Tong Ren Tang Technologies Co. Ltd.

北京同仁堂科技發展股份有限公司

(a joint stock limited company incorporated in the People's Republic of China with limited liability)

(於中華人民共和國註冊成立的股份有限公司)

(Stock Code 股份代號:1666)



2025

Environmental, Social & Governance Report

環境、社會及管治報告

北京同仁堂

Beijing Tong Ren Tang





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About This Report

This report is the Environmental, Social and Governance Report for the year 2025 (the "**Report**") published by Tong Ren Tang Technologies Co., Ltd. (the "**Company**", 1666.HK) and its subsidiaries (together, the "**Group**" or "**we**"). The board (the "**Board**") of directors (the "**Directors**") of the Company and its individual members affirm that this Report contains no false or misleading statements or material omissions and that they are jointly and severally responsible for the truthfulness, accuracy, and completeness of its contents.

The Board believes that sound environmental, social and governance ("**ESG**") structure is vital for the Group's development. In addition to the business growth, the Group has been pursuing excellence in environmental protection, social responsibility, corporate governance and other areas. The Group also expects to enhance its transparency of operation to achieve and boost the sense of social responsibility.

Reporting Period and Scope of the Entity

This Report covers the period from 1 January 2025 to 31 December 2025 (the "**Reporting Period**"), certain contents or data may relate to previous years or subsequent years to enhance the readability of the Report. This Report sets out the Group's (for the purposes of this Report, unless otherwise indicated, it does not include a subsidiary of the Company, namely Beijing Tong Ren Tang Chinese Medicine Company Limited ("**Tong Ren Tang Chinese Medicine**", 3613.HK), and its subsidiaries (hereinafter collectively referred to as "**Tong Ren Tang Chinese Medicine Group**")) policies and practices in aspects such as working environment, operational management, public services and environmental protection. This Report is designed to give shareholders, investors and the public a more comprehensive and profound understanding of the Group's corporate governance and culture, and please refer to the report released on the website of The Stock Exchange of Hong Kong Limited (the "**Hong Kong Stock Exchange**") for the ESG performance of Tong Ren Tang Chinese Medicine. For the purpose of this Report, China Beijing Tong Ren Tang Group Co., Ltd., the ultimate holding company of the Company, is referred to as "Tong Ren Tang Holdings".

Major References in the Report

The Group primarily adopts the principles and basis of the *Environmental, Social and Governance Reporting Code* set out in Appendix C2 to the Rules Governing the Listing of Securities on the Hong Kong Stock Exchange (the "**Listing Rules**") as its standards, with an aim to establish a sound ESG structure for the Group. This Report has complied with the mandatory disclosure requirements and the "Comply or Explain" provisions set out in the *Environmental, Social and Governance Reporting Code.* We have also referred to the following ESG guidelines:

- SASAC's Reference ESG Indicators System for ESG Reports of Listed Companies Controlled by Central State-owned Enterprises
- Global Reporting Initiative's Sustainability Reporting Standards (GRI Standards)
- ISO Guidance on Social Responsibility (ISO 26000)

關於本報告

本報告是北京同仁堂科技發展股份有限公司(「**本公司**」，1666.HK)及其子公司(以下合稱「**本集團**」或「**我們**」)向社會公眾發佈的二零二五年度《環境、社會及管治報告》(「**本報告**」)。本公司董事(「**董事**」)會(「**董事會**」)及全體董事保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏，並對其內容的真實性、準確性和完整性承擔個別及連帶責任。

董事會認為，良好的環境、社會及管治(「**ESG**」)構架對於本集團之發展極其重要，除了致力於在業績上追求增長，亦於環境保護、社會責任及企業管治等範疇不斷精益求精；同時亦希望增強本集團運營之透明度，從而實現並提高社會責任感。

報告期及主體範圍

本報告的報告時間跨度為二零二五年一月一日至二零二五年十二月三十一日(「**報告期**」)，為增強報告的可讀性，部分內容或數據涉及到以往年度或後續年度。本報告載列了本集團(僅就本報告而言，除特別註明外，未包含本公司之子公司北京同仁堂國藥有限公司(「**同仁堂國藥**」，3613.HK)及其子公司(以下合稱「**同仁堂國藥集團**」)，於工作環境、營運管理、社會公益及環境保護等方面的策略與實踐，股東、投資者以及公眾人士通過本報告可對本集團的治理與文化有更加全面、深刻的了解。此外，同仁堂國藥之ESG表現亦可參閱其於香港聯合交易所有限公司(「**香港聯交所**」)網站發佈之報告。本報告中，稱本公司之最終控股公司 — 中國北京同仁堂(集團)有限責任公司為「集團公司」。

報告主要參照標準

本集團主要採納香港聯交所證券上市規則(「**上市規則**」)附錄C2所載《環境、社會及管治報告守則》之原則及基準作為本集團的標準，同時結合自身實際，構建良好的本集團ESG構架。本報告已遵守《環境、社會及管治報告守則》載列的所有「強制披露規定」和「不遵守就解釋」條文。與此同時，我們亦參考了如下ESG指引：

- 國資委《央企控股上市公司ESG專項報告參考指標體系》
- 全球報告倡議組織《可持續發展報告標準》(GRI Standards)
- 國際標準化組織《社會責任指南標準(ISO26000)》

About This Report

Reporting Principles

Materiality: We identify major ESG topics, and relevant process and results in the Report through materiality evaluation.

Quantitative: We establish and continuously optimise the tool to collect ESG indicators and perform regular statistics of key disclosure indicators specified in the ESG reporting guidelines, and stated the standards, methods and calculation reference used to quantify the ESG indicators, including the sources of major conversion factors.

Balance: The disclosure in this Report endeavors to achieve objectivity, fairness and truthfulness in reflecting the effectiveness of the Group's work and practices in environmental and social matters during the Reporting Period, and to disclose in a responsible manner the problems encountered by the Group and our improvement measures.

Consistency: We follow a consistent approach in statistics and calculation. The same approach of statistics and calculation is used for the KPIs disclosed in the previous year in this Report. For information disclosed for the first time, we will adopt a consistent approach to disclose ESG information in the years to come for meaningful comparison between years.

Form of Publication

This Report is compiled and published in traditional Chinese and English. In the event of any discrepancy between each version, the traditional Chinese version shall prevail. This Report is published electronically and paperlessly or printed on environmental-friendly paper to minimise impacts on the environment and advocate the Group's environmental principles.

The Report in electronic format can be viewed and downloaded on the website of the Hong Kong Stock Exchange (www.hkex.com.hk) and the website of the Company (www.tongrentangkj.com). For any suggestion or opinion on this Report or the Group's ESG work, please kindly send it to the Company through our communication channels.

報告編製原則

重要性：我們通過重要性評估確定主要ESG議題，相關過程與結果已經在ESG報告中披露。

量化：我們建立並持續優化覆蓋本集團的ESG指標收集工具，對ESG報告指引中的關鍵披露指標進行定期統計，並列明瞭量化ESG指標所採用的標準、方法及計算的參考依據，包括主要換算因子的來源。

平衡：本報告披露努力實現客觀、公正、真實地反映本集團報告期內環境及社會事宜工作成效及實踐，並且以負責的態度披露本集團所遇到的問題及改善措施。

一致性：我們遵循一致的統計、計算方法。此份報告中，對上一年度報告中曾經披露過的關鍵績效指標，保持了相同的統計、計算方法；對首次披露的信息，我們將在往後年度採用一致的方法進行ESG信息的披露，以方便逐年做有意義的比較。

發佈形式

本報告分別以中文繁體及英文編寫、發佈，如在對各文本的理解上發生歧義時，請以中文繁體文本為準。本報告儘量採取電子化、無紙化措施，如印製紙張均使用環保紙張，旨在最大限度降低對環境的影響與污染，倡導本集團的環保理念。

電子版可以在香港聯交所網站(www.hkex.com.hk)和本公司網站(www.tongrentangkj.com)查閱和下載，歡迎社會各界人士透過本公司通信渠道，就本報告或本集團ESG工作提出建議及意見。

Board Statement

The Board is the highest decision-making body for the Group's ESG related work, responsible for coordinating/directing and supervising the Group's ESG efforts and disclosures, and undertakes full responsibility for the Group's ESG strategy and reporting.

The Board is responsible for reviewing and making decisions on major ESG topics and delegating some powers to the management level, including but not limited to identifying important risks related to the Group's business (including but not limited to ESG risks), participating in and being responsible for formulating the Group's ESG strategy and objectives, and incorporating the ESG strategy and objectives into our decision-making process for business of the Group. The Board (or the Committees of the Board) is responsible for assessing ESG risks, monitoring and reviewing the completion of objectives regularly, integrating ESG management with the Group's strategy, and establishing a solid foundation for the Group's long-term development.

The Group has established a joint ESG management system including the Board, the Strategy and Planning Committee and the ESG Working Group, and it is committed to continuously improving the ESG governance system and management process to ensure the establishment of an appropriate and effective ESG operation mechanism. For details, please refer to the Section "ESG Management System".

The Board has reviewed and approved the Group's Environmental, Social and Governance Report for the year ended 31 December 2025 at the Board meeting held on 27 March 2026.



董事會聲明

董事會是本集團ESG工作的最高決策機構，負責統籌／主導和監督本集團在ESG方面的工作和信息披露，對本集團的ESG策略及匯報承擔全部責任。

本公司董事會負責對重大ESG議題進行審議和決策，並將若干權力委託予管理層，包括但不限於識別與本集團業務相關的重要風險(包括但不限於ESG風險)，參與並負責制定本集團ESG策略及目標，並將ESG策略及目標納入本集團業務決策流程。本公司董事會(或董事會委員會)負責定期評估ESG風險，監控、檢討目標完成情況，將ESG管理與本集團策略相融合，為本集團長遠發展建立穩健的基礎。

本集團建立了董事會、戰略與規劃委員會、ESG工作小組在內的上下聯動的ESG管理體系，致力於不斷完善ESG治理體系及管理流程，確保建立合適及有效的ESG工作運行機制，詳情可參見本報告「ESG責任管理體系」章節。

董事會已於二零二六年三月二十七日舉行的董事會會議上審閱並批准本集團截至二零二五年十二月三十一日止年度之《環境、社會及管治報告》。



About Us

The Company was established in March 2000, then listed on the Growth Enterprise Market of the Hong Kong Stock Exchange in October of the same year. It was transferred to the Main Board of the Hong Kong Stock Exchange in July 2010.

As one of a modern company engaging in integrated production, supply, and marketing of traditional Chinese medicine under Tong Ren Tang Holdings, the Group has always adhered to and enhanced its pharmaceutical tradition of "No compromise on labour cost despite the complexity of processing herbal medicines; No compromise on material resources despite the scarcity of medicine ingredients" since its incorporation. Relying on modern pharmaceutical technology and taking up its mission of "Cultivating Kind-heartedness and Benefiting Mankind and Preserving Health", we insist on the pharmaceutical characteristics of "Unique prescription, superior materials, superb technique and obvious effects" to provide high-quality, safe and reliable authentic products to all consumers at home and abroad.

With the Chinese patent medicine as the core, the Group boasts an abundant product reserve. The wide variety of product categories offer such efficacies as nourishing heat-clearing, relieving, soothing, etc. There are more than one hundred products in various dosage forms, such as pills, tablets, granules, oral liquids, and gels, among which the representative varieties include Liuwei Dihuang Pills (六味地黄丸), Niuhuang Jiedu Tablets (牛黄解毒片), Ganmao Qingre Granules (感冒清熱顆粒), etc.

The Group engages in production and sales of traditional Chinese medicine, food and daily chemicals, production of traditional Chinese medicinal materials, etc.

Committed to the modernisation of traditional Chinese medicines ("**TCM**") and TCM healthcare, the Group innovates on the basis of heritage and pursues development backed by innovation, making continuous efforts to spread and promote the development of TCM and TCM healthcare.



關於我們

本公司於二零零零年三月成立，同年十月在香港聯交所創業板掛牌上市，並於二零一零年七月轉至香港聯交所主板上市。

本集團作為集團公司旗下的一家集產供銷於一體的現代化中藥集團，自成立之日起，始終堅持繼承和發揚同仁堂「炮製雖繁必不敢省人工，品味雖貴必不敢減物力」的製藥傳統，依託現代製藥技術，以「同修仁德，濟世養生」為己任，堅持「配方獨特，選料上乘，工藝精湛，療效顯著」的製藥特色，為海內外廣大消費者提供質量優良、安全放心的道地產品。

本集團以中成藥產品為核心，具有豐富的產品儲備，產品涵蓋補益類、清熱類、解表類、安神類等多種門類，涉及丸劑、片劑、顆粒劑、口服液和膠劑等多種劑型的百餘個產品，代表品種包括六味地黃丸、牛黃解毒片、感冒清熱顆粒等。

本集團涉及中藥產品、食品、日化類產品的生產銷售，中藥材原料生產等領域。

本集團致力於傳統中藥現代化和中醫藥健康領域，在繼承中創新，在創新中發展，為持續推動實現中醫藥的傳播與發揚而不斷努力。



Brand and Culture

Founded in 1669 (the 8th year of Kang Xi reign in Qing Dynasty), Tong Ren Tang has a history of over 350 years to date. Since then, Tong Ren Tang has been adhering to the old maxim of "No compromise on labour cost despite the complexity of processing herbal materials. No compromise on material resources despite the scarcity of medicine ingredients", and treating patients with benevolence and competence. This is the foundation of Tong Ren Tang's culture of quality and integrity, and the code of conduct observed by generations of those at Tong Ren Tang.

"Cultivating Kind-heartedness and Benefiting Mankind and Preserving Health" is both Tong Ren Tang's mission and its spirit. A participant of the pharmaceutical industry, Tong Ren Tang takes on the mission of improving and enhancing people's health and life quality. We adhere to the operating way of performing good deeds along with making profits and preserving mental tranquillity and physical wellness, in order to actively promote the Chinese medicine culture.

On the foundation of inheriting the essence of the traditional Chinese medicine culture, after over 300 years' evolution and innovation, Tong Ren Tang combines TCM and Chinese Medicine, tradition and modernity to form a unique integration of traditional techniques, preparation methods, as well as cultures of benevolence, quality, and integrity, business philosophy, values and brand image. In 2006, Tong Ren Tang's Chinese medicine culture was recognised as one of the first National Intangible Cultural Heritages.

Over the past hundreds of years, the people of Tong Ren Tang have endeavoured to maintain the brand of Tong Ren Tang. "Unique prescription, superior materials, superb technique, and obvious effects" have characterised the pharmaceutical expertise of Tong Ren Tang for hundreds of years and are well-known in Chinese medicine markets.

From 1669 to 2025, Tong Ren Tang experienced changes from a drugstore to a family business of "front store, back factory", and then to a state-owned listing enterprise. In more than 350 years, despite the changing times and environment, the concept of Tong Ren Tang to operate with integrity has never changed and the step of progress has never stopped. Through the 350 years, the brand of Tong Ren Tang has gradually taken a historic leap from Beijing to the country, and then to the world. Bringing back memories of hometowns to overseas Chinese and gaining praises of patients from all corners of the world, the three characters of "Tong Ren Tang" bring people not only health, but also a strong Chinese sentiment.

In 1989, the Trademark Office of the State Administration of Industry and Commerce certified "Tong Ren Tang" as a national well-known trademark. "Tong Ren Tang" trademark is owned by the Tong Ren Tang Holdings, the Group can use the trademark and logo of "Tong Ren Tang" for a fee according to its authorisation.

品牌與文化

同仁堂創始於公元一六六九年(清康熙八年),至今已有三百五十多年的歷史。同仁堂自創始之日起,始終堅持「炮製雖繁必不敢省人工,品味雖貴必不敢減物力」的古訓,講「仁心」、重「仁術」,奠定了同仁堂質量和誠信的文化根基,成為歷代同仁堂人遵循的行為準則。

「同修仁德,濟世養生」既是同仁堂的使命,也是同仁堂的精神。同仁堂既處醫藥行業,以改善和提高人民健康水平和生活質量為己任,始終堅持以義為上、義利共生的經營之道,恪同修仁德之根本,抱濟世養生之情懷,積極弘揚中醫藥文化。

同仁堂在繼承中國傳統中醫藥文化精髓的基礎上,經過三百餘年的傳承與創新,將中醫與中藥相結合、傳統與現代相結合,形成了獨具特色的傳統技藝、炮製方法,形成了仁德文化、質量文化、誠信文化,以及獨有的經營哲學、價值理念與品牌形象。同仁堂中醫藥文化已於二零零六年列入首批國家級非物質文化遺產名錄。

幾百年來,同仁堂人都在全力維護同仁堂品牌。「配方獨特,選料上乘,工藝精湛,療效顯著」是同仁堂數百年的製藥精髓與特色,在中醫藥市場上享有盛名。

從一六六九年到二零二五年,同仁堂歷經了從一家藥室,到前店後場的家族企業,再到國有上市公司的身份轉變。三百五十餘年來,時代在變、環境在變,但同仁堂人靠誠信立業的理念從未改變,前進的腳步從未停歇,同仁堂品牌也逐步實現了從北京走向全國,再到世界的歷史性跨越,從海外華人到同仁堂藥店找尋對故鄉的記憶到五湖四海不同膚色患者的交口稱讚,「同仁堂」三個字帶給人們的不只是健康,還包括那份濃濃的中華情。

「同仁堂」商標由國家工商行政管理局商標局於一九八九年認定為國家馳名商標。「同仁堂」商標為集團公司所有,本集團依照其授權可有償使用「同仁堂」商標及商標圖樣。



2025 Sustainability Achievements
二零二五年可持續發展成果



Overview of ESG Key Performance Indicators (KPIs)
ESG關鍵績效概覽

KPI 指標	Unit 單位	2025	2024	2023
Environmental KPIs **環境績效**				
Total electricity consumption 總耗電量	10,000kWh 萬千瓦時	7,160	7,553	7,294
Natural gas consumption 天然氣消耗量	10,000m^3 萬立方米	1,164	1,444	1,450
Intensity of greenhouse gas (GHG) emissions 溫室氣體排放強度	tCO_2-e/RMB10,000 (total operating income) 噸二氧化碳當量／萬元營收	0.14	0.15	0.17
Water consumption intensity 耗水強度	m^3/RMB10,000 (total operating income) 立方米／萬元營收	2	2	2
Hazardous waste intensity 有害廢棄物產生強度	kg/RMB10,000 (total operating income) 千克／萬元營收	0.19	0.16	0.20

2025 Sustainability Achievements

KPI 指標	Unit 單位	2025	2024	2023
Social KPIs 社會績效				
Number of regular employees (including Tong Ren Tang Chinese Medicine Group) 正式員工人數(包括同仁堂國藥集團)	Person 人	3,951	3,991	4,101
Total training hours 員工培訓總學時	Hour 小時	89,327	84,522	104,115
Percentage of work-related deaths 因工亡故比率	%	0	0	0
Complaint resolution rate 投訴解決率	%	100%	100%	100%
Percentage of product recalls due to safety and health problems 產品由於安全健康問題回收的百分比	%	0	0	0

Please refer to the main body and appendix of this Report for more ESG KPIs.
更多ESG關鍵績效指標，詳見本報告正文及附錄。

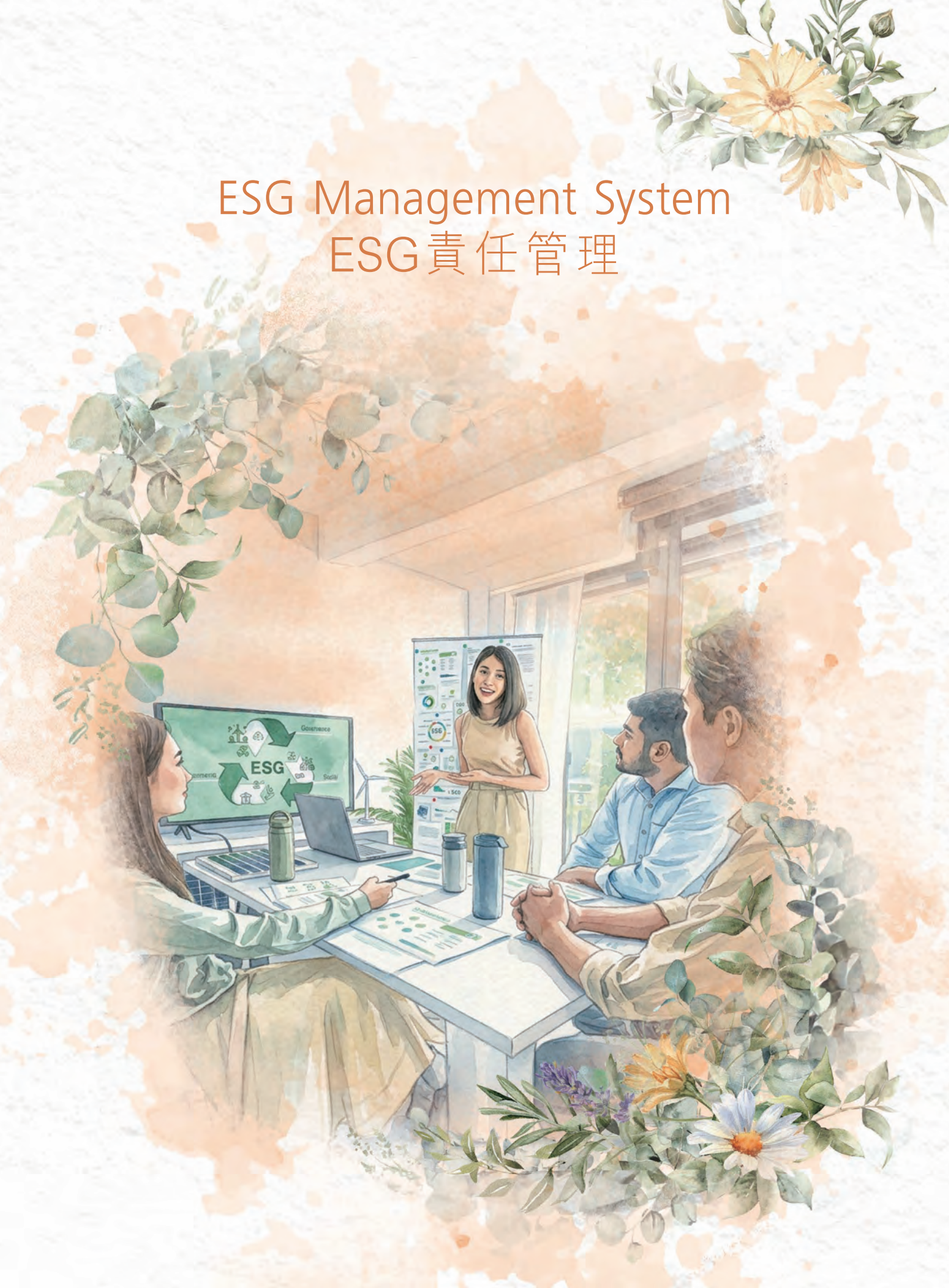


Awards and Honours
榮譽獎項

Name of the company awarded 獲獎單位名稱	Name of awards and honours 獲得榮譽獎項名稱	Awarding institution 頒佈單位
Tong Ren Tang Technologies Co., Ltd. 北京同仁堂科技發展股份有限公司	Technology Application Award for Exemplary Entities in Finance Digitalisation Transformation among Chinese Enterprises 中國企業財務數智化轉型示範單位技術應用獎	Under the guidance of the Ministry of Finance, hosted by Xin Li Cai Magazine 財政部指導、新理財雜誌社主辦
Tong Ren Tang Technologies Co., Ltd. 北京同仁堂科技發展股份有限公司	Pharmacopoeial Standards Enhancement Research Project 國家藥典標準提高課題	Chinese Pharmacopoeia Commission 國家藥典委員會
Tong Ren Tang Technologies Co., Ltd. 北京同仁堂科技發展股份有限公司	Innovative Marketing Case Award 創新營銷案例	2025 Wuzhen Health Conference 2025烏鎮健康大會
Tong Ren Tang Technologies Co., Ltd. 北京同仁堂科技發展股份有限公司	Digital Model Enterprises in Pharmaceutical Manufacturing 醫藥製造數字化榜樣企業	2025 Wuzhen Health Conference 2025烏鎮健康大會
Tong Ren Tang Technologies Co., Ltd. 北京同仁堂科技發展股份有限公司	Annual ESG Pioneer Award 年度ESG先鋒獎	Guru Club 格隆匯
Beijing Tong Ren Tang Technologies (Tangshan) Co., Ltd. ("Tong Ren Tang Technologies Tangshan") 北京同仁堂科技發展(唐山)有限公司(「同仁堂科技唐山」)	Green Factory in Tangshan 唐山市綠色工廠	Bureau of Industry and Information Technology of Tangshan 唐山市工業和信息化局



ESG Management System
ESG責任管理



ESG責任管理

The Group primarily adopts the principles and basis of the *Environmental, Social and Governance Reporting Code* set out in Appendix C2 to the Listing Rules as its standards of ESG management. We adhere to the principles of materiality, quantitative, balance and consistency. If there is any inconsistency, it will be explained in detail.

The Group always pays close attention to harmonious social development, and gradually integrates ESG management philosophy with all aspects of the Group's production and operation, earnestly fulfils its economic, social and environmental responsibilities, and accepts the supervision of the government, shareholders, employees, partners, consumers, the public and other stakeholders. The Group also strengthens communication with its stakeholders, enhances the transparency of corporate operations, raises society's awareness and recognition of the Group's sustainable development efforts, and forms a pattern of mutual development and mutual benefit between the Group and stakeholders. At the same time, in light of its own development, it constantly improves its corporate governance structure and internal risk management level, thereby continuously promotes the Group's healthy, sustainable and stable high-quality development.

本集團主要採納上市規則附錄C2所載《環境、社會及管治報告守則》之原則及基準作為ESG管理之標準。本集團遵守重要性、量化、平衡及一致性原則。如有任何不一致之處，將具體說明。

本集團重視與社會的和諧發展，將ESG管理理念逐步融入到本集團生產經營的各個環節，認真履行經濟、社會及環境責任，接受政府、股東、員工、合作夥伴、消費者、公眾等各利益相關方的監督，加強與利益相關方間的溝通，增強企業運營透明度，提升社會各界對本集團可持續發展的認知和認同，達成企業與各利益相關方共同發展、互利共贏的格局。同時，本集團結合自身發展，不斷完善法人治理結構，提升內部風險管理水平，進而持續推動本集團健康、持續及穩定的高質量發展。



ESG Management System

Corporate Governance
公司治理

The Group fully understands that sound corporate governance is the cornerstone of development. It has adopted the principles and standards contained in the Corporate Governance Code set out in Appendix C1 to the Listing Rules as the Group's standards, and constantly optimises corporate management in light of the Group's conditions, with a view to establish a good corporate governance structure, improve its governance, enhance the Group's core competitiveness and fulfil the expectation of shareholders and investors.

The Group has established a standing mechanism to regularly track progress on key tasks and monitor target attainment, enabling the timely refinement of working methods to support strategic implementation. For performance assessment, we further conduct integrated assessments of both Party building and business performance, while linking executive remuneration directly to ESG indicators — particularly quality control, workplace safety, and environmental protection. This integrated approach ensures rigorous accountability and drives the Company's pursuit of high-quality, sustainable growth.

The Company's Party Committee effectively plays a leading role as the political core to "control direction, manage overall picture and ensure implementation". The Party Committee carries out themed education, publicity and implementation of the spirit of the 20th National Congress of the Communist Party of China, forms a leadership system of "two-way entry and cross appointment", and fully implements the "one post, dual responsibilities" system. The Group has also been revising and improving the list and procedures of major issues for the Party Committee's advanced study and discussion, to form a decision-making mechanism for the Party Committee, executive office meeting and the Board to perform their respective duties, with well-defined rights and responsibilities and well-coordinated operation.

本集團深知良好的公司管治乃發展之基。本集團已採納上市規則附錄C1所載《企業管治守則》之原則及基準作為本集團的標準，同時結合本集團之實際情況，不斷優化公司治理，旨在構建良好的公司管治構架，提升管治水平，進而提升本集團核心競爭力，不辜負股東及投資者的期許。

本集團建立了常態化跟蹤機制，定期匯總重點任務進展與指標完成情況，及時優化工作方法以支撐規劃落地。在績效考核方面，本集團開展黨建經營雙考核，高管薪酬與質量安全、生產安全、環境保護等ESG指標掛鈎，強化責任落實，推動公司高質量與可持續發展。

本公司黨委切實發揮「把方向、管大局、保落實」的領導核心與政治核心作用，高標準開展主題教育、黨的二十大精神宣貫等工作，形成了「雙向進入、交叉任職」的領導體系，全面落實「一崗雙責」。同時，本集團不斷修訂完善黨委前置研究討論重大事項清單及程序，形成黨委會、經理辦公會、董事會各司其職、權責清晰、協調運轉的決策運行機制。

To maintain a high degree of transparency in the remuneration of the Board members, we have formulated the "Remuneration Policy for Directors, Supervisors and Senior Officers", which stipulates that the Company shall disclose the remuneration policy for directors in its annual report, and disclose the details of remuneration of the senior officers by the level of remuneration.

The Company understands and recognises the benefit of Board diversity and regards Board diversity as a key factor to maintain competitive advantage. We have formulated the "Board Diversity Policy". A truly diverse Board comprises members with different talent, skills, regional and industrial experience, and of different background, gender, age, culture, race and other characteristics. When forming the Board, the Company considered Board diversity from the above perspectives to achieve an appropriately balanced composition.

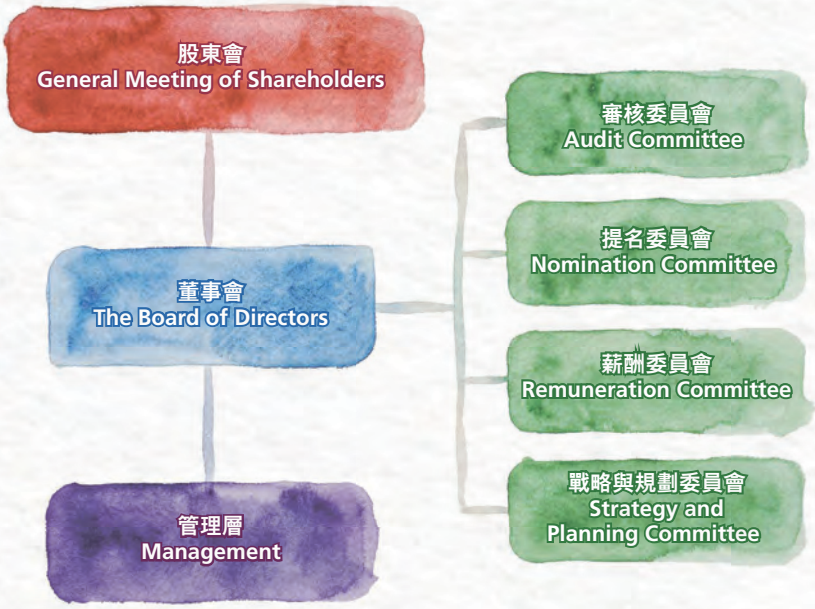
As of 31 December 2025, the Company had 9 members on the Board, including 4 female directors. In terms of age composition, there were 2 directors aged under 50, 4 directors aged between 50 and 59, and 3 directors aged 60 and above. In terms of industry experience, Board members had long and extensive work experience in traditional Chinese medicine, finance, law, marketing, and more.

為在董事會等成員薪酬等方面保持高度透明，我們已制定《董事、監事及高級管理人員薪酬政策》，其中規定，本公司在年報內披露董事薪酬政策，並按薪酬等級披露高級管理人員的酬金詳情等。

本公司了解及認同具有多元化董事會成員的裨益，並視在董事會層面的多元化為維持競爭優勢的重要元素。我們制定了《董事會成員多元化政策》，一個真正多元化的董事會將包括具備不同才能、技能、地區及行業經驗、背景、性別、年齡、文化、種族及其他特質的董事會成員。本公司在設定董事會成員組合時，會從以上多個方面考慮董事會成員多元化，以達致最適合組成和平衡。

截至二零二五年十二月三十一日，本公司董事會成員共計9人，其中女性成員4人；年齡構成方面，50歲以下成員2名，50歲至59歲成員4名，60歲及以上成員3名；行業經驗方面，董事會成員分別在中藥、財務、法律、營銷等方面擁有長期、豐富的閱歷及工作經驗。

ESG Management System



The Company's Organisational Structure
本公司組織架構

Investor Relations
投資者關係

We understand that effective communication with shareholders and investors is crucial to strengthening investor relations and updating them on the Group's business performance and development strategy. In 2025, to promote investors' understanding and recognition of the Group, we paid close attention to the trend of the capital market, actively sought opportunities to communicate with capital market investors, and further expanded investor relations.

我們深知，與股東及投資者之間的有效溝通對加強投資者關係，以及讓股東和投資者了解本集團的業務表現及發展策略至關重要。二零二五年，為促進投資者對本集團的了解和認同，我們密切關注資本市場走向，積極主動地尋求與資本市場投資者交流的機會，進一步加大投資者關係工作的拓展力度。



CASE 案例

Case: Investors experience the new vitality of a time-honoured brand through "zero-distance" engagement with Tong Ren Tang Technologies Co., Ltd.
案例:與同仁堂科技"零距離"溝通,投資者感受老字號新動能

In December 2025, the Company hosted an investor research event at its Daxing branch factory. Over twenty investors and analysts from more than ten institutions — including Jade Stone Investment, UBS, and Jinshi Capital — gained firsthand exposure to Tong Ren Tang Technologies' front-line production facilities and engaged in direct dialogue with core management. This immersion provided a tangible perspective on how this century-old enterprise harmonises artisanal heritage with innovative dynamism throughout its modern transformation.

二零二五年十二月,本公司在大興分廠舉行投資者調研活動,謙璞投資、UBS(瑞銀)、金時資本等十餘家投資機構的二十餘位投資人及分析師走進同仁堂科技生產一線、對話核心管理層,近距離感受百年老字號在現代化轉型中的匠心傳承與創新活力。

During the research event, discussions centred on market priorities such as the Company's operational strategy, core product portfolio, optimisation of production capacity and efficiency, and future growth trajectory. The management team addressed investor queries with candour and thoroughness, demonstrating the Company's underlying operational resilience and coherent development roadmap, thereby further strengthened investors' comprehension of and confidence in the Company's long-term value proposition.

調研期間,圍繞公司經營戰略、核心產品佈局、產能與效率提升、未來發展空間等市場關切問題,管理層團隊與投資者坦誠交流、細緻回應,全面展現本公司穩健經營的底色與清晰的發展路徑,進一步增強投資者對公司長期價值的理解與信心。





We have formulated the "Shareholder Communication Policy", the "Investor Relations Management Rules" and other rules and regulations aiming to continuously strengthen communication with shareholders and investors, so that they will have a better understanding and recognition of the Company, and thus improve the level of governance and overall value. The Company conveys information to shareholders and investors mainly through the following ways: financial reports, general meetings of shareholders, all disclosure data submitted to the Hong Kong Stock Exchange, and other information of the Company published on the website of the Hong Kong Stock Exchange and the Company website. We ensure effective and timely communication with shareholders and investors.

