轩竹生物
Xuanzhu Biopharm

軒竹生物科技股份有限公司
Xuanzhu Biopharmaceutical Co., Ltd.

(a joint stock 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：2575

2025
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會及管治報告



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關於本報告
About this Report

本報告是軒竹生物科技股份有限公司(「**軒竹生物**」、「**本公司**」或「**我們**」)發佈的首份環境、社會及管治(ESG)報告(下稱「**本報告**」),全面闡釋軒竹生物二零二五年度在環境、社會及管治方面的實踐表現。

報告週期

本報告為年度報告。本年度報告於二零二六年三月三十日獲得董事會批准發佈。

報告範圍

本報告涵蓋本公司於二零二五年一月一日至二零二五年十二月三十一日期間(「**本年度**」)在履行環境與社會責任方面的表現。由於部分數據涉及連續性和可比性,本報告中部分內容根據需要做適當延伸或追溯。

本報告覆蓋我們擁有運營控制權或對我們的環境、社會及管治方面有顯著影響的所有業務單位。本報告的內容亦聚焦於我們在經濟、環境及社會方面影響最顯著的重大可持續發展領域,以及我們的利益相關方最關注的領域。

報告標準

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

報告流程

本公司按照同行對標、利益相關方問卷調研、重要性議題分析、信息收集、信息覆核、報告編寫、董事會批准、報告發佈等步驟進行。

報告發佈方式

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

This report is the first Environmental, Social and Governance (ESG) report (hereinafter referred to as the "**Report**") published by Xuanzhu Biopharmaceutical Co., Ltd. ("**Xuanzhu Biopharmaceutical**", "**the Company**" or "**we**"), comprehensively presenting Xuanzhu Biopharmaceutical's practices and performance in environmental, social and governance aspects for the year 2025.

REPORTING PERIOD

The Report is an annual report. This annual report was approved for release by the Board of Directors on March 30, 2026.

REPORTING SCOPE

The Report covers the Company's performance in fulfilling its environmental and social responsibilities during the period from January 1, 2025 to December 31, 2025 (the "**Reporting Period**"). As certain data involves considerations of continuity and comparability, certain content in this report has been appropriately extended or restated as necessary.

The Report covers all business units over which we have operational control or which have a significant impact on our environmental, social and governance aspects. The content of the Report also focuses on the areas of sustainable development where our economic, environmental and social impacts are most significant, as well as the areas of greatest concern to our stakeholders.

REPORTING STANDARDS

The Report has been prepared in strict compliance with the provisions of the Environmental, Social and Governance Reporting Code (hereinafter referred to as the "**ESG Reporting Code**") set out in Appendix C2 of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited (hereinafter referred to as the "**Stock Exchange**").

REPORTING PROCESS

The Company follows the steps of peer benchmarking, stakeholder questionnaire surveys, materiality issue analysis, information collection, information verification, report drafting, Board approval, and report publication.

PUBLICATION FORMAT

The Report is available in both Chinese and English and is published in electronic format. You may access the electronic version on the Company's website (www.xuanzhubio.com) and the Stock Exchange's website (www.hkexnews.hk).

報告原則回應

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

REPORTING PRINCIPLES RESPONSE

The Report adopts the principles of "Materiality", "Quantification", "Balance" and "Consistency" from the ESG Code as the basis for disclosure, and responds to the above principles during the preparation process, ensuring that the Report presents the environmental, social and governance issues of concern to stakeholders, with clear content, quantifiability and comparability.

