出差等如行程相近儘量同車前往，提高車輛使用效率，並採用發放補貼等方式鼓勵車輛共享； • To implementing vehicle sharing to share trip information through the establishment of an office vehicle manager group on the vehicle sharing platform. Employees with similar travel routes in business trips should ride the same vehicle to improve vehicle use efficiency. Vehicle sharing is also encouraged through subsidies and other means; • 加強公務用車管理，落實派車審批制度，使用在線OA系統對公務車的申請、調度、維護保養等流程進行調控，協助合理安排車輛，避免車輛資源浪費； • To strengthen the management of official vehicles and implement the vehicle dispatch approval system, carry out application, scheduling, maintenance, etc. of office vehicles via the online OA system to reasonably arrange vehicles and avoid waste of vehicle resources;

	• 通過日常倡導，鼓勵員工日常通勤採用公共交通代替私家車，綠色出行。 • Through daily publicity and guidance, employees are encouraged to take public transportation in daily life and to practice low-carbon travel.
廢棄物管理 **Waste Management**	• 制定《垃圾分類管理制度》，確保辦公室垃圾的分類收集、定時轉送、妥善處理； • The "Garbage Classification Management System" is formulated to ensure the office garbage is collected after classification, transferred timely, and disposed properly; • 設置分類回收垃圾桶，區分可回收與不可回收垃圾，提升生活垃圾減量化、資源化和無害化管理水平； • Recycling bins to distinguish recyclable and non-recyclable garbage to improve the level of domestic waste reduction, recycling and harmless management; • 張貼宣傳標語，開展垃圾分類培訓，引導員工進行合理垃圾回收。 • Posters are set up and garbage classification training are carried out to guide employees to recycle garbage reasonably.

生態環境及生物多樣性保護

四環醫藥高度重視自身經營活動對生態環境及生物多樣性的潛在影響。本集團遵守《中華人民共和國森林法》《中華人民共和國野生動物保護法》《關於進一步加強生物多樣性保護的意見》等相關法律法規及政策文件，制定《生物多樣性政策》及《防止森林砍伐政策》並要求本集團下屬公司、供應商與商業夥伴嚴格執行，以實際行動築牢生態環境與生物多樣性保護防線。同時，我們積極引導各子公司結合業務實際開展生物多樣性風險評估，識別影響與依賴性相關風險，助力瀕危物種保護與生態系統穩定。本年度，本集團未在各項生產經營活動中識別出生物多樣性相關風險。

Ecological Environment and Biodiversity Protection

Sihuan Pharmaceuticals places a high priority on the potential impacts of its business activities on ecological environment and biodiversity. In compliance with other relevant laws and regulations, and policy documents, including the "Forest Law of the People's Republic of China", the "Law of the People's Republic of China on the Protection of Wildlife", the "Opinions on Further Strengthening Protection of Biodiversity", the Group has formulated a "Biodiversity Policy" and a "Anti-Deforestation Policy", requiring affiliated companies, suppliers and business partners to implement these policies in a strict manner, so as to build a solid defense for ecological environment and biodiversity protection through concrete actions. At the same time, we endeavored to guide our subsidiaries to conduct biodiversity risk assessments in light of their actual businesses, identify dependency- and impact-related biodiversity risks, and contribute to the protection of endangered species and the stability of ecosystems. During the Year, the Group did not identify any biodiversity risks in its production and business activities.

4、 安全生產管理

四環醫藥始終重視員工的健康與安全，嚴格落實「安全第一，預防為主，綜合治理」的安全生產方針，每年對安全生產管理標準、架構、手冊、方針及目標進行全面的審視和優化，確保安全生產管理體系與最新的法律法規和行業標準保持一致，保障員工人身安全和生產運營穩定。本年度，我們定期推出EHS專項管理要求，針對各子公司普遍存在的共性問題制定統一標準，通過推動各企業開展對標自查、整改提升等系列工作，有效排查並降低安全隱患，持續強化本集團安全管理水平。過往三年，本集團未發生任何因工死亡事件。

4. Work Safety Management

Sihuan Pharmaceutical always attaches great importance to the health and safety of its employees and strictly implements the safety production policy of "safety first with prevention and comprehensive treatment". A comprehensive review and optimization of the production safety management standards, framework, manuals, objectives and targets is conducted annually. This ensures that the production safety management system aligns with the latest laws, regulations and industry standards, and safeguards employee safety and the stability of production operations. During the Year, we regularly introduced EHS-specific management requirements and formulated unified standards for common problems found in various subsidiaries. By promoting self-inspection, rectification and improvement in various enterprises, we effectively identified and reduced safety hazards and continuously strengthened the safety management level of the Group. During the past three years, there were no work-related fatalities of the Group.

- **修訂安全管理制度**：我們根據國家安全相關的法律法規和國標規範，結合各子公司實際情況以及目前成熟的安全理念，不斷健全安全規章制度和安全獎懲制度，完善生產經營過程中的安全預防與管理工作，並做好各項紀錄留存與審批工作。同時，我們要求全員簽訂安全生產責任書，保證落實全崗位安全生產職責。

- **排查安全生產隱患**：各子公司定期組織員工對廠區進行全面安全檢查，範圍涵蓋生產車間、倉庫、辦公場所等區域，並對崗位安全操作規程進行統計和審核。同時，各子公司針對如節假日前後、惡劣天氣等特定時期或特定環節，組織開展專項安全檢查，及時排查安全隱患，制定整改方案，並監督和追蹤整改情況，形成閉環管理。同時，各子公司聯合第三方消防公司定期檢查廠區消防設施運行狀態，開展消防設施檢測和電氣防火檢測等，及時整改所查隱患，防範安全事故的發生。

- **開展安全宣傳活動**：我們積極開展安全宣傳與培訓活動，通過豐富多樣的宣傳形式，如培訓講座、經驗交流活動、安全生產月等，在本集團內部推廣和解讀《如何有效實施EHS隱患排查》《職業健康檔案管理》《EHS管理知識－員工行為安全要求》等優秀EHS管理實踐案例，並要求各子公司進行對標整改，不斷完善安全管理工作，營造良好的安全文化氛圍，提升整體安全生產意識。同時，我們對各項安全培訓教育工作的落實情況進行嚴格監督檢查，致力於提高全體員工的安全素養。

- **Revising the safety management regulations:** In accordance with national safety-related laws, regulations and standards, and considering the actual situation of the subsidiaries as well as the current mature safety concepts, we will continue to improve the safety rules and regulations, along with the system of rewards and punishments for safety. We will also improve safety prevention and management throughout the production and operation processes, while ensuring the proper retention and approval of various records. At the same time, we required all employees to sign a safety production responsibility letter to ensure the implementation of safety production responsibilities for all positions.

- **Investigating potential safety hazards:** All subsidiaries regularly organize their employees to conduct comprehensive safety inspections of their plants, covering production factories, warehouses, offices, and other areas, while also compiling statistics and performing audits on the safe operation procedures for their posts. Additionally, the subsidiaries organize and conduct special safety inspections during specific periods or in targeted conditions, such as before and after festivals and holidays or during inclement weather, to promptly identify potential safety hazards, develop corrective action plans, and monitor and track corrective actions, thereby establishing a closed-loop management system. Furthermore, each subsidiary works with third-party fire protection company to regularly check the operation status of fire protection facilities in the plant area, carry out fire protection facilities detection and electrical fire protection detection, and timely rectify the hidden dangers found to prevent safety accidents.

- **Conducting safety publicity campaign:** We actively carried out safety publicity and training activities. Through various forms of publicity, such as training lectures, experience exchange activities, safety production months, etc., we promoted and interpreted excellent EHS management practical cases within the Group such as "How to Effectively Investigate EHS Hazards", "Occupational Health Records Management" and "EHS Management Knowledge – Staff Behavioral Safety Requirements". All subsidiaries were also required to conduct benchmarking and rectification so as to improve their safety management practices continuously, which can create a favorable safety culture and raise overall safety production awareness. At the same time, we strictly monitor the implementation of various safety training and education plans and are committed to improving the safety quality of all employees.

弘和製藥－「安全生產月」培訓活動

Ambest Pharmaceutical – "Safety Production Month" Training Program

弘和製藥緊扣「人人講安全，個個會應急－查找身邊安全隱患」主題，系統策劃並開展二零二五年系列安全生產月活動。活動以安全教育培訓強化員工崗位風險認知與規範操作能力，結合應急演練實操提升現場處置技能，聯動各部門開展隱患排查整改，建立「發現－上報－閉環」全流程管理機制，切實強化全員安全意識與管理效能。

Ambest Pharmaceutical systematically planned a Safety Production Month program in 2025 aligned with the theme "everyone talks safety; everyone is prepared for emergencies–identify safety hazards around you". With safety education and training, the program strengthened employees' awareness of job risks and adherence to operating norms, combined with hands-on emergency drills to improve on-site response capability. The program involved cross-department collaboration to identify and rectify hazards, establishing a comprehensive "discover-report-closed loop" management process to reinforce safety consciousness and management effectiveness across the organization.





培訓活動現場
On-site training program

吉林津升－安全意識培訓活動

Jilin Jinsheng – Safety Awareness Training Program

二零二五年九月，吉林津升面向全體員工開展安全意識專項培訓，內容涵蓋安全管理知識、相關法律法規、應急處置技能及近期典型事故案例，同步組織員工觀看安全警示教育片。培訓幫助員工熟練掌握現場急救、崗位安全職責、公司安全管理制度及方針目標等核心內容，引導員工嚴格遵守安全操作規程，有效強化全員安全意識。

In September 2025, Jilin Jinsheng conducted a safety-awareness training for all employees, covering safety management knowledge, relevant laws and regulations, emergency response skills, and recent incident case studies. The program also included a safety education video for employees. The training helped staff master core topics such as on-site first aid, job safety responsibilities, and the Company's safety management policies and objectives, guiding employees to strictly follow safety operating procedures and reinforcing overall safety awareness.

- **提高應急處理能力**：我們已制定《事故應急管理規程》等一系列內部制度，建立起完善的事故應急組織架構，並定期核實事故應急重要物資裝備的有效性、完好性等，以提升應對各項突發事件的能力，減少事故帶來的損失。同時，我們積極在各子公司定期組織多項應急演練活動，模擬不同特殊場景下的複雜應急處理與應急救援工作，全方位覆蓋作業中的各項風險，持續提升員工的危險應對與團隊協作能力。

- **Enhancing emergency response capability:** We formulated a series of internal systems such as the "Accident Emergency Management Procedures", established a sound organizational structure, and regularly verified the effectiveness and integrity of important supplies and equipment to improve our ability to respond to various emergencies, so as to minimize losses caused by accidents. At the same time, we have actively organized a number of emergency drills in each of our subsidiaries on a regular basis to simulate complex emergency response and emergency rescue work in different special scenarios, which comprehensively covered various risks in operations, thereby continuously improving employees' risk response and team collaboration capabilities.

弘和製藥－危險廢物貯存間事故應急演練活動

Ambest Pharmaceutical – Emergency Drills for Accidents in Hazardous Waste Storage Room

為檢驗應急救援預案實效、提升全員應急處置能力，弘和製藥於二零二五年六月組織開展危廢貯存間突發事故應急救援演練。本次演練以危廢貯存間實驗廢液傾倒過程中因靜電引發有機溶液火災為模擬場景，重點演練危廢管理人員消防器材的規範使用、應急逃生流程，同步開展有機溶劑火災撲救實操、人員疏散撤離及安全警戒區設置等關鍵環節，全面強化全員應急處置能力與協同配合水平。

To test the effectiveness of emergency response plans and enhance overall emergency response capabilities, Ambest Pharmaceutical conducted an emergency drill for a hazardous waste storage room in June 2025. The drill simulated a fire in organic solvents triggered by static electricity during the pouring of laboratory waste liquid from the hazardous waste storage room. It focused on the proper use of firefighting equipment by hazardous waste management personnel and emergency evacuation procedures, while carrying out practical exercises for extinguishing organic solvent fires, personnel evacuation, and security perimeter setup. The exercise comprehensively strengthened participants' emergency response capabilities and coordination.



應急演練活動現場
On-site emergency drills

5、 產品綠色設計

本集團全面評估產品全生命週期的環境、安全與健康要素，在保障產品品質、滿足客戶需求的前提下，著力降低研發、生產、運輸、銷售、使用及處置各環節對自然資源的消耗；通過強化資源循環利用、引入可再生能源、優化包裝設計等綠色製造舉措，為構建低碳循環經濟體系貢獻力量。

5. Green Product Design

The Group conducts a comprehensive assessment of environmental, health, and safety elements across the product life cycle. While ensuring product quality and meeting customer needs, we strive to reduce the consumption of natural resources in every stage from R&D, production, transportation, sales, use to disposal. Through stronger resource recycling, adoption of renewable energy, and optimized packaging design, we contribute to the building of a low-carbon circular economy.

研發 **R&D**	識別產品全生命週期潛在環境風險，從源頭強化管控，充分考慮產品生產、包裝和廢棄物處理的環境影響，使用安全、環保、無毒、無污染材料。 Identify potential environmental risks across the product life cycle, strengthen controls at the source, and fully consider the environmental impact of production, packaging, and waste handling. Use safe, environmentally friendly, non-toxic, and pollution-free materials.
生產 **Production**	識別生產環節各類環境影響因素，如排放物、能源、水資源等，據此優化設計或建立管控機制，提升資源利用率、降低環境負面影響。 Identify environmental impact factors in production, such as emissions, energy, and water resources, and, accordingly, optimize design or establish control mechanisms to improve resource efficiency and reduce negative environmental impact.
運輸 **Transportation**	梳理運輸環節涉及的包裝材料，鼓勵子公司使用可回收包材，並通過優化包材尺寸，減少紙張浪費、防止過度包裝。 Review packaging materials involved in transportation, encourage subsidiaries to use recyclable packaging, and reduce paper waste and over-packaging by optimizing package size.
使用 **Use**	基於產品全生命週期管理原則，分析產品使用環節的環境影響，確保產品設計及原材料選擇符合相關法律法規要求。 Analyze the environmental impact of the product use based on life-cycle management principles, ensuring that product design and raw material selection comply with relevant laws and regulations.
處置 **Disposal**	提前識別產品處置環節可能對環境產生負面影響的要素，對不可替代要素制定標準處理流程，指導相關方規範處置以減少環境危害。 Anticipate elements in disposal that may have negative environmental impacts, establish standard processing procedures for irreplaceable elements, and guide relevant parties to dispose of materials in a manner that minimizes environmental harm.

治理責任－夯實責任根基，傳播清風正氣

四環醫藥秉承「誠信負責、務實創新、合作共享、追求卓越」的核心價值觀，恪守最高誠信標準。我們健全制度體系、強化監督管控，持續推進廉政建設；完善投訴舉報機制，暢通內外部監督渠道，及時發現並處置風險；開展系統化風險管理，持續提升風險識別、評估與控制能力，推動合規誠信理念在業務全流程中落地執行，營造廉潔、透明的工作環境。我們期望與各利益相關者攜手共進，共同構建誠信、道德的商業生態環境。

1、 加強廉潔建設

本集團嚴格遵守《中華人民共和國反不正當競爭法》《關於禁止商業賄賂行為的暫行規定》及《中華人民共和國反壟斷法》等經營所在地反貪腐、反勒索、反欺詐、反洗錢相關的法律法規，制定並落實《四環醫藥控股集團有限公司商業道德行為準則》(《商業道德行為準則》)《四環醫藥控股集團有限公司供應商行為準則》等內部制度規範，明確本集團反賄賂、反腐敗、反不正當競爭相關的管理要求，禁止任何形式的賄賂與腐敗行為，並要求本集團的所有員工、供應商以及經銷商嚴格遵照執行。

我們在董事會下設風險管理委員會，對經營活動範圍內的商業道德履行情況進行持續監督，並由內部審計部開展定期審查，積極防範和應對各類商業道德領域的潛在挑戰。同時，我們將商業道德管理原則融入運營關鍵環節，持續強化重點領域的廉政管理，推動商業道德要求在業務全流程中落地執行。

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

Sihuan Pharmaceutical adheres to the core values of "integrity and responsibility, pragmatism and innovation, cooperation and sharing, and pursuit of excellence", upholding the highest standards of integrity. We have strengthened our institutional framework and enhanced oversight and control to continuously advance the construction of clean administration. We have improved our complaint and reporting mechanisms, streamlined internal and external supervision channels, and promptly identified and addressed risks. By implementing systematic risk management, we have continuously enhanced our capabilities in risk identification, assessment, and control. We have promoted the integration of compliance and integrity principles throughout all business processes, fostering a clean and transparent working environment. We expect to collaborate with all stakeholders to jointly create an honest and ethical business ecological environment.