In 2025, the Company called for 3 general meetings of shareholders, all directors and executives and over 100 shareholders attended these meetings. The Company's executives and shareholders discussed the Company's current business and future development plan in depth at the meetings. All resolutions were successfully passed, fully demonstrating the bond of cooperation and common development between the Company and its shareholders.

In addition, the Company regularly communicates with shareholders and investors through visits, phone calls, emails and other means, responds to their concerns in a timely manner, and continues to improve the corporate image and value. During the year, we held 8 investor briefings, participated in 27 roadshows, and hosted 50 receptions to engage with analysts.

本公司制定有《股東通訊政策》《投資者關係管理細則》等制度，旨在持續加強與股東及投資者之間的溝通，增進其對本公司的了解和認同，進而提升治理水平和整體價值。本公司向股東及投資人士傳達信息的主要渠道為：財務報告、股東會、所有呈交予香港聯交所的披露數據，以及其他公司登載在香港聯交所網站及本公司官方網站的資料等。我們時刻確保有效及適時向股東及投資人士傳達信息。

二零二五年，本公司共計組織召開股東會3次，董事及高級管理人員參會，參與股東百餘人次。本公司高級管理人員與股東於股東會上就公司經營情況及未來發展規劃做出深入探討，股東會各項議案均獲順利通過，充分體現了本公司與股東之間的緊密合作和共同發展的願景。

除此之外，本公司通過來訪接待、電話、郵件等方式與股東及投資者進行溝通，對其關切的問題及時予以回覆，持續提升企業形象與價值。年內，我們共舉辦投資者説明會8次，參加路演27次，接待分析師50次。



Information Disclosure
信息披露

The Company believes that transparent, fair and timely information disclosure helps shareholders and investors make the best investment decisions. To safeguard the investors' legitimate rights and interests and ensure the authenticity, timeliness, accuracy, integrity, fairness and pre-disclosure confidentiality, and in accordance with the provisions of the *Company Law of the People's Republic of China, the Securities Law of the People's Republic of China*, the *Securities and Futures Ordinance of Hong Kong SAR* and the *Listing Rules*, We have formulated the "Management Regulations for Information Disclosure", which stipulates the Company's information disclosure policy; defines the scope of publicly disclosed information, appropriate channels for disclosure and the mechanisms to ensure the quality of information; as well as explains the time and frequency of information disclosure.

The Company also engages independent auditors. Independent auditors are responsible for expressing independent opinions on the Group's consolidated financial statements prepared by the Board and reporting to the shareholders as a whole based on their audit findings. The statement made by the independent auditors on their reporting responsibilities are detailed in the "Independent Auditor's Report" of the Company's 2025 Annual Report.

本公司亦認為透明、公平、及時地信息披露，將協助股東及投資者作出最佳的投資決策。為維護投資者的合法權益，確保信息披露的真實性、及時性、準確性、完整性、公平性和事前保密性，依據《中華人民共和國公司法》《中華人民共和國證券法》、香港《證券及期貨條例》及上市規則的規定，我們制定了《信息披露管理規定》，規定了本公司信息披露政策，明確了公開披露的信息範圍、適當的披露渠道以及確保信息質量的機制，説明瞭信息公開披露時間及頻率。

本公司亦聘有獨立核數師，獨立核數師之責任是根據其審核工作之結果，對該等由董事會編製之本集團之綜合財務報表表達獨立意見並向整體股東作出報告。獨立核數師就彼等之匯報責任所作聲明詳見本公司二零二五年度報告「獨立核數師報告」部分。

Payment of Taxes and Surcharges
繳納稅費情況

The Group adheres to the principle of paying taxes according to law, conscientiously performs its tax obligations, strictly complies with national tax policies and regulations, pays all taxes according to law, accurately and on time, and discloses tax information according to regulations to ensure compliance with the regulatory requirements of tax authorities. The Company and some subsidiaries were entitled to preferential tax rates as high-tech enterprises when paying corporate income tax according to law. In 2025, the Group was not involved in any major tax-related litigation or arbitration.

本集團堅持依法納稅原則，認真履行納稅義務，嚴格遵守國家稅收政策規定，依法、準確、及時繳納各項稅款，按規定進行稅收信息披露，確保符合稅務機關監管要求。本公司及部分子公司作為高新技術企業，在享受優惠稅率的基礎上，依法繳納企業所得稅。二零二五年，本集團未涉及任何稅務相關的重大訴訟或仲裁事項。

CASE 案例

Case: Intelligent financial system development and digital transformation
案例:智能財務系統建設與數智化轉型

During the year, the Company leveraged the "Inspur GS Cloud" and big data analytics platforms to establish an intelligent financial management system, thereby advancing the digital, centralised, and intelligent evolution of financial management. Through the implementation of a unified digital platform, we achieved integration and sharing of core financial data — including capital, taxation, budgeting, and cost metrics — across all business units. This development significantly strengthened the Group's "consolidated management" capabilities at the systemic level while enhancing data synergy, which in turn markedly improved cost accounting accuracy and capital management efficiency. Building upon these practical achievements in financial digitalisation, the Company was honoured as one of the "Exemplary Entities in Finance Digitalisation Transformation among Chinese Enterprises" at the 19th China CFO Forum — an event guided by the Ministry of Finance and hosted by Xin Li Cai Magazine. This recognition further underscores the Company's comprehensive capabilities in the realm of digital management.

年內，本公司依託「浪潮GS Cloud」及大數據分析平台，構建智能財務管理系統，推動財務管理向數字化、集約化和智能化升級。通過統一數字化平台建設，實現各單位資金、稅務、預算及成本等核心數據的整合與共享，強化系統層面的「併表管理」和數據協同能力，有效提升成本核算精度與資金管理效率。憑藉在財務數智化建設方面的實踐成果，本公司在財政部指導、新理財雜誌社主辦的第十九屆中國CFO論壇上獲評「中國企業財務數智化轉型示範單位」，進一步體現了本公司在數字化管理領域的綜合實力。





ESG Management System

Risk Management
風險管理

To standardise the overall risk management, establish an active and effective risk prevention and control system, enhance corporate competitiveness, and promote the sustainability, health and stability of corporate development, to this end the Group revised the "Comprehensive Risk Management Regulations" in accordance with the *Company Law of the People's Republic of China*, the *Law of the People's Republic of China on State owned Assets of Enterprises*, the *Provisional Regulations on the Supervision and Administration of State-owned Assets of Enterprises* and other laws, regulations and rules, with reference to the *Guidelines for Comprehensive Risk Management of Centrally Administered Enterprises*, the *Basic Standards for Internal Control of Enterprises* and the *Risk Management Guidelines (ISO 31000:2018)*, and in alignment with the Company's actual situation.

The Group has established a risk management organisational structure under a central leadership, participation of all parties concerned, professional division of labour and comprehensive coordination. The Board is responsible for assessing and determining the Group's risk nature and risk tolerance when achieving strategic objectives, ensuring that the Group establishes and maintains a reasonable and effective risk management and internal control system, overseeing the management's design, implementation, and supervision of the system, and is responsible for reviewing the effectiveness of the system. According to the Audit Committee's terms of reference, it is responsible for risk management, including checking the relevant risk management system to ensure that the system aligns with the Group's strategy and risk tolerance. The Legal Compliance Department coordinates and manages the Company's risk management, guides all the Company's subordinate entities and subsidiaries to develop a comprehensive risk management strategy, improves the comprehensive risk management system, and reports to the Audit Committee in an independent report.

為規範全面風險管理工作，建立積極、有效的風險防控體系，增強企業競爭力，促進企業持續、健康、穩定發展，根據《中華人民共和國公司法》《中華人民共和國企業國有資產法》《企業國有資產監督管理暫行條例》等法律法規規章，參照《中央企業全面風險管理指引》《企業內部控制基本規範》和ISO 31000：2018《風險管理指南》國際標準，結合公司實際，本集團修訂了《全面風險管理規定》，以規範全面風險管理工作，建立積極、有效的風險防控體系，增強企業競爭力，促進企業持續、健康及穩定發展。

本集團建立統一領導、全員參與、專業分工和綜合協調相結合的風險管理組織架構。董事會負責評估及釐定本集團達成策略目標時所能夠接受的風險性質及程度，確保本集團設立及維持合理及有效的風險管理及內部監控系統，監督管理層對風險管理及內部監控系統的設計、實施及監察，並有責任檢討該等制度的有效性。同時，審核委員會之職權範圍已涵蓋於風險管理方面的職責，包括檢查相關風險管理系統確保該系統符合本集團的戰略及風險承受能力。本公司法律合規部統籌管理公司風險管理工作，指導本公司所屬各單位及子公司制定全面風險管理策略，健全全面風險管理體系，並以獨立報告形式向審核委員會進行匯報。

The Group has established a mechanism of risk management contacts. The Company's Legal Compliance Department is responsible for leading the overall risk management. A risk management contact is designated at each of the Company's management department and office, second-level entity and subsidiary to form a network of risk management contacts.

The Group has established three lines of defense for risk management: functional departments responsible for procurement, production, sales or external business activities serve as the "first line of defense", and the person in charge of each department is the primary person responsible for the risk management at the department. The Legal Compliance Department and the management departments and offices responsible for managing the Group's specific types of risks jointly serve as the "second line of defense". The Audit Committee under the Board, the Company's management, the Audit Department and the Office of the Disciplinary Committee jointly serve as the "third line of defense", which is responsible for overseeing and evaluating the Group's risk management and work result. The role of the "three lines of defense" is played in full in the Group's comprehensive risk management system, to ensure the compliance responsibility for the "first line of defense" is implemented, the "second line of defense" plays an effective role in coordinating, organising, promoting and overseeing the implementation, and the deterrent role of the "third line of defense", "double supervision" is firmly established.

For details of the measures taken by the Group for management of the major risks, please refer to the section headed "Risk Management and Internal Control" in the chapter "Corporate Governance Report" of the 2025 annual report of the Company.

本集團建立了風險管理聯絡人機制，由本公司法律合規部牽頭負責全面風險管理工作，本公司各管理部室、二層單位及各子公司分別指定風險管理聯絡人，形成風險管理體系聯絡人網絡。

本集團設置風險管理三道防線：負責採購、生產、銷售或根據本單位職能職責對外開展經營活動的單位是風險管理的「第一道防線」，各單位負責人是本單位風險管理第一責任人，對本單位工作中的風險管理負責。法律合規部及在本集團就特定類別風險承擔管理職責的管理部室共同構成風險管理的「第二道防線」。董事會下設的審核委員會、本公司管理層、審計部、紀委辦公室共同構成風險管理的「第三道防線」，對本集團風險管理情況和工作效果進行監督評價。本集團充分發揮全面風險管理體系「三道防線」的作用，確保落實「第一道防線」合規主體責任，有效發揮「第二道防線」統籌協調、組織推動、督促落實作用，扎實樹立「第三道防線」、「再監督」的威懾作用。

本集團管理主要風險所採取的措施詳見本公司二零二五年度報告「企業管治報告」章節的「風險管理及內部監控」部分。

ESG Management System

Operation Compliance
合規經營

The Group attaches great importance to management compliance, abides by operation compliance, and regards integrity and compliance as the cornerstone of corporate development and one of our core values.

The Group has defined the scope and process of integrity and compliance audit. The scope of the Group's integrity and compliance audit covers the policy documents to be submitted to the Party Committee, executive office meeting, and the Board for review, as well as matters that fall within the scope of the "Three Importance and One Large" system are subject to legal review.

The Group strives to establish an integrity and compliance management system with sound organisation, clear responsibilities, well-developed system and standardised processes, and adheres to the goal of establishing a state-owned pharmaceutical enterprise governed by law that is science-based, compliant in operation, and standardised in management. To this end, we have taken the following measures:

- Establish and improve the organisational structure for integrity and compliance management. The Group has established the Integrity and Compliance Committee and the Integrity and Compliance Management leading department, appointed the Chief Compliance Officer, formed the mechanism for integrity and compliance joint meetings, as a sound organisational guarantee for relevant work.

本集團高度重視合規管理，恪守合規經營，將誠信合規視為企業發展的基石和核心價值觀之一。

本集團明確了誠信合規審查範圍和審查流程。本集團誠信合規審查範圍包括需提交本公司黨委會、經理辦公會、董事會審議的制度文件以及需要進行法律審核的本集團「三重一大」事項等。

本集團努力建立組織健全、職責明晰、制度體系完備、流程規範的誠信合規管理體系，堅持以建立治理科學、經營合規、管理規範、守法誠信的法治國企、法治藥企為目標。為達成目標，我們實行了以下舉措：

- 建立健全誠信合規管理組織架構。本集團成立誠信合規委員會、誠信合規管理牽頭部門，任命首席合規官，形成誠信合規聯席會議機制，為工作開展提供良好的組織保障。

- Establish rules and regulations and strengthen the integration of internal control and integrity and compliance systems. The Group has formulated and issued the "Work Plan for the Construction of the Integrity and Compliance Management System", built the overall framework of the integrity and compliance management system, established a collaborative mechanism for relevant entities, making a concerted effort to promote the construction of the integrity and compliance system. We have formulated and issued the "Regulations on Integrity and Compliance Management", the "Regulations on Integrity and Compliance Review Management", the "Regulations on Integrity and Compliance Due Diligence Management", the "Regulations on Integrity and Compliance Reporting Management" and a series of special rules and regulations. The construction of the integrity and compliance management system is basically completed.

- Incorporate integrity and compliance into business operation and strengthen compliance management in key areas. The Group has formed a working mechanism for entities to solicit opinions from the Legal Compliance Department and other relevant departments on high-risk matters and critical issues, actively carry out identification and assessment of integrity and compliance risk, focus on key areas, and constantly improve the relevance and effectiveness of integrity and compliance management.

- Establish an effective operation mechanism of integrity and compliance management to ensure the integrity and compliance construction is implemented at all levels. The Group continues to extend the construction of the integrity and compliance system to its subsidiaries, and the construction of the system has been fully unfolded in its subsidiaries. We have established a long-term assistance mechanism to assist subsidiaries in their construction of the integrity and compliance management system and enhance the level of rule of law and integrity and compliance in subsidiaries.

- Continuously strengthen training guidance and actively create a strong atmosphere of integrity and compliance culture. Throughout the year, the Group organised multiple training sessions covering legal compliance, integrity and compliance, risk management, and anti-corruption.

- 建章立制，加強內控建設和誠信合規體系融合建設。本集團制定發佈《誠信合規管理體系建設工作方案》，搭建誠信合規管理體系整體框架，建立相關單位協同聯動機制，共同推進誠信合規體系建設。我們制定出台《誠信合規管理規定》《誠信合規審查管理規定》《誠信合規盡職調查管理規定》《誠信合規舉報管理規定》等一系列專項管理制度，基本建成了誠信合規管理制度體系。

- 推進誠信合規融入業務，加強重點領域合規管理。本集團已形成了各單位對高風險事項，以及重大事項徵求法律合規部及相關專項部門意見的工作機制，積極開展誠信合規風險識別與評估工作，聚焦重點領域，不斷提高誠信合規管理的針對性和有效性。

- 搭建有效的誠信合規管理運行機制，確保誠信合規建設層層落地。本集團持續推動誠信合規體系建設向子公司延伸，全面啓動子公司的誠信合規管理體系建設工作。我們建立了長效幫扶機制，協助子公司開展誠信合規管理體系建設工作，加強子公司法治與誠信合規管理水平。

- 不斷加強培訓引導，積極營造誠信合規文化濃厚氛圍。年內，本集團組織多場法治、誠信合規、風險管理、反腐倡廉等相關培訓。

ESG Management System

ESG Governance System
ESG管治體系

To establish and improve the Group's ESG management system and promote sustainable development, we have formulated the "Social Responsibility Work Management System" in accordance with the requirements of the *Company Law of the People's Republic of China* and other laws and regulations, as well as the requirements of the Listing Rules, the *Environmental, Social and Governance Reporting Code*, and in alignment with the Company's actual situation. We have gradually incorporated ESG management philosophy into all aspects of the Company's production and operation, earnestly fulfilled our economic, social and environmental responsibilities, and safeguarded the rights of the government, shareholders, employees, partners, consumers, the public and other stakeholders. The Company also strengthens communication with stakeholders, enhances the transparency of operations, raises society's awareness and recognition of the Group's sustainability efforts, and forms a pattern of mutual development and mutual benefit between the Company and stakeholders.

為建立和完善本集團ESG工作管理體系，推動可持續發展，根據《中華人民共和國公司法》等法律法規的要求以及上市規則《環境、社會及管治報告守則》的要求，結合本集團實際情況，我們制定了《社會責任工作管理制度》，將ESG管理理念逐步融入到生產經營的各個環節，認真履行經濟、社會及環境責任，保障政府、股東、員工、合作夥伴、消費者、公眾等各利益相關方的權益，加強與利益相關方間的溝通，增強運營透明度，提升社會各界對本集團可持續發展的認知和認同，達成與各利益相關方共同發展、互利共贏的格局。

The Group's ESG Governance Structure
本集團ESG治理架構

Board
董事會



Deliberating and making decisions on major ESG topics as the Group's highest decision-making body on ESG work

本集團ESG工作的最高決策機構，對重大ESG議題進行審議和決策。

Strategy and Planning Committee
戰略與規劃委員會



Responsible for monitoring the Group's ESG performance and reporting to the Board of Directors

負責監察本集團ESG表現，並向董事會匯報。

ESG Working Group
ESG工作小組



Responsible for advancing the formulation and implementation of the Group's ESG policies, strategies, various goals and measures, and organising and coordinating the Group's ESG work

負責推進本集團ESG方針、策略和各項目標、措施的制定與落實，組織協調本集團持續開展ESG工作。

ESG責任管理

The Group's ESG-related business and operation are led and authorised by the Board. Certain powers are entrusted by the Board to the management to formulate and implement the Group's ESG strategy and operation plan. The Company has established functional departments such as Party Committee Office (Party Committee Inspection Office), Party Committee Organization Department (Human Resources Department), Party Committee Propaganda Department, Commission for Discipline Inspection Office, Comprehensive Office (Inspection Office), Production Management Department, Quality Management Department, Financial Planning Department, Security Department, Industrial Equipment & Environmental Protection Department, Audit Department, Investment and Financing Management Department, Innovation and Development Department, Market Management Department, Legal Compliance Department and Securities Affairs Department which are directly led by the senior management and are responsible for the Group's overall management of strategy, personnel, finance, quality, energy, safety and environment protection, risk control and other aspects of sustainable development.

The Company has established the Strategy and Planning Committee under the Board to conduct research and evaluation on the performance of the Group's development strategy and planning, brand protection, legal risk prevention, product safety and other ESG related aspects and make recommendations to the Board, so as to enhance the Group's governance standard, prevent operational risks, and meet the Group's development needs. In recent years, the Group has continued to improve the ESG responsibility management system and promote the ESG work towards institutionalisation, standardisation and process-based as well as our ESG performance has also gained attention and recognition in the industry through continuous efforts.

本集團之ESG相關業務及事務由董事會領導及授權處理。若干權利需由董事會委託予管理層，讓管理層制定及實施本集團之策略及營運計劃。本公司設有黨委辦公室(黨委巡察辦公室)、黨委組織部(人力資源部)、黨委宣傳部、紀委辦公室、綜合辦公室(督察辦公室)、生產管理部、質量管理部、財務管理部、安全保衛部、工裝環保部、審計部、投資管理部、創新發展部、市場管理部、法律合規部、證券事務部等職能部室，並分別由高級管理人員直接領導，負責本集團在戰略管理、人員管理、財務管理、質量管理、能源管理、安全環保、風險防控等可持續發展方面的各方面管理。

本公司於董事會下設立戰略與規劃委員會，對本集團發展戰略與規劃、品牌保護、法律風險防範、產品安全等ESG方面的表現進行研究並向董事會提出建議，進而不斷提升本集團的治理水平、防範經營風險，以適應本集團發展需要。近年來，本集團持續完善ESG責任管理體系，推動ESG工作邁向制度化、規範化、流程化，通過持續不斷的努力，本集團的ESG表現也在業界獲得了關注與認可。

ESG Management System

Stakeholder Engagement
利益相關方溝通

The Group stresses the importance on maintaining regular communication with all stakeholders. Through the general meeting of shareholders, meeting of suppliers/distributors, staff and workers' congress and other diversified communication channels, to maintain in-depth communication, understand stakeholders' expectations of and demands to the Group, and actively respond to and constantly promote the stakeholders' understanding and recognition of the Group, and to create value for all stakeholders.

本集團十分重視與各利益相關方開展持續定期溝通，通過股東會、供應商／經銷商會議、職工代表大會等多元化溝通渠道，與各利益相關方開展深入的溝通與交流，了解其對集團的期望與要求，並積極給予響應，不斷增進各利益相關方對本集團的了解與認同，為各利益相關方創造價值。

Stakeholders 利益相關方	Expectations and demands 期望與要求	Our response 我們的回應
Shareholders and investors **股東及投資者**	Standardised operations 規範運作 Transparent information disclosure 透明的信息披露 Reasonable return on investment 合理的投資回報	Accuracy and regulated information disclosure 準確規範的信息披露 Comprehensive reporting at the general meeting of shareholders 股東會全面匯報 Payment of dividends 派發股息
Customers and consumers **客戶及消費者**	Quality product supply 優質的產品供應 Protection of customers' rights and interests 保障消費者權益 Protection of customers' privacy 保護客戶隱私	Guarantee of product quality and product safety 保障產品質量與產品安全 Handling consumer complaints and feedback 消費者投訴與意見處理 Protection of customers' information and optimisation of the complaint mechanism 保護客戶信息，優化投訴機制
Suppliers and partners **供應商及合作夥伴**	Good and stable cooperative relationship 保持良好穩定的合作關係 Operation integrity 誠信經營 Supply chain sustainability 供應鏈可持續發展	Regular engagement and communication 定期交流溝通 Standardised management and implementation of contracts and agreements 合同、協議規範化管理及執行 Joint performance of social responsibilities 協同共盡社會責任

Stakeholders 利益相關方	Expectations and demands 期望與要求	Our response 我們的回應
Employees **員工**	Good working environment 良好的工作環境 Good benefits 良好的福利待遇 Providing vocational skills training and career development paths 提供職業技能培訓與職業發展路徑	Providing a safe work environment 提供安全的工作環境 Complete system of remuneration and benefits 完備的薪酬福利體系 Providing diversified training 開展多元化的培訓 Establishing a career promotion path 建立職業晉升路徑
Community and the public **社區及公眾**	Reducing the impact of production operations on the surrounding environment 降低生產運營對周邊環境的影響 Climate change coping strategies 氣候變化應對策略 Popularising health knowledge 普及健康知識 Boosting the development of local economy and helping vulnerable groups 帶動當地經濟發展、幫扶弱勢群體	Clean and green production 實現清潔、綠色生產 Conducting climate change risk management 開展氣候變化風險管理 Participating in various public services 開展各類公益活動 Providing regional assistance 進行地區幫扶
Governments and regulators **政府及監管機構**	Operation compliance 合規經營 Payment of taxes according to law 依法納稅 Common development 共同發展	Operating according to law 依法營運 Payment of tax in full 足額繳稅 Engagement and interaction with associations 協會活動交流

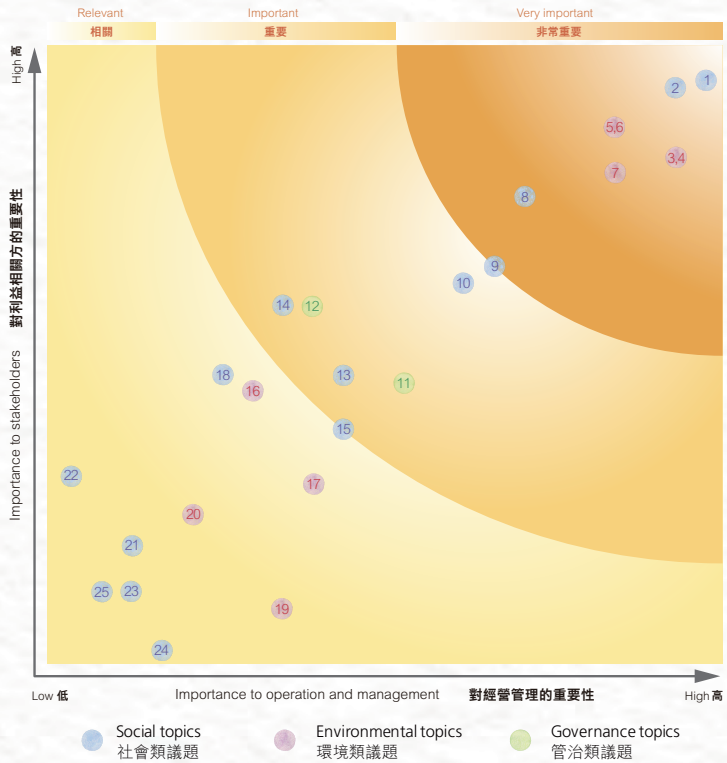
ESG Management System

Materiality Assessment
議題重要性評估

Factoring into internal and external environment changes, engaging and communicating with stakeholders through the daily production and operation activities and questionnaire survey, the Group collected opinions and suggestions from the stakeholders on the Group's sustainability management. Meanwhile, the Group conducted benchmarking analysis with industry key topics of international sustainable disclosure standards, ESG concerns in the capital market, and sustainable development information disclosure of peer enterprises, sorted out sustainable development topics related to the industry and the Group, and after discussion and screening, determined the sustainable development topics for this year, which will serve as an important basis and guidance direction for the Group's future sustainable development management. The Group's materiality matrix of sustainability topics is as follows:

本集團結合內外部環境變化，通過日常生產經營業務以及問卷調研等方式，與各類利益相關方進行互動與溝通，收集各類利益相關方對於本集團可持續發展管理工作的意見與建議。同時，與國際可持續披露準則的行業重點議題、資本市場ESG關注、同行企業可持續發展信息披露進行對標分析，梳理與本行業和本集團相關的可持續發展議題，經過討論和篩選，確定了本年度的可持續發展議題，並作為本集團未來開展可持續發展管理的重要依據和指導方向。本集團可持續發展重大性議題矩陣如下：

Materiality Matrix of Sustainability Topics
可持續發展重大性議題矩陣



Materiality sequence 議題重要性順序	Topics 議題	Materiality sequence 議題重要性順序	Topics 議題
1	Employee training and development 員工培訓與發展	14	Intellectual property protection 知識產權保護
2	Product quality ensuring 保障產品質量	15	Responsible marketing 負責任營銷
3	Energy utilisation 能源使用	16	Use of packaging materials 包材使用
4	Remuneration and benefits 薪酬與福利保障	17	Water management 水資源管理
5	Pollutant discharge management 污染物排放管理	18	Promoting industry development 促進行業發展
6	Compliance operation 合規運營	19	Addressing climate change 應對氣候變化
7	Environmental management system 環境管理體系	20	Biodiversity and ecological conservation 生物多樣性及生態保護
8	Occupational health and safety 職業健康安全	21	Health advocacy 健康倡導
9	Supply chain management 供應鏈管理	22	Customer privacy and information security 客戶隱私與信息安全
10	Quality service 優質服務	23	Anti-corruption and integrity 反腐倡廉
11	R&D and innovation 研發創新	24	Community engagement 社區參與
12	Risk management 風險管理	25	Rural revitalization 鄉村振興
13	Employment and labour relations management 員工僱傭與勞動關係管理	26	Medicine accessibility 藥品可及

Anti-corruption
反腐敗

The Group complies with the *Constitution of the Communist Party of China*, the *Regulation of the Communist Party of China on Disciplinary Actions* and the *Certain Regulations on Integrity of Leaders in State-owned enterprises* and other internal party regulations, as well as the *Anti-Money Laundering Law of the People's Republic of China,* the *Supervision Law of the People's Republic of China,* the *Law of the People's Republic of China on Government Sanctions of Public Officials,* the *Anti-Unfair Competition Law of the People's Republic of China* and the *Regulations on the Prevention of Bribery* among other relevant laws and regulations. We have anti-corruption mechanisms such as the "Provisions on Investigating Responsibility for Illegal Operation and Investment", the "Procurement Supervision and Management Regulations", and the "Regulations on Supervision and Administration of Investment Projects". All of the Party members, cadres and employees are strictly supervised to abstain from such misconducts as fraud, offering or accepting bribes, corruption, extortion and money laundering.

The Company has established a Disciplinary Supervision Committee (the "**Disciplinary Committee**"). The Disciplinary Committee issued integrity reminder cards and announced to all employees the hotline and other channels for reporting. We actively accept employees' letters and visits by organising the "Disciplinary Committee Secretary Reception Day" and other activities to support employees to report corruption incidents. After receiving the relevant report, we conduct investigation and verification. We strictly handle improper behaviour in accordance with the corresponding laws and regulations and the Group's system, and suspected criminals will be transferred to the judicial authority. At the same time, strict measures have been implemented for protecting whistle-blowers and the reported information. In the investigation process, we ensure that relevant personnel are protected. It is strictly forbidden for staff to keep, conceal, consult, extract, copy and carry the information involved in the case without permission. Disclosure of the information involved in the case or contacting the persons involved in the case and their specific related parties without approval are also strictly prohibited.

本集團依據《中國共產黨章程》《中國共產黨紀律處分條例》《國有企業領導人員廉潔從業若干規定》等黨內法規，以及《中華人民共和國反洗錢法》《中華人民共和國監察法》《中華人民共和國公職人員政務處分法》《中華人民共和國反不正當競爭法》《防止賄賂條例》等相關法律法規，設有反腐敗機制，制定了《違規經營投資責任追究規定》《採購監督管理規定》《投資項目監督管理規定》等內部規章制度，對全體黨員幹部員工嚴格管理，不得存在欺詐、行賄、受賄、貪污、勒索、洗黑錢等失當行為。

本公司設有紀律檢查委員會(「**紀委**」)，向全體員工發放「黨風廉政卡」，公開電話等舉報渠道，積極受理員工信訪舉報，並設立紀委書記接待日等活動，支持員工舉報貪腐事件。接到相關舉報後，進行調查核實，確定不當行為後按照相應的法律法規及本集團制度進行嚴格處理，對於涉嫌犯罪行為的人員將移交司法機關處理。同時，對舉報人和舉報信息實施嚴格的保護措施，調查過程確保相關人員回避，嚴禁工作人員私自留存、隱匿、查閱、摘抄、複製、攜帶涉案數據，嚴禁洩露涉案信息，嚴禁未經批准接觸涉案人員及其特定關係人。

Comprehensive supervision mechanism
「大監督」協同機制

To thoroughly implement the comprehensive supervision work plan issued by the higher-level disciplinary committee, we have established a coordinated and efficient oversight mechanism by centring on intra-Party supervision while integrating various oversight functions. These include discipline inspection and supervision, auditing and inspection, legal and risk control, business function oversight, employee democratic supervision, and social supervision, thereby consolidating oversight synergy. We have constructed a three-tiered defence system: First, business departments fulfil their specialised supervisory responsibilities as the "first line of defence" to effectively prevent integrity risks; second, dedicated inspection and audit departments strengthen monitoring and risk identification as the "second line of defence" to create a strong supervisory deterrence; third, disciplinary inspection and supervision departments serve as the "third line of defence" by exercising the "dual supervision" function, fulfilling duties of supervision, discipline enforcement, accountability, as well as investigation, and handling, and promoting the implementation of business and functional supervisory responsibilities.

本公司深入貫徹上級紀委「大監督」工作實施方案，以黨內監督為主導，統籌紀檢監察監督、審計巡察監督、法律風控監督、業務職能監督、職工民主監督、社會監督等各類監督，構建協同高效的「大監督」工作機制，凝聚監督合力。構建業務職能部室履行專業線條監督職責、有效防控廉潔風險的「第一道防線」，打造巡察、審計等專責監督部門強化監督檢查與風險排查、形成有力震懾的「第二道防線」，築牢紀檢監察部門發揮「監督的再監督」作用、履行監督執紀問責和監督調查處置職責、推動業務及職能監督責任落實的「第三道防線」。

Matters that fall within the scope of the "Three Importance and One Large" system
「三重一大」事項

The Company has established the "Three Importance and One Large" system implementation measures under which decisions on important matters, appointment and resignation of key managerial staff, arrangements on important projects, and use of large-sum money must be made through collective discussion. In daily operation, the Company strictly abides by rules such as governing business expenditure and executive management. The matters that fall within the scope of the "Three Importance and One Large" system shall be collectively decided by the Company in meetings such as the Party Committee meetings, executive office meeting, Board meetings, etc.

本公司設有「三重一大」制度實施辦法(重大事項決策、重要幹部任免、重要項目安排、大額資金的使用，必須經集體討論做出決定的制度)，在日常工作中嚴格遵循業務支出、幹部管理等若干規定，針對「三重一大」事項，相應召開黨委會、經理辦公會、董事會等形式的會議，作出集體決策。

ESG Management System

Economic Responsibility Audit
經濟責任審計

The Group continued to advance its work on economic responsibility audit. As for the main leaders and special posts person in charge, on the basis of "Mandatory Audits for all Resignations and Position Exits", we combined the outgoing audit and the incumbent audit over a three-year period, during which a rotating audit mechanism has been established to carry out internal economic responsibility audits in a planned way. During the Reporting Period, in accordance with its 2025 Economic Accountability Audit Plan, the Group completed audits of five subsidiaries, focusing on the economic responsibilities of their leaders during their tenure. These audits concentrated on key areas including policy implementation, fund utilisation, procurement, and sales, identifying potential risks and driving the implementation of corrective measures. This rigorous process fully leveraged the supervisory role of auditing, thereby promoting enhanced corporate governance and fostering the Group's healthy development.

本集團持續推進經濟責任審計工作，對主要領導及特殊崗位負責人在「凡離(職)必審，凡退(出)必審」的基礎上，將離任審計與任中審計相結合，三年為一期，建立輪審機制，有計劃地開展內部經濟責任審計。報告期內，本集團按照二零二五年經濟責任審計計劃，完成5家單位領導任職期間經濟責任審計，重點圍繞政策執行、資金使用、採購和銷售等領域，揭示潛在風險，推動整改落實，充分發揮審計監督作用，促進企業完善治理、健康發展。

Oral Reminder and Anti-corruption Interview
談話提醒和廉政約談

In 2025, the Company continued to use oral reminder and anti-corruption interview as an important means to Party building and anti-corruption work and insisted on the practice of anti-corruption interviews with newly appointed and transferred cadres before their service. We talked to the heads of functional departments such as benefits distribution, public vehicle management, security and financial audit to send reminder prior to important festivals. In daily supervision, we stressed the importance of warning education for key personnel at sensitive positions and authorised to exercise power. In response to early signs of problems in the ideology and lifestyle of Party members and cadres implied by staff members' letters and visits, and the committee audits, interview inquiries should be carried out, reminders given, and corrections implemented in due time according to the instructions of the higher authorities.