原則 Principle	定義 Definition	本公司的回應 Our Response
重要性 Materiality	當董事會釐定有關環境、社會及管治事宜會對投資者及其他持份者產生重要影響時，發行人就應作出彙報。就《ESG報告守則》D部分而言，發行人須披露合理預期可能影響其短期、中期或長期現金流量、融資渠道和資本成本的氣候相關風險和機遇。 When the Board determines that environmental, social and governance matters may have a material impact on investors and other stakeholders, the issuer should report on them. For Part D of the ESG Reporting Code, the issuer must disclose climate-related risks and opportunities that may reasonably be expected to affect its short-, medium- or long-term cash flows, financing channels and cost of capital.	結合本公司發展戰略、行業與業務狀況，與利益相關方溝通交流，識別當前的重要性議題，並以應對氣候變化專題的形式披露D部分要求的氣候相關信息。 In conjunction with our development strategy, industry and business conditions, we communicate with stakeholders to identify current materiality issues, and disclose the climate-related information required by Part D in the section "Topic: Addressing Climate Change".
量化 Quantification	有關歷史數據的關鍵績效指標須可予計量。發行人應訂下減少個別影響的目標（可以是實際數字或方向性、前瞻性的聲明）。這樣，環境、社會及管治政策及管理系統的效益可被評估及驗證。量化數據應附帶說明，闡述其目的及影響，並在適當的情況下提供比較數據。 Key performance indicators relating to historical data should be measurable. The issuer should set targets for reducing individual impacts (which may be actual figures or directional, forward-looking statements). In this way, the effectiveness of environmental, social and governance policies and management systems can be assessed and verified. Quantitative data should be accompanied by explanatory notes setting out their purpose and impact, and should provide comparative data where appropriate.	本公司已就本年度的關鍵績效指標信息進行量化披露，同時予以文字闡釋，以便利益相關方能清晰理解本公司整體績效。 The Company has quantitatively disclosed key performance indicator information for the year, accompanied by written explanations to enable stakeholders to clearly understand our overall performance.
平衡 Balance	報告信息應不偏不倚地呈報發行人的表現，避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。 Report information should present the issuer's performance impartially, avoiding selections, omissions or presentation formats that may inappropriately influence the decision-making or judgment of report readers.	本報告詳盡闡述本公司的工作成果及所面對的挑戰，並披露相關量化信息，以便合理分析和比較。 The Report elaborates in detail on the Company's achievements and challenges faced, and discloses relevant quantitative information to facilitate reasonable analysis and comparison.
一致性 Consistency	發行人應使用一致的披露統計方法，令環境、社會及管治數據日後可作有意義的比較。 The issuer should use consistent statistical methods of disclosure to enable meaningful comparison of environmental, social and governance data over time.	本公司已比較不同範疇在目前及過去的關鍵績效指標及信息，以便利益相關方對其績效作逐年比較。 The Company has compared key performance indicators and information across different categories for the current and past periods to enable stakeholders to make year-on-year comparisons of performance.

ESG管治
ESG Governance

強化公司治理與穩健經營是企業邁向可持續發展的核心。本公司持續完善ESG治理體系，構建權責清晰的組織架構與高效的運行機制，全面踐行企業社會責任。同時，本公司搭建多元化利益相關方溝通渠道，主動傾聽投資者、客戶、員工等多方訴求，切實維護投資者合法權益，以透明化管理推動可持續發展工作提質增效。

Strengthening corporate governance and maintaining sound operations are the core of a company's pursuit of sustainable development. The Company continuously improves its ESG governance system, builds an organizational structure with clear responsibilities and rights and an efficient operational mechanism, and comprehensively fulfills its corporate social responsibilities. At the same time, the Company has established diversified stakeholder communication channels to actively listen to the needs and opinions of investors, customers, employees and other parties, earnestly safeguard the legitimate rights and interests of investors, and promote the quality and efficiency of sustainable development work through transparent management.