1. Strengthening Construction of Clean Administration

The Group strictly abides by the "Anti-Unfair Competition Law of the People's Republic of China", the "Interim Provisions on the Prohibition of Commercial Bribery", the "Anti-monopoly Law of the People's Republic of China" and other laws and regulations related to anti-corruption, anti-extortion, anti-fraud, and anti-money laundering where it operates. We have formulated and implemented internal systems standards such as the "Code of Business Conduct and Ethics of Sihuan Pharmaceutical Holdings Group Ltd." (the "**Code of Business Conduct and Ethics**") and the "Supplier Code of Conduct of Sihuan Pharmaceutical Holdings Group Ltd.", which clarifies the Group's anti-bribery, anti-corruption and anti-unfair competition management requirements, prohibits any form of bribery or corruption behavior and requires all employees, suppliers and distributors of the Group to strictly comply with them.

We have established a Risk Management Committee under the Board to continuously supervise the compliance of business ethics within the scope of business, and conduct regular reviews by the internal audit department to actively prevent and respond to various potential challenges regarding business ethics. At the same time, we integrate business ethics management principles into key operational processes, continuously strengthen integrity management in key areas, and promote the implementation of business ethics requirements throughout the entire business process.

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

資助與捐贈合規管理
Compliance Management of Funding and Donations

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

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

供應鏈合規管理
Compliance Management of Supply Chains

本集團高度重視供應鏈各環節的反貪腐管理，從招標監督、價格分析調研、後期審計等不同維度進行合規監管，防止發生採購人員利用權利尋租的腐敗行為。同時，我們與外部經銷商簽署《廉潔協議》，明確告知其本集團在反腐敗、反賄賂等方面的合規要求，並通過定期與不定期檢查，對營銷和採購環節開展廉潔風險排查，及時識別並處理可能違反廉潔協議的行為。

The Group attaches great importance to anti-corruption management in all aspects of the supply chain, and conducts compliance supervision on the procurement process from different dimensions such as bidding supervision, price analysis and research, and post-auditing to prevent corruption in which procurement personnel take advantage of their power to seek rent. At the same time, we have signed an "Integrity Agreement" with external distributors to clearly inform the Group of the anti-corruption and anti-bribery compliance requirements, conducted integrity risk assessments in marketing and procurement operations through regular and irregular inspections to promptly identify and address any potential violations of the Integrity Agreement.

醫美合規管理
Compliance Management of Medical Aesthetics

本集團合規部根據醫美行業監管要點嚴格審核醫美類外宣合規要求，並對本集團旗下醫美板塊相關人員持續開展醫美類外宣合規要求相關宣導與培訓。

The Group's Compliance Department strictly reviews compliance requirements for external publicity in the medical aesthetics segment based on the key points of supervision of the industry. It also continuously conducts outreach and training on these compliance requirements for relevant personnel within the Group's medical aesthetics segment.

此外，對於腐敗、賄賂、洩露機密信息等違反商業道德管理要求的員工，我們將秉持「實事求是、公平公正、處罰與教育並重」的原則，按照《四環醫藥控股集團有限公司員工手冊》《違規事項處罰管理制度》等制度要求，對涉事員工採取警告、降職、降薪、解除勞動合同等不同程度的處罰，積極創造並維護廉潔合規的工作環境。

為進一步強化董事在反貪腐、商業道德風險防範方面的意識與能力，我們每年為全體董事提供各不少於一次的商業道德相關培訓講座及培訓材料宣導，以提高董事的專業水平及廉潔意識，進一步保障廣大股東與投資者的利益。本年度，我們面向董事會全體成員提供商業道德相關培訓，內容涵蓋企業籌備上市、日常經營運作及並購重組等環節中董事、高管及專業人員面臨的貪污風險，深入剖析貪污、欺詐、利益衝突、跨境賄賂、借殼上市及內幕交易等問題，實現培訓覆蓋率100%。

In addition, for employees who violate business ethics management requirements such as corruption, bribery, leakage of confidential information, etc., we will adhere to the principles of "seeking truth from facts, fairness and justice, and paying equal attention to punishment and education" and follow requirements under systems such as the "Employee Manual of Sihuan Pharmaceutical Holdings Group Ltd." and the "Penalty Management System for Violation Matters", etc., to impose varying degrees of punishment on the employees involved, including warnings, demotions, salary cuts, and termination of labour contracts, to actively create and maintain an honest and compliant working environment.

To further enhance the awareness and capabilities of our directors in anti-corruption and business ethics risk prevention, we provide each director with at least one business ethics-related training lecture and training material dissemination annually. This aims to improve the directors' professionalism and integrity awareness, and further protect the interests of shareholders and investors. During the Year, we provided business ethics-related training to all members of the Board, covering the corruption risks faced by directors, senior management, and professionals in the stages of company preparation for listing, daily operations, and mergers and acquisitions. The training deeply analyzed issues such as corruption, fraud, conflicts of interest, cross-border bribery, backdoor listings, and insider trading, achieving 100% training coverage.

在員工廉潔意識培養方面，我們定期面向全體員工開展廉潔培訓。2025年，我們結合國家及地區相關法規要求，並引入典型企業案例進行分享，組織開展員工廉潔培訓，幫助員工將培訓內容更好地融入日常工作實踐，持續強化其廉潔自律意識與合規履職能力。

Regarding cultivation of employee integrity awareness, we regularly conduct integrity training for all employees. In 2025, we organized employee integrity training in accordance with relevant national and regional regulations and by sharing typical corporate cases, helping employees better integrate the training content into their daily work practices and continuously strengthen their awareness of integrity and self-discipline and their ability to perform their duties in compliance with regulations.

2、 投訴舉報的受理和保障

本集團持續優化投訴舉報機制，制定《投訴舉報制度》，建立反貪腐投訴舉報審查及處理程序，對受理的舉報及時進行調研與處理，積極維護利益相關者的合法權益，確保履行合規承諾以及保證合規管理的有效性。此外，對於打擊報復舉報人的行為，本集團始終堅持零容忍態度，並在合規管理規定及投訴舉報制度等文件中明確規定舉報人保護條款，避免舉報人因投訴而遭受僱傭或商業上的不利影響。本年度，四環醫藥未發生任何涉及貪污腐敗的訴訟案件，亦未發生歧視或騷擾、客戶隱私洩露、洗錢或內部交易、利益衝突等相關違規事件。

2. Acceptance and Guarantee of Complaints and Reporting

The Group continued to optimize its complaint and reporting mechanisms by implementing the "Complaint Reporting System". Procedures for anti-corruption complaint review and handling were established to promptly investigate and address all received reports, safeguarding the legitimate rights and interests of stakeholders and ensuring compliance commitments and effective management of compliance. In addition, the Group maintains the zero tolerance policy for retaliation against whistleblowers, and our compliance management rules and complaint reporting policies expressly provide whistleblower protections to avoid adverse employment or commercial consequences arising from reporting. During the Year, Sihuan Pharmaceutical did not have any corruption-related lawsuits, nor were there incidents of discrimination or harassment, customer privacy breaches, money laundering or insider trading, or conflicts of interest.

舉報受理 Reporting acceptance	舉報調查 Reporting investigation	舉報處理 Reporting handling
集團合規部在接收舉報後，將按照舉報受理程序，評估舉報內容的真實性，確認是否存在違規行為，並根據初評結果反饋舉報人。 After receiving a report, the Compliance Department of the Group will evaluate the authenticity of the reporting content according to the reporting acceptance procedures, confirm whether there are violations and will give a reply to the whistleblower according to the initial evaluation results.	集團合規部將圍繞舉報內容展開調查，通過談話等方式了解情況、收集證據，並以報告的形式匯總調查結果呈交集團管理層。 The Compliance Department of the Group will investigate the contents of the reporting, understand the situation and collect evidence through conversation, and summarize the investigation results through reports and submit them to the management of the Group.	若違規行為屬實，本集團將依據員工手冊規定予以相應的處罰，情節特別嚴重涉嫌犯罪者移送公安機關處理。 If the violation is true, the Group will impose corresponding punishment according to the provisions of the employee manual. If the circumstances are particularly serious, the suspected offender will be transferred to the public security agencies for handling.

舉報審查與處理流程

Process to review and handle reporting

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

在此基礎上，我們提供電話、郵件、信件等多種投訴舉報渠道，在本集團官方網站及總部、子公司辦公場所的顯著位置設置廉政投訴舉報牌，並在相關制度中明確投訴舉報管理要求，鼓勵內外部利益相關者通過不同渠道及時匿名或實名舉報貪污腐敗等潛在違規行為。

On this basis, we provide multiple complaint and reporting channels via telephone, email, and letters. Anti-corruption complaints and reporting signage have been placed in prominent locations on the Group's official website, at the headquarters, and within subsidiary offices, and requirements for complaint and reporting management have been stipulated in relevant policies, encouraging internal and external stakeholders to anonymously or identifiably report potential misconduct such as corruption through various channels in a timely manner.



廉政投訴舉報牌

Anti-corruption complaint and reporting board

3、 風險管理

本集團持續強化風險管理，明確風險管理職責，強化風險管控。我們構建權責清晰、分工明確的風險管理三道防線框架，通過業務部門、董事會下設風險管理委員會與審計部門的協同聯動，形成從風險識別、分析處置到監督評估的全流程閉環管理機制，並明確由董事會風險管理委員會和內部審計部門共同承擔監督整體風險管理的職責。我們將業務運營、產品質量等關鍵風險納入薪酬與績效考核體系；同時將風險管理標準貫穿於產品開發全過程，通過質量風險評估、質量審計等管理機制，保障產品質量安全，進一步為本集團穩健運營築牢堅實保障。此外，我們要求營銷、財務、採購、工程、臨床等重點部門員工每年度簽署《員工合規承諾書》，明確各項合規嚴禁行為，嚴格防控合規風險。

3. Risk Management

The Group continued to strengthen risk management, clarify risk management responsibilities, and enhance risk control. We have established a clear three-lines-of-defense framework for risk management, enabling collaborative interaction among business units, the Risk Management Committee under the Board, and the audit department. This forms a full-process closed-loop management from risk identification and analysis to handling and monitoring, jointly assumed by the Risk Management Committee of the Board and the internal audit department for overseeing overall risk management. We incorporate risk management metrics such as business operations and product quality into financial incentives. Meanwhile, the risk criteria is incorporated in the development of products and services. Through the quality risk assessment and quality audits, we can safeguard product quality and safety, thereby strengthening the Group's robust operation. In addition, staff in marketing, finance, procurement, engineering, and clinical departments are required to sign the "Employee Compliance Commitment Letter" annually which stipulates all complied and prohibited behaviors, so as to prevent and control compliance risks.

第一道防線：業務部門
First Lines of Defense: Business Units

作為風險管理第一責任人，負責日常風險的識別、分析與處置；
對於重大風險事項，及時向上級部門或集團合規部門彙報並跟進處理，確保風險得到有效管控。
The primary operational risk owners are responsible for day-to-day risk identification, analysis and remediation. Material risks must be promptly reported to supervisory levels or the compliance department of the Group with follow-ups to ensure effective risk control.

第二道防線：董事會下設風險管理委員會
Second Line of Defense: Risk Management Committee under the Board

全面負責並指導本集團風險管理工作，制定風險控制標準，對經營活動的合規性進行持續監督；
每年至少召開兩次會議，聽取內外部風險管理情況彙報，審議重大風險事項並提出改進建議。
It is fully responsible for guiding risk management of the Group, setting risk-control standards, and continuously overseeing the compliance of business activities.
At least two meetings are held annually to receive internal and external risk-management reports, review material risk issues, and propose improvement recommendations.

第三道防線：審計部門
Third Line of Defense: Audit Department

定期審查風險情況進行持續跟蹤檢查，並將相關結果及時向風險管理委員會彙報，為本集團風險管理提供獨立、客觀的監督支持。
Risk conditions are regularly reviewed with ongoing monitoring, and the results must be reported promptly to the risk management committee to provide independent assurance on the effectiveness of risk management and compliance processes of the Group.

風險管理「三道防線」
"Three Lines of Defense" Risk Management

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

我們通過建立統一的風險識別機制，定期對業務運營、產品質量、合規管理等關鍵領域進行全面梳理，識別潛在風險並評估其影響程度。通過系統化的風險排查、分析和分類，公司能夠及時發現風險點，並為後續的風險應對和改進措施提供依據。

By establishing a unified risk identification mechanism, we periodically conduct comprehensive reviews of key areas such as business operations, product quality, and compliance management to identify potential risks and assess their impact. Through systematic risk screening, analysis, and categorization, the Company is able to promptly detect risk points and provide a basis for subsequent risk responses and improvements.

在上述風險識別與評估框架下，我們重點識別並管理以下兩類關鍵風險：

Within the above risk identification and assessment framework, we focus on two critical company-specific risks:

核心信息與技術洩密風險

- 風險描述：如果公司核心技術、經營策略、關鍵數據等涉密信息發生外泄，可能對公司造成經濟損失，並影響市場競爭優勢。
- 風險發生的可能性：有可能
- 潛在影響程度：中
- 減緩行動：公司建立健全信息安全與保密管理制度，明確涉密信息分級管理要求；員工入職簽署保密承諾，定期開展保密意識與信息安全培訓；通過權限管控、技術加密、數據防護等措施強化安全保障。對掌握核心技術與重要信息的人員，在離職時簽訂競業限制相關協議，切實維護公司信息安全。

Risk of Core Information and Technology Leakage

- Risk description: If confidential information such as core technologies, business strategies, or key data is leaked, the Company could suffer financial losses and jeopardize competitive advantages.
- Likelihood of occurrence: Possible
- Potential impact magnitude: Moderate
- Mitigation actions: The Company shall establish and strengthen information security and confidentiality management, implement confidential information tiering, require confidentiality agreements from new hires, conduct regular confidentiality and information security training, and reinforce security through access controls, encryption, and data protection. For personnel with access to core technologies and sensitive information, they are required to sign non-compete agreements upon departure to safeguard information security of the Company.

關鍵物料供應集中風險

- 風險描述：對少數或單一供應商存在較高依賴度，可能導致供應穩定性不足、議價空間有限，進而影響生產連續性與經營成本控制。
- 風險發生可能性：有可能
- 潛在影響程度：中
- 減緩行動：依據本集團採購管理相關規定，構建多元化供應格局，對關鍵物料實行主力供應商與備用供應商並行機制；簽訂供應保障協議，合理設置安全庫存；定期開展供應商風險排查、評估與監督審核，提升供應鏈整體韌性。

同時，四環醫藥密切關注宏觀政治經濟環境與行業政策變化，及時識別可能對本集團未來業務運營產生潛在影響的新興風險，並採取應對措施。2025年度，我們識別出「AI技術應用」「行業政策變化」兩項新興風險。

Concentration Risk of Critical Materials Supply

- Risk description: High dependence on a few suppliers or a single supplier may lead to supply stability and limited bargaining power, which in turn may affect production continuity and cost control.
- Likelihood of occurrence: Possible
- Potential impact magnitude: Moderate
- Mitigation actions: In accordance with the Group's procurement management regulations, the Company shall build a diversified supply structure and implement a parallel mechanism of main suppliers and backup suppliers for key materials; sign supply guarantee agreements and set reasonable safety stock levels; and regularly conduct supplier risk screening, assessment and supervision audits to enhance the overall resilience of the supply chain.

At the same time, Sihuan Pharmaceutical closely monitored changes in the macroeconomic political and economic environment and industry policies, promptly identifying emerging risks that may have a potential impact on the Group's future business operations, and takes countermeasures. In 2025, we identified two emerging risks: "AI technology application" and "changes in industry policies".