二零二五年，本公司持續發揮談話提醒和廉政約談在黨風廉政建設中的重要作用，堅持對新任職和職務調整的幹部開展任職前廉政談話；逢重要節日節點，對福利發放、公車管理、安全保衛、財務審計等職能部門負責人進行談話提醒；日常監督中，注重結合工作實際，對身在敏感崗位、有業務處置權的重點人員開展警示教育；針對職工群眾來信來訪、巡察審計中涉及的黨員幹部思想作風方面的苗頭性、傾向性問題，及時按照上級要求開展約談函詢，予以提醒糾正。

The Company has established a daily supervision and inspection mechanism led by the Disciplinary Committee, focus on the weight links and key points, strengthen the supervision of the standardized execution of procedures by various departments and units with management functions. Through secret visits, talks, data research, to gain a deep understanding of the work style and integrity of Party members and cadres. Conduct on-site visits to the technology headquarters and second tier units during holiday periods, focusing on the hidden variations and emerging tendencies of the "Four Winds Problem". Meanwhile, we further improve communication channels, and encourage employees to express their opinions and provide clues through channels such as the reception day of the Secretary of the Disciplinary Committee, the mailbox and the hotline of the Disciplinary Committee.

The Company's Disciplinary Committee has continued to promote the construction of a clean culture, actively exploring innovative forms and carriers of education, and fully play a deterrent role by conducting the warning education and strengthening the defense line. We have further enriched the content and design of the integrity briefing page, and compiled learning materials including warning cases, integrity reminders, supervision suggestions, anti-corruption tips during holidays, anti-corruption cartoons, etc. Through the rich content and form of pictures and texts, we promote the warning education and prolong its effectiveness, urge Party members, cadres and employees to strengthen their ideals and beliefs, and build a "protective netting" of disciplinary awareness. During the Reporting Period, the Company's Disciplinary Committee prepared and issued 4 integrity briefings, with all Party branches carrying out communication and learning activities.

本公司建立由紀委牽頭的日常監督檢查機制，聚焦權重環節和關鍵點位，加強對具有管理職能的各部室、各單位程序執行規範的監管。通過暗訪、談話、查閱資料等方式深入了解黨員幹部的工作作風和廉潔情況。針對節日節點，實地走訪公司本部、二層單位，緊盯「四風」隱形變異和苗頭性傾向性問題。同時，進一步完善和暢通信訪渠道，鼓勵職工群眾通過紀委書記接待日、紀委郵箱、紀委熱線等多種載體發表意見、提供線索。

本公司紀委持續推進廉潔文化建設，積極探索創新教育形式和載體，充分發揮警示教育強震懾、固防線的作用。同時，進一步豐富廉情簡報頁面內容和板塊設計，彙編了包含警示案例、廉政提醒、監督建議、節日提示、廉政漫畫等學習材料。通過圖文並茂的內容和形式，推動警示教育觸及內心、常態長效，督促黨員幹部職工堅定理想信念，築牢規矩意識「防護網」。於報告期內，本公司紀委共製作下發廉情簡報4期，全部黨總支、黨支部開展了傳達學習活動。



CASE 案例

Case: Convening the "Learning from Cases, Promoting Reform through Cases" warning education conference

案例：召開「以案為鑒　以案促改」警示教育大會



In August 2025, the Company convened a significant Warning Education Conference themed "Learning from Cases, Promoting Reform through Cases". This conference conveyed the spirit of the Tong Ren Tang Holdings' warning education conference and presented a detailed analysis of typical disciplinary violations and illegal practice cases uncovered in recent years, along with the corresponding accountability actions taken. Its purpose was to amplify the deterrent effect of using cases as warnings, to clarify disciplinary boundaries, and to catalyse substantive improvements. Through this focused approach, the conference significantly heightened the relevance and effectiveness of integrity education. It served to guide Party members and managerial staff in studying, understanding, internalising, and adhering to discipline, thereby strengthening their ideological defence against corruption. The initiative reinforces the imperative for constant vigilance and reverence, cultivating an environment characterised by integrity and ethical conduct essential for the Group's high-quality development.

二零二五年八月，本公司組織召開了「以案為鑒，以案促改」警示教育大會，傳達集團公司警示教育大會精神，通報剖析近年來查處的違紀違法典型案例及相關追責問責情況，強化以案示警、以案明紀、以案促改的震懾作用，進一步增強廉潔教育的針對性和實效性，引導黨員幹部學紀、知紀、明紀、守紀，築牢拒腐防變思想防線，時刻保持警醒與敬畏，為本集團高質量發展營造風清氣正的良好環境。

During the Reporting Period, the Group continued to enhance our management policies and processes to support our risk control and anti-corruption activities. Our risk and anti-corruption controls were operating effectively, with no significant deficiencies identified. In 2025, the Group did not identify any cases of bribery, extortion, fraud and money laundering, and there were no litigations related to corruption against the Group or its employees in 2025.

報告期內，本集團持續完善相關制度及管理體系，以支持風險控制及反腐敗管理工作的開展，整體運行情況良好，未發現重大缺陷。二零二五年，本集團亦未發現賄賂、勒索、欺詐及洗黑錢的情況，二零二五年度本集團或員工未發生貪污訴訟案件。

Fair Competition
公平競爭

To improve the ability to identify, prevent and handle the risk of monopoly and other behaviours, and foster a culture of fair competition, we have taken the following measures to avoid unfair competition:

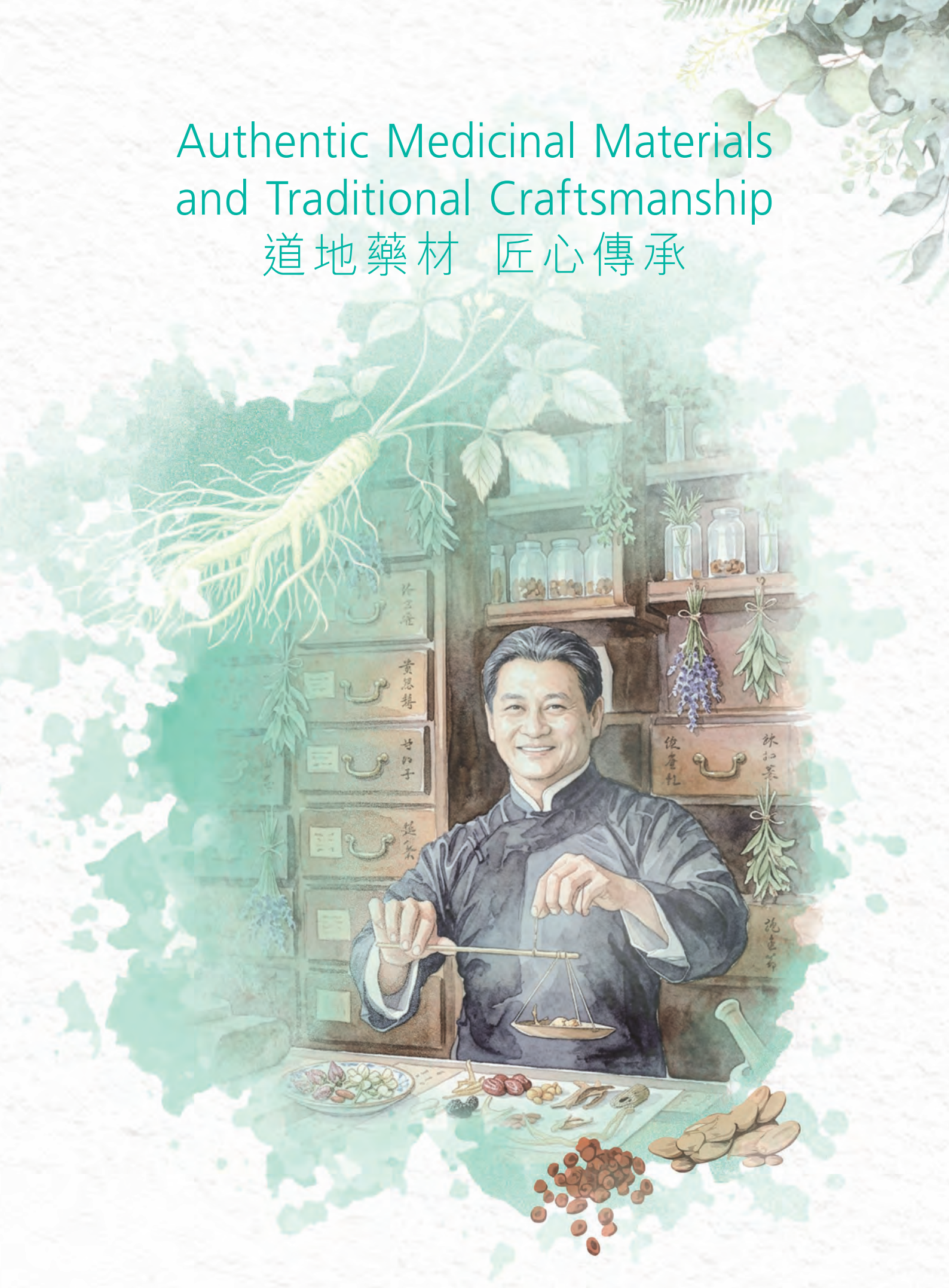
- Formulating the *Anti-monopoly Compliance Management Guidelines* and the *Compliance Guidelines Against Commercial Bribery*, continuously monitoring the implementation of these guidelines, updating these guidelines, improving the applicability of these guidelines, and giving full play to their guiding role.
- Carrying out a thorough and special anti-monopoly investigation and rectification, covering all aspects of the Group's operation and management, and continuously improving employees' anti-monopoly awareness and legal literacy.
- Providing anti-monopoly compliance training, especially training and education on anti-monopoly laws training for all employees, to enhance their awareness of anti-monopoly laws and compliance.
- Strengthening compliance management, revising bulk sales contract templates in a timely manner, paying special attention to whether there are contract terms involving horizontal and vertical monopolies, adding anti-commercial bribery terms and an agreement on integrity and compliance, and striving to prohibit behaviours of monopoly and commercial bribery through contractual agreement and penalties.
- Continuously strengthening the legal review of advertising materials, with a focus on the prohibited advertising terms and behaviours specified by laws and regulations, and avoiding the risk of violations.

為提高對壟斷等行為的風險識別、防範和處置能力，培育公平競爭文化，我們在避免發生不正當競爭行為方面採取以下措施：

- 制定《反壟斷合規管理指引》《反商業賄賂合規指引》，並持續監控相關指引的落地執行情況，不斷更新指引內容，提高指引的可適用性，充分發揮指引作用。
- 深入開展反壟斷專項排查整治工作，排查範圍覆蓋本集團經營與管理的各個方面，不斷提高員工的反壟斷意識和法律素養。
- 開展反壟斷合規培訓，加強對全體員工的反壟斷法規培訓和教育，提高員工的法律意識和反壟斷合規意識。
- 強化合規管理，適時修訂大宗銷售合同範本，特別注意是否存在涉及橫向壟斷、縱向壟斷的合同條款，增加反商業賄賂條款及誠信合規約定書，力爭通過合同約定和違約罰則來禁止壟斷行為及商業賄賂的發生。
- 持續加強廣告宣傳材料的法律審核工作，重點關注法律法規所規定的各項禁止使用的宣傳用語和禁止從事的行為，避免發生違法違規風險。

Authentic Medicinal Materials and Traditional Craftsmanship

道地藥材 匠心傳承



1.1 Authentic Place of Origin
道地產區

The main raw materials used in the Group's production are various traditional Chinese medicinal materials. The Group strictly abides by the approach of "planting and harvesting specific to places of origin and seasons". We have established six subsidiaries that engage in planting in Hebei, Hubei, Henan and other regions of Chinese medicinal materials to plant and harvest indigo woad root, tuckahoe, cornel and other local traditional Chinese medicinal materials, which are commonly used by the Group.

本集團用於生產的主要原材料為各類中藥材。本集團嚴格遵循「採其地、用其時」的種植採收標準，已在河北、湖北、河南等中藥材產區自設六家種植型子公司，種植採收板藍根、茯苓、山茱萸等本集團常用之中藥材。

Traceability of whole process from destination to raw materials
從去向到原材料的全過程追溯



Whole process management and information collection from raw materials to destination
從原材料到去向的全過程管理和信息採集

1. Authentic Medicinal Materials and Traditional Craftsmanship

In order to meet the requirements for standardised planting, management and traceability of traditional Chinese medicinal materials, and ensure product quality, realise the supervision of traditional Chinese medicinal materials across the life cycle. The Group's comprehensive quality traceability system for Chinese medicinal materials spans the entire production process. It meticulously tracks data across every stage, including cultivation, decoction piece production, proprietary Chinese medicine manufacturing, along with warehousing, logistics, and distribution. This integrated system delivers complete traceability "from seed to cup" and ensures comprehensive oversight "from field to factory". Furthermore, it enforces rigorous control "from quality assurance to supply chain integrity". By implementing management modes utilising batch-specific or item-specific coding, the Group guarantees that the origin of products is traceable, their destination verifiable, liability attributable, and risks effectively mitigated. Consequently, these measures elevate production standards and technical specifications, thereby significantly enhancing the products' competitiveness in the marketplace.

In 2025, the Group continued to promote traditional Chinese medicinal materials planting traceability on a pilot basis. As of the Reporting Period, the Group has successfully implemented traceability management for more than 50 distinct varieties. Going forward, the Group will further standardise the management of varieties included in the traceability system to expand the included varieties in due course.

為滿足中藥材規範化種植、管理和溯源的需求，保障產品質量，實現對中藥材全生命週期的監管，近年來，本集團嘗試利用現代化信息技術，開展中藥材溯源體系的建設工作。中藥材全流程質量追溯體系覆蓋中藥生產全流程的數據追溯，包含藥材種養殖、飲片生產、中成藥生產，以及倉儲、物流、經營等各個環節的信息，實現了從「種子」到「杯子」的全程追溯，從「田間」到「車間」的全面監管，以及從「質量」到「供應」的嚴格管控。通過實施一批一碼或一物一碼的管理模式，確保了產品來源可溯、去向可查、責任可究、風險可控，從而提升生產技術規範標準，增強產品的市場競爭力。

二零二五年，本集團持續推進中藥材種植溯源試點工作，截至報告期末，本集團共實現了50餘個品種的追溯管理。未來，本集團將對已納入追溯系統的品種實行進一步的規範化管理，並在此基礎上適時擴大納入追溯系統的品種範圍。

1.2 Ecosystem and Natural Resources Conservation
生態環境及天然資源保護

Traditional Chinese medicines have played pivotal role in the development of China for thousands of years and are still common treatments for disease in China today. Among them, medicinal animal and plant resources are an important part of traditional Chinese medicines. They are all derived from nature, and natural medicines cannot be completely replaced by chemical synthetics. Therefore, to meet the needs of the development of the traditional Chinese medicine in the country and fully meet the standards of the with the relevant requirements of the *Pharmacopoeia of the People's Republic of China*, the Group rationally uses natural musk and other medicinal animal and plant resources in some products such as Xihuang Pills (西黃丸) to ensure product efficacy and consumer health and meet consumer demand.

The rational use of medicinal animal and plant resources is not inconsistent with their protection. In order to protect and promote the sustainable utilisation of medicinal animal and plant resources, China has promulgated laws and regulations such as the *Wildlife Protection Law of the People's Republic of China*, the *Implementation Regulations of the People's Republic of China on the Protection of Terrestrial Wildlife* and the *Implementation Regulations of the People's Republic of China on the Protection of Aquatic Wildlife* and the *List of Key Protected Wild Animals in China*, which impose very strict regulatory requirements on the procurement and utilisation of related resources. The Group strictly abides by relevant national laws and regulations when purchasing and using such resources. The Group only purchases relevant resources from suppliers with legal sources of traditional Chinese medicinal materials. Before selling such resources to the Group, the supplier must apply to the national/local administration to get approval, only then will the Group purchase and store the materials in strict compliance with the approved varieties and quantities. When using relevant resources, the Group will apply in advance to the national/local administration for approval on the amount and purpose of use, quantity of finished products and the purchase volume of the "China Wildlife Management Special Label". After approval, we produce in strict compliance with the approved amount of use, and stick the "China Wildlife Management Special Label" on product packaging in accordance with relevant national laws and regulations.

中醫藥在我國數千年的發展中具有舉足輕重的地位，直至今日在我國仍然是治療疾病的常用方法之一。其中，藥用動植物資源作為中藥的重要組成部分，均源自天然，而天然藥物不能完全用化學合成品取代，因此，為滿足我國中醫藥發展需要，符合《中華人民共和國藥典》標準，保證產品療效、滿足消費者的用藥需求與健康，本集團在西黃丸等部分產品中合理使用天然麝香等藥用動植物資源。

保護與合理使用藥用動植物資源並不相悖，為保護及促進藥用動植物資源的可持續利用性，我國出台了《中華人民共和國野生動物保護法》《中華人民共和國陸生野生動物保護實施條例》《中華人民共和國水生野生動物保護實施條例》《國家重點野生保護動物名錄》等法律法規，對相關資源的採購及使用有非常嚴格的監管要求。本集團在採購、使用相關資源時，均嚴格按照國家相關法律法規的規定執行。本集團僅向有合法來源的中藥材供貨商進行相關資源的採購，供貨商在向本集團出售相關資源之前，會向國家／地方行政部門進行申請，經審批後，本集團將嚴格按照經審批的採購資源種類及數量進行採購、入庫。在使用相關資源時，本集團事先向國家／地方行政部門申請相關資源的使用量、使用用途、產成品數量及「中國野生動物管理專用標識」購入量，經審批後，嚴格按照批准的使用量進行生產，並按國家相關法規要求，在產品包裝上粘貼「中國野生動物管理專用標識」。

1. Authentic Medicinal Materials and Traditional Craftsmanship

At the same time, in order to protect the ecological environment and biodiversity, and minimize the impact on the surrounding environment, various plant type subsidiaries of our Group strictly follow "*Quality Management Standards for Production of Chinese Medicinal Materials*" (GAP), strictly control various key points and elements in the planting process of Chinese medicinal materials such as sowing, fertilization, and pest control through standardized management methods, finely control the use of pesticides and fertilizers, prevent excessive use of their types and quantities, avoid ecological pollution, and thus achieve sustainable utilization of natural resources while ensuring the quality of Chinese medicinal materials. Meanwhile, employees of the Group also participate in training on wildlife conservation laws and management systems organized by the forestry department from time to time, in order to continuously improve their awareness of protecting biodiversity.

同時，為保護生態環境與生物多樣性，最大限度降低對周邊環境的影響，本集團各種植型子公司嚴格以《中藥材生產質量管理規範》(GAP)為指導，通過規範化的管理方式，嚴格把控播種、施肥、病蟲害防治等中藥材種植過程中的各個關鍵點及要素，精細控制農藥化肥的使用，防止其種類和數量的過度使用，避免生態環境污染，進而在保證中藥材質量的同時，實現天然資源的可持續利用。同時，本集團員工還會參加林業部門不定期組織的野生動物保護法及管理制度相關培訓，以不斷提高保護生物多樣性意識。

CASE 案例

Case: Consolidating the foundation of traditional Chinese medicine quality through standardised cultivation and end-to-end traceability management
案例:推進規範化種植與全流程溯源管理，夯實中藥材質量根基

The Company's cultivation-focused subsidiary, Beijing Tong Ren Tang Hebei Chinese Medicinal Industry Co., Ltd. ("**Tong Ren Tang Hebei Industry**"), located in Yutian County, Tangshan City, Hebei Province, leverages the region's inherent advantages in authentic medicinal materials. It continuously refines standardised cultivation practices and quality control systems, thereby driving the standardisation, precision, and digitalisation of source management for Chinese medicinal herbs. Focusing on 15 key varieties, including Viola philippica (苦地丁), Schizonepeta spike (荊芥穗), and Bupleurum (柴胡), Tong Ren Tang Hebei Industry has established standardised raw material cultivation bases. These implement stringent uniform standards encompassing seed selection, field management, harvesting, processing, and quality testing, significantly strengthening risk control at critical stages. Furthermore, all varieties are now incorporated within a comprehensive traceability system. This enables full-process tracking from planting and harvesting through to processing and warehousing, thereby ensuring clearly documented origins, controlled procedures, and verifiable quality. Such measures effectively guarantee the consistency and stability of the herbs' quality.

本公司位於河北省唐山市玉田縣的種植型子公司 — 北京同仁堂河北中藥材科技開發有限公司(「**同仁堂河北產業**」)，依託當地地道藥材資源優勢，持續完善規範化種植與質量管控體系，推動中藥材源頭管理標準化、精細化、數字化。同仁堂河北產業圍繞苦地丁、荊芥穗、柴胡等15個重點品種，建設規範化原料種植基地，嚴格執行統一種源選育、田間管理、採收加工及質量檢測標準，強化關鍵環節風險管控。同時，全部品種均已納入溯源系統管理，實現從種植、採收到加工入庫的全流程可追溯，確保藥材來源清晰、過程可控、質量可查，有效保障藥材質量的均一性與穩定性。

Looking ahead, Tong Ren Tang Hebei Industry will persist in optimising its technical standards for standardised cultivation and quality management systems. It will deepen the integration of digital empowerment with sustainable cultivation principles, continually enhancing both the quality and industrial value of Chinese medicinal materials, thereby consolidating the foundation for the high-quality development of the TCM industry.

未來，同仁堂河北產業將持續優化規範化種植技術標準與質量管理體系，深化數字化賦能與綠色種植理念融合，不斷提升中藥材質量與產業價值，夯實中醫藥產業高質量發展根基。

1. Authentic Medicinal Materials and Traditional Craftsmanship

1.3 Supply Chain Management
供應鏈管理

In strict compliance with the *Law of the People's Republic of China on the Administration of Pharmaceuticals,* the *Good Manufacturing Practice* ("**GMP**") and relevant laws and regulations, the Group established the "Raw Material Procurement Management System", the "Supplier Management System of Auxiliary Materials and Packaging Materials for Production", the "Supplier Management Regulations of Auxiliary Materials and Packaging Materials", the "Management Regulations about Supplier Audit, Evaluation and Approval" and other management system. The Group has clarified supplier qualifications, selection standards, quality auditing and evaluation standards, and material quality evaluation standards to establish an increasingly strict supplier management system.

The Group has an established supplier selection process. Based on ensuring that supplier qualifications comply with the criteria, the Quality Management Department, in collaboration with related units, conducts assessment and on-site audit on suppliers. Only suppliers who have passed the audit and assessment may be included in the Qualified Supplier List of the Group and possessed supply products opportunities.

In 2025, there were 261 qualified suppliers on the Group's "Qualified Supplier List" eligible for selection based on the Group's actual needs of procurement.

本集團嚴格按照《中華人民共和國藥品管理法》《藥品生產質量管理規範》(「**GMP**」)及其他法律法規要求，制定了《原料採購管理制度》《生產用輔料、包裝材料供應商管理制度》《輔料、包材供應商管理規程》《供應商審計、評估與批准管理規程》等管理制度，明確供應商資質要求、選擇標準、質量審計評估標準以及物料質量評估標準等，進而建立了日趨嚴格的供應商管理體系。

本集團有固定的供應商選擇流程，在確保供應商資質符合條件的基礎上，由質量部門協同相關單位進行供應商的評估和現場審計。經過審計、評估合格的供應商可被列入本公司《合格供應商名錄》，方可具備供貨資格。

二零二五年，列入本集團《合格供應商名錄》的合格供應商共計261家，於開展業務時，我們會根據實際採購需求，從中進行選擇。

Supplier Management by Risk Level
供應商風險分級管理

Based on identified risks of production materials, the Group has adopted level-to-level management which classifies risks into A, B, C and D levels. The Group has identified supplier risk levels accordingly. For different levels, the Group has determined the corresponding audit cycle and has formulated audit plans for next year, based on the outcome of the supplier annual review and risk evaluation, and increases audit frequency on production suppliers with high risks so as to further reduce material purchasing risks.

At the same time, the Group also regularly reviews all suppliers to ensure supply chain security. During the supply process, if major changes or serious quality problems are identified, the Procurement Management Department can suspend the supplier in question and ask the supplier to rectify at any time, supply can only be resumed after the rectification is accepted. The contract with a qualified supplier can be terminated and the supplier can be disqualified if necessary. At the end of each year, the Procurement Management Department, the Quality Management Department, and each production entity shall conduct a comprehensive evaluation of suppliers and jointly fill in the "Annual Scoring Form for the Comprehensive Evaluation of Suppliers". The Quality Management Department evaluates the suppliers' quality deviation and quality complaint. The Procurement Management Department conducts a comprehensive evaluation according to the service quality. Each production entity carries out annual comprehensive evaluation of suppliers according to the production, utilisation, storage and transportation condition.

本集團依據生產所需物料的風險，將生產所需的物料分為A、B、C、D四個等級進行分級管理，並以此劃分供應商的風險等級。針對不同的風險等級，本集團規定相應的審計週期，並結合供應商年度回顧及風險評估結果制定新一年度的供應商審計計劃，針對高風險物料的供應商適當增加審計頻次，進一步降低採購風險。

同時，本集團亦會對所有供應商進行定期評審，保證供應鏈安全。在供貨過程中，如發現供應商有重大變動或出現嚴重質量問題，採購管理部門有權隨時要求供應商停止供貨，進行整改，整改合格後方可繼續供貨；必要時終止合同，並取消其合格供應商資格。每年末由採購管理部門、質量管理部門以及各生產單位對供應商進行綜合評估，共同填寫《供應商年度綜合評價打分表》。質量管理部門根據供應商質量偏差和質量投訴進行評估；採購管理部門根據服務質量進行綜合評估；各生產單位根據生產使用和存儲運輸情況等對供應商進行年度綜合評估。

1. Authentic Medicinal Materials and Traditional Craftsmanship

To reduce the risk of reduced or interrupted supply of raw materials, the Group's Procurement Department formulates a procurement plan based on the production demand situation, raw material inventory, raw material quality, average annual consumption, and raw material planting areas to ensure reasonable inventory. Procurement personnel supervise the execution of orders throughout the entire process and promptly develop emergency measures in case of special risk issues. Particularly for seasonal traditional Chinese medicinal materials, the Procurement Department sorts out the harvesting time of the planting areas of Chinese medicinal materials, communicates with the production entities in advance for traditional Chinese medicinal materials known to be of low yield, confirms the production demand, and formulates the procurement plan in advance to ensure stable supply.

During the Reporting Period, the Group did not have any events with material risks or impacts along the supply chain.

為降低原材料供應量減少或中斷風險，本集團採購部門結合生產需求情況、原材料儲備情況、原材料質量特性、平均年用量、原材料產區情況等制定採購計劃，確保合理庫存。採購人員全過程監督訂單執行情況，遇特殊風險事項及時制定應急措施，特別是對於季節性有要求的中藥材，採購部門將及時梳理中藥材產地的產新時間，對已知的產量較低的中藥材產品，提前與生產部門進行溝通，確認生產需求，提早制定採購計劃，確保穩定供應。

報告期內，本集團未發生供應鏈環節中具有重大風險與影響的事件。

Green Supply
綠色供應

The Group establishes a sound system and implements standardised management on material procurement. The purchased raw materials, auxiliary materials, packaging materials and other materials must meet the corresponding national standards and environmental protection characteristics (for example, strictly control the content of pesticide residues and heavy metals in raw materials; environmental protection ink and environmental protection glue are purchased as packaging materials). At the same time, ESG considerations such as corporate governance, safety and environmental protection are gradually incorporated into supplier audit, and through interviews and other means, suppliers are urged to continuously improve their environmental awareness and driven to jointly realise green, harmonious and sustainable development (for example, during on-site audits of manufacturers, we require production facilities to occupy suitable locations while maintaining cleanliness standards, with manufacturing premises remaining entirely free from contamination sources, among other essential criteria). In addition, we will continue to deliver ESG training to suppliers to raise their ESG awareness.

本集團建立健全制度體系，對物料採購實行標準化管理，所選購的原材料、輔料、包材等物料均須符合相應的國家標準及環保特性(例如，嚴格控制原材料中農藥殘留物及重金屬含量；所選購的包材需使用環保油墨及環保膠等)。同時，在供應商審計中逐步納入公司治理、質量、安全環保等ESG方面的考慮因素，並通過訪談等方式，促使供應商不斷提升環保意識，帶動供應商共同實現綠色、和諧、可持續發展(例如，對供應商現場審計時要求企業位置適宜、整潔、廠區環境無污染源等)。此外，我們亦將持續對供應商進行ESG培訓，促使供應商提升ESG意識。

Quality Commitment and Responsibility First
品質擔當 責任至上



2.1 Quality Control
質量控制

The Group has strictly complied with the *Law of the People's Republic of China on the Administration of Pharmaceuticals*, the *Law of the People's Republic of China on Product Quality*, the *Law of the People's Republic of China on Traditional Chinese Medicine*, the *Administrative Measures on Adverse Drug Reaction Reporting and Monitoring* and other national laws and regulations on product safety to ensure product safety. In 2025, there were no product liability violations that had a material impact on the Group.

The Group's quality control is mainly implemented in accordance with the relevant requirements of the *Pharmacopoeia of the People's Republic of China*, the *Good Manufacturing Practice for Drugs* ("**GMP**") and the Group's internal quality control standards. The Group has formulated various quality inspection and management standards, including those for traditional Chinese medicinal materials, excipients, packaging materials, intermediate goods and finished products, and made detailed regulations on various objects, methods and contents of inspection. Internal and external trainings have been organised for relevant units to ensure that the new requirements of various drug laws and regulations are implemented in work.

The Group's quality control of Chinese patent medicines covers the entire production cycle of the product from raw material procurement, warehouse management, and processing, to product quality control and after-sales feedback.

本集團嚴格遵照《中華人民共和國藥品管理法》《中華人民共和國產品質量法》《中華人民共和國中醫藥法》《藥品不良反應報告和監測管理辦法》等國家有關產品安全的法律法規，致力於確保產品安全。二零二五年，未發生對本集團有重大影響的產品責任違規情況。

本集團的質量控制主要根據《中華人民共和國藥典》《藥品生產質量管理規範》(「**GMP**」)及本集團內部質量控制標準的相關要求執行。同時，本集團制定了各項質量檢驗管理標準，包括中藥材、輔料、包材、中間產品及成品，對各類驗品、檢驗方法與檢驗內容做出了詳細規定，並組織相關單位開展內外部培訓，確保各項藥政法規要求落實到位。

本集團對中成藥的質量控制覆蓋了產品的全生產週期，涵蓋原料採購、倉儲管理、炮製加工、產品質量控制、售後反饋等各個環節。

2. Quality Commitment and Responsibility First

In terms of quality control of medicinal raw materials, the Group has a professional inspection team experienced in medicinal raw material acceptance and inspection. The team of medicinal materials experts exercise rigorous control over the quality of medicinal materials by first carrying out appearance character inspection of medical raw materials through sensory identification methods such as "visual observation, olfactory smelling and taste testing", then the team conducts a full inspection for traditional Chinese medicinal materials by lot with professional equipment to eliminate such phenomena as dyeing, weight gain and adulteration of medicinal materials.

The Group exercises strict product quality control throughout the production process. Adhering to ancient maxims, it combines traditional preparation techniques with modern pharmaceutical technologies, and strictly complies with characteristic traditional Chinese medicine processing and production procedures and techniques that Tong Ren Tang has developed over nearly a century. The Group strictly controls every key point in production and constantly pursues better quality. It boasts characteristic grinding levels, mixing uniformity, temperature and timing in mixing Chinese medicinal materials of different qualities, as well as features special manual water-based pill manufacturing techniques and wax coating techniques.

Regarding product quality control, the Group regularly carries out meticulous and overall on-site inspections for all production workshops, and rigorously controls product quality by strengthening on-site management and manufacturing monitoring. In case of substandard products in the production process, the quality officers have veto power to ensure the compliance of products with quality requirements.

在中藥材質量控制方面，本集團配備有經驗豐富的中藥材驗收專家團隊與檢驗團隊，由中藥材專家團隊首先通過「眼看、鼻聞、口嘗」等方式對中藥材進行外觀性狀檢驗，再由檢驗團隊利用專業儀器設備對中藥材進行全項檢驗，杜絕中藥材染色、增重、摻僞等現象，嚴格把控中藥材原材料質量。

在生產過程中，本集團始終嚴格堅持產品質量控制，遵照古訓，在繼承同仁堂傳統炮製技藝的同時，與現代製藥技術相結合，嚴格遵循在百年實踐中形成的獨具同仁堂特色的中藥加工製作工序及工藝，把控每一個生產關鍵點，不斷追求精益求精。不同質地中藥材粉碎的細度、研配的均勻度、合坨的溫度和時間、手工泛丸技術、吊蠟皮技術等均獨具特色。

在產品質量管控方面，本集團定期對各生產車間進行細緻、全面的現場檢查，通過加強現場管控，對產品生產進行監控，嚴格確保產品質量。在生產過程中若出現不合格產品，質量管理人員均有權實行一票否決權，確保產品符合質量要求。

CASE 案例

Case: Daxing branch factory's pill-making team honoured as "trustworthy quality team"
案例:大興分廠小丸車間制丸班組榮獲「質量信得過班組」

Standing out among nearly 700 entries from over 300 participating enterprises, the Pill-Making Team within the Small Pill Workshop of the Company's Daxing branch factory was awarded "Trustworthy Quality Team" in the 2025 National Pharmaceutical Industry selection. This recognition exemplifies the team's robust quality control capabilities, efficient collaborative execution, and continuous improvement through innovation, thereby reinforcing our commitment to maintaining product quality excellence.

本公司大興分廠小丸車間制丸班組在二零二五年全國醫藥行業質量信得過班組評選中，從300餘家企業的近700個參評項目中脫穎而出，最終摘得「質量信得過班組」桂冠。這一榮譽充分印證了小丸車間制丸班組過硬的質量管控能力、高效的協同執行能力以及持續的改進創新能力，進而不斷夯實產品的質量根基。



Checks the appearance of the pills
檢查藥丸外觀質量

CASE 案例

Case: Tong Ren Tang wins the "Outstanding Quality Management" award in the pharmaceutical industry in 2025
案例:榮獲「2025年度醫藥行業質量管理優秀成果獎」

In 2025, our Herb Quality Control Team from the Small Pill Workshop at the Company's Daxing branch factory received the "Outstanding Quality Management" award from the China Association for Pharmaceutical Quality Management for their research project, "Reducing the Use of Ethanol in the Small Pill Manufacturing Process".