1、董事會聲明

本公司高度重視ESG管理，將環境保護、員工關懷與社會貢獻等責任理念全面融入企業運營與決策。為有效落實ESG治理要求，我們構建了科學的ESG治理架構，建立跨部門協作機制，整合各領域專業能力，將ESG理念深度嵌入公司戰略與運營全鏈條，以「創新驅動、助推中國新藥發展，服務人類健康」為使命，推動創新研發、合規經營與社會責任協同發展。

在環境責任方面，我們聚焦綠色研發與低碳運營，在藥物研發環節持續優化工藝，降低能耗與廢棄物排放。我們通過開展節能降耗專項培訓、建立辦公區定期巡查機制、推廣節能設備及優化區域佈局等舉措，全面推動節能措施落地，強化全員節能意識，實現能源規範化管理，助力「雙碳」目標實現。

在社會責任方面，我們始終以患者需求為核心，加速攻克消化系統、腫瘤等重大疾病領域的臨床痛點，推動更多創新藥物惠及患者；同時，關注員工權益，打造多元包容的職場環境，為行業培養高素質專業人才。

在公司治理方面，我們持續完善ESG治理架構，強化董事會監督職責，建立覆蓋全業務的合規管理體系；嚴格恪守商業道德，杜絕腐敗風險，與供應商、合作夥伴共同構建廉潔透明的商業生態；定期披露ESG績效，接受社會監督，以高標準治理保障公司穩健發展。

1. BOARD STATEMENT

The Company attaches great importance to ESG management, integrating the concepts of environmental protection, employee care and social contribution into corporate operations and decision-making. To effectively implement ESG governance requirements, we have built a scientific ESG governance architecture, established cross-departmental collaboration mechanisms, integrated professional capabilities across various fields, and deeply embedded ESG concepts into the entire chain of the Company's strategy and operations. With the mission of "driving innovation, advancing the development of new drugs in China, and serving human health", we promote the coordinated development of innovative R&D, compliant operations and social responsibilities.

In terms of environmental responsibility, we focus on green R&D and low-carbon operations, continuously optimizing processes in drug R&D to reduce energy consumption and waste emissions. Through measures such as conducting special training on energy conservation and consumption reduction, establishing regular inspection mechanisms for office areas, promoting energy-saving equipment and optimizing regional layouts, we comprehensively implement energy-saving measures, strengthen the awareness of all employees regarding energy conservation, achieve standardized energy management, and contribute to the realization of the "Dual Carbon" Goals.

In terms of social responsibility, we consistently take patient needs as our core, accelerating the resolution of clinical pain points in major disease areas such as digestive system diseases and oncology, promoting innovative drugs to benefit more patients; at the same time, we pay attention to employee rights, create a diverse and inclusive workplace environment, and cultivate high-quality professional talent for the industry.

In terms of corporate governance, we continuously improve the ESG governance architecture, strengthen the supervisory responsibilities of the Board, and establish a compliance management system covering all business operations; we strictly abide by business ethics, eliminate corruption risks, and work with suppliers and partners to build an honest and transparent business ecosystem; we regularly disclose ESG performance, accept social supervision, and safeguard the steady development of the Company with high-standard governance.

未來，董事會將繼續發揮戰略引領作用，推動ESG理念成為公司發展的內在基因，以科學創新守護生命健康，以責任擔當踐行企業使命，為股東、員工、患者及社會創造可持續的價值。

Going forward, the Board will continue to play a strategic leadership role, driving ESG concepts to become an inherent gene of the Company's development, safeguarding life and health through scientific innovation, fulfilling corporate mission with a sense of responsibility, and creating sustainable value for shareholders, employees, patients and society.

2、ESG管治架構

本公司致力於構建完善的ESG管理體系和運作機制。我們建立由董事會、公司管理層及ESG工作小組組成的三級ESG治理架構，以有效管理ESG相關事項。

2. ESG GOVERNANCE STRUCTURE

The Company is committed to building a comprehensive ESG management system and operational mechanism. We have established a three-tier ESG governance structure consisting of the Board of Directors, the Company's management and the ESG Working Group, to effectively manage ESG-related matters.