新興風險 Emerging Risks	風險描述 Description
AI技術應用	在醫藥領域，AI技術的應用在助力企業提升研發效率、降低研發成本的同時，也伴隨著一定風險。首先，醫藥行業涉及患者的敏感信息，而AI技術的應用可能導致數據洩露，例如在數據存儲、傳輸過程中出現漏洞等情況。此外，AI算法可能存在偏見，導致模型輸出錯誤結果，影響藥物研發、診斷等環節的準確性。對於企業來說，數據洩露可能導致企業面臨法律訴訟和高額罰款，同時也會削弱患者對企業的信任。算法和模型的不準確可能導致研發方向的偏差，浪費時間和資源，甚至可能對患者的健康造成潛在威脅。 為此，我們持續加強數據安全管理，強化對AI模型的測試和評估，建立完善的數據安全管理體系，採用加密技術、訪問控制等手段保護數據安全。
AI technology application	In the pharmaceutical field, the application of AI technology can enhance a company's R&D efficiency and reduce R&D costs, but it also entails certain risks. First, the pharmaceutical industry handles patients' sensitive information, and AI applications may lead to data breaches, for example through vulnerabilities in data storage or transmission. Additionally, AI algorithms may exhibit bias, causing models to output inaccurate results that affect the accuracy of drug R&D, diagnostics, and other processes. For enterprises, data breaches can give rise to legal actions and substantial fines and may erode patient trust. Inaccuracies in algorithms and models can lead to deviations in R&D directions, wasting time and resources and potentially posing health risks to patients. To address these risks, we continued to strengthen data security management, strengthen testing and evaluation of AI models, and established a comprehensive data security management system, employing encryption, access controls, and other measures to protect data security.
行業政策變化	行業政策的變化，既包括國家及地方層面產業政策、監管要求的直接調整，也涵蓋國際關係演變等政治環境變化所引發的貿易限制、關稅壁壘、技術封鎖等間接政策變動。這些變化可能導致產品進出口及運輸受阻、原材料短缺、生產中斷，衝擊供應鏈穩定性，同時阻礙行業技術交流與合作，對全行業的經營韌性與創新能力形成雙重挑戰。 針對上述風險，本集團下屬各業務板塊高度重視政策的實時解讀與精準落地，通過持續跟蹤、深入分析政策動態，一方面充分把握政策機遇，拓展創新藥業務佈局，主動規避潛在政策風險；另一方面加大關鍵產品的國產化研發力度，並優化核心原材料儲備規劃，切實提升供應鏈穩定性。
Changes in industry policies	Changes in industry policies include direct adjustments to national and local industrial policies and regulatory requirements, as well as indirect policy changes arising from changes in the political environment, such as trade restrictions, tariff barriers, and technology embargoes. These changes may cause obstacles to product import and export and transportation, material shortages and production interruptions, impacting supply chain stability and hindering industry-wide technological exchange and collaboration. They also pose dual challenges to the entire industry's operational resilience and innovative capabilities. In response to the above risks, the Group's business units placed great emphasis on real-time policy interpretation and precise implementation. Through ongoing monitoring and in-depth policy analysis, we aimed to seize policy opportunities to expand the portfolio of innovative drugs while proactively mitigating potential policy risks. On the other hand, we intensified domestic R&D for key products and optimize core raw material stocking plans to strengthen supply chain stability.

我們持續加強風險管理文化的建設，定期為董事會提供風險管理培訓，同時針對全體員工開展風險意識培訓，以明確本集團的風險管理原則及要求，以提高其專業水平及風險管理能力。

We continued to reinforce a culture of risk management, providing regular risk management education for all the Board directors and conducting focused training throughout the organization on risk management principles for all employees, thereby improving professional capabilities and risk management skills.

合規培訓
Compliance Training

二零二五年，本集團持續推進合規文化建設，結合行業監管要求及公司經營實際，組織開展合規培訓課程，系統講解公司合規制度及相關法律法規，引導員工在日常工作中自覺遵守合規要求，夯實本集團合規管理基礎。

In 2025, the Group continued to advance its compliance culture by aligning with industry regulatory requirements and the Company's operating conditions, organizing compliance training programs that systematically explain the Group's compliance policies and applicable laws and regulations, guiding employees to conscientiously observe compliance in daily work and solidifying the Group's compliance management foundation.



合規培訓現場
Compliance training session

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

四環醫藥始終秉持「信賴於心」的理念，聚焦人才培育，堅決保障員工合法權益，全力支持員工成長發展，持續深化員工關懷舉措，與全體員工共享企業發展碩果；我們深化與供應商的交流協作，攜手打造可持續、高品質的供應鏈體系；我們積極投身社會公益事業，常態化開展慈善捐贈，助力社區高質量發展。未來，我們將繼續恪守「國家所需即為集團所能，社會所盼即為集團所向」的初心，主動擔當企業社會責任，與各界攜手同心、共繪美好發展藍圖。

Sihuan Pharmaceutical has always upheld the principle of "Trust at Its Core", focusing on talent cultivation and firmly safeguarding employees' legal rights. We fully support employee growth and development, and continually enhance our employee care initiatives, sharing the achievements of corporate growth with all staff. We deepen communication and collaboration with suppliers to jointly create a sustainable and high-quality supply chain system. We are also actively committed to social public welfare, regularly engaging in charitable donations to support community development. In the future, we will continue to adhere to our original aspiration of "what the country needs is what the Group delivers, and what society expects is what the Group strives for", proactively assume our corporate social responsibility, and work hand in hand with all stakeholders to create a foundation of a prosperous development.

我們的關注 Our concerns	我們的行動 Our actions	SDGs回應 Responding to SDGs
聚焦人才 **激發人才活力** **共享發展成果** **Empowering Talents Stimulating the Vitality of Talents and Sharing the Development Results**	• 女性員工佔比55% • 組織開展人才盤點工作，對不同崗位的員工進行任職能力評估 • 線上課程超過800個，超2,000人次登錄培訓平台進行課程學習 • Female employees accounted for 55% • Performing a talent review to evaluate the competencies of employees across various positions • Over 800 online courses, and more than 2,000 people have logged in to the training platform to participate in such courses	
並進共贏 **攜手責任並進** **共創行業繁榮** **Progressing Together and Achieving Win-win Results Working Together with Responsibility to Create Prosperity for the Industry**	• 對供應商實行全生命週期管理 • 落實綠色採購、廉潔採購管理要求 • 提高產品可回收利用率和再生材料使用比例 • Implementation of full life cycle management of suppliers • Implementation of green procurement and integrity in procurement management requirements • Increasing the recyclability of products and the proportion of recycled materials used	
關懷社會 **投身社會公益** **共築美好生活** **Caring for the Society Devoting to Social Public Welfare for a Happy Life**	• 設立教育發展基金會，並捐款2,000萬元作為原始基金 • 累計為梅河口市捐款超3,000萬元 • 開展愛心捐贈，為養老院送去關懷 • Formation of an educational development fund with donation of RMB20 million as the initial funding • Accumulated donations of more than RMB30 million to Meihekou • Organized charitable donations, sending love and care to nursing homes	



聚焦人才－激發人才活力，共享發展成果

四環醫藥始終堅持以人為本，視員工為推動企業可持續發展的關鍵力量。我們嚴格執行合規僱傭原則，切實保障員工的基本權益。通過多渠道傾聽員工聲音、及時回應訴求，並開展豐富多樣的員工關懷活動，我們持續營造開放、信任與包容的工作氛圍。同時，我們不斷完善培訓與發展機制，為員工提供體系化的學習路徑與成長機會，助力其在專業能力與職業發展上實現更高突破，共同打造充滿活力與凝聚力的企業文化。

1、 員工權益保障

本集團高度重視合規僱傭，嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》等法律法規，制定並實施《四環醫藥控股集團勞動關係管理制度》《四環醫藥控股集團招聘管理制度及流程規範》等內部制度，全面規範招聘管理，切實保障平等僱傭原則。我們嚴禁僱傭童工和任何形式的強迫勞動，確保招聘及用工全過程合法合規。同時，我們持續優化薪酬福利體系，致力於打造平等、包容、多元且具有吸引力的職場環境。

合規僱傭

本集團嚴格遵循《中華人民共和國未成年人保護法》《禁止使用童工規定》和《國際勞工準則》等法律法規，制定並落實《考勤管理制度》等政策和制度，明確工作時長、加班時間計算與補償、休假申請流程等內容，依法依規用工，切實保障員工合法權益。我們嚴禁聘用童工或使用任何形式的強制勞動，並在招聘過程中通過核驗身份證件等措施，確保所有候選人符合法定最低工作年齡。報告期內，本集團未發生任何違法僱傭、使用童工或強迫勞動的情況。

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

Sihuan Pharmaceutical has always adhered to the people-oriented principle and treat employees a crucial force for driving corporate sustainable development. We employ strict and compliant employment principles to effectively safeguard employees' basic rights. We listen to our employees through multiple channels, timely address their demands and conducting a rich variety of employee care activities to continuously create an open, trusting and inclusive working environment. Meanwhile, we constantly improve our training and development systems to provide employees with systematic learning pathways and growth opportunities and help them in achieving greater breakthroughs in their professional capabilities and career development, thereby creating a vibrant and cohesive corporate culture.

1. Protection of Employee Rights and Interests

The Group places high emphasis on compliant employment and strictly complies with relevant laws and regulations such as the "Labour Law of the People's Republic of China" and the "Labour Contract Law of the People's Republic of China", and formulated internal systems such as the "Labour Relations Management System of Sihuan Pharmaceutical Holdings Group" and the "Recruitment Management System and Process Specifications of Sihuan Pharmaceutical Holdings Group" to fully standardize employment and management and effectively protect the principles of equal employment. We strictly prohibit the employment of child labour and any forms of forced labour and ensure lawful and compliant recruitment and employment throughout the procedures. Meanwhile, we continuously optimize remuneration and welfare systems to strive for creating a fair, inclusive, diversified and attractive workplace environment.

Compliant Employment

The Group strictly adheres to laws and regulations such as "Law of the People's Republic of China on Protection of Minors", "Provisions on the Prohibition of Child Labour" and the "International Labour Standards" and formulated and implemented various the "Attendance Management System" which clarifies working hours, calculation and compensation of overtime work and leave application process. We ensure compliance with labour laws and regulations and effectively safeguard employees' legal rights. We strictly prohibit the employment of child labour and the use of forced labour in any forms. Verifications of identity documents and other measures were implemented during the recruitment process to ensure all candidates meet the minimum legal working age. During the reporting period, there were no instances of illegal employment, use of child labour or forced labour occurred in the Group.

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

多元化與平等僱傭

我們秉持多元化、平等與包容的原則，積極創造就業機會。在招聘過程中，我們堅決反對任何形式的歧視與偏見，對所有候選人一視同仁，以任職資格和實際能力作為選拔的唯一依據，不因性別、年齡、民族、種族、國籍、宗教信仰等因素給予差別對待。同時，我們持續優化並落實《商業道德行為準則》，對一切歧視和騷擾行為保持零容忍態度，明確舉報渠道並依法依規調查處理；堅持性別平等原則，尊重女性員工發展權利，在晉升、考核等方面確保公平對待，持續營造包容、尊重、安全的工作環境。截至二零二五年十二月三十一日，本集團共有員工2,843人，其中女性員工佔比55%，少數民族員工佔比約10%。[6]

Diversity and Equal Employment

We adhere to the principles of diversity, equality and inclusiveness and actively create employment opportunities. We firmly oppose any forms of discrimination and prejudice during recruitment. We treat all candidates equally and select candidates based on the sole criteria of job candidate qualifications and actual abilities, and do not provide biased treatments based on factors including gender, age, ethnicity, race, nationality and religious belief. At the same time, we continue to optimize and implement the "Code of Business Conduct and Ethics" and maintain a zero-tolerance attitude towards all acts of discrimination and harassment, with clear reporting channels in place and investigations conducted in accordance with laws and regulations. We uphold the principle of gender equality and respect the development rights of female employees to ensure fair treatment in promotions, appraisals and other aspects and continuously foster an inclusive, respectful and safe working environment. As of 31 December 2025, the Group had a total of 2,843 employees, with female employees accounting for 55% and employees from ethnic minorities representing approximately 10%.[6]

招聘管理

在人才選拔方面，本集團始終堅持公開招聘、平等競爭、擇優錄用的原則，致力於吸納各類優秀人才。我們根據年度業務發展需求，採用校園招聘與社會招聘相結合的方式開展招聘工作。在校園招聘方面，我們重點面向醫藥相關專業優勢突出的院校選拔人才，並持續與多家知名高校開展校企合作，儲備優秀畢業生；在社會招聘方面，我們通過主流招聘平台發佈職位信息，並將招聘範圍從醫藥行業拓展至醫美及其他大健康領域，多渠道吸納專業人才，不斷擴大人才儲備。

Recruitment Management

For talent selection, the Group has always adhered to the principles of open recruitment, fair competition and merit-based selection to strive for attracting different exceptional talents. Based on the annual business development needs, we employ a combination of campus recruitment and social recruitment. For campus recruitment, we focus on selecting talents from universities with outstanding pharmaceutical programs and continuously collaborate with several renowned universities to build a talent pool of outstanding graduates. For social recruitment, we publish job information on main recruitment platforms and expand our recruitment scope from the pharmaceutical industry to medical aesthetics and other holistic health sectors, attracting professional talent through multiple channels and continuously expanding our talent pool.

此外，我們重視離職員工的反饋，積極開展離職員工訪談工作，傾聽離職員工的反饋和建議，深入了解其離職的根本原因，識別管理與運營中可能存在的問題。我們將這些反饋納入持續改進體系，用於優化工作環境、完善管理機制並提升企業文化建設水平。我們期望借由這些反饋，發現並改進管理上的不足，提升員工的工作滿意度和忠誠度，提高員工留存率。

In addition, we value the feedback from our former employees and actively interview them and listen to their feedback and suggestions to gain a deeper understanding of their reasons for leaving the Group and identify any possible issues in management and operations. We incorporate feedback and continuously refine our systems for optimizing working environment and improving management mechanisms and boost the standards of building corporate culture. We expect their feedback could help us discover and improve any shortcomings in our management to improve employees' work satisfaction and loyalty and increase employee retention rate.

6 本集團少數民族員工構成中佔比前三的民族分別為滿族(5.03%)、蒙古族(0.56%)、回族(0.46%)，管理層中滿族、蒙古族、回族的比例分別為13.66%、3.11%、0.62%。

6 Within the Group's ethnic minority workforce, the three most represented ethnic groups are the Manchu (5.03%), Mongolian (0.56%), and Hui (0.46%). Among management personnel, the respective proportions of Manchu, Mongolian, and Hui employees are 13.66%, 3.11%, and 0.62%.

績效考核

本集團秉持「戰略導向、反饋提升、責任自律、客觀公正」原則，嚴格落實《四環醫藥控股集團本部員工績效管理制度》《四環醫藥控股集團中高層績效管理制度》等相關制度，並持續優化「集團－部門－員工」三級績效指標體系，實現個人成長與本集團發展的深度綁定。

在績效考核方面，我們建立了貫通個人與團隊、兼具全面性與發展性的管理體系。該體系以「目標管理」為核心，將本集團戰略逐級分解為部門和個人目標，確保組織目標與個人努力方向一致。在考核模式上，我們制定《人均效能專項考核方案》，對部門負責人及以上管理人員開展多維度評估，包括360度考核評估等方式，全面考察其領導力與管理行為；同時推行團隊績效考核，將員工的考核任務目標與部門績效任務目標掛鈎，強化協作意識和責任共擔。

為保持考核的動態性與發展性，我們與員工進行持續、敏捷的績效對話，通過「一對一輔導」，以及OA績效管理系統收集各流程節點的意見與建議，定期與員工就績效考核、目標達成情況等進行對話，及時調整目標、解決問題並支持員工成長。考核以月度、季度評估為主要週期，並結合年度綜合評定，形成常態化、可持續的績效管理機制，為公司競爭力的持續提升提供有力支撐。

Performance Appraisal

Upholding the principles of "strategic orientation, feedback for improvement, sense of responsibility and self-discipline, and objectivity and fairness", the Group strictly implements relevant systems such as the "Headquarters Employee Performance Management System of Sihuan Pharmaceutical Holdings Group" and the "Mid-to-Senior Level Performance Management System of Sihuan Pharmaceutical Holdings Group", continuously optimizing the three-level performance indicator system namely the "Group level, department level, and positional level" to achieve deep connection between personal growth and Group development.

For performance appraisal, we have established a comprehensive and developmental management system that connects individuals and teams. Centered on "goal management," this system disaggregates the Group's strategy into department and individual targets to ensure alignment between organizational objectives and individual efforts. In terms of assessment models, we have developed a "Performance Appraisal Program on Workforce Efficiency" to conduct multidimensional performance appraisal of department heads and senior management, including a 360-degree assessment appraisal to comprehensively examine their leadership and management behavior. Simultaneously, we implement team-based performance appraisals that link employee appraisal task objectives to departmental performance task objectives to strengthen collaboration and shared responsibility.

To maintain the dynamic and developmental nature of the appraisal, we conduct continuous and agile performance conversations with employees, and collect opinions and suggestions from various process through "one-on-one coaching" and the Office Automation (OA) performance management system, and regularly engage with employees on performance appraisal, goal achievement and other related matters, with an aim of promptly adjusting goals, resolving issues, and supporting employee growth. The assessments are mainly conducted on a monthly and quarterly cycle, and combines the annual comprehensive assessments to form a regular and sustainable performance management mechanism, providing strong support for the continuous enhancement of the Company's competitiveness.