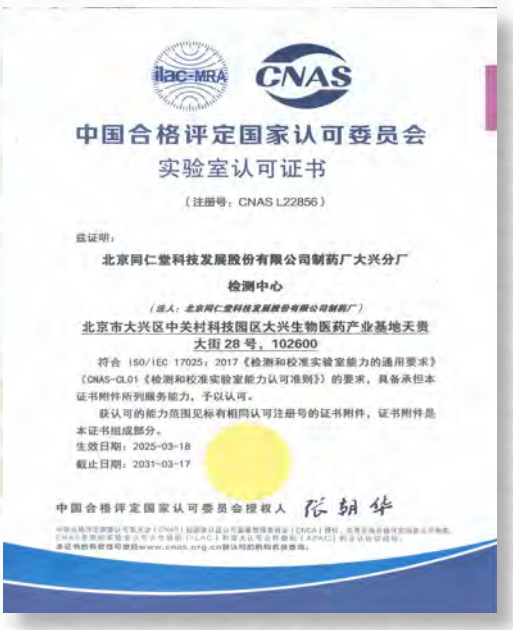
本公司大興分廠小丸車間「百草QC小組」憑藉《降低制丸工序乙醇使用量》課題在中國醫藥質量管理協會公佈的2025年度QC小組活動評選結果中，榮獲「優秀成果獎」。



2. Quality Commitment and Responsibility First

In 2025, the Group's quality testing centre passed the surveillance assessment conducted by the China National Accreditation Service for Conformity Assessment (CNAS). The centre's quality control system continues to operate effectively and comply with the requirements of the ISO/IEC 17025, demonstrating the Group's leading practices in testing. Furthermore, upon CNAS assessments, our testing centres at the Company's Daxing branch factory and Yizhuang branch factory received the CNAS Laboratory Accreditation Certificate.

二零二五年，本集團質量檢測中心順利通過中國合格評定國家認可委員會(CNAS)監督評審，體系運行持續穩定，全面符合ISO/IEC 17025國際標準要求，彰顯本集團在檢測能力方面的領先地位。本公司大興分廠檢測中心、亦莊分廠檢測中心先後通過中國合格評定國家認可委員會(CNAS)評審，獲得實驗室認可證書。


中国合格评定国家认可委员会
实验室认可证书
（注册号：CNAS L22856）
兹证明：
北京同仁堂科技发展股份有限公司制药厂大兴分厂
检测中心
北京市大兴区中关村科技园区大兴生物医药产业基地天贵大街28号，102600
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：2025-03-18
截止日期：2031-03-17
中国合格评定国家认可委员会授权人

Daxing branch factory's testing centre has been granted the Laboratory Accreditation Certificate by the China National Accreditation Service for Conformity Assessment (CNAS) following its assessment

大興分廠檢測中心通過中國合格評定國家認可委員會(CNAS)評審，獲得實驗室認可證書


中国合格评定国家认可委员会
实验室认可证书
（注册号：CNAS L22925）
兹证明：
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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：2025-03-21
截止日期：2031-03-20
中国合格评定国家认可委员会授权人

Yizhuang branch factory's testing centre has been granted the Laboratory Accreditation Certificate by the China National Accreditation Service for Conformity Assessment (CNAS) following its assessment

亦莊分廠檢測中心通過中國合格評定國家認可委員會(CNAS)評審，獲得實驗室認可證書

2. 品質擔當　責任至上

To strengthen the foundation of quality management, the Group continuously enhances its quality control processes, policies, and team capabilities, further refining quality control requirements across all stages:

- System Development: In alignment with updates to the *Pharmacopoeia of the People's Republic of China 2025 Edition*, we revised and enhanced internal quality standards, testing procedures, and key control points.

- Team Development: We prioritise capability development and organised multiple specialised training sessions for our quality control team in 2025. These sessions covered practical inspection techniques, interpretation of updated pharmacopoeia standards, and quality management requirements, significantly enhancing professional expertise.

- Quality Control: For new and revised items in the *Pharmacopoeia of the People's Republic of China 2025 Edition*, we completed method validation, personnel training, and risk assessments ahead of schedule. This ensured seamless implementation of the requirements and supported our commitment to product safety and high-standard quality management.

為夯實質量管理基礎，本集團在制度、流程和團隊建設方面持續完善，進一步細化了各環節的質量控制要求：

- 在制度方面，結合《中華人民共和國藥典》2025年版的更新內容，修訂完善內部質量標準、檢驗規程及關鍵控制點管理機制。

- 在團隊方面，高度重視人員能力建設，全年組織開展多場專項培訓，內容涵蓋檢驗技術實操、新版藥典標準解讀及質量管理規範等，有效提升團隊專業素養。

- 在質量控制方面，針對《中華人民共和國藥典》2025年版新增及修訂項目，提前完成方法驗證、人員培訓與風險排查工作，確保各項要求平穩落地，切實支撐產品安全與高標準質量管理的承諾。

2. Quality Commitment and Responsibility First

In terms of self-inspection, the Group completed self-inspections at 20 operating units, with no major or significant deviation or deficiencies identified in 2025. All inspected units conducted investigations into identified deviations and implemented corrective and preventive actions within the required timeframe.

In terms of education and train, aligned with quality management and compliance requirements, the Group has advanced its tiered and categorised training system through an annual training plan on quality control. During the Reporting Period, the Quality Management Department organised and attended 52 training sessions, including 40 internal training sessions (28 classroom-based sessions and 12 hands-on workshops) and 12 external training sessions. These initiatives reached over 380 participants annually, with key personnel receiving an average of over 40 training hours in 2025. Focused on the implementation requirements of the Pharmacopoeia of the *People's Republic of China 2025 Edition* and preparations for CNAS re-accreditation, these training programmes have significantly enhanced our critical staff in their competencies and compliance with established procedures, providing robust support for the consistently effective operation of our quality control system.

All the Group's production lines have passed GMP certification or GMP compliance inspection, and some production lines have also been certified by the Therapeutic Goods Administration (TGA) in Australia, the European Union and the Ministry of Health, Labour and Welfare in Japan. In 2025, Beijing Tong Ren Tang Hubei Chinese Medicinal Raw Materials Co., Ltd. received the Organic Product Certification for its Poria Cocos (茯苓) and Gardenia (栀子) herbal products, Beijing Tong Ren Tang Anhui Chinese Medicinal Raw Materials Co., Ltd. achieved HACCP and ISO 22000 certifications, and Beijing Tong Ren Tang WM Dianorm Biotech Co., Ltd. obtained certification under GB/T 19001–2016/ ISO 9001:2015.

自檢方面，本集團二零二五年已完成20個單位的自檢工作，未發現嚴重缺陷項和主要缺陷項。被檢查單位針對發現問題均已開展偏差調查及糾正預防措施，並在規定時間內完成整改工作。

在教育培訓方面，本集團圍繞質量管理與合規運營要求，結合年度質量教育培訓計劃，持續推進分層分類的質量培訓體系建設。報告期內，質量管理部共組織及參與各類培訓52項，其中內部培訓40項(包括面授課程28項、實操演練12項)，外部專業培訓12項，全年累計培訓達380餘人次。重點崗位人員年度人均培訓時長超過40小時。相關培訓緊密結合《中華人民共和國藥典》2025年版實施要求及CNAS複評審準備工作，有效提升了關鍵崗位人員的專業能力與規範操作水平，為質量體系持續穩健運行提供了有力支撐。

本集團所有生產線均通過GMP認證或GMP符合性檢查，部分生產線亦獲得澳大利亞TGA認證、歐盟認證及日本厚生省認證。二零二五年，北京同仁堂湖北中藥材有限公司的茯苓、栀子兩味中藥材獲得有機產品認證證書；北京同仁堂安徽中藥材有限公司通過HACCP體系認證及ISO22000體系認證；北京同仁堂麥爾海生物技術有限公司通過GB/T 19001-2016/SO 9001：2015認證。

Drug Recall
藥品召回

Drug recall refers to the recall of drugs with potential safety hazards that have been put on the market by drug manufacturers in accordance with prescribed procedures. In accordance with the relevant requirements of the National Medical Products Administration and the Group's drug quality management, the Group has established the "Regulations on Drug Recall Management" and a drug recall team composed of heads of quality, sales, production, and finance departments. If quality defects or safety hazards are identified in launched products, they will be promptly handled in strict compliance with the protocol and procedures to safeguard consumers' interests and medication safety.

藥品召回是指藥品生產企業按照規定的程序收回已上市銷售的存在安全隱患的藥品。根據國家藥品監督管理局及本集團藥品質量管理的相關要求，本集團已制定《藥品召回管理規程》，並成立了藥品召回小組，由質量、銷售、生產、財務等部門負責人組成。如若發現已上市銷售的產品存有質量缺陷或安全隱患，將及時按照制度及程序嚴格執行，保障消費者的切身利益與用藥安全。

Drug Recall Process
藥品召回處理流程

Before the recall 召回前	The Quality Management Department conducts investigation and evaluation of drugs that may have potential safety hazards and issues an evaluation report. 質量部門對可能具有安全隱患的藥品進行調查評估，出具評估報告。 The drug recall team makes a recall decision based on the evaluation report and initiates the recall. 藥品召回小組根據評估報告作出召回決定，啟動召回。 The Quality Management Department formulates a recall plan, drafts and issues a recall notice, and prepares the recalled drug information (including name, batch number, dosage form, quantity, specification and production date), sales records, instructions for discontinuation of sales and use, and at the same time submits a report to the drug supervision and administration authority. 質量部門制定召回計劃，擬定下達召回通知，並準備好召回藥品資料(包括名稱、批號、劑型、數量、規格、生產日期)、銷售記錄、停止銷售和使用的說明，同時向藥品監督管理機構報告。 The Sales Department tracks the flow and notifies the distributor to stop selling and using appropriate drug after notified. 銷售部門接到通知後追蹤流向，通知經銷商停止銷售、使用相應藥品。

2. Quality Commitment and Responsibility First

During the recall 召回中	Each member unit of the drug recall team keeps records properly. The records are sorted and summarised by the Quality Management Department who then fills in the recall summary table, evaluates the effect of the recall and submits a summary report to the drug supervision and administration authority. The records are archived, and an announcement is made in written form that the recall is over. 藥品召回小組各成員單位做好記錄，由質量部門對記錄進行整理匯總，填寫召回情況匯總表，並對召回效果進行評價，向藥品監督管理機構提交總結報告；記錄存盤，書面形式宣佈召回結束。
After the recall 召回後	The products are retrieved and put it in the non-conforming product warehouse. After the investigation and evaluation is completed, they will be dealt with in accordance with the relevant provisions of the "Non-conforming Product Management Regulations". 收回產品，放入不合格品庫，待調查評估結束後，按《不合格品管理規程》的相關規定進行處理。

In 2025, the Group recorded no recall due to product quality, safety and health issues.
二零二五年，本集團未發生因產品質量安全及健康問題召回的情況。



2.2 Innovation and Research and Development
創新研發

R&D Management System
研發管理體系

To ensure sustained technological innovation and product development, the Company has established a robust R&D management system covering multiple aspects such as R&D management policies, R&D strategic layout, management organization, fund management and infrastructure. Through this integrated approach, we are able to enhance our R&D efficiency and innovation capabilities.

為了確保持續的技術創新和產品研發，公司建立了完善的研發管理體系，涵蓋管理制度、研發佈局、管理組織、資金管理和設備設施等多個方面，全面提升研發效率和創新能力。

R&D Management Policies
研發管理制度

In order to improve the level of scientific research, enhance the ability of scientific research innovation, and ensure the standardization and institutionalization of scientific research projects, the Group has established a sound institutional system covering project initiation, progress, quality control, and intellectual property application, including the "Research and Development ("**R&D**") Project Management System", "Science and Technology Innovation Management Regulations", "Secondary Scientific Research Project Management System", "New Product Initiation Management Regulations" and other systems, in order to efficiently carry out scientific research and innovation work.

The Group also attaches importance to the management of intellectual property rights. In accordance with the *Patent Law of the People's Republic of China*, the *Detailed Rules for the Implementation of the Patent Law of the People's Republic of China* and other relevant provisions, and in alignment with the Group's situation, the Group has formulated the "Patent Management Policy", which addresses patent application and modification, patent utilisation and disposition, patent protection and maintenance, as well as management and evaluation activities.

為提高科研水平，增強科研創新能力，確保科研項目規範化、制度化，本集團已建立健全涵蓋項目立項、進度、質量管控及知識產權申請的制度體系，包括《研發項目管理制度》《科技創新管理規定》《二次科研項目管理制度》和《新產品立項管理規定》等制度，以便高效開展科研創新工作。

本集團亦重視知識產權管理，根據《中華人民共和國專利法》《中華人民共和國專利法實施細則》等有關規定，結合本集團的具體情況，制定了《專利管理規定》，對專利申請與變更、專利的使用與處置、專利的保護與維護、專利的管理和評估工作進行了相應的規定。

2. Quality Commitment and Responsibility First

CASE 案例

Case: Beijing Tong Ren Tang Technologies (Liaoning) Pharmaceutical Co., Ltd. receives copyright registration certification
案例:北京同仁堂(遼寧)科技藥業有限公司獲版權登記認證

In 2025, Beijing Tong Ren Tang Technologies (Liaoning) Pharmaceutical Co., Ltd., completed the copyright registration with the Liaoning Provincial Copyright Bureau for its literary creation, "Using Deer-Based Solutions for National Health" (《以鹿之身，膳養國人》). The work integrates traditional Chinese wellness concepts with modern healthcare principles, focusing on the health applications of deer-derived products. Holding significant promotional and branding value, the work will be used in product packaging descriptions, health education materials, brand promotional materials, and other scenarios, where appropriate.

By implementing these copyright registration and protection measures, we are strengthening our corporate intellectual property management system, enhancing legal safeguards for original content, and effectively mitigating infringement risks. This provides a solid foundation for the compliant application and subsequent commercialisation of related content.

二零二五年，本公司之子公司北京同仁堂(遼寧)科技藥業有限公司的文字作品《以鹿之身，膳養國人》獲得遼寧省版權局登記認證。該作品圍繞鹿產品健康應用主題，將傳統中醫養生理念與現代健康管理認知相結合，具有較強的專業傳播與品牌表達價值。後續擬在產品包裝説明、健康科普內容及品牌傳播材料等合規場景中規範使用。

通過開展版權登記與保護工作，有助於完善企業知識產權管理體系，增強原創內容的法律保障力度，有效防範侵權風險，為相關內容的規範化應用及後續商業轉化提供合規基礎。



作品登记证书

登记号： 辽作登字-2025-A-00019278

作品/制品名：以鹿之身，膳养国人　　作品类别：文字

作　　者：北京同仁堂（辽宁）科技药业有限公司　　著作权人：北京同仁堂（辽宁）科技药业有限公司

创作完成日期：2021-01-31　　首次发表/出版/制作日期：2021-09-16

以上事项，由 北京同仁堂（辽宁）科技药业有限公司 申请，经 辽宁省版权局 审核，根据《作品自愿登记试行办法》规定，予以登记。

登记日期：2025-05-06　　登记机构签章

中华人民共和国国家版权局统一监制

R&D Management Organization
研發管理組織

In terms of human resource development, we consistently recruit professionals in fields including Traditional Chinese Medicine research, drug development, and quality control to strengthen our R&D capabilities. We have put in place diversified training programmes such as in-house training, specialised seminars, and academic exchanges, to systematically enhance our R&D teams in their R&D competencies and capabilities. As of the end of 2025, the Company employed 259 R&D personnel, including 9 Ph.D. holders, 38 master's degree holders, and 115 bachelor's degree holders, maintaining a stable and well-structured R&D talent composition.

在人力資源方面，本集團持續引進中醫藥研究、藥物研發及質量控制等領域的專業人才，不斷充實研發力量，並通過內部培訓、專題研討及學術交流等多元化培養方式，提升研發團隊的專業能力與研究水平。截至二零二五年末，公司研發人員共259人，其中博士研究生9人、碩士研究生38人、本科生115人，研發人才結構整體保持穩定。

R&D Strategic Layout
研發佈局

Our R&D innovation activities are closely aligned with our overall business strategy and product planning. Our focus areas include the secondary development of existing products, new drug discovery and development, research and transformation of classic prescriptions, and modernisation of TCM formulations. In key therapeutic areas, we maintain continuous attention on pharmaceutical needs for major diseases such as cardiovascular and cerebrovascular conditions. By integrating clinical applications with technological research foundations, we steadily advance the development of innovative TCM products and related therapeutic solutions.

本集團研發與創新工作緊密圍繞整體發展戰略和產品規劃持續推進，重點聚焦現有產品的二次開發、新藥研發、經典名方挖掘與轉化以及中藥現代化劑型改造等重點方向。在重點治療領域方面，持續關注心腦血管等重大疾病相關用藥需求，結合臨床應用與技術研究基礎，穩步推進創新中藥及相關產品的研發工作。

2. Quality Commitment and Responsibility First

R&D Funding Management
研發資金管理

The Group has put in place a mechanism for ensuring stable financial support for R&D activities. We systematically allocate dedicated R&D funding to technological innovation activities. In addition to internal R&D investments, we secure diversified funding sources through participation in government research programmes and applications for national and regional scientific research projects. R&D funds are allocated in a coordinated manner according to project phases and research categories, with a focus on reasonable investments in basic research, clinical research, and purchase of key equipment. This ensures standardised and orderly progress of our R&D projects.

本集團建立了相對穩定的研發投入與資金保障機制，持續安排研發專項經費支持技術創新活動。除企業自有研發投入外，同時通過參與政府科研項目、申報國家及地方科研課題等方式獲取多元化資金支持。研發資金按照項目階段及研究類別進行統籌配置，重點保障基礎研究、臨床研究及關鍵設備配置等環節的合理投入，促進研發項目規範、有序推進。

R&D Infrastructure
研發設備設施

We continue to enhance our R&D infrastructure. We are currently equipped with the relevant apparatus for TCM extraction, separation, purification, and quality analysis, alongside advanced analytical instruments including Ultra-High-Performance Liquid Chromatography (UHPLC) systems and High-Resolution Mass Spectrometers (HRMS). Meanwhile, R&D premises and laboratory environments are configured and managed in accordance with pharmaceutical R&D regulations, providing solid support for compliant research activities.

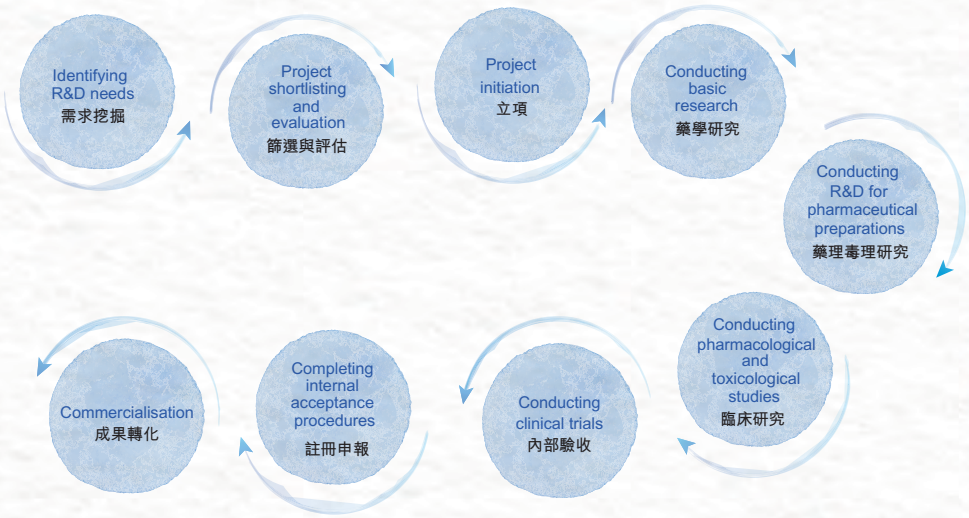
本集團持續完善研發基礎設施建設，配備中藥提取、分離純化及質量分析等相關設備，並配置超高效液相色譜儀、高分辨質譜儀等分析檢測儀器，滿足研發及質量研究需要。同時，研發場地與實驗環境按照藥品研發相關規範進行配置與管理，為研發活動的合規開展提供基礎條件保障。

R&D Procedures and Methodology
研發程序與方法

To standardise our R&D workflows, we have established formal R&D innovation procedures that ensure compliance at every stage, from project initiation to commercialisation.

為規範研發流程，我們明確了研發與創新程序，確保從項目立項到成果轉化的每一個環節都有章可循。

The standardised R&D innovation procedures
研發與創新程序



The R&D Innovation Methodology
研發與創新方法

We integrate TCM theories and research methodologies with modern scientific and technological approaches into our R&D processes. We continuously refine our TCM research & development and evaluation approaches. Through systematic collation and comprehensive analysis of historical traditional prescriptions and modern clinical application literature, we conduct in-depth verification and evaluation of prescription origins, historical evolution, formulation structure, preparation methods, therapeutic functions, and application scenarios. This work provides theoretical foundations and technical support for developing new medicines with significant clinical value and competitive advantages.

本集團在研發過程中注重將傳統中醫藥理論研究方法與現代科學技術手段相結合，持續完善中藥研發技術路徑與評價體系。通過系統梳理歷代經典名方資料及現代臨床應用文獻，對處方來源、歷史沿革、組方結構、炮製方法、功能主治及應用情況進行綜合考證與分析，為研發臨床價值突出、競爭優勢明顯的新藥提供理論依據與技術支撐。

2. Quality Commitment and Responsibility First

Collaborating with External Researchers
外部科研合作機制

We continue to strengthen collaborative partnerships with research institutions, medical facilities, and specialised research platforms. Through joint research initiatives, co-developed projects, and standard enhancement programmes, we have advanced the systematic transformation and practical application of research outcomes.

During the Reporting Period, we collaborated with academic experts to advance clinical research on key products such as Guanxin Suhe Pills (冠心蘇合丸); we established joint laboratories and research collaborations with universities and medical institutions for TCM epidemic disease theory and product research; we conducted non-clinical safety evaluation studies for Yangxue Rongjin Pills (養血榮筋丸) through our strategic partnership with Guangzhou University of Chinese Medicine; we led national standard enhancement research on the *Fangfeng* herb (Saposhnikovia divaricata) in collaboration with Beijing University of Chinese Medicine, with the results incorporated into the 2025 edition of the *Pharmacopoeia of the People's Republic of China*.

Meanwhile, we collaborated with government research institutions and pharmaceutical testing organisations to advance quality standard enhancement initiatives. We led the National Pharmaceutical Standard Enhancement Project titled "Demonstration Study on Guiding Principles for TCM Bioactivity Testing", successfully completed project registration and commenced related implementation work.

本集團持續加強與科研院校、醫療機構及相關研究平台的協同合作，通過聯合研究、課題共建及標準提升研究等方式，推動科研成果的規範轉化與應用落地。

年內，本公司與院士及專家團隊合作，推進冠心蘇合丸等重點品種的臨床研究工作；與有關高校及醫療機構開展重點實驗室共建及科研協同，推進中醫疫病相關理論與品種研究；依託與廣州中醫藥大學的戰略合作安排，開展養血榮筋丸非臨床安全性評價研究，為臨床安全用藥提供研究依據；與北京中醫藥大學合作開展防風藥材國家標準提升研究，相關成果已被收載於二零二五年版《中華人民共和國藥典》。

同時，本公司與有關政府科研機構及藥品檢驗研究機構開展質量標準提升合作研究，牽頭開展國家藥品標準提高課題《中藥生物活性測定指導原則示範性研究》，完成項目立項並開展相關工作。

R&D Achievements
研發成果

During the Reporting Period, the Group maintained stable operations of its R&D innovation system through continuous platform development and project implementation, achieving significant progress in intellectual property strategy, research outcomes, and project applications.

Intellectual Property: 3 new patents granted this year, with a cumulative total of 30 invention patents, 2 utility model patents, and 2 design patents as of the Reporting Period end.

Research Awards: during the Reporting Period, 2 projects awarded the Second Prize for Technological Innovation in Shandong Province (the year 2024).

Academic Publications: 19 core journal articles published, including 5 SCI-indexed papers; and Research Projects: 7 government-funded research applications submitted, with 3 projects successfully approved for implementation. Related research progressed according to plan.

報告期內，本集團持續推進研發平台建設及科研項目實施，在知識產權佈局、科研成果產出及課題申報等方面均取得階段性進展，研發創新體系運行總體保持穩定。

知識產權方面，本年度共獲得專利授權3項。截至報告期末，本集團累計擁有發明專利30項、實用新型專利2項、外觀設計專利2項，知識產權儲備持續增加。

科研成果方面，報告期內共有2個項目獲得「山東省科學技術進步二等獎(2024年度)」。

學術研究方面，全年共發表核心期刊論文19篇，其中SCI論文5篇。科研項目方面，累計申報各級政府科研課題7項，其中獲批立項3項，相關研究工作按計劃推進。

2. Quality Commitment and Responsibility First

2.3 Customer Service
客戶服務

Convenient and professional services
便捷專業服務

The Group has established an after-sales service system including all product subsidiaries, revised and improved a number of systems such as the "Customer Service (Complaint) Management Regulations", the "Product Anti-counterfeiting Management System" and the "Market Inspection Management System", and clarified the responsibilities, staffing and other relevant requirements of relevant units, with a view to continuously improve the overall after-sales service level of the Group, effectively improve the response rate, resolution rate and satisfaction rate of after-sales services. At the same time, the Group continues to implement the relevant work of "immediate action upon complaint" and strengthen internal and external coordination to actively solve various problems raised by consumers.

The Group has developed the "Operational Procedures for Handling Pharmaceutical Enquiries and Complaints" to standardise the operational procedures for pharmaceutical enquiries, complaints and complaint handling, kept a detailed record of consumer visits, incoming calls and emails, and patiently explained and answered their enquiries. Investigations are carried out promptly and cases are handled properly in case of product complaints.

In order to provide consumers with more convenient and professional services, The Group has opened multiple channels of services, including hotlines and online consultation platforms, realizing online "digitalization and manual" services. With the help of intelligent robots and knowledge bases, we have achieved 7*24-hour response services.

本集團持續規範服務行為，努力提高服務質量和服務水平，打造優質高效的服務支持體系。本集團已建立包括所有產品型子公司在內的售後服務體系，並制定《客戶服務(投訴)管理規定》《產品打假工作管理制度》《市場巡查管理制度》等多項制度，明確各相關單位職責、人員配置等相關要求，旨在持續提高本集團整體售後服務水平，切實提升售後服務工作的響應率、化解率、滿意率。同時，本集團持續落實「接訴即辦」相關工作，加強內外部聯動，積極解決消費者提出的各種問題。

本集團已建立《處理藥品投訴、諮詢操作規程》，對藥品諮詢、投訴及處理等操作程序進行規範管理，詳細記錄消費者來訪、來電及郵件記錄，給予其耐心解釋與答覆，如遇產品投訴等情況將立即調查並妥善處理。

為向消費者提供更加便捷、專業的服務，本集團開通了多渠道服務，提供熱線電話和線上諮詢平台，實現了線上「數智化+人工」的服務，借助智能機器人和知識庫，實現7*24小時的回應服務。

2. 品質擔當　責任至上

During the Reporting Period, we have continued to refine the operation and maintenance of our online service platforms. We have put in place standardised policies and procedures for database updates and issue classification/archiving, and developed guidelines on responding to customer enquiries as well as unified service scripts to ensure consistent and professional service delivery. Additionally, through monthly analysis of our platform and service data, we have provided data-driven support for optimising post-sale processes and improving service quality. To strengthen customer service capabilities, we have put in place a multi-tiered training framework integrating online and offline approaches. This includes pre-job training, specialised training sessions, and case study exchanges focusing on business knowledge, service standards, and communication skills. Employees are also organised to participate in professional development and industry exchange activities tailored to their job requirements. These initiatives aim to continuously enhance service response efficiency and elevate the overall service experience.

In 2025, the Group received 1,912 enquiries and complaints from customers, and we spared no effort to safeguard consumers' legitimate rights and interests by responding to and handling their enquiries actively and properly in a timely manner.

年內，本集團持續完善線上服務平台運維機制，建立常態化知識庫更新與問題分類歸檔制度，形成標準化回覆指引和統一服務語言，提升服務響應的一致性與專業性；同時，通過按月整理分析平台及服務數據，為售後流程優化和服務質量改進提供數據支持。在為客戶服務能力建設方面，本公司構建線上與線下相結合的多層級培訓體系，圍繞業務知識、服務規範及溝通能力開展崗前培訓、專題培訓及案例交流，並根據崗位需求組織員工參加專業能力提升及行業交流活動，持續提升服務響應效率與整體服務水平。

二零二五年，本集團客戶服務熱線共接到消費者各類諮詢及投訴信息1,912次，並對信息予以及時響應及積極妥善處理，竭力保障消費者的合法權益。

Year 年份	Number of enquiries and complaints (times) 投訴及諮詢數量(次)
2022	2,750
2023	2,789
2024	2,372
2025	1,912

2. Quality Commitment and Responsibility First

Information Security and Customer Privacy Protection
信息安全與客戶隱私保護

During the Reporting Period, the Group continued to strengthen its cybersecurity and data protection governance framework. We have put in place a multi-layered security mechanism integrating technical safeguards and institutional controls to ensure system stability and customer information protection. In terms of system security, we implement unified access control and tiered authorisation management, deployment of network perimeter protection, traffic monitoring, and network segmentation technologies to enhance anomaly detection and risk isolation capabilities. In terms of architectural optimisation, we implement ongoing network environment upgrades and security policy updates to improve system stability and security compatibility. In terms of operational assurance, we have established 24/7 monitoring mechanisms during critical periods and tiered response protocols for information security incidents, with intensified vulnerability scanning and security remediation to institutionalise risk prevention.

At the same time, we maintain strict consumer privacy protection protocols through dedicated personnel management and confidentiality systems with clear accountability mechanisms. Notably, no customer data breaches occurred during the Reporting Period, resulting in no related losses.

報告期內，本集團持續完善網絡安全與數據安全管理體系，圍繞系統穩定運行及客戶信息保護要求，構建技術防護與制度管控相結合的多層級安全防護機制。在系統安全方面，實施統一訪問控制與分級權限管理，部署網絡邊界防護、流量監測及網絡分區隔離等技術措施，強化異常訪問識別與風險隔離能力；在架構優化方面，持續推進網絡環境升級及安全策略更新，提升系統運行穩定性與安全適配性；在運行保障方面，建立重點時期全天候監測機制及信息安全事件分級響應流程，加強漏洞掃描與安全整改，推動風險防控常態化。

同時，本集團嚴格保護消費者隱私，對客戶信息實行專人管理和保密制度，明確責任追究機制。報告期內，未發生客戶信息洩露事件，未造成相關損失。



Marketing and Publicity Compliance
營銷宣傳合規

In the process of market promotion, the Group strictly implements national laws and regulations such as the Good Manufacturing Practice for Drugs, *Advertising Law of the People's Republic of China,* and *Drug Administration Law of the People's Republic of China*, and formulates internal management systems such as the "Regulations on Advertising and Promotion Management" and the "Internal Audit Management System for Network Information Release", establishing advertising management processes and review filing systems. Ensure accurate consumption information is provided to consumers, safeguard their right to know, and create a trustworthy service environment for most consumers.

During the Reporting Period, the Group continued to strengthen compliance in marketing and promotional activities, put in place a multi-tiered governance framework around advertising dissemination and product promotion activities, including training programmes, advertising review processes, and standardised guidelines for promotional language, to enhance the compliance and standardisation of all market promotion initiatives. We hold regular training sessions and workshops on advertising laws and regulations (including the *People's Republic of China Advertising Law*) with case-based analysis of prohibited false/misleading claims and restrictions on absolute statements to strengthen compliance awareness and risk identification. We have established a pre-publication review and approval process that strictly complies with regulatory requirements, and have implemented multi-stage content review processes to ensure truthful, accurate, and complete promotional materials. We strictly adhered to approved product instructions and compliance documentation for objective representations, avoiding out-of-scope or unsubstantiated functional claims to continuously reduce promotional compliance risks.

在市場宣傳過程中，本集團嚴格執行《藥品經營質量管理規範》《中華人民共和國廣告法》《中華人民共和國藥品管理法》等國家法律法規，並制定《廣告宣傳管理規定》及《網絡信息發佈內部審核管理制度》等內部管理制度，建立廣告管理流程及審查備案制度。確保為消費者提供準確的消費信息，保障消費者的知情權，進而為廣大消費者營造一個可以信賴的服務環境。

年內，本集團持續強化營銷宣傳合規管理，圍繞廣告發佈及產品宣傳活動建立培訓、廣告審核及宣傳用語規範等多層級管控機制，提升市場推廣活動的合規性與規範性。在培訓方面，定期組織相關人員開展廣告法律法規專題學習，重點圍繞《中華人民共和國廣告法》及監管要求，對禁止虛假或引人誤解宣傳、限制絕對化表述等條款進行案例解讀，強化合規意識與風險識別能力。在廣告內容審核方面，建立廣告發佈前置審查與報批制度，嚴格履行監管審批程序，並實施內部多環節素材審核流程，確保宣傳內容真實、準確、完整。在宣傳用語規範方面，堅持以經批准的說明書及合規資料為依據進行客觀表述，不作超範圍或缺乏依據的功能性承諾，持續降低宣傳合規風險。

Environmental Protection and Ecological Conservation
綠水青山　生態長存



3. 綠水青山　生態長存

The Group has been committed to environmental protection and ecological development while providing health services for the public. The concept of green manufacturing is reflected across the whole process of production management, making green the defining colour of the Group's high-quality development.

本集團在為大眾提供健康服務的同時，始終堅定環保生態發展之路，將綠色製造理念貫穿企業生產管理全過程，讓綠色成為企業高質量發展的底色。

3.1 Use of Resources Management
資源使用管理

We are committed to becoming a resource-efficient and environment-friendly modern green enterprise. We actively implement energy-saving and consumption-reduction concepts in our daily production and operations, strictly abide by relevant national laws and regulations such as the *Energy Law of the People's Republic of China* and the *Energy Conservation Law of the People's Republic of China*. We have put in place internal management policies including the "Energy and Water Resource Management Policy". We strive to strengthen energy management in production operations and daily office work, practicing green office and green production, and actively implementing energy-saving and consumption-reduction measures. The resources and energy consumed in our production processes mainly include water, electricity, externally purchased thermal steam and natural gas, all of which are acquired through external procurement. Please refer to the appendix of this Report for details of the resources and energy consumed by the Group's main production entities in 2025.

本集團致力於成為資源節約型、環境友好型的現代綠色企業，在日常生產經營中積極落實節能降耗的綠色理念，嚴格執行《中華人民共和國能源法》《中華人民共和國節約能源法》等國家相關法律法規，制定《能源、水資源管理制度》等內部管理制度，力求在生產經營和日常辦公中加強能源管理，踐行綠色辦公和綠色生產，積極落實節能降耗。本集團在生產過程中所消耗的資源與能源主要包括水、電、外購熱力和天然氣等，均通過外購方式獲得。二零二五年，本集團主要生產單位消耗的資源與能源情況請參見本報告附錄。

3. Environmental Protection and Ecological Conservation

Energy Management
能源管理

To achieve precise energy management and collect various types of energy usage data of water, electricity and natural gas more accurately, effectively and promptly, the Group has gradually established energy management and control platforms in each major production unit to monitor the usage of all types of energy since 2020; an economic operation monitoring and energy efficiency evaluation system was also established to analyse the energy consumption indicators and operation parameters of major energy-consuming equipment, display energy usage data in real time, and reasonably control the operation of equipment and facilities to improve equipment operation efficiency and continuously improve resource management. In 2025, our annual energy management platform was upgraded to an Energy and Carbon Management Platform by adding a carbon management module.