層級 Level	主要職能 Key Functions
董事會 **Board of Directors**	• 將ESG相關考量納入公司業務戰略； • Incorporate ESG-related considerations into the Company's business strategy; • 聽取公司管理層會彙報重大ESG工作，識別公司面臨的ESG風險與機遇，審議ESG目標，並在必要時作出戰略層面的決策； • Listen to the Company's management's reports on major ESG work, identify the ESG risks and opportunities faced by the Company, review ESG targets, and make strategic-level decisions when necessary; • 定期審閱ESG報告，確保其與公司戰略及目標保持一致。 • Periodically review the ESG Report to ensure its alignment with the Company's strategy and objectives.
公司管理層 **Company Management**	• 持續監督公司ESG戰略、政策、指引及程序的執行情況，確保ESG風險管理及內部控制系統有效運行； • Continuously supervise the implementation of the Company's ESG strategy, policies, guidelines and procedures, ensuring the effective operation of the ESG risk management and internal control systems; • 評估與ESG相關的重大事項及其風險與機遇； • Assess significant ESG-related matters and their risks and opportunities; • 制定並定期審閱公司ESG目標、行動計劃、管理政策及相關舉措； • Formulate and periodically review the Company's ESG targets, action plans, management policies and related measures; • 監督公司年度ESG報告的編製工作； • Oversee the preparation of the Company's annual ESG Report; • 將ESG相關議題提交董事會會議討論，彙報ESG事項進展，並協助董事會監督ESG工作的落實。 • Submit ESG-related matters to Board meetings for discussion, report on ESG progress, and assist the Board in supervising the implementation of ESG work.

ESG管治
ESG Governance

層級 Level	主要職能 Key Functions
ESG工作小組－各職能部門 **ESG Working Group – Various Functional Departments**	• 起草並落實ESG政策與舉措，針對可能影響ESG目標達成的挑戰或風險制定應對措施； • Draft and implement ESG policies and measures, and formulate response plans for challenges or risks that may affect the achievement of ESG targets; • 編製年度ESG報告，包括ESG數據與信息的收集、分析、評估及記錄； • Prepare the annual ESG Report, including the collection, analysis, evaluation and recording of ESG data and information; • 定期向公司管理層彙報，內容包括但不限於ESG工作計劃及報告的執行情況、ESG風險與機遇，以及與ESG相關的監管動態和市場發展趨勢； • Regularly report to the Company's management on matters including but not limited to the implementation of ESG work plans and reports, ESG risks and opportunities, and regulatory developments and market trends related to ESG; • 組織開展ESG相關培訓與宣導活動。 • Organize and conduct ESG-related training and awareness activities.

本公司董事會作為ESG事宜的最高管治主體，全面負責ESG管理的監督與決策，包括評估和確定公司面臨的ESG風險與機遇，定期審視ESG相關目標的達成情況，並推動相關管理流程的落地執行。在董事會指導下，管理層具體負責ESG政策的實施、績效監控、戰略的動態調整以及風險與機遇的日常管理工作。為進一步推動ESG管理，我們協調人力資源、研發、銷售等多個職能部門組成ESG工作小組，定期評估及檢討內部ESG標準等相關職責，評估部門層面ESG工作的執行情況，確保整體ESG管理體系持續有效運作。

As the highest governing body for ESG matters, the Company's Board of Directors is fully responsible for the supervision and decision-making of ESG management, including evaluating and determining the ESG risks and opportunities facing the Company, periodically reviewing the achievement of ESG-related targets, and promoting the implementation of relevant management processes. Under the guidance of the Board, the management is specifically responsible for the implementation of ESG policies, performance monitoring, dynamic adjustment of strategies, and the day-to-day management of risks and opportunities. To further advance ESG management, we have coordinated multiple functional departments including human resources, R&D, and sales to form the ESG Working Group, which periodically evaluates and reviews internal ESG standards and related responsibilities, assesses the implementation of ESG work at the departmental level, and ensures the continuous effective operation of the overall ESG management system.

3、利益相關方溝通

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

3. STAKEHOLDER COMMUNICATION

The Company values stakeholder communication. Through diversified communication channels such as face-to-face meetings, email, telephone, and symposiums, we actively understand the concerns and opinions of stakeholders including the government, investors, customers, employees, and suppliers, respond to the expectations and demands of stakeholders in a targeted manner, and continuously improve the level of sustainable development of Xuanzhu Biopharmaceutical.