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薪酬與晉升管理

我們嚴格遵守《中華人民共和國勞動法》《中華人民共和國社會保險法》《中華人民共和國勞動和社會保障部最低工資規定》等國家相關法律法規，優化並落實《薪酬管理制度》《四環醫藥控股集團員工晉職晉級管理制度》等內部制度，確保公司整體薪酬福利及晉升管理工作的科學性、公正性和有效性，促使公司與員工實現共同發展、互利共贏。

本集團的薪酬管理體系由薪酬委員會與人力資源部門協同運作，薪酬委員會負責薪酬管理政策制定與調整，人力資源部門負責政策落地與執行，並就政策的科學性和有效性開展調研與優化。我們致力於提供具有市場競爭力的薪酬待遇，依據員工年度績效考核發放績效獎金，並綜合考慮公司經營狀況、行業動態與市場薪酬水平等因素對員工薪酬進行動態調整。同時，我們推行差異化薪酬策略，針對管理、生產、研發、市場銷售等不同崗位設立相應的薪酬結構，以確保薪酬機制的合理性與激勵效果。

我們秉承「能者上、平者讓、庸者下」的用人理念，系統性優化人才選拔與梯隊機制。我們定期開展人才盤點工作，對生產、研發、質量、營銷等崗位員工進行任職能力評估，從而精準掌握人才現狀。基於盤點結果，我們制定針對性的人才培養與儲備計劃，明確重點培養對象，並持續跟進其發展。同時，我們設立人才儲備庫，對員工素質、能力、崗位匹配程度、工作績效等方面開展綜合考核，將優秀人才納入後備梯隊，並適時予以晉升，並對表現卓越者，開通快速晉升通道。

Remuneration and Promotion Management

We are in strict compliance with relevant national laws and regulations such as the "Labour Law of the People's Republic of China", "Social Insurance Law of the People's Republic of China", and the "Provisions on Minimum Wages of the Ministry of Labour and Social Security of the People's Republic of China". We optimize and implement internal systems such as the "Salary Management System" and "Employee Promotion Management System of Sihuan Pharmaceutical Holdings Group", to ensure the scientificalness, fairness and effectiveness of the Company's general salary and welfare as well as the work on promotion management to promote joint development and mutual benefits of the Company and its employees.

The remuneration management system of the Group is jointly operated by the Remuneration Committee and the Human Resources Department. The Remuneration Committee is responsible for formulating and adjusting remuneration management policies, while the Human Resources Department ensures the implementation and execution of these policies and conducts research and optimization of these policies in a scientific and effective manner. We are committed to offer market-competitive remuneration packages to our employees, distribute performance-based bonuses based on employees' annual performance appraisal, and adjust salaries by comprehensively taking into consideration of factors such as the Company's operational performance, industry developments and market salary level in a flexible way. Meanwhile, we employ differentiated remuneration strategies, tailoring relevant salary structures to roles in management, production, R&D and marketing sales to ensure a reasonable and incentivizing remuneration mechanism.

Guided by the people-oriented philosophy of "let the capable lead, the competent step aside, and the underperforming stand back", we systematically refine talent selection and talent pool systems. We conduct regular talent review by assessing the competencies of employees in production, R&D, quality assurance, and marketing sales to accurately grasp the current situation of talents. Based on the review results, we developed a targeted talent development and talent pool initiative that clearly identifies key individuals for development and continuously keeps track of their progress. At the same time, we created a talent reserve pool. Employees are assessed comprehensively on their qualifications, skills, role suitability and job performance, with top performers being included in the talent pool for promotion as and when appropriate. Exceptional employees may also be granted express channels of promotions.

2、 員工溝通與關懷

本集團積極搭建多元化溝通渠道，建立平等、透明、民主的內部溝通機制，廣泛聆聽員工反饋並吸納建議。同步，我們開展多樣化員工關懷活動，提供多元福利待遇，切實增強員工幸福感與歸屬感，凝聚本集團發展力量。

員工溝通

我們致力於保持暢通的員工溝通渠道。員工可通過內部通訊系統、郵箱與意見信箱等途徑提出反饋，由人力資源部門專人處理，並設有正式相應窗口，確保所有問題在3個工作日內進入溝通與解決程序。

同時，我們建立了工會對話機制，通過定期座談會等形式邀請工會主席、工會委員及員工代表，暢談對本集團管理層及日常運營的意見和建議，保障員工意見能直達管理層。針對工作內容安排、薪酬福利政策、績效考核機制以及本集團管理制度的制定與修訂等與員工切身利益相關的重要事項，我們均依據法定程序與工會開展平等協商，廣泛聽取員工意見，提升決策的透明度與合理性。我們堅定保障員工結社自由和集體談判的權利，二零二五年，員工參加工會的比例達100%。

2. Employee Communication and Care

The Group actively established diversified communication channels to create a fair, transparent and democratic internal communication mechanism to listen to employee feedback and incorporate suggestions from a wide perspective. At the same time, we conduct a variety of employee care activities and offer various benefits and welfare to effectively strengthen employees' satisfaction and sense of belonging and unite development efforts for the Group.

Employee Communication

We are committed to maintaining a smooth communication channel for employees. Employees can submit feedback through internal communication systems, email and suggestion boxes. Their feedback is handled by designated personnel in the Human Resources department, with a formal response window to ensure all issues are addressed and resolved within 3 business days.

Meanwhile, we have established a communication mechanism with the labor union. We invite union chairpersons, union members and employee representatives to share their opinions and suggestions on the Group's management and daily operations through regular seminars, ensuring that employee opinions directly reach the management. Regarding important matters that are closely related to employees' interests, such as job assignments, salary and benefits policies, performance appraisal mechanism, and the formulation and revisions of the Group's management systems, we conduct fair and equal consultations with the labor union in accordance with legal procedures and widely solicit employee opinions to enhance the transparency and rationality of decision-making. We firmly guarantee employees' rights to freedom of association and collective bargaining. In 2025, the percentage of employees joining the labor union reached 100%.

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人權盡職調查

我們已建立系統化人權盡職調查流程，涵蓋人權風險評估、減緩和完善措施的制定與實施等環節，並將該管理職責融入公司運營，每年常態化開展人權盡職調查。2025年，四環醫藥已完成人權相關問題的調查，涵蓋勞動、童工、結社自由、集體談判和工作歧視等相關情況，調查結果顯示集團在自身業務運營中不存在上述範疇的潛在風險。我們時刻關注人權相關問題，定期開展有針對性的培訓，並保持溝通渠道暢通，以確保員工的訴求得到充分關注和回應。

員工滿意度調查

我們面向本集團全體員工開展滿意度調查，調查範疇包括辦公環境與工作滿意度、員工幸福感、工作目標、工作壓力等，約93%的員工對本集團整體情況感到滿意。

Human Rights Due Diligence

We have established a systematic human rights due diligence process that covers aspects such as human rights risk assessment, the formulation and implementation of mitigation and improvement measures, and integrated this responsibility of management into company operations. We, conduct due diligence on human rights annually. In 2025, Sihuan Pharmaceutical completed investigations of human rights-related issues, covering labour, child labour, freedom of association, collective bargaining and workplace discrimination. Investigation results indicated that no potential risks in the aforementioned areas were present in the Group's business operations. We pay close attention to human rights issues, conduct targeted trainings on a regular basis and maintain open communication channels to ensure that employees' demands are fully addressed and responded to.

Employee Satisfaction Survey

We conduct a satisfaction survey among all employees of the Group, covering aspects such as work environment and job satisfaction, employee well-being, work goals and work stress. Approximately 93% of employees are satisfied with the overall situation of the Group.

員工關懷活動

本集團持續深化員工關懷工作，致力於打造溫馨和諧的工作環境。我們積極開展體育活動節日慶祝、員工聚餐等多元活動，豐富員工業餘生活，增強員工的幸福感，促進工作與生活平衡，使員工能夠以更飽滿的熱情與積極的狀態投入工作。

Employee Care Activities

The Group continues to intensify its efforts on employee care and is committed to creating a warm and harmonious work environment. We actively organize a variety of activities, such as sports events, holiday celebrations and employee dinners to enrich employees' leisure time, enhance their sense of well-being, promote work-life balance and enable employees to devote themselves to their work with greater enthusiasm and a more positive attitude.

職工騎行活動
Staff Cycling Event

二零二五年，本集團持續推進合規文化建設，結合行業監管要求及公司經營實際，組織開展合規培訓課程，系統講解公司合規制度及相關法律法規，引導員工在日常工作中自覺遵守合規要求，夯實本集團合規管理基礎。二零二五年四月，北京四環組織員工參加「騎行大運河，暢遊副中心」騎行動。騎行隊伍從城市綠心公園出發，沿運河綠道完成16公里騎行，欣賞大運河沿線生態與人文景觀，感受城市副中心「藍綠交織、水城共榮」的建設成果。活動踐行「全民健身、綠色出行」理念，增強了員工團隊凝聚力與健康環保意識，提升了員工對公司文化與城市生態建設的認同感。

In April 2025, the Group continued to advance the progress of creating a compliant culture. Combining industry regulatory requirements with the Company's actual operations, it organized compliance training courses to systematically explain the Company's compliance system and relevant laws and regulations, guiding employees to consciously abide by compliance requirements in their daily work and solidifying the Group's foundation for compliance management. In April 2025, Beijing Sihuan organized a cycling event titled "Ride along the Grand Canal, Explore the Beijing MC". The cycling team started from the Urban Green Heart Forest Park and completed a 16-kilometer ride along the Grand Canal greenway and appreciated the ecological and cultural landscape along the Grand Canal to experience the development achievements of the city's sub-center in its effort of "canal-forest intertwined, marine-urban coexisting". The event practiced the concept of "fitness for all, green travel," enhanced employee team cohesion and health and environmental awareness, and increased employees' sense of association with the corporate culture and urban ecological construction.





職工騎行活動
Staff cycling event

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傳統文化綜合活動
Comprehensive Traditional Cultural Activities

二零二五年七月，本集團以「傳承文化•藝展風采」為主題，策劃跨部門聯動傳統文化綜合活動，設置傳統手工藝展示、棋牌競技、籃球賽事三大模塊。活動中員工踴躍參與，將工匠精神、拼搏精神融入各環節，大家在體驗中增進交流、凝聚共識，既豐富了精神文化生活，打破了部門壁壘，又強化了團隊協作力，厚植企業文化底蘊，為企業高質量發展注入精神動力，有效提升了員工歸屬感與幸福感。

In July 2025, the Group organized a cross-departmental comprehensive traditional cultural activity under the theme of "Cultural Heritage, Artistic Excellence" that featured three aspects, namely traditional craft display, board game competitions and basketball games. The event has seen an enthusiastic participation from employees, incorporating the craftsmanship and perseverance into each aspect. Through hands-on experiences, they enhanced communication, fostered consensus, enriched their cultural lives, eliminated departmental barriers, strengthened team collaboration, and consolidate the foundation for corporate culture. This initiative injected spiritual momentum into the enterprise's high-quality development, effectively boosting employees' sense of belonging and happiness.



傳統文化綜合活動
Comprehensive traditional cultural activities

員工健康與福利

本集團始終將員工健康與福祉置於發展核心位置，嚴格遵守《中華人民共和國職業病防治法》《工作場所職業衛生監督管理規定》等職業健康安全相關法律法規，結合行業特性與員工需求，制定並持續完善《員工健康管理程序》等內部制度，營造安全、健康、和諧、有溫度的工作環境。

在健康管理方面，我們建立全週期員工健康管理體系，為員工安排年度免費定期體檢，建立個人健康檔案，持續跟蹤員工健康狀況，提醒員工根據體檢結果做好自我健康管理。本集團兼顧員工身體健康與心理健康，大力完善園區運動設施配套，在辦公區域規劃籃球場、羽毛球場，並配備乒乓球桌、檯球桌等設備，鼓勵員工在業餘時間開展豐富的體育活動，並開展員工心理援助計劃(EAP)，積極採取措施緩解員工壓力和負面情緒。

Employee Health and Welfare

The Group remain steadfast in placing employee health and well-being at the forefront of our development and strictly complies with relevant occupational health and safety laws and regulations, including the "Law of the People's Republic of China on Prevention and Control of Occupational Diseases" and the "Provisions on the Supervision and Administration of Occupational Health at Work Sites". Combining industry characteristics and employee needs, we have formulated and continuously improved internal policies such as the "Employee Health Management Procedure" to foster a safe, healthy and warm workplace.

For health management, we have established a full-cycle employee health management system and arranged annual free health check-ups for employees, maintain individual health records, keep track of employees' health status and encourage employees to manage their health based on the results of these examinations. Having both employees' physical health and mental health in mind, the Group invested great efforts in improving sport facilities in parks and designated basketball and badminton courts in our office areas, along with table tennis and billiards tables, to encourage employees to engage in diverse sports activities during their leisure time. Also, Employee Assistance Program (EAP) has been implemented to take proactive steps to alleviate employees' stress and negative emotions.

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在福利方面，本集團持續完善多元化福利體系，為所有符合條件的員工提供帶薪孕期公休假，包括不低於14周的育兒假（含產假及陪產假）、哺乳假等，假期時長及安排嚴格遵循國家或地方相關政策。此外，我們設立了居家辦公制度，根據崗位特性與工作任務，為符合條件的員工提供遠程辦公的選擇，幫助員工更好地平衡工作與家庭生活，提升工作幸福感與歸屬感。此外，我們在辦公場所設立哺乳室等育兒設施，為有需要的員工提供便利。

For welfare, the Group continues to improve its diversified welfare system by providing paid pregnancy leave, including parental leave of not less than 14 weeks (inclusive of maternity and paternity leave) and breastfeeding leave for all eligible employees. The time length and arrangement of such leave are in strict compliance with relevant national or local policies. Furthermore, we have established a remote work policy which provides eligible employees with the option to work remotely based on the features of their positions and job duties, to help employees achieve a better balance between work and family life, so as to enhance their sense of job satisfaction and belonging. In addition, we have established childcare facilities such as breastfeeding rooms in office areas to provide convenience for employees in need.

心理健康輔導
Mental Health Counselling

二零二五年七月，本集團聚焦員工心理健康關懷，精心組織開展專題心理健康輔導，並同步推進員工心理健康評估問卷調查工作。本次培訓課程內容緊密結合職場常見壓力源、情緒管理技巧、人際溝通優化及心理調適方法等核心議題，通過理論講解、案例分析、互動答疑等多樣化形式，幫助員工系統掌握心理健康知識，提升自我關懷與情緒疏導能力。

In July 2025, the Group focused on employees' mental health care and meticulously organized a themed mental health counselling and promoted a simultaneous assessment survey on employees' mental health. The training course closely integrated core issues such as common sources of workplace stress, emotional regulation skills, improvements in interpersonal communication and mental regulation methods. Through diversified means such as theory explanations, case analysis, interactive Q&A, this course helped employees to gain knowledge about mental health and enhance their capabilities on self-care and emotional regulation.



心理健康輔導
Mental health counselling

3、 員工培訓與發展

本集團將人才培養置於戰略核心，持續完善《四環醫藥控股集團有限公司人才發展與培訓管理制度》《四環醫藥控股集團有限公司應屆生培養方案》等培訓相關政策和制度，為各層級、各崗位的員工提供定制化課程，培訓涵蓋所有員工，包括合同工及兼職員工，以強化複合型人才儲備，推動學習型企業建設。

本集團基於戰略發展目標及員工職業發展需求，建立完善多元的培訓體系，積極為員工提供培訓或技能再培訓，並鼓勵和支持員工參加業餘進修培訓，在為員工發展提供更多機會的同時，努力減輕產業轉型或氣候轉型帶來的負面影響。我們通過線上線下相結合的方式開展培訓，課程涵蓋領導力、職業素養、生產、研發、營銷、數字化轉型、文化教育及職業健康等領域，緊密對接公司戰略與崗位需求，並鼓勵員工跨專業、跨部門學習。依託釘釘雲課堂，我們推動員工圍繞業務難點自行開發、講授課程，實現知識共享與共創。

3. Employee Training and Development

The Group placed talent development at the care of its strategies and continuously improved training-related policies and systems, such as the "Talent Development and Training Management System of Sihuan Pharmaceutical Holdings Group Co., Ltd." and the "Fresh Graduate Training Plan of Sihuan Pharmaceutical Holdings Group Co., Ltd.", offering customized courses for employees at all levels and positions, covering all employees including contract workers and part-time employees, so as to strengthen the reserve for multi-skilled talents and promote building a learning-oriented enterprise.

Based on strategic development goals and employees' needs in career development, the Group developed a comprehensive and diversified training system to actively provide employees with training and skills retraining and encourage and support employees to join the part-time further education programs and trainings. While provide more opportunities for employee development, the Group strives to mitigate the negative effects arising from industry transformation or climate change. We conduct trainings through online-offline combined methods, with courses covering topics such as leadership, professional ethics, production, R&D, marketing, digital transition, cultural education and career health, which are closely related to corporate strategies and position needs, and encourage employees to learn across professions and departments. Through DingTalk Cloud Classroom, we encourage employees to self-develop and deliver training courses for business challenges to achieve knowledge sharing and co-creation.