The Company's Energy and Carbon Management Platform enables the dual management of energy data and carbon emissions data. In terms of monitoring scope, it can cover the headquarters, major production units inside and outside Beijing. In terms of energy consumption types, it has achieved monitoring of electricity, heat, and water resources, while adding carbon emission management, photovoltaic power generation system monitoring and analysis functions. Intelligent systems can detect energy waste and low efficiency issues in a timely manner by finely monitoring and analysing energy consumption in factories, workshops, and production processes, and taking targeted improvement measures to save energy. For instance, our subsidiary Tong Ren Tang Technologies Tangshan, located outside Beijing, successfully reduced energy consumption per unit of production from 40.67 tonnes of coal equivalent (tce)/10,000 kg to 22.5 tce/10,000 kg.

In 2025, the Group promoted the orderly application of clean energies and explored new measures for green operation. As of the end of 2025, a series of photovoltaic power generation projects at Beijing Tong Ren Tang (Tangshan) Nutrition and Healthcare Co., Ltd. ("**Tong Ren Tang Tangshan Healthcare**"), our Yizhuang and Daxing branch factories, were successively grid-connected and operational.

為實現精細化能源管理，更準確、有效、及時地收集水、電、天然氣等各類能源使用數據，自二零二零年起，本集團在各主要生產單位逐步建立能源管控平台，用以監控各類能源的使用情況，並通過建立經濟運行監控及能效評價體系，對主要用能設備的能耗指標和運行參數進行分析，實時展示能源使用數據，合理控制設備設施運轉，提高設備運行效率，不斷提高資源管理水平。二零二五年，本公司能源管控平台在原基礎上加入碳管理模塊，升級為能碳管理平台。

本公司能碳管理平台已經實現能源數據和碳排放數據的雙重管理。在監控範圍上，可覆蓋本公司總部、京內及京外主要生產單位，在用能類型上，實現了對電力、熱力及水資源的監控，同時新增碳排放管理、光伏發電系統監測與分析功能。智能系統通過對廠房、車間以及工序過程中的能源消耗情況進行精細化監控和雙重維度統計分析，可及時發現能源浪費和效率低下的問題，從而採取針對性的改進措施以節約能源。京外子公司同仁堂科技唐山實現單位產量能耗從40.67tce／萬kg降至22.5tce／萬kg。

二零二五年，本集團有序推進清潔能源應用、探索綠色運營新舉措。截至二零二五年末，北京同仁堂(唐山)營養保健品有限公司(「**同仁堂唐山保健品**」)、亦莊分廠、大興分廠等一批光伏發電項目陸續併網發電。

CASE 案例

Case: Daxing branch factory realises cost reductions and efficiency improvements through photovoltaic power generation
案例：大興分廠通過光伏發電降本增效

Under the guidance of China's "Dual Carbon" goals, Daxing branch factory has actively advanced its low-carbon transition through energy structure optimisation. The factory has completed the second phase of its photovoltaic power station construction and achieved full-capacity grid connection, establishing a distributed photovoltaic power station with a total installed capacity of 5 megawatts. This project is expected to generate approximately 5.3 million kWh of electricity annually, equivalent to saving about 650 tonnes of standard coal and reducing CO_2 emissions by approximately 3,000 tonnes. The facility operates under a "self-generation for self-consumption with surplus electricity fed into the grid" model, prioritising production energy needs while optimising energy structure and enhancing energy utilisation efficiency.

在「雙碳」目標指引下，大興分廠圍繞能源結構優化推進綠色低碳轉型。目前，已完成光伏電站二期工程建設並實現全容量並網發電，共形成總裝機容量5兆瓦的分佈式光伏電站。預計年發電量約530萬千瓦時，相當於節約標準煤約650噸，減少二氧化碳排放約0.3萬噸。該項目採用「自發自用、餘電上網」模式，優先滿足生產用電需求，在降低碳排放的同時，有助於優化用電結構並提升能源利用效率。

3. Environmental Protection and Ecological Conservation

CASE 案例

Case: Tong Ren Tang Technologies Tangshan implements a retrofitting project to its steam pipeline system within extraction workshops
案例：同仁堂科技唐山提取車間蒸汽管道節能改造

In 2025, Tong Ren Tang Technologies Tangshan implemented an optimisation and retrofitting project to its steam pipeline system to achieve improved energy conservation, cost reductions, and quality. Key upgrades include the installation of shutoff valves at critical nodes, enabling zonal control and precise regulation of steam usage across different production areas. Through optimised steam transmission and utilisation structures, the project effectively reduced energy waste, enhanced energy efficiency, and strengthened refined energy management while lowering production costs.

二零二五年，同仁堂科技唐山提取車間圍繞節能降耗與提質增效目標，對蒸汽管道系統實施優化改造，在關鍵節點增設截門裝置，實現不同生產區域蒸汽用量的分區控制與精細化調節。通過優化蒸汽輸送與使用結構，有效減少能源浪費，提升能源利用效率，在降低生產成本的同時強化能源精細化管理水平。

Water Management
水資源管理

The Group mainly uses industrial water for pharmaceutical production and auxiliary equipment, as well as domestic water for office use. The Group mainly derives water resource from the local municipal water supply, and water shortage is not a key constraint in the Group's production process, and the Group does not have any problem in accessing water resources. To improve water use efficiency, the Group has formulated the "Energy and Water Resources Management System" and other internal management systems and uses water-saving appliances to regularly inspect and maintain the water supply system to avoid spillage and leakage. In addition, the Group adopts a circulating water system in the production process and uses reclaimed water for greenbelt irrigation to promote water recycling and reuse and reduce water consumption. To set water usage target, the Company formulates water use assessment indicators based on the water usage indicators issued by local offices of water conservation at the beginning of the year, then incorporates the assessment of water usage into the energy assessment targets to encourage production entities to save water efficiently.

The Group strictly follows the national and local pollutant discharge standards and accordingly formulated the "Water Pollution Prevention and Control Management System", and conducts decontamination treatment of various pollutants such as wastewater generated in the production process before discharging them when they reach or are below national and local discharge standards to reduce the discharge intensity.

本集團用水主要集中於製藥生產與輔助設備所用的工業用水，以及用於辦公方面的生活用水。本集團所用的水資源主要來源於當地市政供水，水資源短缺並非本集團生產過程中的關鍵性制約因素，在求取適用水源方面不存在問題。為提升用水效率，本集團制定《能源、水資源管理制度》等內部管理制度，並通過使用節水型器具，定期對供水系統進行檢查、維護，避免跑、冒、滴、漏的現象發生。此外，本集團在生產環節中採用循環水系統，利用中水進行綠地澆灌，促進水資源的回收再利用，降低水資源消耗。用水目標方面，本公司年初會依照各生產單位所在地節水部門所下達的用水指標，制定用水考核指標，並將水資源使用的考核將計入能源考核目標，以督促各生產單位高效節約用水。

此外，本集團嚴格參照國家及地方法律法規，制定了《水污染防治管理制度》，將生產過程中產生的廢水進行無害化處理，達到或低於國家及地方排放標準後統一排放，降低排放水平。

3. Environmental Protection and Ecological Conservation

CASE 案例

Case: Tong Ren Tang Technologies Tangshan implements wastewater source control upgrades at sludge discharge areas
案例：同仁堂科技唐山出渣間廢水源頭管控改造

In 2025, Tong Ren Tang Technologies Tangshan implemented upgrades to the wastewater collection system at two sludge discharge areas within the facility. Through the installation of additional collection pipelines and dedicated storage tanks integrated with the existing discharge piping network, combined with the addition of filter grates and diversion channels beneath the discharge outlets, they have achieved effective interception and centralised collection of production wastewater, significantly enhancing source control capabilities. The collected wastewater is regularly transported and treated by qualified and certified entities. These measures have optimised on-site environmental management, reduced the risk of wastewater overflow, lowered operational burdens on the wastewater treatment facility, and improved the standardisation and systematisation level of wastewater management.

二零二五年，同仁堂科技唐山對廠區兩個出渣間實施廢水收集系統改造，通過在原排放管道基礎上增設收集管線及專用收集罐，並在排放口下方加裝過濾篦子與導流溝槽，實現生產廢水的有效截流與集中收集，強化源頭管控能力。收集廢水由具備資質的專業機構定期清運處置。相關措施優化了現場環境管理，降低廢水外溢風險及污水處理站運行負荷，提升廢水管理的規範化與系統化水平。

Energy Conservation and Emission Reduction Goals and Measures
節能減排目標與措施

As an enterprise mainly engaging in activities related to traditional Chinese medicine, the Group actively implements the path of green and low-carbon production and operation, explores strategies for circular and sustainable development, and minimises effects on the ecosystem. The Group strictly controls the discharge of various pollutants to reduce waste, advocates energy conservation and consumption reduction, optimises the efficiency of resource use, and improves resource recycling rate and the proportion of new energy use. China has set the mid-term goal of carbon peaking and the long-term goal of carbon neutrality, which also sets the direction for the future energy conservation and emission reduction work of the Group (our energy consumption intensity and carbon emission intensity targets are detailed in the "Addressing Climate Change" section of this Report). Going forward, the Group will strengthen energy management and daily control of environmental protection of each industrial unit through energy conservation and emission reduction measures as follows, continue to achieve targets of energy conservation, pollution reduction and carbon reduction, and make unremitting effort to achieve the national goals of carbon peaking in 2030 and carbon neutrality in 2060, respectively.

本集團作為以中藥生產為主的企業，積極踐行綠色低碳的生產經營理念，探索循環發展、可持續發展的道路，最大限度地降低對生態環境的影響。本集團嚴格控制各類污染物排放，減少廢棄物，倡導節能降耗，優化資源使用效率，提高資源可回收利用率與新能源使用佔比。國家已訂立碳達峰及碳中和的中長期目標，亦為本集團未來的節能減排工作定下方向(我們的能耗強度及碳排放強度目標詳見本報告「應對氣候變化」章節)。未來，本集團也將通過如下節能減排措施加強對各工業單位能源管理及環境保護工作的日常管控，持續致力於實現節能、減污、降碳的目標，為實現國家二零三零年碳達峰和二零六零年碳中和戰略目標而不懈努力。



Energy consumption
能源消耗

We have continued to advance the development of our energy and carbon management platform to enhance energy efficiency, reduce energy consumption, and increase the utilisation of renewable energy.
持續推動能碳管理平台建設，提升能源使用效率，減少能源消耗，增加可再生能源的使用。

3. Environmental Protection and Ecological Conservation



Pollutant and Waste Management
污染物及廢棄物管理

To strengthen the management of various pollutants, carry out harmless treatment of wastewater, waste gas and other pollutants, reduce the amount of hazardous waste, and strive to minimise the impact on the surrounding environment.
加強對各類污染物的管理，對廢水、廢氣等各類污染物進行無害化處理， 減少有害廢棄物的產生量，努力做到對周邊環境的影響降到最低。
To reduce emission of the volatile organic compounds ("VOCs") through system re-engineering. To deal with wastewater by utilising membrane bio-technology.
通過改造系統，減少揮發性有機化合物「VOCs」的排放。利用膜生物技術對污水進行處理。
To minimise its environmental impact, we have upgraded our wastewater collection system in the sludge storage area and contract professional wastewater treatment service providers for regular cleaning and maintenance operations.
對出渣間進行廢水收集系統改造，並交由專業廢水回收服務提供商定期清理，降低環境污染。



Water management
水資源管理

To strengthen water management of all industrial units, improve water-saving awareness of all employees, minimise water consumption during business operations, improve efficiency of water use, and reduce water consumption of each industrial unit to a level that meets or is lower than the target set by the water conservation centre where the industrial unit locates.
加強對各工業單位的用水管理，提高每名員工的節水意識，最大程度減少業務運營過程中的用水量，提高水資源使用效率，降低水資源消耗，符合或低於各工業單位所在地節約用水中心下達的目標。

The Group continues to pay attention to energy conservation and emission reduction, and it has fully integrated the concepts of low-carbon operation and circular economy with the production process through environmental protection investment, publicity and training, and other means. To improve the efficiency of energy use, comply with national and local environmental protection agencies' standards on the concentration of emissions, reduce the total amount of energy consumption and pollutants, reduce the impact of production on the environment and achieve a win-win situation with both economic and environmental benefits, the Group has successively facilitated and adopted a series of measures for sustainable development.

本集團持續關注節能減排工作，通過環保投入、宣傳培訓等方式，將低碳運營、循環經濟理念充分融入生產過程。為提高能源使用效益，符合國家及各地方環境保護機構對排放物濃度的標準，降低能耗總量及污染物總量，減少生產對環境的影響，實現經濟效益與環保效益雙贏，本集團也相繼推動並採取了一系列可持續的管理措施。

As of the end of the Reporting Period, the Company successfully passed the three certifications, namely the ISO 50001 energy management system, the ISO 14001 environmental management system and the ISO 45001 occupational health and safety management system for the Company and some of its production entities. This indicates the international ISO standards achieved by the Company's production, operation and corporate management, which is an important support and guarantee of the Group's high-quality development.

截至報告期末，本公司已順利通過了ISO50001能源管理體系、ISO 14001環境管理體系及ISO 45001職業健康安全管理體系三項的認證和複檢，認證範圍包括本公司及部分生產單位，表明生產運作和企業管理水平已經達到了國際ISO系列標準，為本集團的高質量發展提供了重要的支持和保障。



Certification of energy, environment and occupational health and safety management systems
能源、環境及職業健康安全管理體系認證

3. Environmental Protection and Ecological Conservation

Green Production
綠色生產

The Group advocates green production. Adhering to the concept of energy saving and emission reduction in the production process, we promote new materials, new processes, new technologies and new equipment, and effectively improve energy efficiency. At the same time, the Group promotes the use of renewable energy by adopting a geothermal heat pump system for heating and cooling in the plant area which consumes electricity and circulating water to supply heat to meet daily production and operation needs. The geothermal heat pump system can reduce energy use and carbon emission to a certain extent compared with the traditional technology.

Since 2008, the Company has successfully carried out three rounds of cleaner production audit. In the third round of cleaner production audit passed in 2022, the Company invested more than RMB10 million in cleaner production projects, which effectively achieved the goals of energy conservation, consumption reduction, pollution minimisation and efficiency enhancement.

本集團倡導綠色生產，在生產過程中堅持貫徹節能減排思想，推廣新材料、新工藝、新技術和新設備，切實提高能源使用效率。同時，本集團推廣使用可再生能源，在廠區內採用地源熱泵系統採暖和制冷，通過消耗電能和使用循環水供應熱能，以滿足日常生產經營需求，地源熱泵系統較傳統技術可在一定程度上減少能源使用和碳排放。

自二零零八年至今，本公司已經順利開展了三輪清潔生產審核工作，在二零二二年通過的第三次清潔生產審核工作中，本公司投資超一千萬開展清潔生產項目，有效實現了節能、降耗、減污及增效的目標。

CASE 案例

Case: Tong Ren Tang Technologies Tangshan honoured as Tangshan municipal-level green factory
案例:同仁堂科技唐山獲評唐山市綠色工廠

In 2025, Tong Ren Tang Technologies Tangshan was certified as a "Green Factory" by the Tangshan municipal government. As a key production subsidiary in our Beijing-Tianjin-Hebei regional strategic layout, the facility has systematically implemented green manufacturing principles through integrated approaches to intensive land use, clean production processes, waste resource utilisation, and low-carbon energy systems. In infrastructure development, the facility has adopted eco-friendly frame structure construction methods, achieving a reduction of approximately 40% in construction waste and material consumption. The site maintains over 20,000 square metres of green space. For energy efficiency management, natural daylighting design has been integrated with 100% LED energy-saving lighting coverage. At the same time, intelligent production equipment and energy-saving technologies have been deployed to optimise both production efficiency and energy utilisation at the source. In addition, the facility has further established a digital energy management centre to implement precise energy consumption monitoring. Advanced equipment including high-efficiency boilers and low-nitrogen burners, with state-of-the-art wastewater treatment systems being installed to continuously strengthen energy conservation, emissions reductions, and pollution prevention capabilities.

二零二五年，同仁堂科技唐山獲評「唐山市綠色工廠」。作為本公司在京津冀區域佈局的重要生產型子公司，同仁堂科技唐山圍繞綠色製造理念，系統推進用地集約化、生產潔淨化、廢物資源化及能源低碳化建設。在基礎設施方面，廠房採用環保型框架結構施工，減少約40%的建築垃圾及材料損耗，廠區綠化面積超過2萬平方米；在節能管理方面，引入自然採光設計並實現LED節能燈具100%覆蓋，同時，應用智能化生產設備和節能技術，從源頭提升生產效率與能源利用效率。此外，搭建數字化能源管理中心，對能源使用實施精細化管控，並配備高效鍋爐、低氮燃燒器及先進污水處理設施，持續強化節能減排與污染防治能力。

3. Environmental Protection and Ecological Conservation

CASE 案例

Case: Tong Ren Tang Technologies Tangshan honoured as Tangshan municipal-level green factory
案例:同仁堂科技唐山獲評唐山市綠色工廠



The extraction workshops use a natural daylighting design
提取車間自然採光



The advanced automation and intelligent devices
智能化設備



The digital energy management centre which provides data support for energy conservation strategies
數字化能源管理中心為節能提供數據支撐



The cooling towers improve heat exchange efficiency and reduce water consumption
冷卻水塔優化換熱效率，降低用水量

CASE 案例

Case: Tong Ren Tang Tangshan Healthcare obtains national green factory certification in 2025

案例：同仁堂唐山保健品獲得2025年國家級綠色工廠認證



Tong Ren Tang Tangshan Healthcare has leveraged green innovation as a strategic driver to achieve a significant milestone in sustainable development by upgrading from provincial-level "Green Factory" status to national-level "Green Factory" certification. In 2025, Tong Ren Tang Healthcare successfully completed the national Green Factory development programme and obtained official certification. Tong Ren Tang Healthcare implemented a three-dimensional methodology consisting of "standard decomposition — documentation enhancement — logical restructuring". This structured framework enabled continuous improvement of management systems by aligning with relevant national environmental standards, while advancing production process transformation toward environmental sustainability.

同仁堂唐山保健品以綠色創新為引擎，推動實現從省級「綠色工廠」到國家級「綠色工廠」的跨越升級。二零二五年，同仁堂唐山保健品完成國家級「綠色工廠」創建工作，並通過認證。同仁堂唐山保健品以系統思維構建「標準拆解 — 資料補充 — 邏輯重構」的三維工作法，對標相關標準持續完善管理體系，推進生產過程綠色化轉型。

3. Environmental Protection and Ecological Conservation

Green Office
綠色辦公

The Group advocates green office concept, incorporates the concept of low-carbon operation in daily management and office work, and actively adopts various energy-saving and emission-reducing measures, striving to transform to a paperless, energy-saving and low-carbon office model. The Group strictly controls the use of various paper products, such as paper, archive bags and packaging boxes, and requires the reduced use of difficult-to-degrade items such as plastics, inks, chemical fibres and electronic consumables. At the same time, the Group takes the initiative to communicate electronically through telephone conferences and online video conferences to reduce energy consumption from business travel.

To enhance employees' awareness of energy conservation and environmental protection and promote their understanding and recognition of low-carbon production and lifestyles, the Group actively carries out publicity and education activities on environmental protection, encourages employees to cultivate resource-saving and environmentally friendly concepts, travel green and participate in the design of energy-saving and consumption-reducing programmes. At the same time, the Group posts water-saving and power-saving reminders in office premises and factory areas and erects energy-saving publicity billboards to actively implement the green office concept.

本集團倡導綠色辦公理念，在日常管理和辦公中融入低碳經營的理念，積極採取各類節能減排措施，努力向辦公無紙化、節能化、低碳化的方向轉型。本集團嚴格管控各類紙張、檔案袋、包裝箱等紙製品的使用，並最大限度減少塑料、油墨、化纖以及電子耗材等難以降解物品的使用。同時，本集團積極採用電話會議、網絡視頻會議等電子通訊方式，以減少差旅過程中產生的能源消耗及碳排放。

為了提升員工的節能環保意識，促進員工了解並認同低碳生產、生活方式，本集團積極開展形式多樣的環保宣傳文化教育活動，倡議員工培養資源節約、環境友好的理念，鼓勵員工綠色出行、參與各類節能降耗方案設計。同時，本集團在辦公場所和廠區內張貼節水節電提示，開設節能宣傳欄，積極踐行綠色辦公。

Environmental awareness **環保意識**	We cultivate employees' environmental awareness of waste utilisation, water and electricity saving, energy recycling rate and reduction of pollutant emissions. 培養員工廢物利用、節水節電的環保意識， 提升能源循環利用率，降低污染物排放。
Saving water **節約用水**	We use water-saving equipment to strengthen the daily over-haul and maintenance of water equipment. 使用節水型設備，加強用水設備的日常檢修和維護。
Saving electricity **節約用電**	We have implemented smart sensor-based lighting control systems and adopted energy-efficient, environmentally friendly lighting fixtures such as LED lighting solutions. 加裝智能感應照明控制，使用節能環保型燈具， 如LED照明燈等。
Saving paper **節約用紙**	We use e-mail and other electronic office platforms, recycle wastepaper, and reduce the use of paper products. 使用電子郵件、電子辦公平台等，回收利用廢舊紙張， 減少紙製品的使用量。
Green travel **綠色出行**	We provide shuttle bus service for Beijing suburbs, Hebei and some other routes, and encourage employees to take public transport and travel green. 提供北京市郊、河北等部分路線班車， 倡導員工乘坐公共交通、綠色出行。

3. Environmental Protection and Ecological Conservation

CASE 案例

Case: National Energy Conservation Promotion Week and Low-Carbon Day Activities
案例:開展全國節能宣傳週和全國低碳日活動

In June 2025, we conducted a series of promotional activities under the themes "Achieving Energy Efficiency and Innovation" (National Energy Conservation Week) and "Pioneering Carbon Reduction, Greening the Future" (National Low-Carbon Day). These campaigns integrated the principles of energy conservation and carbon reduction into the daily operations and lifestyles of employees, fostering collective action toward a sustainable development model.



二零二五年六月，本公司開展了「節能增效，煥'新'引領」節能宣傳週和「碳路先鋒綠動未來」全國低碳日系列宣傳推廣活動，將「節能降碳」的理念持續融入廣大員工的生產生活，共同踐行綠色發展新風尚。

3.2 Emission Management
排放物管理

In the process of practicing green production, the Group strictly controls the generation and discharge of waste, and complies with the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Solid Waste Pollution*, the *Air Pollution Prevention Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution* and the *Clean Production Promotion Law of the People's Republic of China* among other relevant national laws and regulations. On that basis, we have formulated internal management policies such as the "Management System on Environmental Protection", the "Management System on Clean Production", the "Management System on Prevention and Control of Water Pollution", the "Management System on Atmospheric Pollution Prevention and Control" and the "Management System on the Prevention and Control Hazardous Waste" to continuously improve the environmental management system and standardise the management of waste from daily production and operation to reduce the adverse impact of emissions on the environment. In 2025, the Group did not encounter any violations or legal issues in its ecological and environmental practices.

The Group's emissions are mainly generated during the production process, mainly including wastewater, exhaust gas, solid waste and noise. Please refer to the appendix of this Report for details of the pollutants generated by the Group's main production entities in 2025. The intensity of all wastewaters, waste gas and other pollutants discharged meet the national or local standards for pollutant discharge. The Group has taken a series of strict control measures for various pollutants.

在踐行綠色生產的過程中，本集團嚴格控制廢棄物的產生與排放，在遵守《中華人民共和國環境保護法》《中華人民共和國固體廢物污染環境防治法》《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》《中華人民共和國噪聲污染防治法》《中華人民共和國清潔生產促進法》等國家相關法律法規的基礎上，制定了《環境保護管理制度》《清潔生產管理制度》《水污染防治管理制度》《大氣污染防治管理制度》《危險廢物污染防治管理制度》等內部管理制度，不斷建立健全環境管理制度體系，規範日常生產運營中的排放物管理工作，降低排放物對環境造成的不利影響。二零二五年，本集團於生態環境領域未發生違法違規情況。

本集團的排放物主要是在生產過程中產生，主要包括廢水、廢氣、固體廢棄物及噪音。二零二五年，本集團主要生產單位產生的污染物情況請參見本報告附錄，廢水、廢氣等污染物排放濃度均滿足國家或當地的污染物排放標準。對於各類污染物，本集團採取了一系列嚴格的管控措施。

3. Environmental Protection and Ecological Conservation



Waste gas management
廢氣管理

The Group mainly generates waste gas during the production process (mainly generated from the production line of industrial entities), including volatile organic compounds (VOCs) and dust; boiler exhaust gas (mainly contains nitrogen oxides, carbon dioxide, carbon monoxide, sulfur dioxide and smoke); and waste gas from the sewage station (mainly contains odour, hydrogen sulfide and ammonia).
本集團產生的廢氣主要有生產廢氣(主要產生環節為工業單位生產線)包括VOCs，粉塵；鍋爐廢氣包括氮氧化物、二氧化碳、一氧化碳、二氧化硫、煙塵；污水站廢氣包括臭氣、硫化氫，氨氣。

All major production entities have built waste gas treatment facilities to conduct decontamination treatment of waste gas before discharging them when they reach the discharge standards.
各主要生產單位均建設廢氣處理設施，將產生的廢氣進行無害化處理，達到排放標準後再排入大氣環境中。

The Group uses energy saving and environmentally friendly boiler equipment such as natural gas boiler, energy storage or electric boiler, and replaces coal with clean energies such as natural gas and steam to minimise the emission of hazardous waste gas.
同時，本集團使用天然氣鍋爐、儲能或電鍋爐等節能環保型的鍋爐設備，並採用天然氣、蒸汽等清潔能源替代燃煤，盡可能地減少有害廢氣的排放。



Wastewater management
廢水管理

All major production entities are equipped with sewage treatment facilities to conduct decontamination treatment of sewage generated in production and operation before discharging it into the municipal sewage pipeline after reaching the discharge standards, to prevent hazardous pollutants in the wastewater from seeping into the ground or flowing into the river.
各主要生產單位均會配備污水處理設施，將生產經營中產生的污水進行無害化處理，達到排放標準後再統一排入市政污水管道，避免廢水中有害污染物滲入地下或匯入河流。



Hazardous waste management
有害廢棄物管理

The Group generates hazardous wastes including laboratory waste liquid (generated in experiments), abandoned drugs and medicinal materials (mainly disposed laboratory test samples), activated carbon used to absorb pollutants, etc.
本集團產生的有害廢棄物有實驗室廢液(實驗中產生)、報廢藥品及藥材(主要為實驗室檢驗留樣處置)、用於吸附污染物的活性炭等。

The Group collects and stores hazardous waste by classification and strengthens the daily management and maintenance of equipment and facilities in storage sites to avoid scattering, loss and leakage of hazardous solid waste. The Group strictly prohibits dumping, stacking, discarding or omitting hazardous waste without authorisation, and posts clear signs at the collection and storage sites as a warning.
本集團將有害廢棄物進行分類收集和儲存，並加強儲存場所設備設施的日常管理與維護，避免有害固體廢棄物揚散、流失、滲漏等。本集團嚴禁擅自傾倒、堆放、丟棄、遺漏有害廢棄物，並在收集和儲存的場所張貼明顯標識進行警示。

Meanwhile, the Group has established management ledgers and emergency plans, entrusts third-party companies that have the corresponding disposal qualifications with central treatment of hazardous waste, and strictly implements waste transfer procedures and keeps transfer documents and other documents as record.
同時，本集團建立管理台賬和應急預案，將有害廢棄物委託給具有處置資質的第三方單位進行統一處理，並嚴格執行廢棄物轉移流程，保存轉移聯單等文件。



Non-hazardous waste management
無害廢棄物管理

The Group mainly generates non-hazardous wastes including waste packaging materials, such as drug instructions. We collect and store non-hazardous wastes by classification and entrust units that have the corresponding disposal qualifications with central recycling and treatment on a regular basis.
本集團產生的無害廢棄物主要為各類廢棄包材，例如藥品說明書等。我們將無害廢棄物進行分類收集和儲存，並定期委託具有處置資質的單位進行統一回收和處理。

At the same time, the Group strives to use recyclable and degradable green materials, and continuously optimises production processes to increase the first-time pass rate, reduce packaging material consumption and minimise the generation of non-hazardous waste.
同時，本集團儘量採用可回收、可降解的綠色循環材料，並不斷優化生產工藝以提高一次合格率，降低包材損耗，盡可能減少無害廢棄物的產生。

3. Environmental Protection and Ecological Conservation

Dust and noise pollution management **粉塵與噪音污染管理**	The Group rents water trucks, dust collectors and other equipment and facilities to prevent air pollution caused by dust scattering. 本集團租用灑水車、除塵機等設備設施，防止粉塵飛散造成空氣污染。 The Group installs effective denoisers, sound-absorbing equipment, etc. in the factory area, reasonably arranges operation time to minimise noise pollution and the impact on the surrounding environment and employees. 本集團在廠區內安裝有效的降噪、吸音等設備，合理安排作業時間，盡可能降低噪音污染，最大限度地減少對周邊環境及員工的影響。

CASE 案例

Case: Tongzhou branch factory launches routine maintenance for VOC emissions control equipment
案例:通州分廠啟動VOCs廢氣治理設備維保工作



In 2025, the Company's Tongzhou branch factory initiated a specialised maintenance programme for VOCs (volatile organic compound) emissions control equipment. The initiative encompasses comprehensive system maintenance, cleaning of exhaust discharge outlets, and other critical activities to ensure a stable and efficient operation of the VOCs emissions control systems while maintaining smooth emission pathways. This work further strengthens the foundation for compliant waste gas emissions, promotes the standardisation and institutionalisation of our environmental equipment management, and enhances our air pollution prevention capabilities.

二零二五年，本公司通州分廠啟動VOCs廢氣治理設備維護保養專項工作，涵蓋設備全系統養護、廢氣排放出口清理等內容，確保VOCs設備穩定高效運行和排放通暢，進一步夯實廢氣達標排放基礎，推動環保設備設施管理向常態化、規範化方向提升，持續強化大氣污染防治能力。

CASE 案例

Case: Daxing branch factory implements closed-loop management of ethanol volatilisation
案例:大興分廠乙醇揮發氣體閉環治理



In 2025, the Company's Daxing branch factory addressed the dual challenges of ethanol volatility and collection difficulties during the production of water-honeyed pills (水蜜丸) formulations. A dedicated technical team has been established to optimise the volatile gas treatment solution. To mitigate safety and environmental risks, Daxing branch has installed a customised integrated collection and exhaust system at the ethanol spraying workstation of the pill-making machine. This system is seamlessly integrated into the existing VOCs emissions control infrastructure, establishing a closed-loop management chain that "captures ethanol at source and transports it in pipelines for centralised filtration and compliant discharge". This innovation significantly enhances production safety and control while strengthening VOCs emissions management. The initiative reflects our ongoing efforts to advance clean production practices and elevate green manufacturing standards.

二零二五年，本公司大興分廠針對水蜜丸製劑生產過程中乙醇易揮發、收集難度大、存在安全與環保雙重風險的問題，開展專項技術攻關，完善揮發氣體治理方案。大興分廠在制丸機的乙醇噴灑工位加裝一體式定製收集排風裝置，並將其接入VOCs廢氣處理系統，形成「源頭捕集 — 管道輸送 — 集中過濾 — 達標排放」的閉環治理鏈條，進一步提升了生產過程的安全可控水平，強化了VOCs排放管理能力，推動清潔生產與綠色製造水平提升。

3. Environmental Protection and Ecological Conservation

3.3 Addressing Climate Change
應對氣候變化

Climate change has become the focus of widespread concern in society. The frequency and intensity of extreme weather has increased, and it has severely affected industries such as agriculture, forestry and animal husbandry. Traditional Chinese medicinal materials are special agricultural resources whose cultivation, growth, distribution, and harvesting are also affected by climate change. As an enterprise mainly engages in the manufacturing of Chinese patent medicine, the Group has identified risks and opportunities related to climate change based on its current status and needs, improved risk management and control mechanisms and explored measures to address climate change to ensure the sustainable development and utilization of traditional Chinese medicines. Referring to the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), the Group describes our efforts and future plans in addressing climate change.

氣候變化問題已成為社會廣泛關注的焦點，極端天氣的發生頻次及強度有所增加，已對農、林、牧等產業造成了嚴重影響。中藥材資源作為特殊的農業資源，其栽培、生長、分佈和採收也會受到氣候變化的影響。本集團作為中成藥製造為主的企業，已結合自身現狀與需求，識別有關氣候變化的風險和機遇，並完善風險管控機制，探索應對氣候變化的措施，以保障中藥資源的可持續發展與利用。本集團參照氣候相關財務信息披露工作組(TCFD)建議，闡述我們在應對氣候變化方面已做的努力和未來的計劃。

Governance
管治

In terms of governance, we have established an ESG governance framework to cover ESG-related comprehensive governance, including the governance of addressing climate change. The Group's Board deliberates and makes decisions on major ESG topics as the Group's highest decision-making body on ESG work. The Strategy and Planning Committee is responsible for monitoring the Group's ESG performance and reporting to the Board on a regular basis. The ESG Working Group is responsible for advancing the formulation and implementation of the Group's ESG policies, strategies, goals and measures, and organising and coordinating the Group's ESG work.

在管治方面，我們已建立ESG管治架構，以覆蓋對ESG相關工作的全面管治，其中包括應對氣候變化的管治。本集團董事會作為ESG工作的最高決策機構，對氣候變化相關的重大議題進行審議和決策；戰略與規劃委員會負責監察本集團在應對氣候變化方面的表現，並定期向董事會進行匯報；ESG工作小組則負責推進本集團各項目標、措施的制定與落實，組織協調各項工作的持續開展。

To fully implement the decisions and deployments of the Party Central Committee, the State Council, Beijing Municipality, and Tong Ren Tang Holdings on carbon peak and carbon neutrality, practice the new development concept, integrate the carbon peaking and carbon neutrality goal into the overall development of the Company, take green and low-carbon transformation as the guide, and ensure the smooth achievement of the carbon peaking and carbon neutrality goal. The Company has established a carbon peak action leadership group, which includes senior management personnel and major leaders of industrial units.

為全面貫徹落實黨中央、國務院、北京市和集團公司關於碳達峰、碳中和的決策部署，踐行新發展理念，將「雙碳」目標融入本公司發展全域，以綠色低碳轉型為引領，確保「雙碳」目標順利達成，本公司已成立碳達峰行動領導小組，成員包括本公司高級管理人員及工業單位主要負責人。

Strategy
策略

Climate-related risks include those associated with the transition to a low-carbon economy ("**transition risks**") and those associated with the physical impacts of climate change ("**physical risks**"). Among them, transition risks can be divided into policy and legal risks, technology risks, market risks, reputation risks, and physical risks including acute risks (such as typhoons, floods and other extreme weather) and chronic risks (climate pattern shifts such as persistent high temperatures).