利益相關方 Stakeholders	關注領域 Areas of Concern	溝通回應方式 Communication and Response Methods
 **政府與監管機構 Government and Regulatory Authorities**	合法合規經營 Legal and compliant operations	遵守法律法規和依法納稅 Compliance with laws and regulations and lawful tax payment
	企業管治水平 Corporate governance level	信息披露 Information disclosure
	支持地方經濟 Supporting the local economy	促進就業 Promoting employment
 **股東／投資者 Shareholders/Investors**	財務業績 Financial performance	提高盈利能力 Improving profitability
	公司透明度 Company transparency	日常信息披露 Regular information disclosure
	權益保護 Rights protection	召開股東大會 Convening general meetings of shareholders
	反腐敗 Anti-corruption	完善內部政策 Improving internal policies
	風險管理 Risk management	加強風險管控 Strengthening risk control
 **客戶 Customers**	藥物安全品質 Drug safety and quality	建立品質管制體系 Establishing a quality management system
	服務品質 Service quality	暢通客戶溝通機制 Improving customer communication mechanisms
	知識產權保護 Intellectual property protection	嚴格保護知識產權 Strictly protecting intellectual property
	負責任營銷 Responsible marketing	搭建客戶溝通平台 Building customer communication platforms
	客戶信息與隱私保護 Customer information and privacy protection	定期回訪 Regular follow-up visits

ESG管治
ESG Governance

 **員工 Employees**	職業健康與安全 Occupational health and safety	日常安全檢查 Routine safety inspections
	權益保障 Rights protection	完善員工溝通機制 Improving employee communication mechanisms
	員工培訓教育 Employee training and education	強化員工培訓與人才發展 Strengthening employee training and talent development
	員工薪酬與福利 Employee compensation and benefits	優化薪資體系 Optimizing the salary system
	員工關懷 Employee care	舉辦員工關愛活動 Organizing employee care activities
 **供應商與合作夥伴 Suppliers and Partners**	合作共贏 Win-win cooperation	開展項目合作 Conducting project cooperation
	商業道德與反腐敗 Business ethics and anti-corruption	優化項目管理 Optimizing project management
	安全優質產品 Safe and quality products	供應商考核 Supplier assessment
	供應鏈可持續發展管理 Sustainable supply chain management	打造責任供應鏈 Building a responsible supply chain
 **行業協會與社區 Industry Associations and Communities**	藥物研發與創新 Drug R&D and innovation	參與行業會議 Participating in industry conferences
	推動行業發展 Promoting industry development	開展同行經驗交流會 Organizing peer experience exchange sessions
	關愛大眾健康 Caring for public health	相關研發項目合作 Relevant R&D project collaboration
		健康知識普及 Disseminating health knowledge