勞動節文化教育《平凡英雄》拍攝與傳播

Production and Dissemination of Labour Day Cultural Education "Ordinary Hero"

二零二五年四月，圍繞「致敬崗位微光」的主題，我們策劃並拍攝了勞動節文化教育視頻《平凡英雄》，聚焦各崗位員工的日常工作場景，真實記錄勞動瞬間與職業專注。視頻以「小人物、大價值」為敘事主線，在五一勞動節當天通過公司微信公眾號發佈，不僅讓一線員工的默默奉獻被看見、被肯定，更通過身邊榜樣傳遞企業核心價值觀，強化職業認同，激發團隊凝聚力，成為一次有溫度、有深度的文化教育實踐。

In April 2025, centering around the theme of "Saluting the Small Lights of Our Posts", we planned and produced a Labour Day cultural and educational video titled "Ordinary Hero," which focuses on the daily work scene of employees across various positions and truthfully recorded their moments of labour and professional dedication. The video takes "small people, great values" as its narrative thread and was released through the Company's WeChat official account on 1 May, the Labour Day. The video not only brought the silent dedication of frontline employees to be seen and recognized but also conveyed the Company's core values through role models from within, strengthened professional identity and inspired team cohesion, becoming a warm, profound cultural and educational practice.



勞動節文化教育《平凡英雄》視頻截圖
Screenshot from the Labour Day Cultural Education Video "Ordinary Hero"

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截至二零二五年底，我們於線上培訓平台累計上傳課程800餘個，超過2,000人次登錄培訓平台，線上課程體驗反饋良好，深受本集團員工歡迎。

As of December 2025, the online training platform hosted a cumulative total of over 800 courses. User engagement exceeded 2,000 logins, with course evaluations reflecting highly favorable responses and widespread acceptance among the Group's workforce.

税務技能提升培訓
Taxation Skills Enhancement Training

二零二五年三月，為適配宏觀經濟與税收監管趨勢，強化員工業務與財務協同思維，本集團開展「業財税一體化思維模式下税務培訓」。培訓涵蓋政策趨勢、財務核算要點、所得税匯算清繳及多税種風險應對等核心內容，培訓覆蓋超50名財務崗位員工，旨在有效提升員工税務專業能力，強化合規意識，促進財務與業務協同。

In March 2025, to align with macroeconomic trends and tax regulatory requirements and strengthen employees' business and finance synergy mindset, the Group launched the " Business-Finance-Tax Integrated Thinking Model Taxation Training". The training covered key topics such as policy trends, key financial accounting points, income tax calculation and settlement and risk response strategies across multiple tax categories with over 50 employees from finance department participated. The training aimed to effectively boost employees' professional tax competencies, reinforce compliance awareness, and promote effective finance-business synergy.



税務技能提升培訓
Taxation Skills Enhancement Training

高站位+負責與擔當培訓

High-Level Perspective + Accountability and Responsibility Training

二零二五年九月，本集團聚焦「高站位+負責與擔當」為核心開展財務總監畫像培訓，系統闡釋財務在戰略協同、價值創造和組織信任中的關鍵角色。培訓通過案例研討與角色模擬，引導財務人員深刻理解從「成本管控」向「價值經營」的轉型路徑，強化全局思維與責任意識，旨在提升其戰略視野與跨部門協同能力，加速推動財務團隊由執行者向價值引領者躍升。

In September 2025, the Group conducted a training program for chief financial directors focusing on the theme of "High-Level Perspective + Accountability and Responsibility", which systematically explained the critical roles of finance in strategic synergy, value creation and organizational trust. Through case study and discussion as well as role-playing, the training guided finance personnel to develop a profound understanding of the transformation pathway from "cost control" to "value management", strengthened holistic thinking and sense of responsibility, with an aim of enhancing strategic vision and cross-departmental synergy and accelerating the evolution of the finance team from the role of executors to value leaders.



高站位+負責與擔當培訓
High-Level Perspective + Accountability and Responsibility Training

營銷技能提升培訓
Marketing Skills Enhancement Training

二零二五年四月，為提升團隊數字化辦公能力，集團組織營銷中心70名員工開展《AI助力效能提升》專題培訓。培訓圍繞各類AI工具的核心功能展開，詳細拆解不同工具在數據複盤、客群分析等場景中的應用，並針對工具局限性與適用邊界做對比分析，幫助員工快速掌握AI工具落地方法，有效賦能員工日常工作，助力營銷效能提升。

In April 2025, to boost the digital competencies across teams, the Group organized the "AI-Powered Efficiency Enhancement" specialized training for 70 employees of marketing centers. The training focused on the core functions of various AI tools and provided detailed breakdowns of their applications in scenarios such as data review and customer groups analysis. Comparative analyses were also included for tool limitations and applicable boundaries, which helped employees to instantly adopt and implement AI tools, effectively empowering employees in their daily work and contributing to improved marketing efficiency.



營銷技能提升培訓
Marketing Skills Enhancement Training

環境保護責任意識培訓
Environmental Protection Awareness Training

二零二五年六月，為強化員工環保責任意識，我們開展線下環境保護專項培訓。培訓結合日常工作的廢棄物產生情況，通過案例分析、數據解讀，講解垃圾分類、辦公區域節能降耗、危廢規範處置等實操措施，並重點展示公司廢舊紙張回收利用成效。本次培訓旨在強化全員環保意識，營造「人人關心環保、人人參與環保」的良好氛圍，推動企業環保責任落地。

In June 2025, to strengthen employees' awareness of environmental protection, we conducted in-person specialized training on environmental protection. The training integrated waste generation in daily operations, and featured case analysis and data interpretation to explain practical measures such as waste classification, energy conservation and consumption reduction in office areas and standardized hazardous waste disposal. A particular highlight of the training was the demonstration of the Company's achievements in wastepaper recycling. The aim of the training is to strengthen awareness of environmental protection among all staff, foster a harmonious atmosphere where "everyone cares about environmental protection, everyone participates in environmental protection" and promote the implementation of corporate environmental responsibility.



環境保護責任意識培訓
Environmental Protection Awareness Training

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

二零二五年，本集團及子公司員工培訓總時數達72,624小時，按性別、職級劃分的受訓僱員百分比及每位僱員的受訓平均時數如下所示：

In 2025, the total training hours for the employees of the Group and its subsidiaries amounted to 72,624 hours. The percentage of employees trained and average training hours per employee by gender and grade are as follows:

- 按性別劃分的受訓僱員百分比及僱員受訓平均時數：

- Percentage of employees trained and average training hours of employees by gender:

性別	Gender	受訓僱員百分比 Percentage of employees trained	受訓平均時數 Average training hours
男	Male	85.82%	23.56小時 hours
女	Female	82.49%	25.65小時 hours

- 按職級劃分的受訓僱員百分比及僱員平均受訓平均時數：

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

職級	Grade	受訓僱員百分比 Percentage of employees trained	受訓平均時數 Average training hours
總監及以上	Director and above	88.30%	13.52小時 hours
經理主管	Manager and head	83.80%	16.62小時 hours
普通員工	General staff	83.82%	26.59小時 hours

並進共贏－攜手責任並進，共創行業繁榮

四環醫藥將可持續發展理念深度嵌入供應鏈全流程管理，依託完善的制度體系與全生命週期管理模式，對供應商進行全鏈條管控，確保供應鏈合規穩定。我們優先選擇符合ESG要求的供應商，推行綠色採購與溯源管理，保障產品質量與安全。同時，我們與供應商保持緊密溝通與協作，推動其持續提升管理水平，共同踐行社會責任，構建可持續發展的供應鏈體系。

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

Sihuan Pharmaceutical deeply integrates the principles of sustainable development into the complete workflow management of supply chain. Leveraging on a comprehensive system and a full lifecycle management model, we carry out full-chain control over or suppliers to ensure compliance and stability within the supply chain. We prioritize suppliers that meet ESG requirements and implement green procurement and traceability management to guarantee product quality and safety. Meanwhile, we maintain close communication and collaboration with our suppliers to facilitate continuous improvement in management standards to jointly fulfil social responsibility and establish a supply chain system capable of sustainable development.

1、 供應商管理

四環醫藥嚴格遵守《中華人民共和國招標投標法》《中華人民共和國政府採購法》等相關法律法規，制定並嚴格執行《供應商管理規程》《合格供應商評級分級管理制度》《四環醫藥集團供應商行為準則》(《供應商行為準則》) 等內部制度，持續強化供應商管理；同時構建三級供應商管理治理架構，並由董事會作為供應商管理相關事項的最高決策與監督機構，確保供應商管理體系規範、透明、有效運行。

1. Supplier Management

Sihuan Pharmaceutical strictly abides by the relevant laws and regulations such as the "Bidding Law of the People's Republic of China" and the "Government Procurement Law of the People's Republic of China". We have formulated and implemented the internal system and requirements such as the "Supplier Management Protocol", the "Qualified Supplier Rating Management System", the "Supplier Code of Conduct of Sihuan Pharmaceutical" (the "**Supplier Code of Conduct**"), and constantly improve supplier management. Meanwhile, we established a three-tier supplier management and governance system, with the Board acting as the highest accountable decision-making body for the ESG Supply Chain Management System to ensure the system operates in a standard, transparent and effective manner.

最高決策層 **Highest decision-making level**	**董事會** **Board**	• 統籌審批供應商管理戰略、把控供應商管理體系的合規性與可持續性方向。 • Coordinate and approve supplier management strategies and oversee the direction of compliance and sustainability within the supplier management system.
戰略執行層 **Strategy implementation level**	**核心管理團隊** **Core Management Team**	• 由採購負責人牽頭，協同採購總監制定供應商管理具體策略及制度流程，並推動ESG要求在採購環節落地實施。 • 採購總監聚焦供應商資源整合與數字化共享平台搭建，保障管理效率與資源協同。 • 集採共享總監對本集團共享供應商進行管理。 • Led by the procurement manager, collaborate with the procurement director to devise specific strategies and procedures, and promote implementation of ESG requirements in procurement process. • The procurement director focuses on supplier resource integration and the establishment of a digital sharing platform to ensure management efficiency and resource collaboration. • The centralized procurement and sharing director manages the Group's shared suppliers.
落地執行層 **Execution level**	**一線執行團隊** **Frontline Execution Team**	• 採購專員與各採購經理負責供應商的日常對接，開展資質初審、履約跟蹤、問題反饋等基礎管理工作，確保供應商合作全流程符合本集團統一管理標準。 • Procurement specialists and procurement managers are responsible for daily communication with suppliers, carrying out basic management tasks such as preliminary qualification review, performance tracking, and problem feedback, to ensure that the entire supplier cooperation process complies with the group's unified management standards.

供應商管理治理架構
Supplier Management and Governance Structure

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

我們秉持「公平競價、質量優先」原則，建立並持續優化覆蓋供應商尋源、准入、考核與評估、糾正及提升各階段的全生命週期管理機制，對供應商採取「統一歸口、分類分級」管理，嚴格把控採購質量，保障產品的質量與安全。

The Group upholds the principle of "fair bidding and quality first" and has established and continuously optimized a life cycle management mechanism that covers supplier sourcing, admission, assessment, and evaluation, as well as rectification and enhancement. We adopt a "centralized and classified" management approach, strictly monitor procurement quality, and ensure product quality and safety.



供應商尋源
Supplier sourcing

- 在供應商尋源過程中實行「全要素確認+嚴格審核」機制，從供應商的業務管理、ESG管理等多維度出發，對供應商開展背景調查與資質審核。篩選維度包括供應商生產能力、技術水平、服務質量、履約能力、品質控制體系、環境影響、勞工管理等，從源頭把控供應商合規性與合作匹配度。
  A "full factor confirmation + stringent audit" mechanism is established during the process of supplier sourcing, background investigations and qualification assessments on suppliers were conducted based on multiple aspects such as business management and ESG management. The selection considerations include suppliers' production capability, technical level, service quality, performance capability, quality control system, environmental impact, labour management and other aspects.

供應商准入
Supplier admission

- 依據國別風險、特定行業風險、特定商品風險方法篩選識別關鍵供應商，考量因素涵蓋採購金額佔比、國家監管機構抽檢或通報情況、物料質量風險、醫藥生產廢料排放及污染風險、勞工健康安全保障、企業資質及經營風險等多維度。對於產品質量相近的供應商，優先選擇ESG表現更優者。
  Suppliers are selected and identified according to country-specific risks, sector-specific risks and commodity-specific risks. Key factors of consideration include various perspectives, such as proportion of procurement spending, spot inspections or notifications by national authorities, material quality risks, risks associated with waste discharge and environmental pollution arising from pharmaceutical production, labour health and safety protections, corporate qualifications and operational risks. Where product quality is comparable, preference is given to suppliers with superior ESG performance.

供應商考核與評價
Supplier assessment and evaluation

- 建立「日常管理+年度考核」雙維度供應商評估機制，每年定期對供應商開展全面審核，從ESG表現、產品質量、履約能力、貿易合規性等方面開展綜合評價，並將供應商信息及時、準確維護在供應商數據庫中，確保其持續符合本集團《供應商行為準則》等管理要求。
  A dual-dimensional supplier evaluation mechanism combining "daily management and annual assessment" has been established. Comprehensive audits of suppliers are carried out by the Group's employees annually to comprehensively evaluate their ESG performance, product quality, contract fulfilment capabilities, trade compliance and other aspects. Supplier information is accurately and promptly maintained in the supplier database to ensure continued compliance with the Group's "Supplier Code of Conduct" and other management requirements.
- 對審核過程中發現的物料質量及供應相關問題及時處理，督促供應商完成整改並驗證效果，形成閉環管理。
  Promptly address any material quality and supply-related issues identified during audits, and urge suppliers to complete rectification and verify the effectiveness, forming a closed-loop management system.
- 結合物料採購情況，依據質量標準適時開展第三方現場評估，提升供應商管理的客觀性與有效性。
  Based on material procurement and quality standard, supplier on-site assessments are carried out by an independent accredited auditing body to enhance the objectivity and effectiveness of supplier management.

供應商分級分類管理
Supplier classified management

- 針對不同等級的供應商，制定相應的審計頻率與方式。若供應商被評估為不合格，則要求其在限期內落實糾正措施，並通過溝通交流、專項培訓等方式對其提供支持。若供應商未能在限期內完成糾正，或仍無法滿足我們的最低ESG要求，我們將終止與其合作。
  Different audit frequencies and methodologies are applied across different levels of suppliers. If a supplier is assessed as non-compliant, they are required to implement rectifying measures within deadline. We provide support through communication and exchanges, dedicated training and other methods. If a supplier fails to complete rectifications within the stipulated period or cannot achieve our minimum ESG requirements within a set time frame, we will terminate our collaboration with them.

供應商糾正計劃
Supplier rectifying initiative

- 將糾正行動計劃作為供應商管理的關鍵工具。當發現供應商在ESG、質量或合規方面存在問題時，會推動其制定並落實糾正計劃，要求對方清晰定位問題根源、提出可量化的改進目標與時間表，並通過定期跟進、現場審核、線上培訓等方式驗證整改效果，從而幫助供應商持續優化管理水平。
  Corrective action plans are employed as a key tool of supplier management. When issues with suppliers has been discovered in ESG, quality or compliance, we will encourage them to develop and implement improvement plans, require clear identification of the root causes, propose quantifiable improvement goals and timelines. And we also support suppliers on implementation of corrective and improvement actions through regular follow-ups, on-site audits and online training.

供應商能力提升
Supplier capability enhancement

- 通過定期發佈ESG報告、分享行業優秀案例、組織對標交流會議等方式，幫助供應商獲取ESG基準信息。內容涵蓋環境、社會與治理等關鍵領域的績效指標及最佳實踐，使供應商能夠清晰了解行業水平、識別差距並制定改進方向，從而持續提升其自身的ESG表現。
  We help suppliers access to ESG benchmarks against peers by regularly publishing ESG reports, sharing best practices in the industry and organizing benchmarking exchange meetings. The content covers performance indicators and best practices in key areas such as environmental, social, and governance, enabling suppliers to gain a clear understanding of industry standards, identify gaps and formulate directions for improvement, thereby continuously improving their own ESG performance.
- 在供應商審查等環節，開展供應商培訓與宣貫，向供應商介紹本集團的ESG管理要求、相關政策及最佳實踐。培訓內容涵蓋環境、社會與治理等關鍵議題，並結合本集團的評估標準與發展流程，幫助供應商深入理解我們的期望與要求，推動供應商持續提升ESG表現，鼓勵其獲取ESG有效證書，切實提升ESG管理水平。
  During supplier vetting and other processes, we conduct supplier training and outreach on our supplier ESG program, process, requirements, related policies and best practices. Training content covers key environmental, social and governance issues. And by incorporating the Group's assessment standards and development, we provide suppliers with in-depth technical support programs to help them build capacity and ESG performance, thereby effectively enhancing their ESG management.