氣候相關風險包括與低碳經濟轉型相關的風險(以下簡稱「**轉型風險**」)和與氣候變化的物理影響相關的風險(以下簡稱「**物理風險**」)，其中轉型風險可分為政策與法律風險、技術風險、市場風險、聲譽風險，實體風險包括急性風險(如颱風、洪水等極端天氣)和慢性風險(氣候模式轉變如持續性高溫)。

3. Environmental Protection and Ecological Conservation

Physical risk impact assessment and response:
物理風險影響評估及應對：

Physical risk types 物理風險類型	Physical risk classification 物理風險分類	Main influences 主要影響	The assessment of the impact on the Group 評估情況	Impact cycle 影響週期	Incidence 影響範圍	Potential financial impact 潛在財務影響	Strategies, mitigation and adaptation measures 策略、緩解及適應措施
Acute 急性	Drought 乾旱	• Some of the authentic medicinal herbs used by the Group grow in paddy fields or are suitable for growing in moist and well-drained soil, requiring sufficient moisture. The decrease in precipitation or drought caused by climate change may affect its growth or quality decline. • 本集團所使用的部分道地藥材生長在水田或適合在濕潤、排水良好的土壤中生長，需要充足的水分。氣候變化導致的降水減少或乾旱可能影響其生長或質量下降。	• The growth of some authentic medicinal herbs requires sufficient water, and drought can easily hinder the growth of medicinal herbs, reduce yield, and ultimately lead to an increase in procurement prices. The precipitation in the medicinal herb production areas of northern China is relatively low, and the risk of drought is high. 部分道地藥材的生長需要充足的水分，乾旱易導致藥材生長受阻、產量下降，進而導致採購價格上升。中國北方藥材產區降水量偏少，乾旱風險較高。	Short, medium, and long-term 短中長期	Operation 運營 Upstream 上游	• Increase in operating costs 運營成本增加	• Closely monitor forecast and warning information, pay attention to the annual precipitation trend in the real estate areas, and observe the different impacts of El Niño and La Niña phenomena on the real estate areas in northern and southern China; 密切關注預報和預警信息，關注道地產區的年度降水量變化趨勢，關注厄爾尼諾及拉尼娜現象對於中國北方及南方的道地產區的不同影響； • Collaborate closely with suppliers to timely understand raw material production and price trends. 與供應商緊密協作，及時了解原材料產量及價格趨勢。
	Rainstorm 暴雨	• Some genuine medicinal materials used by the Group are drought resistant but not waterlogged, and rainstorm may cause root rot and affect their growth. • 本集團所使用的部分道地藥材耐旱但不耐澇，暴雨可能導致根部腐爛，影響其生長； • Rainstorm may also cause the production units of the Group to stop production or reduce production, and it is difficult to transport products. • 暴雨亦可能導致本集團生產單位停產或減產、產品運輸困難等。	• The precipitation in some southern medicine producing areas is relatively large, and the risk of extreme natural disasters such as floods caused by rainstorm is relatively high. 部分南方藥材產區降水量較大，因暴雨導致的洪澇等極端自然災害的風險較大。	Short, medium, and long-term 短中長期	Operation 運營 Upstream 上游 Downstream 下游	• Increase in operating costs 運營成本增加 • Decrease in operating income 營業收入減少	• Closely monitor forecast and warning information, collaborate closely with suppliers, and timely understand raw material production and price trends. 密切關注預報和預警信息，與供應商緊密協作，及時了解原材料產量及價格趨勢； • By optimizing inventory management, we aim to increase inventory turnover while retaining safety stock, ensuring supply chain stability even in the event of logistics disruptions. 通過優化庫存管理，在提高庫存週轉率的同時保留安全存貨，以便在物流運輸受阻時，仍能保證供應鏈的穩定。
	Tropical cyclones 熱帶氣旋	• Tropical cyclones (primarily typhoons) may blow down trees or billboards, resulting in damage to the external structures of retail pharmacies operated by the Group or dealers of the Group, thereby posing a threat to store safety. The heavy rainfall brought by tropical cyclones may cause water accumulation on roads and surrounding areas, which could affect customer traffic and lead to disruptions in retail operations. 熱帶氣旋(主要為颱風)可能吹倒樹木或廣告牌等，導致本集團或經銷商的零售藥店外部結構受損，威脅店舖安全。熱帶氣旋帶來的大量降雨，可能導致道路和周邊區域積水，從而影響客流量，導致零售業務中斷。 • It may impact the logistics transportation system, thereby resulting in supply chain disruptions and hampering raw material procurement and product sales. 可能影響物流運輸系統，導致供應鏈中斷，原材料採購及產品銷售受阻。	The primary distribution channel for our Group's products is the over-the-counter (OTC) market. Dealers' retail pharmacies in southern and coastal cities of China face a higher risk of typhoons during the summer and autumn seasons, which could potentially impact sales. 本集團產品的主要銷售渠道為非處方藥(OTC)市場，經銷商位於中國南方及沿海城市的零售藥店在夏秋季面臨颱風的風險較高，可能對產品銷售造成一定影響。	Short, medium, and long-term 短中長期	Operation 運營 Upstream 上游 Downstream 下游	• Increase in operating costs 運營成本增加 • Decrease in operating income 營業收入減少	• Closely monitor forecast and warning information, and adjust product sales plans in a timely manner based on predicted extreme weather conditions; Establish stable cooperative relationships with distributors to ensure timely replenishment of goods in case of supply chain disruptions. 密切關注預報和預警信息，根據預測的極端天氣及時調整產品銷售計劃；與經銷商建立穩定的合作關係，確保在供應鏈中斷時能夠及時補充商品。 • Strengthen cooperation with distributors, timely grasp product flow rate and channel inventory. 加強與經銷商的協作力度，及時掌握產品流速及渠道庫存。

Physical risk types 物理風險類型	Physical risk classification 物理風險分類	Main influences 主要影響	The assessment of the impact on the Group 評估情況	Impact cycle 影響週期	Incidence 影響範圍	Potential financial impact 潛在財務影響	Strategies, mitigation and adaptation measures 策略、緩解及適應措施
Chronic 慢性	Extremely high temperature 極端高溫	• The average temperature rise in some medicinal herb production areas has led to a reduction in the production of Chinese medicinal herbs required by our group, a decrease in the quality of Chinese medicinal herbs, and fluctuations in market prices, which in turn has a certain impact on the group's production, supply, and procurement costs. 部分藥材產區的平均氣溫升高，使得本集團生產所需中藥材減產、中藥材質量下降、市場價格波動等，進而對本集團生產供應及採購成本造成一定影響。	Some southern medicinal herb production areas face a greater risk of extreme high temperatures in summer. 部分南方藥材產區在夏季面臨極端高溫的風險較大。	Medium and long-term 中長期	Operation 運營 Upstream 上游	• Increase in operating costs 運營成本增加 • Decrease in operating income 營業收入減少	• Timely pay attention to the possible impact of high temperatures on authentic medicinal herbs, monitor market price changes, and adjust business strategies in a timely manner. 及時關注道地藥材可能受到的高溫影響，關注市場價格變化，及時調整經營策略。
	Shortage of water 水資源短缺	• The shortage of water resources in medicinal herb production areas has a negative impact on the growth, yield, and quality of Chinese medicinal herbs, which in turn has a certain impact on the production, supply, and procurement costs of the group. 藥材產區水資源短缺，對中藥材的生長、產量和質量造成負面影響，進而對本集團生產供應及採購成本造成一定影響。	Some northern medicinal herb production areas are at high risk of water scarcity. 部分北方藥材產區面臨水資源短缺風險較高。	Medium and long-term 中長期	Operation 運營 Upstream 上游	• Increase in operating costs 運營成本增加 • Decrease in operating income 營業收入減少	• Collaborate closely with suppliers to timely understand raw material production and price trends. 與供應商緊密協作，及時關注藥材產量及價格趨勢。

3. Environmental Protection and Ecological Conservation

Transformation risk impact assessment and response:
轉型風險影響評估及應對：

Transformation risk types 轉型風險類別	Description 描述	Impact cycle 影響週期	Incidence 影響範圍	Potential financial impact 潛在財務影響	Strategies, mitigation and adaptation measures 策略、緩解及適應措施
Policy and Legal 政策和法律	• With the improvement and introduction of policies, regulatory authorities will inevitably adopt increasingly strict greenhouse gas emission restrictions and strengthen greenhouse gas emission disclosure requirements; 隨著政策的完善和出台，監管部門必將採取愈加嚴格的溫室氣體限排措施，並強化溫室氣體排放披露要求； • China is accelerating the development of a carbon trading market and improving the policies on international carbon tariffs, carbon emission compliance in the future may lead to increasing costs; Policy changes may also lead to early retirement of existing fixed assets, such as high energy-consuming facilities. 隨著我國碳排放權交易市場的加速推進和國際碳關稅等政策的陸續完善，後續為滿足碳排放合規要求，可能會導致成本的增加；政策的變動也可能導致高耗能設備等現有固定資產的提前淘汰； • There may be a risk of the Group being prosecuted or subject to fines and financial losses due to non-compliance with relevant climate-related policies or laws. 可能出現由於未符合相關氣候政策或法律被依法追究法律責任或面臨罰款、出現財務損失的風險。	Medium and long-term 中長期	Operation 運營	Increase in operating expenses 運營開支增加	• Continuously monitor the introduction and updates of relevant policies and regulations, timely study and implement requirements, and develop response measures. 持續關注相關政策及法規的出台和更新情況，及時研究執行要求並制定響應措施。 • The Company has formulated the " Tong Ren Tang Technologies Co., Ltd. Carbon Peak Action Plan" and based on the actual situation of each production unit, we have developed a clear, reasonable, implementable, and cost controllable carbon reduction path. 本公司制定了《北京同仁堂科技發展股份有限公司碳達峰行動方案》，根據各生產單位的實際情況，制定了清晰、合理、可落地，成本可控的碳減排路徑
Technology 技術	• Investments in new technologies may increase due to innovations in production technology in response to environmental requirements and product R&D findings, or front-end costs may rise to adopt/deploy new operations and processes. 生產技術革新迭代以應對環保要求和新產品的研發創新過程中可能會帶來對新技術投資，或採用／部署新操作和流程的前端成本的增加。	Short, medium, and long-term 短中長期	Operation 運營	Increase in asset investment 資產投資增加	• Actively promote the development of green manufacturing 積極推動綠色製造發展 • Vigorously promote the development and utilization of renewable energy 大力推動可再生能源開發利用 • Accelerate the construction of a comprehensive energy and carbon control platform 加快綜合能碳管控平台建設
Market 市場	• Under policy and market guidance, and as customers are increasingly aware of lower-carbon alternatives and the importance of environmental protection, they will opt for greener products, such as certified low-carbon products, which may have an impact on the Group's products. 隨著政策和市場的引導，以及客戶低碳環保意識的逐步提升，消費者可能會轉向使用更綠色的產品，如帶有低碳認證的產品等，使本集團在產品方面受到影響； • As a leading enterprise in the TCM industry chain, changing market sentiment will affect the behaviour of end consumers, and finally affect the sales of the Group's products. 作為中醫藥行業產業鏈中的領先企業，市場氛圍的變化會影響終端消費者的行為，進而可能影響本集團產品的銷售。	Short, medium, and long-term 短中長期	Downstream 下游	Decrease in operating income 營業收入減少	• Establish a healthy and smooth regular communication with consumers, timely understand their needs and preferences, and meet their needs for related products. 與消費者建立良性順暢的常態化溝通，及時了解消費者的需求偏好，滿足消費者對相關產品的需要。
Reputation 聲譽	• Stakeholders are increasingly concerned about issues in response to climate changes, the Group may suffer from reputation risk if it fails to meet stakeholder expectations or there is any behaviour in violation of relevant laws and regulations. 隨著各利益相關方對應對氣候變化相關問題關注度的持續提高，若本集團未能滿足利益相關方期待或出現與此相關違法違規行為，可能會造成聲譽損害。	Short, medium, and long-term 短中長期	Operation 運營	Increase in operating expenses 運營開支增加	• Establish a good communication mechanism with all stakeholders and respond to concerns through various means. 與各利益相關方建立良好的溝通機制，並通過多種方式回應關切問題。

Climate opportunity impact assessment and response：
氣候機遇影響評估及應對：

Area 領域	Description 描述	Impact cycle 影響週期	Incidence 影響範圍	Potential financial impact 潛在財務影響	Strategies, mitigation and adaptation measures 策略、緩解及適應措施
Self operation 自身運營	Building climate resilient infrastructure 打造具有氣候韌性的基礎設施	Short, medium, and long-term 短中長期	Operation 運營	Decrease in operating costs 運營成本減少	• Promote the construction of key projects for distributed photovoltaic power generation and innovate the application scenarios of "photovoltaic+". Explore the application scenarios of multi energy microgrids with "photovoltaic and energy storage and energy control" as the core technology. 推進分佈式光伏發電重點項目建設，創新「光伏+」應用場景。探索「光伏+儲能+能源管控」為核心技術的多能源微電網應用場景。 • Explore the construction of a comprehensive energy and carbon control platform that integrates energy monitoring, data analysis, optimized scheduling, remote control, carbon emission management, and other functions. 探索建設集能源監測、數據分析、優化調度、遠程控制、碳排放管理等功能於一體的綜合能碳管控平台。
Supply chain 供應鏈	Promote green logistics packaging 推動綠色物流包裝	Short and medium-term 短中期	Upstream 上游	Decrease in operating costs 運營成本減少	• Adhere to the use of recyclable and biodegradable environmentally friendly packaging materials, and actively promote the upgrading of packaging automation and intelligence. 堅持使用可循環、可降解的環境友好型包裝材料，積極推動包裝自動化、智能化升級。 • Recycling materials such as packaging, cardboard boxes, and cardboard has extended the lifecycle of packaging materials and improved the comprehensive utilization rate of resources. 對包裝、紙箱、紙皮等材料進行回收利用，延長了包裝物的生命週期，提高資源綜合利用率。

3. Environmental Protection and Ecological Conservation

Risk Management
風險管理

The Group has identified and assessed the management process of climate-related risks in light of the characteristics of the Group's industry and actual situation. Based on the identification of climate change risks, the Group has set out "Comprehensive Risk Management Regulations" to tackle climate change risks. We have adopted a three-level risk management and incorporated natural and environmental factors such as natural disasters and environmental conditions in the risk identification scope, to strengthen the ability to address climate change risks. The Group has refined the process of risk identification, assessment and management, and set up processes for risk monitoring, reporting and early warning, risk assessment processing, risk management supervision and evaluation, formulation and implementation of countermeasures to actively prevent and tackle possible climate change risks.

The Group has strengthened the identification, evaluation and supervision of the impacts and risks of severe climate changes on the Group's various businesses, paid attention to market conditions and changes in related industrial policies in due time, strengthened the close connection between procurement, production and sales, and maintained a reasonable inventory structure and appropriate strategic reserves to maximise the supply of required materials and to avoid the risk that their prices rise due to supply and demand mismatch. At the same time, we keep updated of the resource availability of traditional Chinese medicinal materials, analyse the dynamic change and carry out the artificial cultivation and breeding of precious and endangered animal and plant-based medicinal materials resources in accordance with the law, with a view to effectively prevent and mitigate the adverse effects of climate change on traditional medicinal materials resources. We actively advocate low-carbon and green production and lifestyles, improve energy efficiency, reduce pollution emissions, and alleviate climate change.

根據本集團所處行業特性，結合實際情況，我們識別和評估了氣候相關風險的管理流程。在氣候變化風險識別的基礎上，本集團制定了《全面風險管理規定》，建立健全三道防線，將自然災害、環境狀況等自然環境因素納入風險識別範圍，強化氣候變化風險的應對能力。本集團細化了風險識別、評估及管理的流程，設置了風險監控報告與預警、風險評估處理、風險管理的監督與評價、應對措施的制定與實施等環節，積極防範與應對可能發生的氣候變化風險。

本集團加強重大氣候變化對本集團各項業務產生的影響及風險的識別、評估和監管，及時關注市場行情及相關產業政策變化，強化採購與生產、銷售之間的緊密銜接，保持合理庫存結構和適當的戰略性儲備，最大限度保障所需物料的供應，避免其價格因供需矛盾失衡而持續上升的風險。同時，及時了解和掌握中藥資源數量，進行動態分析，依法開展動植物中藥材資源的人工培養、繁育，預防和減緩氣候變化對所需中藥材資源產生的負面影響；積極倡導低碳化、生態化的生產生活方式，提高能源利用率，減少污染排放及緩解氣候變化。

3. 綠水青山　生態長存

Every year, the Group conducts an annual risk assessment at the beginning of the year and performs risk reviews on a quarterly basis. According to the assessment, unforeseen factors such as earthquakes and extreme weather events may cause production halts, logistics disruptions, or regional supply chain interruptions to relevant suppliers, potentially leading to material supply delays or shortages. To effectively cope with climate risks, the Group continues to monitor environmental changes and climate trends, follows up information about the origin of medicinal materials on a daily basis, understands the origin and market of medicinal materials by paying visits to local markets, and collects first-hand information in a timely manner. By doing so, we aim to make more reliable forecast on the medicinal materials harvesting, the procurement price of medicinal materials and other market trends, so that we can plan in advance, maintain reasonable inventory according to production needs, and take effective identification, assessment and response measures to ensure the quality, security and supply stability of our products.

The Group regularly monitors the market situation of raw materials with high demand and significant price fluctuations, and focus on the production of new varieties and raw material varieties with decreasing prices affected by climate factors. The Group purchases raw materials in due time, taking multiple factors into consideration, including raw material inventory, average annual usage, annual procurement plan, raw material variety and quality. The Group makes appropriate reserves to minimise the adverse impact of climate and market fluctuations.

In addition, the Group has taken the initiative to join industry associations. For example, it is one of the governing bodies of the Beijing Society of Energy, with a view to jointly promote effective response to climate change with peer enterprises.

本集團每年初組織開展年度風險評估工作，每季度進行風險復盤。經評估，因地震、極端天氣等不可預見因素，相關供應商可能面臨生產停滯、物流受阻或區域供應鏈中斷等風險，進而導致物料供應出現延遲或斷檔。為了有效應對氣候風險，本集團持續監測環境變化和氣候趨勢，日常關注藥材產地信息，並深入藥材產地及市場，實地了解行情，及時掌握一手信息，以加強對藥材產收情況、藥材價格等行情的預判，提前謀劃，按生產需求進行合理儲備，同時採取有效的識別、評估和應對措施，確保藥品的質量、安全性和供應穩定性。

本集團定期關注需求量較大、價格波動較大的原材料的市場行情，對產新品種、價格走低趨勢品種受氣候因素影響產量的原材料品種進行重點關注。本集團會結合原材料庫存情況、年均使用量、年度採購計劃、原材料品種質量特性等多重因素及時進行採購，並做適當儲備，盡可能降低氣候及市場波動造成的不利影響。

此外，本集團主動加入行業協會，為北京能源學會理事單位，以期與同行業內其他企業共同推動氣候變化的有效應對。

3. Environmental Protection and Ecological Conservation

Metrics and Targets
指標與目標

To measure the climate change transition, it is important to select appropriate parameters and metrics and set corresponding targets. The Group has identified metrics related to the environmental, social and climate-related risks, including:

為了讓氣候變化過程能夠被度量，選擇合適的參數和指標，並設立相應的目標至關重要。本集團識別了與環境、社會及氣候相關風險有關的指標，並每年進行相關數據的統計與披露，例如：

- Consumption of energies (natural gas, electricity, steam)
  能源(天然氣、電力、蒸汽)使用量；
- GHG emissions (including Scope 1 and Scope 2)
  溫室氣體排放量(包括範圍一和範圍二)；
- Greenhouse Gas Emissions (Scope 3, Category 6-Business Travel)
  溫室氣體排放量(範圍三類別六商務差旅)；

In 2025, we initiated a pilot project for Scope 3 Category 6 emissions accounting in accordance with the Greenhouse Gas Protocol's "Scope 3 — Emissions from Business Travel" guidelines. Using a cost-based approach (with emission factor data sourced from the China Product Life Cycle Greenhouse Gas Emission Factor Database), the calculation included GHG emissions generated by employees' air and high-speed rail travel. For detailed information regarding energy consumption and GHG emissions of the Group's primary production units in 2025, please refer to Appendix of this report.

二零二五年，本集團試點溫室氣體範圍類別六的核算，參考溫室氣體核算體系(GHG Protocol)「範圍3 — 類型6商務差旅產生的排放」的規定，按照費用法(其中，因子數據來自中國產品全生命週期溫室氣體排放系數庫)進行計算，納入了員工乘坐飛機與高鐵所產生的溫室氣體排放。二零二五年，本集團主要生產單位消耗的能源情況及溫室氣體排放量請參見本報告附錄。

3. 綠水青山　生態長存

To thoroughly implement the requirements of a series of "carbon peaking and carbon neutrality actions" in the "Beijing Carbon Peaking Implementation Plan", "Beijing Managed Enterprise Carbon Peaking Action Plan", and "China Beijing Tong Ren Tang Group Co., Ltd. Carbon Peaking Action Plan", accelerate the Company's green and low-carbon transformation, and effectively do a good job in carbon peaking work, the Company has formulated the "Tong Ren Tang Technologies Co., Ltd. Carbon Peaking Action Plan", which includes two preliminary goals in two stages:

為深入貫徹《北京市碳達峰實施方案》《市管企業碳達峰行動方案》《中國北京同仁堂(集團)有限責任公司碳達峰行動方案》中一系列「雙碳」行動的要求，加快本公司綠色低碳轉型，切實做好碳達峰工作，本公司制定了《北京同仁堂科技發展股份有限公司碳達峰行動方案》，其中包括兩個階段的初步目標：

- During the "14th Five-Year Plan" period, green, low-carbon and circular development has taken shape, energy utilization efficiency has apparently improved, the proportion of renewable energy consumption has gradually increased, and the growth of fossil fuel consumption has been strictly controlled, laying a solid foundation for achieving carbon peak.
  「十四五」期間，綠色低碳循環發展初步形成，能源利用效率明顯提升，可再生能源消費比重逐步上升，化石消費增長得到嚴格控制，為實現碳達峰奠定堅實基礎。

- During the "15th Five-Year Plan" period, we will continue to explore renewable energy sources such as photovoltaics and green electricity, achieve significant results in green, low-carbon and circular development, further optimize industrial structure and layout, continuously reduce comprehensive energy consumption intensity and greenhouse gas carbon emissions intensity, and successfully achieve the 2030 carbon peak target.
  「十五五」期間，持續探索「光伏」、「綠電」等可再生能源，綠色低碳循環發展取得顯著成效，產業結構與佈局進一步優化，綜合能源消耗強度、溫室氣體碳排放強度持續下降，順利實現二零三零年碳達峰目標。

The Group's carbon emissions are mainly concentrated in traditional Chinese patent medicines and simple preparations production units such as Daxing branch factory, Liujiayao branch factory and Yizhuang branch factory. Improving the electrification level of terminal energy consuming equipment, upgrading and transforming key power consuming equipment, vigorously developing new energy construction, and enhancing the development and utilization of "green electricity" are key measures for the Group's future carbon reduction work.

In view of the changing nature of the operating and marketing environment, the Group conducts on-going review of the implementation, and adjusts the target and proposed measures when necessary. Going forward, the Group will continue to improve strategy development, risk management and identification and management of metrics and targets, to tackle climate change in pursuit of sustainable development with various sectors of society.

本集團的碳排放量主要集中在大興分廠、劉家窯分廠、亦莊分廠等中成藥生產單位。提升終端用能設備的電氣化水平，開展重點耗電設備的升級改造，大力發展新能源建設，提高「綠電」開發利用是本集團未來減碳工作的關鍵舉措。

面對所處的運營和市場環境變化，本集團持續審視實踐活動並適時調整目標與擬採取的措施。未來，本集團將進一步完善策略制定、風險管理、指標和目標識別與管理，攜手各界一起應對氣候變化，及實現共同的可持續發展。

People Orientation and Group Solidarity
以人為本 同心共濟



4.1 Employees' Rights and Interests
員工權益

The Group has been treating employees as one of its core competitiveness in sustainable development, and the people-oriented concept in development and operation is a necessary condition to ensure the sustainable development of the Group. We respect and protect our employees' rights and interests, provide them with fair and reasonable path for career development, pay attention to their physical and mental health, so that both the Company and employees grow and proper together. In 2025, there were no violations of laws and regulations relating to remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination as well as other benefits and welfare.

員工是企業可持續發展的核心競爭力之一，堅持以人為本的發展經營理念是保障本集團可持續發展的重要前提。我們尊重並保障員工的各項權益，提供公平合理的職業發展通道，關注員工身心健康，攜手員工共同奮鬥，共同成長。二零二五年，本集團未發生有關薪酬及解僱、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違法違規情況。

Staff Employment
員工僱傭

In strict compliance with the *Labour Law of the People's Republic of China,* the *Labour Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on Protection of Minors*, the *Law of the People's Republic of China on the Protection of Rights and Interests of Women*, and other relevant national laws and regulations, the Group formulated the "Employee Recruitment Management System", the "Employee Turnover and Retirement Management System", and the "Employee Labour Contract Management System". General recruitment and campus recruitment have been adopted to attract talent needed by the Company according to the principles of openness, equality, voluntariness and consensus. We sign labour contracts in written form with recruits.

We pursue a fair, just and non-discriminatory employment policy. During the recruitment process, there is no discrimination against any candidates due to gender, region, ethnicity, religion, age, marital status or other factors. The proportion of female employees has also been raised when selecting relevant candidates, with the ultimate goal of achieving a balanced ratio of male and female employees. We respect and protect the legal rights and interests of all employees.

本集團嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《中華人民共和國未成年人保護法》《中華人民共和國婦女權益保障法》等國家相關法律法規，制定《員工招聘錄用管理制度》《員工離職、退休管理制度》《員工勞動合同管理制度》等內部制度，並嚴格執行，本集團採取社會招聘和校園招聘等途徑，根據公開、平等、自願、協商一致的原則，引進本公司所需人才，並與其簽訂勞動合同。

本集團奉行公平、公正、無歧視的用工政策，招聘過程中不會因應聘者的性別、地域、民族、宗教、年齡、婚姻狀況等因素產生任何歧視，並在選聘相關人選時逐步提高女性員工的比例，以達至男女性別比例之平衡為最終目標，尊重並保障所有員工的合法權益。

4. People Orientation and Group Solidarity

Employment Rules
用工準則

The Group strictly abides by the "Attendance and Vacation Management System". We implement a working hour system of 8 hours a day and 5 days a week for office employees and a work shift and alternative holiday system for frontline workers. The arrangements for rest days and statutory holidays of employees are consistent with those provided in the national labour laws and regulations. In addition, child labour and forced labour are strictly prohibited. In case of any suspected violation of the above laws, the Group will immediately assist the victim in reporting to the police or relevant labour authorities in strict compliance with national laws and regulations, and will strive to cooperate with the investigation. Should the violation be confirmed, the Group will promptly hold the relevant person liable. During the Reporting Period, no employment of child labour, forced labour or any other violations occurred.

The Group adheres to the people-oriented philosophy, strives to build a harmonious working environment, maintains employee relations and handles conflicts through two-way communication. We have revised and improved the "Staff Manual" by referring to laws, regulations and rules to ensure that the Manual is accurate and comprehensive, and consistent with the Company's policies and rules, which can be referred to and relied on in case of disputes. The Group is concerned about employees' psychological dynamics and keeps on improving the channels for two-way communication. We try to understand staff dynamics by carrying out regular satisfaction surveys, counselling, coaching and other forms of communication. When there are disputes between employees, employees are encouraged to adopt internal communication and coordination and appeal to the Company. The Company immediately understands and investigates the details relating to the appeal, handles the disputes with the employees' entities and gives feedback to the parties concerned, and meanwhile, all materials and results of dispute resolution will be retained for record. In addition, to better serve retired employees, the Group has established online channels to facilitate timely communication with retired employees.

本集團嚴格遵守《考勤及假期管理制度》，辦公室員工實行每日8小時、每週5天的工作時間制度，生產員工或實行輪班、輪休制度，員工的休息日及法定節假日與國家勞動法規一致。同時，嚴禁使用童工和強制勞動事件發生，如若發生相關事件，本集團將嚴格按照國家相關法律法規立即協助受害員工向警方或相關勞動部門報告，並全力配合調查，如若屬實，本集團將立即追究違規辦事人員責任。於報告期內，未有聘用童工、強迫勞工等事件發生。

本集團秉持以人為本的工作理念，努力構建和諧工作環境，通過雙向溝通維護員工關係，處理矛盾。我們參照法律法規和規章制度，修訂完善員工手冊，確保手冊內容準確、全面，並與本公司的政策和規定保持一致，在發生糾紛時有理可依，有據可循。本集團關注職工心理動態，不斷完善雙向溝通渠道。適時開展滿意度調查、談心談話等工作，了解職工動態。在員工發生糾紛時，鼓勵員工採取內部溝通協調以及向本公司申訴的處理方式，我們會在第一時間了解訴求並調查情況，同員工所在單位一起處理糾紛事宜並向當事人作出反饋，同時對材料和處理結果進行留存。此外，為更好地服務退休職工，本集團已建立了退休職工線上溝通渠道，方便及時的溝通。

Employee Diversity[1]
員工多元化

We have designed and implemented an Employee Diversity Policy. We adhere to principles of fairness, impartiality, and non-discrimination in our recruitment, training, promotion, and remuneration review processes. This ensures that employees are not subjected to unfair treatment based on race, gender, age, religion, marital status, disability, or other factors. We are committed to fostering an inclusive, diverse, and equitable work environment. By recruiting talent with different backgrounds, expertise and experience, we are promoting diversity in our teams so that we can maximise the complementary strengths, thereby enhancing our innovation and cohesion.

During the Reporting Period, the Group employed a total of 3,951 full-time employees (2024: 3,991), including 1,956 full-time employees directly employed by the Company (2024: 1,931). Additionally, the Company utilised 38 dispatched workers (2024: 115). For detailed workforce composition, please refer to the Appendix of this report.

Employee attrition remains a common challenge in human resource management. The Group actively identifies the root causes of talent attrition and implements targeted optimisation measures to enhance talent retention. In 2025, the Group recorded 199 full-time employee departures (excluding retirees), resulting in an attrition rate of 5.04%. Detailed attrition rate analysis is provided in the Appendix of this report.

本集團已制定並實施《員工多元化政策》，在招聘、培訓、晉升及薪酬等方面堅持公平、公正及無歧視原則，確保員工不因種族、性別、年齡、宗教、婚姻狀況或殘疾等因素受到不公平對待。本集團致力營造包容、多元、平等的工作環境，積極吸納不同背景及專業經驗的人才，促進團隊多元化與優勢互補，提升組織創新能力和凝聚力。

報告期內，本集團共有正式員工3,951人(二零二四年：3,991人)，其中，本公司共有正式員工1,956人(二零二四年：1,931人)，此外，本公司另有派遣員工38工人(二零二四年：115人)。本集團員工組成詳情，請參見本報告附錄。

人才流失是企業人才管理的普遍問題，本集團積極總結員工流失原因，並針對性地進行優化改善，盡力留住優秀人才。二零二五年，本集團正式員工流失人數(不包括退休人數)為199人，流失率為5.04%，流失率詳情請參見本報告附錄。

1 Unless otherwise specified, Tong Ren Tang Chinese Medicine Group is included in the statistics of the number of employees.
如未特別指明，員工人數統計範圍已包括同仁堂國藥集團。

4. People Orientation and Group Solidarity

Besides, the Group strives to create an open, transparent, equal and diversified environment by effectively protecting the legitimate rights and interests of employees such as the right to know and the right to speak. The Group has established labour union organisations at all levels in accordance with the *Trade Union Law of the People's Republic of China* to provide employees with smooth channels of information communication. The Group advocates collaborated thinking and cohesion, organises and guides employees to promote democratic corporate management, employee quality, economic development, cohesion and resilience. At the same time, we regularly organise the "Democratic Reception Day" to carefully listen to employees' opinions and suggestions, and adopt targeted solutions to problems of high concern to employees to protect their interests.

此外，本集團努力營造開放、透明、平等、多元的工作環境，重視並切實保護員工的知情權、話語權等合法權益。本集團已按照《中華人民共和國工會法》成立了各級工會組織，為員工提供暢通的信息溝通渠道。本集團統一思想、凝心聚力，組織引導員工推動企業民主管理、推進職工素質工程、推進企業經濟發展，增強企業凝聚力和戰鬥力。同時，本集團定期開展「民主接待日」活動，積極聽取員工的意見與建議，針對員工關注度較高的問題及時採取相應的解決措施，保障廣大員工的利益。

4.2 Employee Development
員工發展

Employees' continuous growth is the foundation and motivation for the Group to maintain healthy and long-term development. The Group attaches great importance to the growth and development of each employee. With the aim of "Building a Growth Path for Employees", the Group has diligently selected, fostered, used and retained talent. It has formulated the "Employee Grade and Rank Management System" and the "Job Title and Promotion Management System" and has been gradually establishing a training mechanism that can bring employees' potential into full play. We strive to provide employees with a complete learning and promotion platform, expecting them to realise self-value and career development goals.

The Group continued to take great care of employees' development. In line with the Group's "14th Five-Year Plan", and based on a market-oriented, precise and professional approach focusing on talent cultivation, introduction, utilisation, incentive and supervision, the Group continuously encourages employees to take more initiative, and strives to build a structurally reasonable team of talent that are politically compliant, sufficient in number and highly competent, which will ensure a reliable supply of talent the Group needs to achieve high-quality development goals and contribute to its healthy and sustainable development.

員工的不斷成長是本集團保持健康、長遠發展的根基與動力。本集團重視每一位員工的成長與發展，以「為員工創造成長之路」為宗旨，注重人才的「選、育、用、留」，已制定《員工職系職級管理制度》《職稱晉升管理制度》等內部制度，並逐步建立起「人盡其才」的培養機制，努力為員工提供完善的學習與晉升平台，期待員工自我價值及職業發展目標的實現。

本集團持續提升對員工發展的關注度，結合本集團「十四五」發展規劃，以「市場化、精細化、專業化」為方向，緊扣人才隊伍培養、引進、使用、激勵、監督五個環節，持續激發員工的主觀能動性，打造一隻政治合格、數量充足、結構合理、素質優良的人才隊伍，為本集團實現高質量發展目標提供堅實的人才保障，助力本集團健康、可持續發展。

4. 以人為本　同心共濟



The Group continued to improve its employee promotion and incentive mechanism, strengthened the "talent magnet" effect, improved its remuneration management system, and flexibly carried out a variety of medium to long term incentives. In terms of remuneration, we have further improved the principle of offering total remuneration package comparable to other employers in the market, and have been linking the remuneration and incentive mechanism closely with economic efficiency and labour productivity. The performance appraisal and remuneration system has been specially designed to standardise the existing system of remuneration management and strictly implement the contractual appraisal requirements of the tenure system. Both incentives and supervisory constraints are stressed.

Meanwhile, the Group has adopted the principle of central management and training hierarchy for staff education and training and have established a multi-layer system with a diversified format of training in place. Upon joining the Company, new employees must participate in induction training in relation to the Company's culture, corporate policies and goals, production safety, necessary skills, etc. Meanwhile, the Group offers a wide range of training sessions regularly to all employees covering management, quality standards, skills and professional skills.

In 2025, the Group conducted a total of 940 training sessions across all departments. All employees participated in corresponding training programmes. For detailed data on employee participation by gender and job grade, please refer to the Appendix of this report.

本集團持續完善員工晉升和激勵機制，強化人才「磁石」效應，完善薪酬管理體系，靈活開展多種方式的中長期激勵。薪酬方面，我們進一步健全工資總額與勞動力市場相適應原則，不斷完善經濟效益和勞動生產率緊密掛鈎的薪酬激勵機制。我們開展績效考核與薪酬體系建設專項工作，並規範原有薪酬管理體系，嚴格落實任期制契約化的考核要求，堅持激勵與監督約束並重。

同時，本集團對員工的教育培訓採取統一管理，依據分級培訓的原則，建立了多層次、多形式的培訓體系。針對新入職員工，自其入職之日起即接受公司文化、方針目標、安全生產和崗位入職等培訓；同時，針對全體員工定期進行各種類別的培訓，涵蓋管理類、質量標準類、專業技能類等諸多方面。

二零二五年，本集團共舉辦各類培訓活動940場，全體員工均參加了相應的培訓，按性別、職級劃分的員工參與培訓情況請參見本報告附錄。

4. People Orientation and Group Solidarity

CASE 案例

Case: Launch of the young and middle-aged cadres training programme
案例：中青年幹部培訓班開班



In November 2025, the Group organised a specialised training programme for young and middle-aged cadres. Over 30 participants from functional departments, production units, and subsidiaries joined the initiative. The training programme was designed to address the needs of cadre team building and capacity enhancement. Course modules focused on critical areas such as digital capability development and on-the-job competency building. A diverse range of methodologies — including thematic lectures, case study discussions, on-site training, and interactive workshops — were employed to integrate theoretical learning with practical applications. This approach aimed to comprehensively enhance the professional competencies and overall qualities of young and middle-aged cadres. The purpose of the programme is to support the Group's talent pipeline development and long-term sustainable growth.

二零二五年十一月，本集團組織開展中青年幹部培訓班，來自各職能部室、生產單位及所屬子公司的30餘名青年幹部參加培訓。培訓圍繞幹部隊伍建設與履職能力提升需求進行系統設計，課程內容涵蓋數字化能力提升、崗位履職能力建設等模塊。本次培訓通過專題授課、案例研討、現場教學及交流研討等多種形式開展，強化理論學習與實踐應用相結合，提升中青年幹部的綜合素質與履職能力，為本集團人才梯隊建設和可持續發展提供人才支撐。

CASE 案例

Case: Launch of the "Party-Building Leadership and All-Staff Marketing" exchange tour
案例：啓動「黨建引領　全員營銷」巡迴交流活動



In May 2025, we initiated our first "Party-Building Leadership and All-Staff Marketing" Master Technician Workshop and Youth Workshop Exchange Tour at the Daxing branch factory. Nearly 100 participants, including workshop managers, representatives from various branch factories and marketing subsidiaries, as well as frontline employees from Daxing branch factory and the logistics centre, joined the event. The activities included product knowledge dissemination, on-site observations, experience-sharing sessions, and cross-departmental discussions. With the initiative, we aimed to leverage the Party-building leadership to enhance participants' capabilities, promote the sharing of workshop management practices and marketing expertise, and elevate employees' professional skills and collaborative efficiency.

二零二五年五月，本公司在大興分廠組織開展首期「黨建引領•全員營銷」首席技師工作室及青年工作室巡迴交流活動。各分廠及營銷分公司工作室管理人員、代表，以及大興分廠和物流配送中心的一線員工近百餘人參與。活動內容包括產品品種知識普及、現場觀摩、經驗交流及跨部門研討，旨在通過黨建引領推動業務能力提升，促進工作室管理經驗和營銷實踐的共享，提升員工專業技能與協作水平。

To better support our high-quality development through talent cultivation, the Group has established a three-pillar training and education system: the Technical Skills Competition, the Corporate Trainer Competition, and the Team Leader Competition.

為了更好地為企業高質量發展提供人才支持，本集團以賽代訓，以技控大賽、企業培訓師大賽、班組長大賽為本集團教育培訓管理體系的三個支柱。

4. People Orientation and Group Solidarity

CASE 案例

Case: "Tong Ren Tang Cup" Employee Skills Competition
案例：「同仁堂杯」職工職業技能競大賽圓滿舉辦

In July 2025, to advance the inheritance and development of TCM techniques, the Company held the "Tong Ren Tang Cup" Employee Skills Competition. Building on the existing TCM identification category, the event introduced hands-on traditional TCM projects, including pill-making, herbal slicing, and honey pill preparation. A total of 100 employees registered for the TCM identification category, with 35 advancing to the preliminary round and 10 to the semifinals. For the traditional TCM hands-on projects, 35 employees registered, with 18 progressing to the preliminary round and 13 to the semifinals. Through this competition, we strengthened our employees' professional skills, fostered the preservation and promotion of traditional TCM techniques, and enhanced job-specific competencies.

二零二五年七月，為推動中醫藥傳統技藝的傳承與發展，本公司組織員工參與「同仁堂杯」員工職業技能競大賽，本次競賽在中藥鑒別項目基礎上，新增泛丸製作、中藥切片及蜜丸製作等傳統中藥製作實操項目。本公司共有100名員工報名中藥鑒別項目，其中35人進入初賽，10人進入複賽；35名員工報名傳統中藥製作實操項目，其中18人進入初賽，13人進入複賽。通過參賽活動，本公司員工專業技能得到鍛煉，同時有助於傳承與推廣傳統中藥製作技藝，提升崗位專業能力。





CASE 案例

Case: Successfully holding the 2nd Corporate Trainer Competition
案例：第二屆企業培訓師大賽圓滿舉辦



In 2025, we successfully held our 2nd Corporate Trainer Competition, with 135 employees and staff members participating from various factories, business units, production subsidiaries and functional departments. Aligning with the Group's business needs and employee capability development strategy, the competition featured four categories: Corporate Culture and Brand Promotion, Product Line Promotion, Professional Skills Training, and Live-Streaming Instruction. This comprehensive approach systematically enhanced the professional competence and teaching capabilities of our trainer workforce. Through competition-driven training and learning, we further strengthened our course design proficiency and practical application of business knowledge, providing robust support for building a sustainable training system and promoting the internal transfer of our expertise.

二零二五年，本公司舉辦第二屆企業培訓師大賽，來自各分廠、商業單位、生產型子公司及職能部室的135名幹部職工參與。大賽圍繞本集團業務需求及員工崗位能力發展，設置文化與品牌宣傳、產品品種宣傳、崗位專業技能及線上直播四大賽道，系統提升培訓師隊伍的專業能力和授課水平。通過以賽促訓、以賽促學，進一步強化課程設計能力與業務知識應用水平，為完善培訓體系建設和推動內部知識經驗傳承提供了有力支撐。

4. People Orientation and Group Solidarity

Under the guidance of our "Talent-Driven Enterprise" strategy, we integrate the traditional mentorship-based training model with modern management systems. We have maintained this practice since 2015, and have established the Master Technician Workshops to transform the relationship-based apprentice system into a standardised, systematic talent development model. As of the end of 2025, we had established 10 Master Technician Workshops. Through continuous expansion of knowledge domains, we have created a multi-level, multi-disciplinary, and multi-trade workshop training system that has achieved a virtuous "talent cultivation — talent upskilling — innovation and value creation" cycle. These workshops have cumulatively trained nearly 300 highly skilled professionals, yielded nearly 100 technological and product innovation achievements, and obtained over 40 patents at various levels.

在「人才強企」戰略引領下，本公司從二零一五年起便將「師帶徒」育人模式與現代管理制度相結合，創立了首席技師工作室，將以情感紐帶為基礎的師徒傳習轉化為制度化、規範化、系統化的培養模式。截至二零二五年底，本公司首席技師工作室已達10家，我們通過不斷拓寬傳承領域範圍，搭建的多層次、多專業、多工種工作室培養體系，實現了「人才培養-能力提升-創新創效」的良性循環。各類首席技師工作室累計培養高技能人才近300名，收穫技術創新、產品創新成果近百項，各級專利40餘個。



Tong Ren Tang Master Technician Workshop Inauguration and Mentorship Ceremony in 2025
本公司二零二五年首席技師工作室授牌暨拜師收徒儀式

4.3 Occupational Health and Safety
職業健康安全

The Group attaches importance to employees' health and safety. It pays close attention and takes a series of measures to fully protect employees' health and safety by strictly complying with the *Production Safety Law of the People's Republic of China*, the *Fire Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases* and other relevant laws and regulations. In 2025, no incidents of material violations of health and safety laws or regulations impacting the Group occurred.

Over the preceding 3-year period, there were zero incidents of work-related fatalities within the Group. In 2025, the work-related fatality rate remained at 0% (2024: 0%). No major occupational injuries occurred during the year, with total lost workdays due to work-related injuries amounting to 626 days.

Throughout 2025, the Group invested approximately RMB30 million in safety enhancements. Funds were primarily allocated to key projects including retrofitting aging equipment, upgrading fire protection systems, integrating monitoring and early-warning platforms, and rectifying non-fire-retardant colour steel plates. These initiatives effectively eliminated major accident hazards and significantly strengthened our inherent safety levels.

本集團重視員工健康安全，密切關注每一位員工的安全健康，在嚴格遵守《中華人民共和國安全生產法》《中華人民共和國消防法》《中華人民共和國職業病防治法》等相關法律法規的基礎上，採取了一系列措施以充分保障員工的健康和安全。二零二五年度，未發生對本集團有重大影響的違反安全健康相關法律法規的情況。

過去三年，本集團員工因工身故事故0起。二零二五年，本集團因工亡故比例0%（二零二四年：0%）。二零二五年，本集團未發生重大工傷事故，因工受傷員工損失的工作天數總計626天。

2025年，本集團安全投入約人民幣3,000餘萬元，資金主要用於老舊設備改造、消防系統升級、監測預警平台對接、非阻燃彩鋼板整改等重點項目，消除重大事故隱患，有力提升內在安全水平。

4. People Orientation and Group Solidarity

Employees' Health and Safety
員工健康與安全

The Group strictly implements the relevant provisions in the *Occupational Disease Prevention and Control Law of the People's Republic of China* and relevant labour protection regulations, and has formulated the "Enterprise Employee Health Management Regulations" and other documents. We regularly organise employees to take health checkups every year. For employees engaged in jobs with occupational hazards, measures such as regular health checkups and providing labour protection appliances are adopted to reduce the incidence of occupational diseases. In addition, the Group regularly monitors and evaluates occupational hazards in production sites.

In 2025, the Group fulfilled the responsibility of preventing, controlling and eliminating occupational hazards, preventing and treating occupational diseases and protecting the health of employees and had all personnel that were exposed to occupational hazards including staff of outsourced services and outgoing staff taking the special body check for occupational health. The Group met the standard requirements in terms of year-round hazard detection for jobs with hazard factors and occupational health body checks.

In 2025, the Group maintained its steadfast commitment to employee occupational health and adopted a prudent and responsible investment strategy in occupational injury insurance. During the Reporting Period, our occupational injury insurance coverage reached 100%, demonstrating our high level of commitment to comprehensive occupational safety safeguards and care for employees.

本集團嚴格執行《中華人民共和國職業病防治法》和相關勞動保護條例等有關規定，制定了《企業職工健康管理規程》等文件，每年定期組織員工進行健康體檢。對於從事具有職業危害工作的員工，本集團通過定期進行健康檢查、發放勞動保護用品等方式降低職業疾病發生率。此外，本集團亦定期對生產場所進行職業病危害因素監測與評價。

二零二五年，本集團以預防、控制和消除職業病危害，防治職業病，保護員工健康為職責，對包括勞務用工在內的所有接觸職業危害作業人員和離崗人員進行了職業健康專項體檢，全年危害因素崗位檢測和職業健康體檢均符合標準要求。

二零二五年，本集團始終關注員工職業健康，於職業傷害保險領域始終秉持穩健且負責的投入策略。報告期內，職業傷害保險覆蓋率達100%，彰顯本集團對員工職業安全保障的高度重視與全面關懷。

Safe Production
安全生產

The Group has continued to promote safe production, and formulated three-level safety inspection regulations and standards at the factory level, workshop level and group level, to continuously strengthen the construction of safe production standardisation and to protect employees. Furthermore, dedusting, denoising and poison-proof devices are furnished at production workshops, where standard safety signs for hazardous articles are in place and inflammables and explosives are stored and used according to strict requirements. Frontline workers are provided with PPE — personal protective equipment such as protective articles to minimise the adverse impact on employees' health.

The Group conducts thorough inspections and remediation of safety risks and hazards. In 2025, we organised over 26,000 safety inspections at all levels and across all categories, identifying more than 1,200 general risks and hazards. As of the end of the Reporting Period, the remediation rate for identified risks and hazards had reached 100%, with no major work safety accidents occurring.

Furthermore, we advanced in-depth hazard identification and management by implementing standardised inspection frequencies across all levels, refining hazard checklists, and enhancing inspection quality through expert reviews and cross-departmental audits. Aligned with national standards for identifying major hazards in industrial/trade enterprises, hazardous chemical facilities, fire accidents, and special equipment, we conducted 10 specialised major hazard inspections to strengthen risk controls.

本集團持續推進安全生產，制定分廠級、車間級、班組級的三級安全檢查制度與標準，不斷加強安全生產規範化建設，以保護生產員工安全。此外，本集團生產車間均裝有除塵、除噪、防毒等設備，並規範設置危險品識別標誌，規範使用、儲存易燃易爆物品，並為生產員工提供防護用品，最大限度地降低對員工健康的傷害。

本集團亦對安全風險和隱患進行全方位排查與處理，二零二五年，本集團組織開展各級、各類安全檢查26,000餘次，其中查處一般風險和隱患1,200餘項，截至報告期末，風險隱患整改率達到100%，未發生重大安全生產事故。

此外，本集團推進隱患排查治理向縱深發展，落實各級人員隱患排查頻次，細化隱患排查清單，同時借助專家排查和交叉互查機制，提高隱患排查質效。全年圍繞發佈的工貿企業、危化品企業、火災事故、特種設備等各方面重大事故隱患判定標準，組織重大事故隱患專項排查10次，加強對重大事故隱患的風險防控。

4. People Orientation and Group Solidarity

Safety Drills
安全演練

Throughout the year, we institutionalised our emergency management protocols, organising 44 safety drills with the cumulative participation of 3,703 employees. These drills covered multiple risk scenarios including fire safety, hazardous chemical management practices, confined space operations, flood prevention, electric shocks, and gas leaks.

To enhance the safety awareness of all employees and strengthen their safety knowledge, the Group has put in place an integrated training system that combines online and offline approaches with theoretical instruction and practical training. In 2025, we organised over 100 safety training sessions, with total participation exceeding 20,000 employees. The training covered key personnel including senior management, front-line workers, employees in high-risk positions, and relevant stakeholders. The training programmes employed a diverse range of methods, including classroom instruction, on-site demonstrations, case studies, and online quizzes, which effectively enhanced employees' safety awareness and adherence to operational standards.

年內，本集團堅持應急管理常態化建設，全年組織安全演練44次，累計參與員工3,703人次。演練內容涵蓋消防安全、危化品管理、有限空間作業、防汛、觸電及燃氣洩露等多個風險場景。

為提高全員安全生產意識並完善安全知識儲備，本集團建立線上與線下相結合、理論與實操結合的培訓體系。二零二五年，組織安全培訓百餘場，累計參訓超過2萬人次，覆蓋主要負責人及管理人員、一線員工、重點風險崗位人員及相關方人員。培訓形式包括課堂授課、現場演示、案例分析及線上推送試卷等多元方式，有效提升員工安全意識和崗位操作規範性。

CASE 案例

Case: Liujiayao branch factory conducts flood prevention emergency drills
案例：劉家窖分廠開展防汛應急演練

The Company's Liujiayao branch factory conducted comprehensive flood prevention emergency drills during the summer of 2025. These drills aimed to enhance employees' emergency response capabilities and strengthen cross-departmental collaboration in crisis scenarios. The simulation replicated real-world heavy rain conditions, during which employees from all departments transported emergency supplies — including sandbags and shovels — to critical zones to execute rescue and drainage operations. By adopting a practical, scenario-based approach, the drills further refined our flood response procedures, enhanced employees' capabilities for swift response and effective disposal of sudden flood events.

二零二五年暑期，本公司劉家窖分廠組織開展防汛應急演練，旨在提升員工應急保障能力和跨部門協同水平。演練模擬暴雨實戰場景，各部門員工攜帶防汛沙袋、鐵鍬等應急物資趕赴重點區域，開展搶險與排水作業。通過實戰化演練，進一步完善汛情處置流程，增強員工在突發汛情的快速響應和有效處置能力。

4. People Orientation and Group Solidarity

4.4 Employee Care
員工關愛

The Group pays great attention to the needs of employees by creating a caring and equal atmosphere and working environment and carrying out a wealth of cultural and sports activities to help employees balance work and life. We provide employees with practical care and protection, and continuously improve employees' sense of happiness and belonging.

本集團高度關注員工的需求，營造關愛、平等的氛圍與工作環境，開展豐富的文體活動，幫助員工平衡工作與生活，為員工提供切實的關愛與保障，持續提升員工的幸福感和歸屬感。

Employee Benefits
員工福利

All employees of the Group are entitled to statutory holidays prescribed in China, as well as paid leave for ethnic minority events such as Lesser Bairam Day, preschool children vaccination and participation in parents' meetings, etc. Employees are entitled to paid leave according to the applicable regulations of the State and the Company. For female employees, in addition to the statutory 98-day maternity leave stipulated in the *Special Provisions on Labour Protection for Female Employees*, they can also enjoy an additional maternity leave of three months granted by the Company. The Company also has Baby Care Room in some of the workplace to fulfil female employees' demand for lactation, and to effectively protect their health rights and interests.

The Company has had a corporate annuity plan in place since 2021. The contribution base of the corporate annuity is the average monthly salary of the employees in the previous year, but shall be capped at five times the average monthly salary of the previous year in Beijing. The employee's contribution rate is 2%, and the Company's contribution rate is 6%, subject to the annual assessment results of the Company, to further protect and improve employees' post-retirement benefits, encourage them to take initiative, and promote the Company's healthy and sustainable development.

本集團員工均享受帶薪休假，除享有國家規定的法定節假日外，適逢開齋節等少數民族節日、學齡前子女接種疫苗、參加子女家長會等，均會相應給予假期，員工帶薪休假之薪酬福利等按國家及本公司有關制度發放。針對女性員工，除享有國家《女職工勞動保護特別規定》中法定的98天產假之外，還可享有本公司額外獎勵的3個月產假，此外，於部分工作場所建立母嬰關愛室，滿足哺乳期女員工需求，切實保護女性員工健康權益。

本公司自二零二一年起實施企業年金計劃，企業年金的繳費基數以員工上一年度月平均工資為基數，唯不得超過北京市上一年度月平均工資的五倍，其中，員工繳費比例為2%，本公司繳費比例為6%，進而持續保障和提高員工退休後的待遇水平，調動其積極性，促進本公司健康持續發展。

Care for Employees
員工關懷

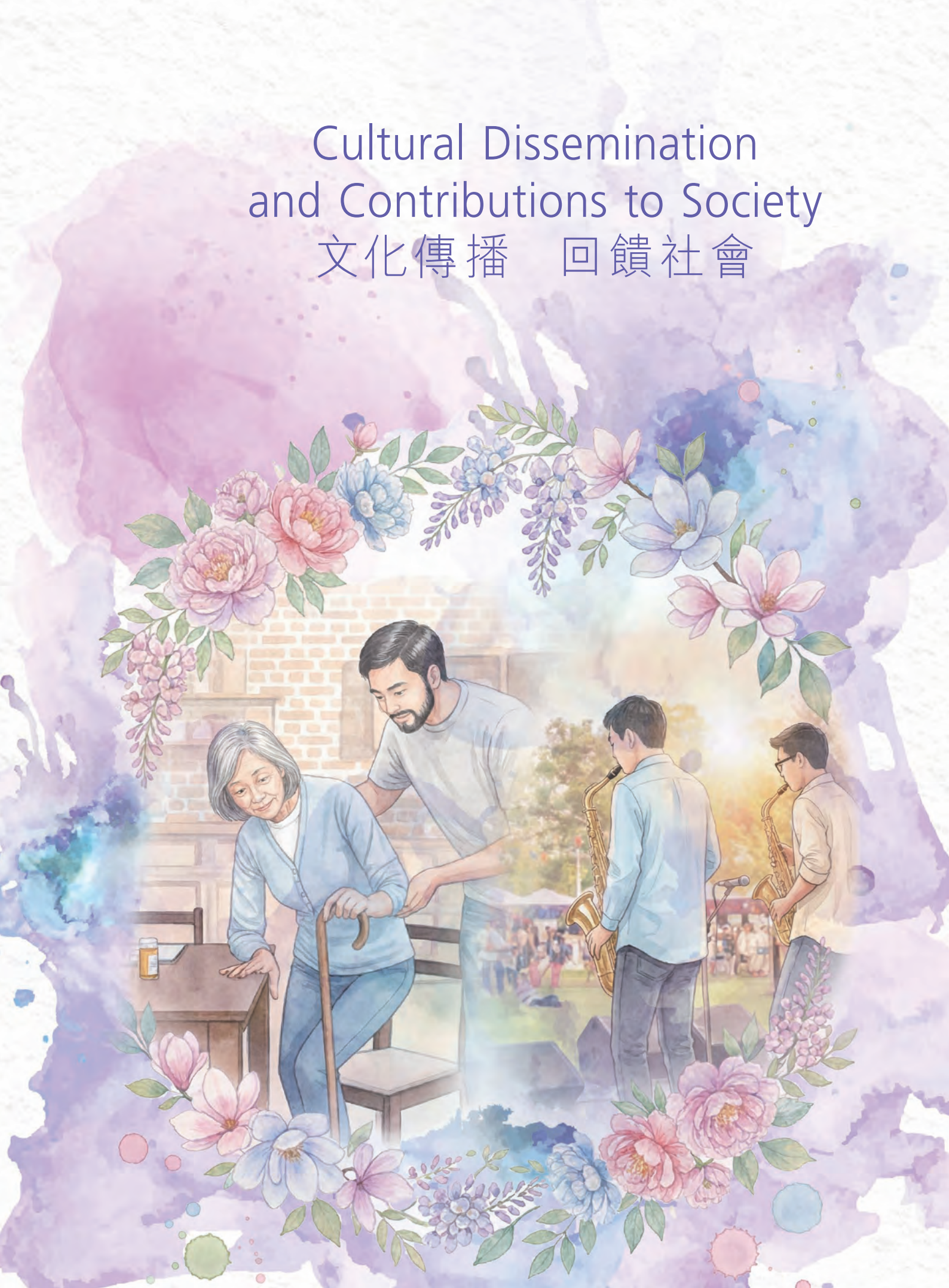
The Group actively offered assistance to employees, providing subsidies to hospitalised employees or employees in need so as to address their financial difficulties. Meanwhile, a mechanism is also in place to provide a certain percentage of medical expense reimbursement for family members of qualified employees to ease their burden. During the Reporting Period, we distributed appreciation packages to over 2,250 employees during the Spring Festival season, with special attention given to employees in need through targeted support programmes that benefited 30 individuals.

The Group is committed to improving the working and living environment of front-line employees. The labour union of all units have established staff libraries, heart-warming stations and Baby Care Rooms for employees, and purchased refrigerators, fresh-keeping cabinets, microwave ovens, first-aid kits, tables and chairs, storage boxes, umbrellas and other materials to ensure and improve the production and living conditions of front-line employees. Meanwhile, we distribute products such as mosquito repellent, heatstroke prevention and cooling products to front-line employees.

本集團積極開展員工互助幫扶工作，為住院員工或困難員工提供相應的補助，解決員工後顧之憂。同時，本公司還為滿足條件的員工家屬提供一定比例的醫療費用報銷，以減輕員工負擔。報告期內，本公司於春節前夕向員工發放慰問品，共計慰問2,250餘人次，並對困難職工進行了慰問，共計慰問30人次。

本集團致力於改善生產一線員工的工作與生活環境。各單位工會已為員工建立多個職工書屋、暖心驛站及母嬰關愛室，併購置冰箱、保鮮櫃、微波爐、職工急救藥箱、桌椅、儲物盒、雨傘等物資，保障和改善一線員工的生產生活條件。同時，本集團於夏季積極開展送清涼活動，為一線員工發放驅蚊、防暑降溫等用品。

Cultural Dissemination and Contributions to Society
文化傳播　回饋社會



5. 文化傳播　回饋社會

As the inheritor and disseminator of Tong Ren Tang culture, the Group adheres to the concept of giving back to society. We actively devote ourselves to public undertakings, integrate business development with social responsibility, and demonstrate our social value and responsibility. Tapping its own professional knowledge and platform resources, the Group maintains its focus on health-preserving medication and other fields to improve people's well-being. During the Reporting Period, the Group actively expanded health education channels. It completed over 100 community health lectures, over 50 live streams on health education, and over 550 free medical consultation events.

作為同仁堂文化的繼承者和傳播者，本集團始終秉持回饋社會的理念，積極投身公共事業，將經營發展與社會責任相融合，展現社會價值和責任擔當。本集團利用自身專業知識及平台資源，持續聚焦醫藥健康等領域，為增進民生福祉貢獻力量。報告期內，本集團積極拓展科普渠道，舉辦社區健康講座100餘場、健康知識直播50餘場以及義診活動550餘場。

5.1 Brand Building
品牌建設

Brand Building and Protection of Products
品牌建設與產品維權

The Group attaches great importance to the rights protection of our brand and products. We have formulated systems such as the "Brand Management Regulations", "Market Inspection Management System" and the "Product Anti-counterfeiting Management System" to understand the market performance and quality of the products in due time, find out the possible acts of making and selling fake products in the market, and effectively protect the Group's legitimate rights and interests. In 2025, focusing on Tong Ren Tang's core competitive advantages of "brand, variety and quality", the Group implemented the brand management work plan to strengthen its ability to protect the brand.

本集團高度重視品牌及產品的維權工作，制定《品牌管理規定》《市場巡查管理制度》和《產品打假工作管理制度》等制度，及時了解產品的市場表現、質量情況，發現市場上可能存在的制假、售假行為，切實保護本集團的合法權益。二零二五年，本集團聚焦同仁堂「品牌、品種、品質」核心競爭優勢，貫徹落實品牌管理工作方案，提升品牌保護能力。

5. Cultural Dissemination and Contributions to Society

During the Reporting Period, the Group continued to advance brand maintenance and rights protection efforts in order to strengthen brand usage management and market environment purification. Through cooperation with third-party rights protection agencies, the Company proactively addresses infringement behaviours and issued the "Notice on Further Standardising the Use of the 'Tong Ren Tang' Brand," clarifying the legal and compliance requirements for brand usage by all units and subsidiaries. During the year, the Group established a cross-departmental brand collaboration mechanism to efficiently advance authorization reviews and promotional content checks. The Legal Compliance Department provided over 400 legal consultations and risk prevention recommendations and reviewed more than 100 advertising and promotional materials, promptly intercepting potential illegal risks. This further enhanced our brand risk control capabilities and ensured the lawful and compliant operation of frontline business activities.

報告期內，本集團持續推進品牌維護和維權工作，強化品牌使用管理與市場環境淨化。本公司通過與第三方維權機構合作，積極應對侵權行為，同時發佈《關於進一步規範「同仁堂」品牌使用的通知》，明確各單位及子公司依法合規使用品牌要求。年內，本集團建立跨部門品牌協同工作機制，高效推進授權審核及宣傳文案審查，法律合規部累計提供400餘次法律諮詢與風險防範建議，並審核百餘項廣告宣傳內容，及時攔截潛在違法風險，進一步提升品牌風險防控能力，保障一線業務合法合規運行。

Brand Promotion and Marketing
品牌宣傳

During this year, the Group actively innovated brand marketing by combining product marketing with Fashion Week and sports events, with a view to reach more consumer groups, create a more diversified brand image, and revitalise our products.

本年度，本集團在品牌營銷方面積極創新，將產品推廣與時裝週、體育賽事聯動，觸達更多消費者群體，塑造更多元的品牌形象，為產品注入新的活力。

CASE 案例

Case: Co-creating brand experiences with fans at the BUBBLING & BOILING Music and Arts Festival

案例：登錄泡泡島音樂與藝術節，與樂迷共創品牌體驗

In September 2025, the Company attended the BUBBLING & BOILING Music and Arts Festival in Foshan to conduct brand promotion activities. By offering ticket rewards and pop-up stores, we attracted consumers to spread our brand information. The event reached approximately 120,000 young people and generated a total media exposure of about 32 million views. This effectively integrated brand communication with consumer interaction, enhancing both brand influence and product market recognition.

二零二五年九月，本公司以佛山泡泡島音樂節為載體，開展品牌推廣活動。通過音樂節門票獎勵及快閃店形式，吸引消費者參與並傳遞品牌信息。活動覆蓋約12萬名年輕群體，媒體曝光總量約3,200萬次，實現了品牌傳播與消費者互動的有效結合，強化了品牌影響力與產品市場認知度。





5. Cultural Dissemination and Contributions to Society

CASE 案例

Case: Tong Ren Tang Shengmai Liquor collaborates with FIBA OPEN 3X3 basketball game to expand communication scenes with young people
案例：生脈飲口服液聯手FIBA OPEN 3X3籃球賽拓展與年輕人群的交流場景

In early 2025, the Company launched a market promotion campaign centred around the replenishing effects of Shengmai Liquor in post-exercise scenarios. The campaign invited athletes to bring the Shengmai Liquor product to participate in international events in Switzerland, and also established a year-long partnership with various tournaments. The event covered 36 cities in 10 provinces of China, attracted 950 teams to participate in the event, and successfully sparked heated discussions on major social media platforms such as TikTok, Weibo, Kwai, Rednote, etc., realising the full blossom of brand communication.

二零二五年年初，本公司圍繞生脈飲口服液系列產品的補氣功能與運動後氣虛場景開展市場推廣活動。活動邀請運動員攜帶產品參與瑞士國際賽事，並同步開展全年賽事合作。相關賽事覆蓋10個省份、36個城市，共計950支參賽隊伍。活動通過抖音、微博、快手、小紅書等全媒體渠道進行傳播，擴大了相關產品在目標消費群體中的覆蓋範圍，提升品牌認知度與市場影響力。





5.2 Health-preserving Medication
醫藥健康

The Group continues to promote the popularisation of TCM culture and wellness knowledge through various initiatives, including free clinics, professional training, community education, and online health communication. These efforts aim to enhance public health awareness and support the dissemination of the wellness concept.

本集團持續推動中醫藥文化普及與健康知識推廣，通過義診服務、專業培訓、社區科普及線上健康傳播等多種舉措，提升公眾健康意識，支持全民健康理念的傳播。

1. Free clinic services
1. 義診服務

In 2025, the Group organised over 550 free clinic activities, covering multiple community areas across the country. These activities provided residents with TCM health consultations and guidance on proper medication use. The Group held more than 200 specialised training sessions for pharmacy staff, distributors, and frontline personnel to improve their service capabilities and professional drug recommendation skills.

二零二五年，本集團累計組織義診活動550餘場，覆蓋全國多個社區區域，為居民提供中醫藥健康諮詢及合理用藥指導。針對藥店店員、經銷商及終端一線人員，舉辦產品知識專題培訓200餘場，旨在提升基層服務能力和專業薦藥水平。

5. Cultural Dissemination and Contributions to Society

2. Health popularisation
2. 健康科普

In 2025, the Group conducted over 100 offline health lectures in communities, covering topics such as seasonal health preservation and prevention and treatment of common diseases. Meanwhile, the Group organized more than 50 health-related live streams on online platforms, enabling cross-regional public participation and the dissemination of health knowledge. This expanded the reach of TCM culture and health education to a broader audience.

二零二五年，本集團在社區層面開展線下健康講座100餘場，內容覆蓋節氣養生及常見疾病防治等生活健康主題。同時，依託線上平台開展健康直播50餘場，實現跨地域公眾參與與健康知識傳播，擴大中醫藥文化與健康科普的受眾覆蓋面。



Summer heat prevention & cooling lecture on
"Health is no Trivial Matter, Prevent Heatstroke in Advance"
「健康無小事，防暑要趁早」夏季防暑降溫講座

3. Health education in campus
3. 校園教育

During the year, the Group continued to carry out the "Introducing Traditional Chinese Medicine Culture to Schools" programme, covering the entire educational spectrum from preschool to higher education. The programme includes a wide range of activities such as health lectures, TCM elective courses, themed social practices, TCM culture festivals, cultural clubs, teacher care initiatives, and live-streamed public welfare programmes to support college entrance exams and high school entrance exams. In 2025, the programme benefited over 20,000 students and teachers across 22 institutions, forming a comprehensive learning model that integrates "courses + activities + practice", opening a new window for young people to understand the excellent traditional Chinese culture.

- In 2025, 21 Party members from the College of Food Science & Nutritional Engineering (食品學院) at China Agricultural University visited our Daxing branch factory to conduct a Party-building and joint-construction activity.

年內，本集團持續開展「北京同仁堂中醫藥文化進校園」項目，覆蓋從學前教育到高等教育的全學段體系，涵蓋健康大講堂、中醫藥特色選修課、主題社會實踐、中醫藥文化節、文化社團、教師關愛行動、助力中高考公益直播等豐富多樣的活動內容。本年度共惠及22所院校的2萬餘名師生，形成「課程+活動+實踐」三位一體的文化學習模式，為廣大青少年群體打開了了解中華優秀傳統文化的新窗口。

- 二零二五年，中國農業大學食品學院21名黨員走進本公司大興分廠，開展黨建共建聯學活動。



China Agricultural University's 1+1 Party-building activity in April 2025
二零二五年四月，中國農業大學研學黨建1+1活動

5. Cultural Dissemination and Contributions to Society

- In 2025, the Group organised 13 health lecture sessions, reaching more than 1,700 students, teachers, and parents. The lectures focused on seasonal health preservation knowledge and the emotional regulation effects of traditional Chinese medicine, aiming to improve the health awareness of teenagers and their families, promote traditional Chinese medicine culture, and increase the public's understanding and application of traditional Chinese medicine health preservation concepts.

- 二零二五年，本集團舉辦健康大講堂13場，覆蓋1,700餘名師生及家長。講座圍繞四季養生知識及中醫情志調理展開，旨在提高青少年及其家庭的健康認知水平，普及中醫藥文化，促進公眾對傳統中醫養生理念的理解和應用。



April 2025: The Traditional Chinese Medicine themed-health lecture at Hebei University of Economics and Business
二零二五年四月，河北經貿大學
中醫健康大講堂



May 2025: The Dragon Boat Festival health lecture at Beijing International Vocational Education School
二零二五年五月，北京國際職業教育學校
端午健康大講堂



March 2025: The health lecture at China Agricultural University College of Food Science
二零二五年三月，中國農業大學
食品學院健康大講堂



March 2025: The anti-epidemic sachet craft workshop held for school students at Shijia Experimental School
二零二五年三月，史家實驗學校
防疫香囊手工製作

- In 2025, the Group organised 6 TCM cultural festivals, covering campuses such as Beijing ETown Academy, China Agricultural University, Hebei University of Economics and Business, Qingdao Technical College, Shandong Institute of Business and Technology, and Beijing Hongzhi Middle School. The events benefited approximately 3,000 faculty and students, aiming to popularise TCM knowledge, enhance students' understanding and recognition of traditional TCM culture, and promote TCM education on campus.