供應商管理流程
Supplier Management Process

本年度：

- 供應商總數：948家
- 重要供應商總數：368家
- 獲得公司發展支持措施的重要供應商數量：301家
- 現場／非現場審計重要供應商數量：314家
- 經評估存在重大實際／潛在負面影響的重要供應商數量：3家
- 經評估存在重大實際／潛在負面影響，且已與公司敲定整改計劃的重要供應商數量：3家
- 經評估存在重大實際／潛在負面影響，且終止合作的重要供應商的數量：1家

During the year：

- Total number of unique suppliers: 948
- Number of significant suppliers: 368
- Number of unique significant suppliers supported with development measures: 301
- Number of unique significant suppliers assessed via desk/on-site assessments: 314
- Number of unique significant suppliers assessed with substantial actual/potential negative impacts: 3
- Number of unique significant suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan: 3
- Number of unique significant suppliers with substantial actual/potential negative impacts that were terminated: 1

2、 採購管理

為進一步明確採購流程標準、監督權責與考核要求，我們在報告期內進一步修訂《四環醫藥控股集團－採購服務監督管理制度》《四環醫藥控股集團－採購管理制度》等14項關鍵制度，並新增《集採項目採購流程》，為採購工作提供更加完善、可執行的制度依據，確保採購業務「有章可循、有規可依」。

在此基礎上，我們在管理層面持續推行並深化採購精細化管理，通過制度落地與流程優化雙輪驅動，不斷提升採購管理的規範化、透明化與專業化水平。

2. Procurement Management

To further clarify procurement process standards, supervisory rights and responsibilities as well as appraisal standards, we made further amendments 14 key systems during the reporting period, including the "Sihuan Pharmaceutical Holdings Group – Regulatory and Management Systems on Procurement Services" and the "Sihuan Pharmaceutical Holdings Group - Procurement Management System" and added a new "Procurement Process of Centralized Procurement Project". These efforts provide a more comprehensive and enforceable basis for the systems and ensure the procurement business is "rules-based and regulation-compliant".

On this foundation, we continue to implement and deepen refined procurement management at management level, and continuously improve the standardization, transparency and professionalism of procurement management through the dual drivers of system implementation and process optimization.

採購流程合規管理 **Compliance Management of Procurement Procedure**	• 執行管理層定期審視針對供應商的採購實踐，確保相關做法與《供應商行為準則》保持一致，從而避免出現與ESG要求相衝突的潛在風險 • Perform regular management review of procurement practices for suppliers to ensure the relevant practices stay aligned with the "Supplier Code of Conduct", thereby avoiding potential risks of conflicting with ESG requirements • 要求所有採購事項嚴格按照制度流程申報，嚴禁在採購需求提報中為特定供應商設置排他性或專屬資格條件 • Require all purchases to be declared under strict system and procedures and prohibit the setting of specific qualifications for particular suppliers in the submission of purchase requirements • 推動採購全流程留痕管理，確保過程可追溯、可檢查，強化採購合規執行與監督 • Maintain comprehensive records throughout the procurement process to ensure a traceable and inspectable process and strengthen compliant execution and supervision • 制定《應急採購管理制度》，規範物料應急採購流程，提升突發情況響應效率，增強風險防控能力 • Formulated the "Contingency Procurement Management System" to regulate the process of contingency procurement of materials and increase the efficiency of responding to unexpected situations and reinforce risk prevention and control capabilities • 開展採購專項核查驗證，依據採購服務監督管理要求，對原輔包、低耗、固資等品類的採購審批流程合規性，以及庫存管理、固定資產管理規範性進行全面檢查 • Conduct specialized procurement inspections and verification. In accordance with the procurement service supervision and management requirements, comprehensive checks on the compliance of procurement approval procedures for raw materials, auxiliary materials, packaging materials, low-consumption products, fixed assets and other categories, as well as on the standardization of inventory management and fixed asset management
數字化賦能採購管理 **Digital Empowerment of Procurement Management**	• 依託成本系統與BI看板，搭建供應商數據數字化共享平台，推動供應商管理模式由分散化向共享化轉型，實現採購業務全流程數據可視、可追溯，提升管理效率與決策精準度 • Using costs systems and BI dashboard, we established a digital shared platform of supplier data, which drives suppliers' model to transition from decentralized to a shared model and enable data visibility and traceability throughout the procurement business, thus enhancing management efficiency and decision-making accuracy • 重構外來項目審批流程，優化審批節點與流轉邏輯，縮短審批週期，保障外來項目採購需求快速響應、高效落地 • We redesign the approval procedures of external projects and optimize approval nodes and workflow logic to shorten approval cycle and ensure quick response to procurement needs of external projects and their efficient implementation

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

為進一步強化本集團供應鏈管理水平，提升內部採購人員專業能力，我們持續開展採購培訓與宣導活動。圍繞日常採購工作與採購流程等重點內容，我們通過下發學習手冊、組織線上培訓課程等方式，對採購人員進行系統培訓，強化其對本集團供應商管理及相關制度的理解，提升在供應鏈合規及ESG管理方面的專業認知，明確崗位職責要求，全面增強採購人員專業素養，推動專業化採購人才隊伍建設。

In order to further strengthen the management standard of the Group's supply chain and improve the abilities of our internal procurement staff, we have continuously rolled out procurement training and promotional initiatives for procurement teams focusing on their roles in supplier ESG programs. We have launched systematic training for our procurement staff by issuing study manuals and organizing online training courses around daily procurement work, procurement processes and other contents. It aims to enhance their understanding of the Group's supplier management and related systems, raise their awareness on supply chain compliance and ESG management. Additionally, it clarifies the duties and responsibilities of procurement posts, aiming to comprehensively improve their professional competency and promote the construction of a professional procurement talent team.

供應商數據系統培訓
Supplier Data System Training

為規範四環雲平台數據管理、提升採購數據維護效率，我們於二零二五年組織採購部門生產成本系統線上培訓，覆蓋各生產廠採購經理及採購員。培訓聚焦生產成本系統集團共享採購數據導入全流程、數據來源精準查詢方法及各生產廠數據維護職責與實操三大核心內容，通過流程拆解、方法教學與實操講解，實現四環雲平台數據可視化與規範化管理，為採購決策及成本管控提供精準數據支持，提升採購人員供應商管理能力。

To standardize data management of the Sihuan cloud platform and increase efficiency of procurement data maintenance, we organized online trainings regarding the production cost system for the procurement department on their roles in the supplier ESG programs in 2025, covering procurement managers and procurement staff from every production factory. The training focused on three major aspects, being the full process of imputing Group-shared procurement data in the production cost system, the methodologies of precise data source inquiry, as well as the duties and responsibilities and real-life practices of data maintenance at every production factory. Through process breakdown, method teaching and practical explanations, data visualization and standardized management have been achieved on the Sihuan cloud platform, providing precise data support for procurement decision-making and cost control and enhancing the capabilities of procurement personnel on managing suppliers.

3、 可持續供應鏈建設

本集團持續推進可持續供應鏈建設，將綠色發展理念融入採購全流程管理，不斷強化自身在綠色採購、節能降耗、合規運營等方面的管理能力，提升供應鏈整體ESG水平。

在此基礎上，我們在《供應商行為準則》中進一步明確供應商的可持續發展要求，引導其遵守所在國家及地區法律法規與國際公認ESG標準，在商業道德、反腐敗、產品質量、環境管理、健康安全等方面持續改進；並通過與供應商、客戶等利益相關方的溝通協作，推動各方對綠色採購目標形成共識，共同打造綠色、透明、負責任的供應鏈體系。

3. Building a Sustainable Supply Chain

The Group continuously promotes the development of a sustainable supply chain and incorporates the principles of green development throughout the management of procurement procedures to constantly strengthen our capabilities on green procurement, energy conservation and emission reduction as well as compliant operations and improve the overall ESG levels of the supply chain.

On this foundation, we further clarified suppliers' demands for sustainable development in the "Supplier Code of Conduct" to guide the suppliers to comply with the laws and regulations of the countries and regions where they operate as well as internationally recognized ESG standards, and make on-going improvements multiple areas from business ethics, anti-corruption, product quality, environmental management to health and safety. By communicating and collaborating with stakeholders such as suppliers and customers, we encourage each party to reach a consensus on green procurement goals and jointly establish a green, transparent and responsible supply chain system.

綠色供應鏈
Green Supply Chain

- 持續完善綠色採購相關標準和制度，充分考慮環境保護、資源節約、安全健康、循環低碳和回收促進等因素，優先採購和使用節能、節水、節材等有利於環境保護的原材料、產品和服務；
- Continuously enhance our standards and systems for green procurement. We prioritize the procurement and use of raw materials, products, and services which are energy-saving, water-saving and material-saving for environment protection, taking full consideration of factors such as environmental protection, resource conservation, safety and health, circular and low-carbon practices, and the promotion of recycling;
- 充分考慮產品生產、包裝和廢棄物處理時對環境的影響，在採購內外包裝材料中選用安全環保、無毒、無污染的材料，推動上下游企業共同實現綠色環保採購；
- Fully consider the environmental impact of product production, packaging and waste disposal. Only safe, environmental-friendly, toxic-free and pollution-free packaging materials will be selected for our internal and external packaging materials, as well as promoting upstream and downstream enterprises to jointly realize green procurement
- 明確規定供應商提供的產品必須符合環保相關法律法規的要求以及國家與行業標準，優先考慮已取得ISO認證、CCC認證、職業健康安全管理系統認證的供應商；
- Clearly stipulate that the suppliers' products must adhere to the requirements of environmental protection related laws and regulations as well as national and industry standards. Suppliers who have obtained ISO, CCC, and the Occupational Health and Safety Management System Certification are preferred;
- 在生產過程中使用更為先進的技術和設備，如與供應商溝通將印刷工藝替換為免沖洗CTP印版推廣，減少對環境的影響；
- Use more advanced technology and equipment in our production process. For instance, we will communicate with suppliers to replace the printing process with the wash-free CTP printing plates for promotion to reduce the impact on the environment;

	• 通過會面訪談、線上溝通、行業展會等多種渠道，定期與供應商就生產工藝、技術難點、產品質量及定價等進行深入交流，學習其先進ESG管理實踐，持續強化本集團在環保材料選用、節能設備配置及生產工藝優化等方面的管理能力。 • Utilize multiple channels such as face-to-face interviews, online communication and industry exhibitions to regularly exchange in-depth ideas of production process, technology challenges, product quality and pricing, and learn from their advanced ESG management practices. This continuously strengthens the Group's management capacity in the selection of environment-friendly materials, configurations of energy-saving equipment and improvements of production procedures.
廉潔採購 **Integrity Procurement**	• 與外部供應商簽署《廉潔協議》，與經銷商簽署《經銷商合規經營承諾書》，與內部採購人員簽署《合規承諾書》，並制定《運營採購中心人員廉潔自律管理規範》，明確本集團廉潔合規要求，規範各方誠信自律行為，嚴禁供應鏈環節出現任何形式的賄賂、以權謀私、不正當競爭等違規行為； • Sign the "Integrity Agreement" with external suppliers, the "Letter of Commitment Relating to Distributors' Compliant Operation" with distributors, and the "Compliance Undertaking Letter" with internal procurement personnel. We also formulated the "Code of Conduct for Integrity and Self-discipline for Personnel of the Operations and Procurement Center", which clarifies requirements on integrity compliance management of the Group, regulate the integrity and self-discipline of relevant parties and strictly prohibit any form of bribery, abuse of power for personal gains and unfair competition in the supply chain; • 通過開展供應鏈合規培訓、實施供應鏈合規審計等方式，保障採購流程公開透明、公平公正，持續強化供應鏈廉潔管控力度。 • Ensure the transparency and fairness of procurement activities and continue to strengthen management of integrity in supply chain in various ways such as conducting supply chain compliance training and implementing supply chain compliance audits.

關懷社會－投身社會公益，共築美好生活

四環醫藥始終以實際行動踐行企業社會責任。本集團堅持「創新服務人類健康」的使命，積極回饋社會，並攜手公益夥伴開展各類公益活動，以實際行動推動社會與行業共同進步。同時，我們鼓勵員工參與公益事業，發揮企業資源優勢，傳遞關愛與溫暖，助力構建更美好的生活。

1、 助力社會發展

我們在持續以創新產品服務病患、造福社會的同時，亦始終關注社會發展需求，秉持「合作與共享」的經營理念，依託自身資源優勢深化區域協作，推動地方經濟高質量發展。我們持續推動北京四環現有生產廠區向開放型園區轉型升級，並與通州區人民政府簽署《合作框架協議》，以「探索城市更新新路徑、高效利用存量產業空間、提高土地複合利用率」為原則，積極參與區域產業升級。

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

Sihuan Pharmaceutical has always been fulfilling corporate social responsibility through practical actions. The Group is committed to its mission of "innovation for human health" and dedicated to giving back to society. We collaborate with philanthropic partners to implement various public welfare initiatives and facilitate the joint advancement of society and the industry with actions. Furthermore, we encourage our employees to participate in public welfare undertakings, leveraging Sihuan Pharmaceutical's resource advantages to spread care and warmth, and contributing to building a better life.

1. Contributing to Social Development

While continuously serving patients through innovative products and benefitting the community, we remain committed to catering for the needs of social development and adhering to the operation principle of "cooperation and sharing" Leveraging our resource advantages, we have deepened regional collaboration and promoted high-quality local economic development. We are continuously promoting our existing production facilities in Beijing Sihuan to transform to an open industrial park and have signed a cooperation framework agreement with the Tongzhou District People's Government that is guided by the principles of "exploring new ways for urban renewal, efficiently utilizing existing industrial space, and improving the land utilization rate" and actively participating in the upgrade of regional industries.

我們亦積極履行社會責任，持續投入鄉村振興戰略，鞏固脱貧攻堅成果。在梅河口市政府的支持下，我們結合當地產業規劃，通過向梅河口市慈善總會定向捐款等方式開展助農幫扶，支持鄉村因地制宜發展特色經濟，推動鄉村振興工作落地。

此外，我們深知教育是鞏固脱貧成果的重要力量。子公司吉林四環與梅河口教育局、梅河口未來教育集團共同發起設立吉林省梅河口未來教育發展基金會，並捐贈2,000萬元作為原始基金，用於人才培養、科研支持、校園基礎設施建設及社會志願服務，持續助力梅河口教育事業發展。

Also, we actively fulfill social responsibilities and continue to devote to the implementation of the rural revitalization strategy to solidify its poverty alleviation achievements. With the support of the Meihekou government, we integrate local industrial plans and our targeted donations to the Meihekou Charity Federation to initiate agricultural assistance activities to support villages to develop characteristic economies tailored to their conditions and promote the implementation of rural revitalization strategies.

Additionally, we recognize that education plays an important role in sustaining the outcomes of poverty alleviation. Jilin Sihuan, a subsidiary of the Company, jointly initiated the establishment of the Jilin Meihekou Future Education Development Foundation with the Meihekou Education Bureau and Meihekou Future Education Group, and donated RMB20 million as the original fund. The fund is used for talent training, scientific support, campus infrastructure construction and social volunteer service, ensuring on-going support to the education of Meihekou City constantly.

2、 投身社區公益

四環醫藥始終重視與社區的良性互動，積極參與社區建設，推動企業與社區共同成長。自二零一零年在梅河口市佈局產業以來，四環醫藥與梅城攜手共進，在良好的社區環境中實現穩步發展。依託當地的發展機遇，我們持續回饋社區，多次參與並支持梅河口抗洪救災、社區建設等公益事業，累計捐款超過3,000萬元。

作為醫藥企業，我們充分發揮專業優勢，以實際行動踐行社會責任，持續為社區健康提供支持，推動醫療資源共享與社會服務提升，為公眾健康保駕護航。同時，我們積極開展並鼓勵員工參與各類公益活動，讓員工在更廣泛的領域回饋社會，與企業攜手為社區的美好發展貢獻力量。

2. Devoting to Communal Public Welfare

Sihuan Pharmaceutical has always valued positive interactions with society and actively participated in community development, promoting mutual growth of enterprises and society. Since the industrial layout for Meihekou in 2010, Sihuan Pharmaceutical and Meihekou have worked hand in hand and achieved stable development in a good community atmosphere. Leveraging on local development opportunities, we continue to give back to society, and repeatedly participated and supported flood fighting, disaster relief as well as community construction in Meikekou, with a total donation of more than RMB30 million.

As a pharmaceutical company, we fully utilize our professional advantages to continuously support community health and promote medical resources sharing and community services upgrade, thereby safeguarding public health. Meanwhile, we actively organize and encourage employees to participate in various charitable activities to allow employees to contribute to society in wider range of areas and contribute to the development of the community with enterprises.

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

踐行社會責任，為漷縣鎮養老院送去溫暖與關懷

Fulfilling Social Responsibility by Sending Warmth and Care to Nursing Homes in Huoxian Town

秉持「醫藥惠民、大愛擔當」的企業理念，四環醫藥於二零二五年七月走進北京市通州區漷縣鎮社會福利中心，開展愛心捐贈活動。本集團代表與院方交流老人生活與健康需求，並捐贈1,200盒由本集團研發的老年人專用全營養配方粉，為老人提供科學營養支持，守護老人健康，也彰顯了四環醫藥以實際行動踐行社會責任、傳遞溫暖與關愛的企業擔當。

Upholding the corporate philosophy of "Benefitting People with Medicine, Undertaking Responsibility with Love", Sihuan Pharmaceutical visited the community welfare center in Huoxian Town, Tongzhou District, Beijing in July 2025 for a charitable donation. The Group's representative and the center discussed the living and health needs of the elderly and donated 1,200 boxes of special nutritional formula powder for elderly developed by the Group, providing scientific nutritional support for the elderly and protecting elderly health. This also demonstrated that Sihuan Pharmaceutical's corporate commitment of fulfilling social responsibilities through practical actions and sending warmth and care.



愛心捐贈活動現場
Charitable donation site

展望未來，我們將持續創新公益模式，把社區公益融入企業發展，以更可持續的方式回饋社會。我們將不斷強化醫藥企業的責任擔當，依託自身資源與專業優勢，在推動中國醫藥衛生事業高質量發展的同時，為社會創造更多福祉，與社區共同邁向更加美好的未來。

Looking ahead, we will continue to create new models for public welfare, integrate public welfare into corporate development and give back to society in a more sustainable method. We will continue to strengthen our responsibilities as a pharmaceutical company and capitalize on our own resources and professional advantages to create more benefits to the community while helping China's high-quality development of medical and health industry, and work together with the community towards a brighter future.

附錄I：二零二五年ESG關鍵績效數據表
Appendix I: Table of 2025 ESG Key Performance Data

環境範疇[7]

Environmental area[7]

關鍵績效指標 Key Performance Indicators (KPIs)		單位 Unit	二零二五年 2025	二零二四年 2024
A1.1排放物	廢氣排放總量	萬標立方米	**36,745.71**	29,958.55
A1.1 Emissions	Total exhaust gas emissions	10,000 standard cubic meters		
	二氧化硫排放量	噸	**32.99**	17.90
	Sulfur dioxide emissions	Tonnes		
	氮氧化物排放量	噸	**25.34**	21.88
	Nitrogen oxides emissions	Tonnes		
	顆粒物排放量	噸	**7.77**	5.00
	Particulate matter emissions	Tonnes		
	廢水排放總量	噸	**519,629.50**	550,653.20
	Total wastewater discharge	Tonnes		
	總化學需氧量	噸	**34.67**	30.33
	Total chemical oxygen demand	Tonnes		
	氨氮排放量	噸	**2.69**	1.76
	Ammonia-nitrogen discharge	Tonnes		
D部分溫室氣體排放	溫室氣體排放量(範圍一)	噸二氧化碳當量	**38,270.25**	34,399.32
Part D Greenhouse gas emissions	GHG Emissions (Scope 1)	tonnes CO_2e		
	溫室氣體排放量(範圍二)－基於位置	噸二氧化碳當量	**30,194.19**	28,292.86
	GHG Emissions (Scope 2) – Location-based	tonnes CO_2e		
	溫室氣體總排放量(範圍一及範圍二)[8]	噸二氧化碳當量	**68,464.44**	62,692.18
	Total GHG Emissions (Scope 1 & 2)[8]	tonnes CO_2e		
	溫室氣體排放密度(範圍一及範圍二)	噸二氧化碳當量／收益人民幣千元	**0.026**	0.033
	GHG Emissions Intensity (Scope 1 & 2)	tonnes CO_2e/thousand RMB revenue		
	溫室氣體排放量(範圍三)[9]	噸二氧化碳當量	**805.85**	/
	GHG Emissions (Scope 3)[9]	tonnes CO_2e		

7 環境數據統計範圍：由二零二五年一月一日至二零二五年十二月三十一日所收集的環境數據已包含於本報告內，範圍覆蓋本集團總部及附屬公司的辦公及生產區域。

7 Scope of environmental data collection: the environmental data collected from 1 January 2025 to 31 December 2025 have been included in the Report, covering the administrative and production areas of the Group's headquarters and subsidiaries.

8 溫室氣體排放量(範圍一)主要來自固定設備、車輛以及員工食堂的一次能源消耗，溫室氣體排放量(範圍二)產生於外購電力與熱力消耗，均根據《溫室氣體核算體系：企業核算與報告標準(2004年)》計量，數據來源為相關費用的繳費單以及行政統計台賬。電力的溫室氣體排放系數參考中華人民共和國生態環境部、國家統計局發佈的《關於發佈2023年電力二氧化碳排放因子的公告》，煤的排放系數參考《IPCC國家溫室氣體清單指南》；外購熱力排放系數參考《WRI能源消耗引起的溫室氣體排放計算工具指南V2.1》，其他能源排放系數參考香港聯交所《環境關鍵績效指標彙報指引》。二零二五年，本集團更新了電力的溫室氣體排放系數，並基於一致性原則對二零二四年的溫室氣體排放量(範圍二)、溫室氣體總排放量(範圍一及範圍二)、溫室氣體排放密度(範圍一及範圍二)三項關鍵績效指標進行追溯調整。

8 Greenhouse gas emissions (scope 1) primarily arise from primary energy consumption by stationary equipment, vehicles, and employee canteens, while greenhouse gas emissions (scope 2) are generated from the consumption of purchased electricity and heat; both are measured in accordance with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004 Revision), with data sourced from relevant utility invoices and administrative statistical records. Emission factors for electricity reference the Announcement on the Release of 2023 Power Carbon Dioxide Emission Factors issued by the Ministry of Ecology and Environment and the National Bureau of Statistics of the People's Republic of China; emission factors for coal reference the IPCC Guidelines for National Greenhouse Gas Inventories; emission factors for purchased heat reference the WRI Greenhouse gas Emissions Calculation Tool for Energy Consumption V2.1; and emission factors for other energy sources reference the HKEX Environmental Key Performance Indicators Reporting Guidance. In 2025, the Group updated the greenhouse gas emission factors for electricity and, based on the consistency principle, retrospectively adjusted three key performance indicators for 2024: greenhouse gas emissions (scope 2), total greenhouse gas emissions (scope 1 & 2), and greenhouse gas emissions intensity (scope 1 & 2).

9 溫室氣體排放量(範圍三)根據《溫室氣體核算體系：企業價值鏈(範圍3)核算與報告標準(2011年)》計量。其中，外購辦公用紙產生的排放為74.15噸二氧化碳當量，參考中國產品全生命週期溫室氣體排放系數庫(CPCD)進行計算；員工商務差旅產生的排放為731.70噸二氧化碳當量，參考USEEIO公開數據庫進行計算。

9 Greenhouse gas emissions (scope 3) are measured in accordance with The Greenhouse Gas Protocol: Corporate Value Chain (scope 3) Accounting and Reporting Standard (2011). Specifically, emissions from purchased office paper amount to 74.15 tonnes CO_2e, calculated with reference to the China Product Carbon Footprint Database (CPCD); emissions from employee business travel amount to 731.70 tonnes CO_2e, calculated with reference to the USEEIO public database.

附錄I：二零二五年ESG關鍵績效數據表
Appendix I: Table of 2025 ESG Key Performance Data

關鍵績效指標 Key Performance Indicators (KPIs)		單位 Unit	二零二五年 2025	二零二四年 2024
A1.3有害廢棄物 **A1.3 Hazardous waste**	有害廢棄物總量 Total hazardous waste	噸 Tonnes	**913.12**	668.86
	有害廢棄物密度 Intensity of hazardous waste	千克／收益人民幣千元 Kg/thousand RMB revenue	**0.35**	0.35
A1.4無害廢棄物 **A1.4 Non-hazardous waste**	生活垃圾 Domestic waste	噸 Tonnes	**161.19**	211.02
	一般工業固體廢棄物 General industrial solid waste	噸 Tonnes	**4,628.93**	4,102.83
	無害廢棄物總量 Total non-hazardous waste	噸 Tonnes	**4,790.12**	4,313.85
	無害廢棄物密度 Intensity of non-hazardous waste	千克／收益人民幣千元 Kg/thousand RMB revenue	**1.83**	2.27
A2.1資源能源使用[10] **A2.1 Resource and energy consumption[10]**	總能耗量 Total energy consumption	千瓦時 kWh	**177,325,017.75**	165,025,080.97
	直接能耗量 Direct energy consumption	千瓦時 kWh	**120,662,512.47**	112,667,730.95
	間接能耗量 Indirect energy consumption	千瓦時 kWh	**56,662,505.28**	52,357,350.02
	能耗強度 Energy consumption intensity	千瓦時／收益人民幣千元 kWh/thousand RMB revenue	**67.73**	86.80
	總用電量 Total electricity consumption	千瓦時 kWh	**51,569,019.57**	46,525,725.36
	外購熱力 Purchased heat	千瓦時 kWh	**5,093,485.72**	5,831,624.67
	汽油使用量 Gasoline consumption	升 Liter	**59,990.52**	71,428.42
	柴油使用量 Diesel consumption	升 Liter	**8,929.10**	9,287.34
	液化石油氣使用量 Liquefied petroleum gas consumption	千克 Kg	**9,398.00**	9,694.00
	管道天然氣使用量 Pipeline natural gas consumption	立方米 Cubic meter	**5,483,664.22**	5,434,790.45
	煤使用量 Coal consumption	噸 Tonnes	**12,178.00**	10,860.00
A2.2用水量[11] **A2.2 Water consumption[11]**	用水量 Water consumption	立方米 Cubic meter	**759,546.25**	663,464.09
	用水強度 Water consumption intensity	立方米／收益人民幣千元 Cubic meter/thousand RMB revenue	**0.29**	0.35
A2.5包裝材料 **A2.5 Packaging materials**	包裝材料 Packaging materials	噸 Tonnes	**3,573.42**	2,988.21
	包裝材料強度 Packaging material consumption intensity	千克／收益人民幣千元 Kg/thousand RMB revenue	**1.36**	1.57

10 二零二五年，本集團消耗的能源類型包括固定設備燃料耗用、公務車輛燃油、員工食堂燃料、外購電力、外購熱力與供暖蒸汽，以上數據來源為相關費用的繳費單已經行政統計台賬；能耗系數參考國際能源署提供的轉換因子以及國家《GB/T 2589-2020綜合能耗計算通則》。

10 In 2025, energy consumed by the Group include fuel consumed by fixed equipment, official vehicles and staff canteen, and purchased electricity, heat and heating steam. The above data comes from relevant fee bills and administrative ledgers; the energy consumption coefficients are subject to conversion factors provided by the International Energy Agency and the "General Principles for Calculation of Total Production Energy Consumption (GB/T 2589-2020)".

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

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

社會範疇

B1.1 按性別、僱傭類型、年齡組別及地區劃分的僱員總數

Social area

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

		二零二五年 2025	二零二四年 2024
按性別 **By gender**	男 Male	**1,277**	1,153
	女 Female	**1,566**	1,514
按年齡 **By age group**	30歲或以下 30 years old or below	**473**	418
	31–50歲 31–50 years old	**2,165**	2,043
	50歲以上 Over 50 years old	**205**	206
按職級 **By grade**	總監及以上 Director and above	**132**	144
	經理主管 Manager and head	**520**	425
	普通員工 General staff	**2,191**	2,098
按僱傭類型 **By employment type**	全職 Full-time employee	**2,727**	2,606
	兼職 Part-time employee	**1**	5
	實習 Intern	**16**	17
	派遣 Dispatched employee	**99**	39
按地區 **By geographical region**	中國 China	**2,842**	2,662
	海外地區 Overseas region	**1**	5
按學歷 **By educational qualification**	博士 Doctor	**24**	22
	碩士 Master	**205**	185
	本科 Bachelor	**1,166**	1,038
	大專及以下 Academy and below	**1,448**	1,422
員工總人數 **Total workforce**		**2,843**	2,667

附錄I：二零二五年ESG關鍵績效數據表
Appendix I: Table of 2025 ESG Key Performance Data

B1.2 按性別、年齡組別及地區劃分的僱員流失比率[12]

B1.2 Employee turnover rate by gender, age group and geographical region[12]

		二零二五年 2025	二零二四年 2024
按性別 By gender	男 Male	**15.99%**	19.71%
	女 Female	**14.57%**	18.34%
按年齡 By age group	30歲或以下 30 years old or below	**24.32%**	30.10%
	31–50歲 31–50 years old	**12.95%**	15.89%
	50歲以上 Over 50 years old	**14.94%**	21.67%
按地區 By geographical region	中國 China	**15.19%**	18.92%
	海外地區 Overseas region	**50.00%**	28.57%
員工自願離職率 Employee voluntary turnover rate		**11.61%**	/

其他僱傭相關指標

Other employment-related metrics

1. 按性別、年齡組別劃分的新招聘全職僱員人數

1. Number of new full-time employee hires by gender and age group

		二零二五年 2025	二零二四年 2024
按性別 By gender	男 Male	**403**	/
	女 Female	**387**	/
按年齡 By age group	30歲或以下 30 years old or below	**306**	/
	31–50歲 31–50 years old	**479**	/
	50歲以上 Over 50 years old	**5**	/

12 僱員流失比率計算公式為：該類別僱員的離職人數／（期末該類別僱員人數+該類別僱員的離職人數）。

12 The calculation formula of employee turnover rate: the number of resigning employees of the category/(the number of employees of such category at the end of the period + the number of resigning employees of such category).

2. 按性別、年齡組別劃分的內部招聘比例

2. Percentage of internal hires by gender and age group

		二零二五年 2025	二零二四年 2024
按性別 By gender	男 Male	**45.16%**	/
	女 Female	**54.84%**	/
按年齡 By age group	30歲或以下 30 years old or below	**16.13%**	/
	31–50歲 31–50 years old	**74.19%**	/
	50歲以上 Over 50 years old	**9.68%**	/

3. 員工多元化指標

3. Employee diversity metrics

		二零二五年 2025	二零二四年 2024
管理層女性佔比	Share of women in management positions	**47.49%**	/
初級管理層女性佔比	Share of women in junior management positions	**51.65%**	/
高級管理層女性佔比	Share of women in top management positions	**32.98%**	/
擔任創收職能的管理職位的女性佔比	Share of women in management positions in revenue-generating functions	**31.14%**	/
擔任STEM相關職位的女性佔比	Share of women in STEM-related positions	**49.57%**	/

4. 培訓和招聘相關支出

4. Training & hiring inputs

		二零二五年 2025	二零二四年 2024
人均培訓投入	Average training input per employee	**人民幣 64.30元 RMB**	/
人均招聘成本	Recruitment cost per employee	**人民幣 2,477.85元 RMB**	/

附錄I：二零二五年ESG關鍵績效數據表
Appendix I: Table of 2025 ESG Key Performance Data

B2 健康與安全 *B2 Health and safety*

		二零二五年 2025	二零二四年 2024
因工死亡的人數及比率[13]	Number and rate of work-related fatalities[13]	**–**	–
因工傷損失的工作日數[14]	Lost days due to work injury[14]	**366**	417
安全生產事故數	Production safety accidents	**–**	–
年度普通健康體檢人數	Annual regular medical checkups	**1,437**	1,595
年度職業健康體檢人數	Annual occupational health checkups	**854**	869

B3 按性別及僱傭類型劃分的受訓僱員百分比及受訓平均時數 *B3 The percentage of employees trained and average training hours by gender and employee category*

		二零二五年 2025		二零二四年 2024	
		受訓僱員百分比 Percentage of employees trained	人均受訓時數 Average training hours per employee	受訓僱員百分比 Percentage of employees trained	人均受訓時數 Average training hours per employee
按性別 By gender	男 Male	**85.82%**	**23.56**	98.38%	31.99
	女 Female	**82.49%**	**25.65**	99.46%	38.47
按職級 By grade	總監及以上 Director and above	**88.30%**	**13.52**	96.84%	20.29
	經理主管 Manager and head	**83.80%**	**16.62**	98.61%	24.86
	普通員工 General staff	**83.82%**	**26.59**	99.17%	38.92

13 二零二三至二零二五年均未發生因工亡故事件，因工死亡的人數均為0。

13 No work-related fatal accidents occurred during the period from 2023 to 2025, and the number of work-related fatalities was zero in each of these years.