- 二零二五年，本集團舉辦中醫藥文化節6場，覆蓋北京亦莊實驗中學、中國農業大學、河北經貿大學、青島職業技術學院、山東工商學院及北京宏志中學等校區。活動共惠及約3,000名在校師生，旨在普及中醫藥知識，提升學生對傳統中醫藥文化的認知與理解，促進校園中醫藥文化教育的推廣。

CASE 案例

Case: "Tong Ren Tang Health Education Tour on Campus" event for the promotion of TCM essence
案例:"百年同仁堂，岐黃校園行"，弘揚國粹傳遞溫情

In June 2025, to promote the essence of TCM and popularise TCM knowledge among college students, while also promoting the brand culture of Tong Ren Tang and addressing students' frequent health needs, the Company successfully hosted the "Tong Ren Tang Health Education Tour on Campus" public welfare event at Qingdao Technical College. This event featured four carefully designed thematic exhibition zones, providing an immersive experience that vividly showcased the rich heritage of TCM culture and Tong Ren Tang's century-long mission of "Cultivating Kind-heartedness and Benefiting Mankind and Preserving Health."

二零二五年六月，為向當代大學生普及中醫藥知識、推廣同仁堂品牌文化，並精準對接學生高頻健康需求，本公司在青島職業技術學院成功舉辦百年同仁堂•岐黃校園行」公益活動。本次活動精心策劃了四大主題展區，以沉浸式體驗生動詮釋了中醫藥文化的博大精深與同仁堂「同修仁德，濟世養生」的百年匠心。





5. Cultural Dissemination and Contributions to Society

- In 2025, the Group carried out 22 TCM cultural club activities, led nearly 1,300 members of TCM clubs from multiple schools to take part in these events, where they conducted in-depth study of TCM theoretical knowledge and actively engaged in practical applications.
- 二零二五年，本集團開展中醫藥文化社團活動22次，帶領多所學校的近1,300人次中醫藥社團成員開展活動，深入學習中醫藥理論知識並積極實踐。



The "TCM Academy" course at Beijing No. 15 Middle School in May 2025
二零二五年五月，北京十五中「岐黃書院」課程



The club activities of Beijing ETown Academy in March 2025
二零二五年三月，亦莊實驗中學社團活動

- In 2025, the Group conducted 122 TCM cultural elective courses, systematically explaining the theories of traditional Chinese medicine and herbal medicine to nearly 3,400 primary and secondary school students from Beijing No. 4 High School, Beijing Huiwen High School South Campus, and Xishan School of The High School Affiliated To Renmin University of China. We also led the students in making herbal sachets, mugwort hammers, moxibustion sticks, and other items, allowing them to gain a deeper understanding of TCM culture.
- 二零二五年，本集團共開展中醫藥文化選修課122次，為北京市第四中學、北京匯文中學南校區、人大附中西山中學的近3,400名中小學生系統講解中醫和中藥相關理論知識，並帶領同學們製作中藥香囊、艾草錘、艾灸棒等，讓同學們深入了解中醫藥文化。



Featured course at Beijing No.4 High School
北京四中高中特色課程



Featured course at Beijing Huiwen High School South Campus
北京匯文中學南校區特色課程

- In 2025, the Group conducted three public welfare live streams for middle and high school entrance examinations. Hosted by the China Journal of Traditional Chinese Medicine and Pharmacy (《中國中醫藥報》) and co-organised by the Company, these live streams focused on the theme of "Comprehensive Tips for Pre-Exam Physical and Mental Health Care: Leveraging TCM to Help Students Face Exams with Ease." The live streams combined the characteristics of TCM culture and provided scientific and practical health adjustment plans for students and their parents from multiple dimensions, including diet, acupoint massage, aromatherapy, and emotional regulation.

- 二零二五年，本集團開展3場中高考公益直播。由《中國中醫藥報》主辦、本公司協辦的公益直播圍繞「考前身心調養全攻略 — 中醫助力中高考生輕鬆迎戰」主題，結合中醫藥文化特色，從膳食、穴位按摩、香療、情志調節等多維度，為中高考生及家長提供科學、實用的健康調理方案。



5.3 Community Service
深入社區

The Group insists on fulfilling its social responsibilities, and it is committed to promoting the development of the targeted regions for assistance, improving local people's livelihood, and contributing to the comprehensive rural revitalisation on the basis of consolidating the achievements of assisting the disadvantaged.

本集團堅持履行社會責任，在鞏固脱貧拓展攻堅成果的基礎上，致力於促進脱貧地區發展和群眾生活改善，全面推進鄉村振興。

Supporting Rural Revitalisation
助力鄉村振興

The Group actively responds to the national call by establishing a comprehensive mechanism for rural revitalisation. We have provided support from various aspects, including consumption assistance and public welfare assistance, to fully promote rural revitalisation, drive local economic development, and continuously inject vitality into rural revitalisation efforts.

本集團積極響應國家號召，建立完善的鄉村振興工作機制，從消費幫扶、公益幫扶等方面，全方位助力鄉村振興，推動地方經濟發展，為鄉村振興注入源源不斷的活力。

5. Cultural Dissemination and Contributions to Society

Consumption assistance
消費幫扶

In terms of consumption assistance, the Group supports the sale of special agricultural products in impoverished areas through internal canteens and union procurement channels, promoting income growth for local farmers. During the procurement process, we strictly screen suppliers, giving priority to high-quality suppliers from poverty-alleviation regions that participate in poverty alleviation projects. We also standardise the categories of items procured to ensure they meet both the Group's standards and national policy requirements.

消費幫扶方面，本集團通過內部食堂及工會採購渠道支持幫扶地區特色農副產品銷售，促進當地農戶增收；於採購環節嚴格篩選供應商，優先選擇幫扶地區參與幫扶項目的優質供應商，並規範採購品類，確保符合本集團標準及國家政策要求。

Public welfare assistance
公益幫扶

In terms of public welfare assistance, the Group supported the establishment of a Beijing Tong Ren Tang Hope Reading Room at the Karakax Town Central Primary School in Moyu County, Hotan, Xinjiang, through the Beijing Youth Development Foundation. This initiative promotes the development of rural educational resources and the formation of youth reading habits.

公益幫扶方面，本集團通過北京市青少年發展基金會支持新疆和田墨玉縣喀拉喀什鎮中心小學建立北京同仁堂希望閱覽室，促進鄉村教育資源建設和青少年閱讀發展。



Engaging in Social Welfare
投身社會公益

We uphold the spirit of philanthropy and actively fulfil our social responsibilities. We have conducted a range of initiatives, including undertaking the medical stockpiling mandate, promoting traditional Chinese medicine culture, and empowering vulnerable communities. These efforts reflect our commitment to making tangible contributions and providing meaningful support to society.

本集團秉承公益精神，積極履行社會責任，通過承擔醫藥物資儲備任務、推廣中醫文化以及幫扶困難群體等一系列舉措，致力於為社會帶來實質性的貢獻與支持。

Emergence safeguard
應急保障

CASE 案例

Case: The Logistics Distribution Centre successfully completes the task of reserving medical supplies in Beijing
案例:物流配送中心圓滿完成北京市醫藥物資儲備任務

In September 2025, the Company's Logistics Distribution Centre, serving as the management unit for medical supplies storage and transportation in Beijing, strictly implemented the requirements for medical supplies reserve management. Focusing on the core goal of "ensuring the quality and safety of reserve materials and guaranteeing efficient emergency dispatch," we steadily advanced all tasks and successfully completed the reserve mission. This provided solid support for regional public health emergency response.



二零二五年九月，本公司物流配送中心作為北京市醫藥物資儲運管理單位，嚴格落實醫藥物資儲備管理要求，圍繞「保障儲備物資質量安全、確保緊急調撥高效響應」的核心目標，扎實推進各項工作，圓滿完成了儲備任務，為區域公共衛生應急保障提供了堅實支撐。

5. Cultural Dissemination and Contributions to Society

Relieving those in distress
扶危助困

CASE 案例

Case: TCM culture public welfare activities themed on "Cultivating Benevolence and Youth Power" to empower rural revitalisation
案例:「同修仁德•青力青為」中醫藥文化賦能鄉村振興公益行系列活動

In December 2025, the Company collaborated with the Beijing Youth Daily to launch the "Cultivating Benevolence and Youth Power" public welfare activities, achieving service coverage for campuses, communities, and special groups.

- Campus activities: At Tianjin Nankai High School, we organised traditional Chinese medicine experience courses (such as honey pill making and weight measurement using scales) to educate teenagers about TCM knowledge. We also provided free medical consultations for teachers.
- Community activities: In Zhixiangyuan Community in Tianjin, we held winter health preservation lectures and cultural experience activities (such as incense bracelet making and donkey-hide gelatin tasting) to integrate TCM knowledge into residents' daily lives.
- Special group support: In Yixian County, Hebei Province, we provided public welfare support for children with autism by donating rehabilitation supplies, offering health consultations, and cultural experience courses. This explored a new model of combining TCM services with care for special groups.

二零二五年十二月，本公司聯合北京青年報開展「同修仁德•青力青為」公益活動，實現服務覆蓋校園、社區及特殊群體。

- 校園活動:在天津南開學校，通過中醫藥體驗課程(如蜜丸製作、戥子稱量)向青少年普及中醫藥知識，同時為教師提供專場義診服務。
- 社區活動:在天津知香園社區舉辦冬季養生講座，並結合文化體驗活動(如合香手鏈製作、阿膠品鑒)，促進中醫藥知識融入居民日常生活。
- 特殊群體支持:在河北易縣針對孤獨症兒童開展公益支持，提供康復物資捐贈及健康諮詢和文化體驗課程，探索中醫藥服務與特殊群體關懷相結合的公益模式。



CASE 案例

Case: Sending care to children's wards
案例:兒童病房送關愛

To promote the benefits of TCM culture for young patients, in April 2025, we continued to implement the "Introducing Traditional Chinese Medicine Culture to Schools" programme and visited Beijing Children's Hospital to carry out care activities in children's wards. Through immersive TCM cultural experiences, the traditional concept of "preventive treatment of disease" and TCM nursing knowledge were transformed into practical skills that aid the recovery of young patients and enhance family well-being.

為推動中醫藥傳統文化造福患兒，二零二五年四月，「北京同仁堂中醫藥文化進校園」項目走進北京兒童醫院開展病房關愛行動。通過沉浸式中醫藥文化體驗，讓「治未病」的傳統養生理念和中醫護理知識，轉化為推動患兒康復、提升家庭幸福指數的實踐技能。

Appendices

Table of ESG KPIs[1]
ESG關鍵績效指標表[1]

Environmental KPIs 環境關鍵績效指標	Unit 指標單位	2025年	2024年	2023年
Energy and resources consumption 能源及資源消耗量				
Total water consumption 總耗水量	10,000m³ 萬立方米	79	114	123
Water consumption intensity 耗水強度	m³/RMB10,000 (total operating income) 立方米／萬元營收	2	2	2
Comprehensive energy consumption[2] 綜合能源消耗量[2]	10,000 t of standard coal 萬噸標煤	2.63	3.21	3.35
Electricity 電	10,000 kWh 萬千瓦時	7,160	7,553	7,294
Natural gas 天然氣	10,000m³ 萬立方米	1,164	1,444	1,450
Steam 蒸汽	10,000 t 萬噸	2.3	4.2	6.0
Comprehensive energy consumption intensity 綜合能源消耗強度	t of standard coal/ RMB10,000 (total operating income) 噸標煤／萬元營收	0.05	0.06	0.06
Product instructions purchased[3] (packaging materials) 產品說明書採購量[3]（包裝材料）	t 噸	239	257	350

1 Unless otherwise specified, Tong Ren Tang Chinese Medicine Group is not included in data.
數據除非特別註明，均不包含同仁堂國藥集團。

2 In addition to electricity, natural gas and steam, comprehensive energy consumption includes gasoline, diesel and liquefied petroleum gas.
綜合能源消耗量，除電、天然氣、蒸汽外，亦包括汽油、柴油及液化石油氣使用量。

3 The Company produces more than 100 Chinese patent medicine products, and uses more than 1,000 types of packaging materials (such as product manuals, composite films, packaging boxes, etc.), with different specifications and measurement units, so the statistics of the total amount and density of packaging materials used in finished products is not applicable. Product instructions purchased is closely related to the production plan and output.
本公司常年生產的中成藥產品類別超過百種，所用包材種類逾千種（如產品說明書、複合膜、包裝盒等），且其規格、計量單位均有差異，故，不適用於統計產成品所用包材總量及密度。產品說明書採購量與生產計劃及產量密切相關。

Environmental KPIs 環境關鍵績效指標	Unit 指標單位	2025年	2024年	2023年
Pollutant emissions 污染物排放量				
Waste water discharge 廢水排放量	10,000 t 萬噸	62	90	98
Chemical oxygen demand 化學需氧量(COD_{cr})	t 噸	51	63	79
Biochemical oxygen demand 五日生化需氧量(BOD_5)	t 噸	20	23	36
Ammonia nitrogen 氨氮	t 噸	0.7	1	1
Suspended solids 固體懸浮物(SS)	t 噸	12	14	35
NOx emissions 氮氧化物排放量	t 噸	22	27	27
Total GHG emission[4] 溫室氣體排放總量[4]	10,000 tCO_2-e 萬噸二氧化碳當量	7	9	9
Direct GHG emission (Scope 1) 直接溫室氣體(範圍1)排放量	10,000 tCO_2-e 萬噸二氧化碳當量	2.6	3	3
Indirect GHG emission (Scope 2) 間接溫室氣體(範圍2)排放量	10,000 tCO_2-e 萬噸二氧化碳當量	4.4	6	6
GHG emission Scope 3 (Category 6-Business Travel)[5] 溫室氣體範圍三(類別6員工差旅)[5]	10,000 tCO_2-e 萬噸二氧化碳當量	0.07	/	/

4 GHG emissions are calculated according to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard issued by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), the Fifth Assessment Report 2013 of the Intergovernmental Panel on Climate Change (IPCC), and the Guidelines for Calculation Methods and Reporting of Greenhouse Gas Emissions from Industrial and Other Industrial Enterprises (Trial). The GHG emission factors related to electricity consumption are converted in accordance with the *Announcement on the Release of 2023 Electricity Carbon Dioxide Emission Factors* issued by the Ministry of Ecology and Environment of the People's Republic of China.
溫室氣體排放量依據世界資源研究所(WRI)和世界可持續發展工商理事會(WBCSD)發佈的《溫室氣體核算體系–企業核算與報告標準》、政府間氣候變化專門委員會(IPCC)《第五次評估報告2013》以及《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》核算得出。其中電力部分的溫室氣體排放因子參照中華人民共和國生態環境部印發的《關於發佈2023年電力二氧化碳排放因子的公告》進行換算。

5 Scope 3, Category 6 emissions are calculated according to the methodology contained in The Greenhouse Gas Protocol for "Scope 3 — Category 6: Business travel". This encompasses GHG emissions generated by employee air and high-speed rail travel for business purposes.
溫室氣體範圍類別6計算按照溫室氣體核算體系(GHG Protocol)「範圍3 — 類型6 商務差旅產生的排放」的規定進行計算，納入了員工乘坐飛機、高鐵等的溫室氣體排放計算。

Appendices

Environmental KPIs 環境關鍵績效指標	Unit 指標單位	2025年	2024年	2023年
Intensity of GHG emissions 溫室氣體排放強度	tCO_2/RMB10,000 (total operating income) 噸二氧化碳當量／萬元營收	0.14	0.15	0.17
Total hazardous waste[6] 有害廢棄物總量[6]	t 噸	97	90	109
Hazardous waste intensity 有害廢棄物產生強度	kg/RMB10,000 (total operating income) 千克／萬元營收	0.19	0.16	0.20
Total non-hazardous waste[7] 無害廢棄物總量[7]	t 噸	5.58	4.59	11.41
Non-hazardous waste intensity 無害廢棄物產生強度	kg/RMB10,000 (total operating income) 千克／萬元營收	0.01	0.01	0.02

Social KPIs 社會關鍵績效指標	Unit 指標單位	2025年	2024年	2023年
Staff employment (including Tong Ren Tang Chinese Medicine Group) 員工僱傭(包括同仁堂國藥集團)				
Number of regular employees 正式員工人數	Person 人	3,951	3,991	4,101
Male 男性員工	Person 人	1,817	1,848	1,908
Female 女性員工	Person 人	2,134	2,143	2,193
Chinese Mainland 中國內地員工	Person 人	3,290	3,312	3,396
Hong Kong SAR and Macao SAR 中國港澳員工	Person 人	314	359	381
Overseas 海外員工	Person 人	347	320	324
Post-graduate and above 研究生及以上學歷員工	Person 人	350	318	303

6 Hazardous wastes mainly include waste chemical reagents, laboratory waste liquid, empty bottles of waste chemical reagents, sludge, waste heat conducting oil, waste mineral oil, waste drugs, activated carbon, etc.
有害廢棄物主要為廢舊化學試劑、實驗室廢液、廢化學試劑空瓶、污泥、廢導熱油、廢礦物油、報廢藥品、活性炭等。

7 Non-hazardous waste is mainly waste instructions, and the amount of which is calculated based on the Company's ledger and the unit weight of corresponding instructions.
無害廢棄物主要為廢棄說明書，總量根據本公司統計台賬及相應規格的說明書單位重量核算得出。

Social KPIs 社會關鍵績效指標	Unit 指標單位	2025年	2024年	2023年
Bachelor degree 本科學歷員工	Person 人	1,796	1,795	1,658
College degree 大專學歷員工	Person 人	918	933	1,057
Senior high school and below 高中及以下學歷員工	Person 人	887	945	1,083
Aged under 30 30歲以下員工	Person 人	663	705	716
Aged 30 to 39 30至39歲員工	Person 人	1,587	1,644	1,696
Aged 40 to 49 40至49歲員工	Person 人	1,075	1,029	1,024
Aged 50 and above 50歲及以上員工	Person 人	626	613	665
Turnover of regular employees 正式員工流失率	%	5.04%	5.44%	6.90%
Turnover of male employees 男性員工流失率	%	5.17%	4.87%	6.92%
Turnover of female employees 女性員工流失率	%	4.92%	5.93%	6.89%
Turnover of Chinese Mainland employees 中國內地員工流失率	%	3.62%	5.04%	6.48%
Turnover of employees in Hong Kong SAR and Macao SAR 中國港澳員工流失率	%	6.69%	10.58%	10.76%

Appendices

Social KPIs 社會關鍵績效指標	Unit 指標單位	2025年	2024年	2023年
Turnover of overseas employees 海外員工流失率	%	17.00%	3.75%	6.79%
Turnover of employees aged under 30 30歲以下員工流失率	%	6.94%	7.38%	6.42%
Turnover of employees aged 30 to 39 30至39歲員工流失率	%	3.59%	4.99%	6.90%
Turnover of employees aged 40 to 49 40至49歲員工流失率	%	5.86%	5.54%	8.40%
Turnover of employees aged 50 and above 50歲及以上員工流失率	%	5.27%	4.24%	5.11%
Rate of signing labour contracts 勞動合同簽訂率	%	100%	100%	100%
Social insurance coverage 社會保險覆蓋率	%	100%	100%	100%

Social KPIs 社會關鍵績效指標	Unit 指標單位	2025年	2024年	2023年
Employee trainings (excluding Tong Ren Tang Chinese Medicine Group) 員工培訓(不包括同仁堂國藥集團)				
Number of trainings 培訓總場次	Number 次	940	807	731
Total training participants 培訓總人次	Attendance 人次	32,252	29,372	37,939
Total training hours 員工培訓總學時	Hour 小時	89,327	84,522	104,115
Training hours/person 人均學時	Hour 小時	28.17	26.34	31.52
Average training hours of male employees 男性員工平均學時	Hour 小時	27.58	26.30	31.73
Average training hours of female employees 女性員工平均學時	Hour 小時	28.74	26.38	31.31
Average training hours of middle and above employees 中層及以上員工平均學時	Hour 小時	31.17	25.79	30.69
Average training hours of general employees 普通員工平均學時	Hour 小時	27.72	26.42	31.65
Percentage of employees trained 受訓員工比例	%	100%	100%	100%
Percentage of male employees trained 男性員工受訓比例	%	100%	100%	100%
Percentage of female employees trained 女性員工受訓比例	%	100%	100%	100%
Percentage of middle and above employees trained 中層及以上員工受訓比例	%	100%	100%	100%
Percentage of general employees trained 普通員工受訓比例	%	100%	100%	100%

Appendices

Social KPIs 社會關鍵績效指標	Unit 指標單位	2025年	2024年	2023年
Health and safety 健康與安全				
Number of work-related deaths 因工亡故人數	Person 人	0	0	0
Percentage of work-related deaths 因工亡故比率	%	0	0	0
Lost days due to work injury 因工傷損失工作日數	Day 天	626	605	466
After-sales service 售後服務				
Total number of enquiries and complaints 諮詢及投訴數量總計	Case 件	1,912	2,372	2,789
Complaint resolution rate 投訴解決率	%	100%	100%	100%
Percentage of product recalls due to safety and health problems 產品由於安全健康問題回收的百分比	%	0	0	0
Distribution of suppliers 供應商分佈				
Total number of qualified suppliers 合格供應商總數	Number 家	261	240	241
Northern China Region 華北區域	Number 家	127	117	127
Other provinces, cities, and autonomous regions in Chinese Mainland 中國內地其他省、市、自治區	Number 家	134	123	114

IFRS Sustainability Disclosure Standards — Index of Industry-based Disclosure Requirements
國際可持續披露準則 — 行業指標披露索引

Topic 議題	Metric 指標	Unit 單位	2025年
Energy Management in Retail 能源管理	(1) Total energy consumed 能源消耗總量	10,000 t of standard coal 萬噸標煤	2.63
	(2) percentage grid electricity 來自電網的電量百分比	%	34%
	(3) percentage renewable 來自可再生能源的百分比	%	2.77%

Appendices

HKEx ESG Reporting Code Index
香港聯交所環境、社會及管治報告守則內容索引

Aspect 層面	Content 內容	Location in the Report 在報告中的位置
Part B: Mandatory Disclosure Requirements **B部分：強制披露規定**		
	Board Statement 董事會聲明	Board Statement 董事會聲明
	Reporting Principles 匯報原則	About This Report 關於本報告
	Reporting Boundary 匯報範圍	About This Report 關於本報告
Part C: "Comply or Explain" Provisions **C部分：「不遵守就解釋」條文**		
A1 Emissions 排放物	General Disclosure Information on relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 一般披露 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	3.2 Emission Management 3.2 排放物管理
	A1.1 The types of emissions and respective emissions data. A1.1 排放物種類及相關排放數據。	Table of ESG KPIs ESG關鍵績效指標表
	A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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）。	Table of ESG KPIs ESG關鍵績效指標表
	A1.4 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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）。	Table of ESG KPIs ESG關鍵績效指標表
	A1.5 Description of emission target(s) set and steps taken to achieve them. 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。	3.2 Emission Management 3.2 排放物管理
	A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 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。	3.2 Emission Management 3.2 排放物管理

Aspect 層面	Content 內容	Location in the Report 在報告中的位置
A2 Use of Resources 資源使用	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. 一般披露 有效使用資源(包括能源、水及其他原材料)的政策。	3.1 Use of Resources Management 3.1 資源使用管理
	A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 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)。	Table of ESG KPIs ESG關鍵績效指標表
	A2.2 Water consumption in total and intensity (e.g. per unit of production volume per facility). A2.2 總耗水量及密度(如以每產量單位、每項設施計算)。	Table of ESG KPIs ESG關鍵績效指標表
	A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them. 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。	3.1 Use of Resources Management 3.1 資源使用管理
	A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. A2.4 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	3.1 Use of Resources Management 3.1 資源使用管理
	A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 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。	Table of ESG KPIs ESG關鍵績效指標表
A3 The Environment and Natural Resources 環境及天然資源	General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources. 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。	1.2 Ecosystem and Natural Resources Conservation 1.2 生態環境及天然資源保護
	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. A3.1 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	1.2 Ecosystem and Natural Resources Conservation 1.2 生態環境及天然資源保護

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Aspect 層面	Content 內容	Location in the Report 在報告中的位置
B1 Employment 僱傭	General Disclosure Information on relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4.1 Employees' Rights and Interests 4.1 員工權益
	B1.1 Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region. 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。	Table of ESG KPIs ESG關鍵績效指標表
	B1.2 Employee turnover rate by gender, age group and geographical region. B1.2 按性別、年齡組別及地區劃分的僱員流失比率。	Table of ESG KPIs ESG關鍵績效指標表
B2 Health and Safety 健康與安全	General Disclosure Information on relating to providing a safe working environment and protecting employees from occupational hazards: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 一般披露 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4.3 Occupational Health and Safety 4.3 職業健康安全
	B2,1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. B2.1 過去三年(包括匯報年度)每年因工亡故的人數及比率。	4.3 Occupational Health and Safety 4.3 職業健康安全
	B2.2 Lost days due to work injury. B2.2 因工傷損失工作日數。	4.3 Occupational Health and Safety 4.3 職業健康安全
	B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored. 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。	4.3 Occupational Health and Safety 4.3 職業健康安全

Aspect 層面	Content 內容	Location in the Report 在報告中的位置
B3 Development and Training 發展及培訓	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 一般披露 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	4.2 Employee Development 4.2 員工發展
	B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 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。	Table of ESG KPIs ESG關鍵績效指標表
	B3.2 The average training hours completed per employee by gender and employee category. 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。	Table of ESG KPIs ESG關鍵績效指標表
B4 Labour Standards 勞工準則	General Disclosure Information on relating to preventing child and forced labour: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 一般披露 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4.1 Employees' Rights and Interests 4.1 員工權益
	B4.1 Description of measures to review employment practices to avoid child and forced labour. B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工。	4.1 Employees' Rights and Interests 4.1 員工權益
	B4.2 Description of steps taken to eliminate such practices when discovered. B4.2 描述在發現違規情況時消除有關情況所採取的步驟。	4.1 Employees' Rights and Interests 4.1 員工權益

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Aspect 層面	Content 內容	Location in the Report 在報告中的位置
B5 Supply Chain Management 供應鏈管理	General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。	1.3 Supply Chain Management 1.3 供應鏈管理
	B5.1 Number of suppliers by geographical region. B5.1 按地區劃分的供貨商數目。	Table of ESG KPIs ESG關鍵績效指標表
	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. B5.2 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目、以及有關執行及監察方法。	1.3 Supply Chain Management 1.3 供應鏈管理
	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 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。	1.3 Supply Chain Management 1.3供應鏈管理
	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. B5.4 描述在揀選供貨商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	1.3 Supply Chain Management 1.3 供應鏈管理
B6 Product Responsibility 產品責任	General Disclosure Information on relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	2 Quality Commitment and Responsibility First 2 品質擔當　責任至上
	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons. B6.1 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	2.1 Quality Control 2.1 質量控制
	B6.2 Number of products and service related complaints received and how they are dealt with. B6.2 接獲關於產品及服務的投訴數目以及應對方法。	2.3 Customer Service 2.3 客戶服務
	B6.3 Description of practices relating to observing and protecting intellectual property rights. B6.3 描述與維護及保障知識產權有關的慣例。	2.2 Innovation and R&D 2.2 創新研發

Aspect 層面	Content 內容	Location in the Report 在報告中的位置
	B6.4 Description of quality assurance process and recall procedures. B6.4 描述質量檢定過程及產品回收程序。	2.1 Quality Control 2.1 質量控制
	B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored. 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。	2.3 Customer Service 2.3 客戶服務
B7 Anti-corruption 反貪污	General Disclosure Information on relating to bribery, extortion, fraud and money laundering: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 一般披露 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反腐敗
	B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 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。	Anti-corruption 反腐敗
	B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反腐敗
	B7.3 Description of anti-corruption training provided to directors and staff. B7.3 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反腐敗
B8 Community Investment 社區投資	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 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會考慮社區利益的政策。	5 Cultural Dissemination and Contributions to Society 5 文化傳播　回饋社會
	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 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)。	5.2 Health-preserving Medication 5.2 醫藥健康 5.3 Community Service 5.3 深入社區
	B8.2 Resources contributed (e.g. money or time) to the focus area. B8.2 在專注範疇所動用資源(如金錢或時間)。	5.3 Community Service 5.3 深入社區

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Aspect 層面	Content 內容	Location in the Report 在報告中的位置
Part D: Climate-related Disclosures D部分:氣候相關披露		
D-I Governance D-I治理	The governance body(s) responsible for oversight of climate-related risks and opportunities. 負責監督氣候相關風險和機遇的治理機構	3.3 Addressing Climate Change 3.3 應對氣候變化
	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities. 管理層在用以監察、管理及監督氣候相關風險和機遇的管理流程、監控措施及程序中的角色	3.3 Addressing Climate Change 3.3 應對氣候變化
D-II Strategy D-II策略	Climate-related risks and opportunities. 氣候相關風險和機遇	3.3 Addressing Climate Change 3.3 應對氣候變化
	Business mode and value chain 業務模式和價值鏈	3.3 Addressing Climate Change 3.3 應對氣候變化
	Strategy and decision-making 策略和決策	Note 1 註1
	Financial position, financial performance and cash flows 財務狀況、財務表現及現金流量	Note 2 註2
	Climate resilience 氣候韌性	Note 2 註2
	Processes and related policies for identifying, assessing, prioritising and monitoring climate-related risks. 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	3.3 Addressing Climate Change 3.3應對氣候變化
	Processes and related policies for identifying, assessing, prioritising and monitoring climate-related opportunities. 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及相關政策	3.3 Addressing Climate Change 3.3應對氣候變化
	How the processes and related policies for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into the issuer's overall risk management processes, and the extent of such integration. 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。	3.3 Addressing Climate Change 3.3應對氣候變化

Aspect 層面	Content 內容	Location in the Report 在報告中的位置
D-IV Metrics and Targets D-IV指標與目標	Greenhouse gas emissions 溫室氣體排放	Table of ESG KPIs ESG關鍵績效指標表
	Climate-related transition risks 氣候相關轉型風險	3.3 Addressing Climate Change 3.3 應對氣候變化 Note 3 註3
	Climate-related physical risks 氣候相關物理風險	3.3 Addressing Climate Change 3.3 應對氣候變化 Note 3 註3
	Climate-related opportunities 氣候相關機遇	3.3 Addressing Climate Change 3.3 應對氣候變化 Note 3 註3
	Capital deployment 資本運用	Note 4 註4
	Internal carbon prices 內部碳定價	Note 5 註5
	Remuneration 薪酬	Corporate Governance 公司治理
	Industry-based metrics 行業指標	IFRS Sustainability Disclosure Standards — Index of Industry-based Disclosure Requirements 國際可持續披露準則 — 行業指標披露索引
	Climate-related targets 氣候相關目標	3.3 Addressing Climate Change 3.3 應對氣候變化

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Note 1: We have preliminarily identified the potential effects of climate-related risks and opportunities and taken appropriate mitigation measures. However, we have not yet put in place a transition plan. We will work on this when appropriate, and disclose in the report our progress on such planning.

Note 2: As a company mainly engaged in the production and sales of TCM, we have conducted a preliminary qualitative assessment of climate-related financial impacts and come to the initial conclusion that the financial impacts are immaterial. We have not conducted the financial impacts or climate-related scenario analysis quantitatively. However, we will do so when appropriate, and disclose our analyses in the report then.

Note 3: We have performed initial assessment on climate-related physical risk, transition risk and opportunities, but not yet systematically sorted out the amount and percentage of relevant assets or business activities.

Note 4: We have not yet worked on capital deployment towards climate-related risks and opportunities. However, we will do so when appropriate, and disclose our progress on such work in the report then.

Note 5: We have been promoting energy saving and emission reduction, as well as green office in our operation, but not yet worked on the internal carbon pricing mechanism. However, we will do so when appropriate, and disclose our progress on such work in the report then.

註1： 本集團已初步識別氣候相關風險和機遇可能帶來的影響，並採取了相應的應對措施，但尚未制定轉型計劃，將在條件成熟後適時開展，屆時將納入披露。

註2： 本集團以生產和銷售傳統中醫藥為主，已經初步評估氣候變化的定性財務影響且初步判斷影響不重大，目前尚未開展定量財務影響測算和情景分析，將在條件成熟後適時開展，並納入披露。

註3： 本集團已初步識別了氣候相關的物理風險、轉型風險和機遇，但尚未系統性梳理相關的資產或業務活動的金額及百分比。

註4： 本集團尚未開展氣候相關風險和機遇的資本運用相關工作，將在條件成熟後開展相關工作，並於報告中披露。

註5： 本集團於經營管理中推進節能減排、綠色辦公，但尚未制定內部碳定價機制，將在條件成熟後開展相關工作，並於報告中披露。

Readers' Feedback
讀者反饋

Dear readers, Thank you for reading this Report. To continuously improve the Group's sustainability management, we sincerely hope to listen to your valuable opinions and suggestions. Please help us complete this page and send back your feedback in following ways.

尊敬的讀者：您好！感謝您閱讀本報告。為了不斷提高和改進本集團可持續發展管理，我們真誠地希望聽取您的寶貴意見和建議。請您協助完成本頁內容並選擇以下方式反饋給我們。

Email：ir@tongrentangkj.com
郵箱：ir@tongrentangkj.com

1. Your general evaluation of this report：

   您對本報告的總體評價是：

   ☐ Excellent ☐ Good ☐ Average

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2. How do you think the clarity, accuracy and completeness of the information and data disclosed in this Report?

   您認為本報告在信息和數據披露的清晰度、準確性和完整性上表現如何？

   ☐ Excellent ☐ Good ☐ Average

   ☐ 好 ☐ 較好 ☐ 一般

3. How do you think this Report's presentation of the Group's impact on the economy, society and environment?

   您認為本報告在反映本集團對經濟、社會和環境的重大影響方面表現如何？

   ☐ Excellent ☐ Good ☐ Average

   ☐ 好 ☐ 較好 ☐ 一般

4. How do you think the Group's performance in safeguarding the stakeholders' interests?

   您認為本集團在維護相關方利益方面做得如何？

   ☐ Excellent ☐ Good ☐ Average

   ☐ 好 ☐ 較好 ☐ 一般

5. Your opinions and suggestions on the Group's sustainability management :

您對本集團可持續發展管理的意見和建議：

☐ Excellent ☐ Good ☐ Average

☐ 好 ☐ 較好 ☐ 一般

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We will fully consider your opinions and suggestions and keep your information in good care.
我們將充分考慮您的意見和建議，並承諾妥善保管您的信息。

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創建於一六六九年
北京同仁堂
Beijing Tong Ren Tang