14 二零二五年因工傷損失的工作日數產生的主要原因包括：一名維修崗位員工在工作過程中受傷致韌帶斷裂，術後需較長時間休養；另一名員工上一年度在上下班途中遭遇不可控意外事故，目前仍處於康復階段。對於各類工傷事件，本集團高度重視，已妥善完成工傷認定與鑒定工作，全力保障員工充分休養、早日康復。

14 The primary causes of lost workdays due to work-related injuries in 2025 include: a maintenance staff member sustained a ligament rupture during work operations, requiring an extended period of post-surgical recuperation; and another employee, who was involved in an uncontrollable accidental incident during commute in the preceding year, remains in the recovery phase. The Group attaches great importance to all categories of work-related injury incidents, has duly completed the work-related injury recognition and assessment procedures, and is committed to ensuring that affected employees receive adequate rest and achieve timely recovery.

B5.1 按地區劃分的供應商數量 *B5.1 Number of suppliers by region*

		二零二五年 2025	二零二四年 2024
按地區 By geographical region	海外 Overseas	**2**	5
	東北 Northeast China	**589**	754
	華北 North China	**446**	543
	華東 East China	**658**	768
	華南 South China	**82**	158
	華中 Central China	**74**	85
	西南 Southwest China	**47**	49
	西北 Northwest China	**14**	18

其他供應商指標 *Other supplier metrics*

		二零二五年 2025	二零二四年 2024
簽訂《廉潔協議書》供應商數量	Number of suppliers who signed the "Integrity Agreement"	**1,512**	1,847

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

C部分：「不遵守就解釋」條文　Part C: "Comply or Explain" Provisions

	一般披露及關鍵績效指標 General Disclosure and Key Performance Indications	披露情況 Disclosure	對應章節 Corresponding Chapter
A1一般披露	有關廢氣排放、向水及土地的排汙、有害及無害廢棄物的產生等的政策及遵守發行人有重大影響的相關法律及規例的資料。	已披露	綠色責任－牢記安全使命，踐行綠色承諾
A1 General Disclosure	Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Disclosed	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
A1.1	排放物種類及相關排放數據。 The types of emissions and respective missions data.	已披露 Disclosed	附錄I Appendix I
A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced in tonnes and, where appropriate, intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	附錄I Appendix I
A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total non-hazardous waste produced in tonnes and, where appropriate, intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	附錄I Appendix I
A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emission targets set and the steps taken to achieve them.	已披露 Disclosed	綠色責任－牢記安全使命，踐行綠色承諾 Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, the waste reduction targets set and the steps taken to achieve these targets.	已披露 Disclosed	綠色責任－牢記安全使命，踐行綠色承諾 Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments

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

	一般披露及關鍵績效指標 General Disclosure and Key Performance Indications	披露情況 Disclosure	對應章節 Corresponding Chapter
A2一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	已披露	綠色責任－牢記安全使命，踐行綠色承諾
A2 General Disclosure	Policies on the effective use of resources, including energy, water and other raw materials.	Disclosed	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。 Direct and/or indirect energy (e.g. electricity, gas and oil) consumption in total in thousand kWh and intensity (e.g. per unit of production volume, per facility) by type.	已披露 Disclosed	附錄I Appendix I
A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	附錄I Appendix I
A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy efficiency targets set and the steps taken to achieve them.	已披露 Disclosed	綠色責任－牢記安全使命，踐行綠色承諾 Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
A2.4	描述求取適用水源可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and the steps taken to achieve them.	已披露 Disclosed	綠色責任－牢記安全使命，踐行綠色承諾 Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。 Total packaging material used for finished products in tons and, if applicable, with reference to per unit produced.	已披露 Disclosed	附錄I Appendix I
A3一般披露	減低發行人對環境及天然資源造成重大影響的政策。	已披露	綠色責任－牢記安全使命，踐行綠色承諾
A3 General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Disclosed	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
A3.1	描述業務活動對環境及天然資源的重大資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the significant environment and natural resources and the actions taken to manage them.	已披露 Disclosed	綠色責任－牢記安全使命，踐行綠色承諾 Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments

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B1 一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的政策及遵守對發行人有重大影響的相關法律及規例的資料。	已披露	聚焦人才－激發人才活力，共享發展成果
B1 General Disclosure	Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Disclosed	Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results
B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type (full-time or part-time), age group and geographical region.	已披露 Disclosed	附錄I Appendix I
B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	已披露 Disclosed	附錄I Appendix I
B2 一般披露	有關提供安全工作環境以及保障僱員避免職業性危害的政策及遵守對發行人有重大影響的相關法律及規例的資料。	已披露	聚焦人才－激發人才活力，共享發展成果
B2 General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Disclosed	Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results
B2.1	過去三年（包括彙報年度）因工亡故的人數及比率。 Number and rate of work-related fatalities in the past three years (including the reporting year).	已披露 Disclosed	綠色責任－牢記安全使命，踐行綠色承諾；附錄I Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments; Appendix I
B2.2	因工傷損失工作日數。 Lost days due to work injury.	已披露 Disclosed	綠色責任－牢記安全使命，踐行綠色承諾；附錄I Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments; Appendix I
B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, how they are implemented and monitored.	已披露 Disclosed	聚焦人才－激發人才活力，共享發展成果 Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results

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B3一般披露 B3 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	已披露 Disclosed	聚焦人才－激發人才活力，共享發展成果 Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results
B3.1	按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	已披露 Disclosed	聚焦人才－激發人才活力，共享發展成果；附錄I Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results; Appendix I
B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	已披露 Disclosed	聚焦人才－激發人才活力，共享發展成果；附錄I Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results; Appendix I
B4一般披露 B4 General Disclosure	有關防止童工或強制勞工的政策及遵守對發行人有重大影響的相關法律及規例的資料。 Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	已披露 Disclosed	聚焦人才－激發人才活力，共享發展成果 Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child labour and forced labour.	已披露 Disclosed	聚焦人才－激發人才活力，共享發展成果 Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when violations are discovered.	已披露 Disclosed	聚焦人才－激發人才活力，共享發展成果 Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results

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B5一般披露 B5 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	已披露 Disclosed	並進共贏－攜手責任並進，共創行業繁榮 Progressing Together and Achieving Win-win Results – Working Together with Responsibility to Create Prosperity for the Industry
B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	已披露 Disclosed	附錄I Appendix I
B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	已披露 Disclosed	並進共贏－攜手責任並進，共創行業繁榮 Progressing Together and Achieving Win-win Results – Working Together with Responsibility to Create Prosperity for the Industry
B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	已披露 Disclosed	並進共贏－攜手責任並進，共創行業繁榮 Progressing Together and Achieving Win-win Results – Working Together with Responsibility to Create Prosperity for the Industry
B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察的方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	已披露 Disclosed	並進共贏－攜手責任並進，共創行業繁榮 Progressing Together and Achieving Win-win Results – Working Together with Responsibility to Create Prosperity for the Industry

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

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

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D部分：氣候相關披露 Part D: Climate-related Disclosure

管治 Governance		
D19(a)	負責監督氣候相關風險和機遇的治理機構（可包括董事會、委員會或其他同等治理機構）或個人的資訊。 Information about the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.	應對氣候變化－管治 Responding to Climate Change – Governance
D19(b)	管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色。 Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	應對氣候變化－管治 Responding to Climate Change – Governance
策略 Strategy		
D20(a)	描述合理預期可能在短期、中期或長期影響發行人的現金流量、融資渠道或資本成本的氣候相關風險和機遇。 Describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term.	應對氣候變化－策略 Responding to Climate Change – Strategy
D20(b)	就發行人已識別的每項氣候相關風險，解釋發行人是否認為該風險是與氣候相關物理風險或與氣候相關轉型風險。 Explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk.	應對氣候變化－策略 Responding to Climate Change – Strategy
D20(c)	就發行人已識別的每項氣候相關風險和機遇，具體說明其合理預期可能影響發行人的時間範圍（短期、中期或長期）。 Specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur.	應對氣候變化－策略 Responding to Climate Change – Strategy
D20(d)	解釋發行人如何定義短期、中期及長期，以及這些定義如何與其策略決定規劃範圍掛鈎。 Explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	應對氣候變化－策略 Responding to Climate Change – Strategy
D21(a)	描述氣候相關風險和機遇對發行人的業務模式和價值鏈的當前和預期影響。 A description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain.	應對氣候變化－策略 Responding to Climate Change – Strategy
D21(b)	描述在發行人的業務模式和價值鏈中，氣候相關風險和機遇集中的地方（例如，地理區域、設施及資產類型）。 A description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	應對氣候變化－策略 Responding to Climate Change – Strategy

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D22(a)	有關發行人已經及將來計劃在其策略和決策中如何應對氣候相關風險和機遇的信息，包括發行人計劃如何實現任何其所設定的氣候相關目標，以及任何法律或法規要求達到的目標。 Information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation.	應對氣候變化－策略 Responding to Climate Change – Strategy
D23	發行人須披露先前各彙報期內按照第22(a)段所披露計劃的進度。 An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).	應對氣候變化－策略 Responding to Climate Change – Strategy
D24(a)	氣候相關風險和機遇如何影響發行人在彙報期的財務狀況、財務表現及現金流量。 How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period.	應對氣候變化－策略 Responding to Climate Change – Strategy
D24(b)	當存在將導致下一彙報年度相關財務報表中的資產和負債賬面價值發生重要調整的重大風險時，關於第24(a)段中識別的氣候相關風險和機遇的資訊。 The climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	經過評估，本集團不存在將導致下一彙報年度相關財務報表中的資產和負債賬面價值發生重要調整的重大風險。 After assessment, the Group has no significant risks that would result in material adjustments to the carrying amounts of assets and liabilities in the financial statements for the next reporting year.
D25(a)	發行人經考慮其管理氣候相關風險和機遇的策略後，並考慮到其投資及處置計劃及其為實施策略所需的資金的計劃資金來源，預期其財務狀況在短期、中期及長期內將如何變化。 How the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration of its investment and disposal plans and its planned sources of funding to implement its strategy.	應對氣候變化－策略 Responding to Climate Change – Strategy
D25(b)	基於發行人管理氣候相關風險和機遇的策略，其預計其財務業績及現金流量在短期、中期及長期的變化。 How the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	應對氣候變化－策略 Responding to Climate Change – Strategy
D26(a)	發行人截至彙報日對其氣候韌性的評估。 The issuer's assessment of its climate resilience as at the reporting date.	應對氣候變化－策略 Responding to Climate Change – Strategy
D26(b)	如何及何時進行氣候相關情景分析。 How and when the climate-related scenario analysis was carried out.	應對氣候變化－策略 Responding to Climate Change – Strategy

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風險管理 **Risk Management**		
D27(a)	發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策。 The processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks.	應對氣候變化－風險管理 Responding to Climate Change – Risk Management
D27(b)	發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程（包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊）。 The processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities).	應對氣候變化－風險管理 Responding to Climate Change – Risk Management
D27(c)	氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。 The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	應對氣候變化－風險管理 Responding to Climate Change – Risk Management
指標及目標 **Metrics and Targets**		
7D28(a)	範圍1溫室氣體排放 Scope 1 greenhouse gas emissions	附錄I Appendix I
D28(b)	範圍2溫室氣體排放 Scope 2 greenhouse gas emissions	附錄I Appendix I
D28(c)	範圍3溫室氣體排放 Scope 3 greenhouse gas emissions	附錄I Appendix I
D29(a)	除非管轄機關或發行人上市之另一交易所另有要求，否則發行人須根據《溫室氣體核算體系：企業核算與報告標準（2004年）》計量其溫室氣體排放。 Measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions.	附錄I Appendix I

附錄II：《環境、社會及管治報告守則》內容索引
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D29(b)	披露其用於計量溫室氣體排放的方法。 Disclose the approach it uses to measure its greenhouse gas emissions.	附錄I Appendix I
D29(c)	就根據第28(b)段披露的範圍2溫室氣體排放，披露其以地域為基準的範圍2溫室氣體排放，並提供有助於了解該排放的任何所需合約文書的資訊。 For Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions.	附錄I Appendix I
D29(d)	就根據第28(c)段披露的範圍3溫室氣體排放，根據《溫室氣體核算體系：企業價值鏈（範圍3）核算與報告標準（2011年）》所述的範圍3類別披露發行人計量範圍3溫室氣體排放中包含的類別。 For Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	附錄I Appendix I
D30	發行人須披露容易受氣候相關轉型風險影響的資產或業務活動的金額及百分比。 An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	經過評估，本集團暫未有資產會受到氣候相關轉型風險與物理風險的重大影響，也暫未有涉及氣候相關機遇的資產。 After assessment, the Group currently has no assets that will be significantly impacted by climate-related transition risks and physical risks, nor does it have any assets involved in climate-related opportunities.
D31	發行人須披露容易受氣候相關物理風險影響的資產或業務活動的金額及百分比。 An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	
D32	發行人須披露涉及氣候相關機遇的資產或業務活動的金額及百分比。 An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	

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D33	發行人須披露用於氣候相關風險和機遇的資本開支、融資或投資的金額。 An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	經過評估，本集團用於氣候相關風險和機遇的支出僅涉及營運開支，暫不涉及資本開支、融資或投資。 After assessment, the Group's expenditure on climate-related risks and opportunities relates only to operating expenses and does not involve capital expenses, financing or investments at present.
D34(a)	闡釋發行人可有及如何在決策中應用碳定價（例如投資決策、轉移定價及情景分析）。 An explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis).	截至報告期末，本集團暫未在決策中應用碳定價。 As of the end of the reporting period, the Group has not adopted carbon pricing in its decision-making.
D34(b)	發行人用於評估其溫室氣體排放成本的每公噸溫室氣體排放量定價。 The price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions.	
D35	發行人須披露氣候相關考慮因素可有及如何納入薪酬政策，或提供適當的否定聲明。 An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement.	截至報告期末，本集團暫未將氣候相關因素納入薪酬政策。 As of the end of the reporting period, the Group has not incorporated climate-related factors into its remuneration policy.
D36	本交易所鼓勵發行人披露與一項或多項特定的業務模式和活動有關的行業指標，或與參與有關行業常見特徵有關的行業指標。在決定披露哪些行業指標時，本交易所鼓勵發行人參考《〈國際財務報告可持續披露準則S2號〉行業披露指南》和其他國際環境、社會及管治報告框架規定的行業披露要求所述的與披露主題相關的行業指標，並考慮其是否適用。 An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the Guide to Industry Disclosure of IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks	第36段為鼓勵披露項，本報告暫不披露行業指標。 Paragraph 36 is an encouraged disclosure item, industry indicators were not disclosed in this Report at this time.

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D37	發行人須披露(a)其為監察實現其策略目標的進展而設定的與氣候相關的定性及量化目標；及(b)法律或法規要求發行人達到的任何目標，包括任何溫室氣體排放目標。 An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets.	本集團附屬公司北京四環已設定並披露溫室氣體排放目標，詳見「應對氣候變化－指標及目標」。本集團用以審核和監察達標進度的程序詳見「應對氣候變化－管治」。 Beijing Sihuan, a subsidiary of the Company, has established and disclosed greenhouse gas emissions targets, which are detailed in "Responding to Climate Change – Metrics and Targets". The procedures used by the Group to review and monitor the progress of achieving the standards were detailed in "Responding to Climate Change – Governance".
D38	發行人須披露其設定及審核每項目目標方法，以及其如何監察達標進度。 An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target.	
D39	發行人須披露有關每項氣候相關目標的績效的信息以及對發行人績效的趨勢或變化分析。 An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	
D40	就按第37至39段披露的每一項溫室氣體排放目標，發行人須披露： For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose: (a) 目標涵蓋哪些溫室氣體； which greenhouse gases are covered by the target; (b) 目標是否涵蓋範圍1、範圍2或範圍3溫室氣體排放； whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target; (c) 此目標是溫室氣體排放總量目標還是溫室氣體排放淨額目標。如為溫室氣體排放淨額目標，發行人須另外披露相關的溫室氣體排放總量目標； whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target; (d) 目標是否是採用行業脫碳方法得出的；及 whether the target was derived using a sectoral decarbonisation approach; and (e) 發行人計劃使用碳信用抵銷溫室氣體排放以實現任何溫室氣體排放淨額目標。 the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target.	該目標由北京四環研究設定，尚未經過第三方驗證，也未採用行業脫碳方法。由於該目標並非淨額目標，不涉及碳信用的使用。 The target was researched and established by Beijing Sihuan, which has not been verified by a third party, nor has the industry's decarbonization method been adopted. Since the target is not a net target, therefore it does not involve the use of carbon credits.
D41	在編製披露內容以符合第21至26及37至38段的規定時，發行人須參考(i)跨行業指標(見第28至35段)及(ii)行業指標(見第36段)並考慮其是否適用。 In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).	本集團已充分參考跨行業指標並考慮其適用性，暫未將行業指標納入考慮。 The Group has fully referenced cross-industry indicators and considered their applicability. Industry indicators have not been taken into consideration.


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