4、重要性評估

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

4. MATERIALITY ASSESSMENT

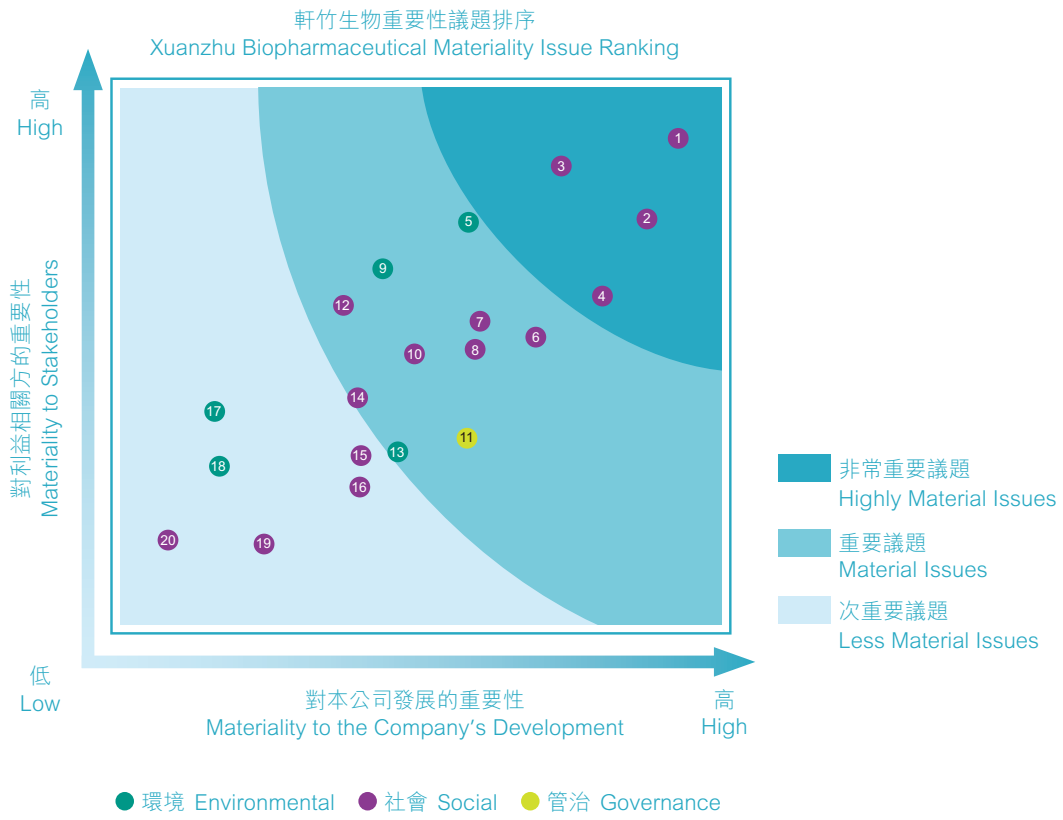
Through stakeholder communication, based on industry characteristics and the Company's actual operational conditions, the Company conducts a materiality assessment. This year, we identified materiality issues through the following four steps:

步驟一：識別議題 Step 1: Issue Identification	參考《ESG報告守則》的披露要求，基於公司業務特點和行業特色，識別出環境、社會、管治三大範疇20項重要議題 Referencing the disclosure requirements of the ESG Reporting Code, based on the Company's business characteristics and industry features, 20 material issues across the three categories of environment, social and governance were identified
步驟二：利益相關方溝通 Step 2: Stakeholder Communication	通過訪談、行業研究等多種方式，了解利益相關方對本公司2025年度ESG表現的期望與要求 Through interviews, industry research and other methods, understanding stakeholders' expectations and requirements for the Company's 2025 ESG performance
步驟三：分析議題 Step 3: Issue Analysis	結合自身發展策略、專家評估、行業發展趨勢、同行對標等進行分析，依據「對外部利益相關方的重要性」和「對業務的重要性」兩個維度對議題進行重要性排序 Combining our own development strategy, expert assessment, industry development trends, and peer benchmarking for analysis, and ranking the importance of issues based on two dimensions: "importance to external stakeholders" and "importance to the business"
步驟四：審核及確認 Step 4: Review and Confirmation	董事會和管理層審核並確認重要性議題排序 The Board and management review and confirm the ranking of materiality issues 繪製重要性議題矩陣 Developing a materiality issue matrix

ESG管治
ESG Governance

以下為二零二五年度重要性評估結果：

The following are the results of the 2025 materiality assessment:



重要性程度 Materiality Level	序號 No.	ESG議題名稱 ESG Issue Name
非常重要議題 Highly Material Issues	1	研發及創新 R&D and Innovation
	2	產品安全與質量 Product Safety and Quality
	3	合規合法僱傭 Lawful and Compliant Employment
	4	職業健康與安全 Occupational Health and Safety

重要議題 Material Issues	5	排放物管理 Emissions Management
	6	客戶服務品質 Customer Service Quality
	7	員工培訓與發展機會 Employee Training and Development Opportunities
	8	客戶信息安全與隱私保護 Customer Information Security and Privacy Protection
	9	廢棄物管理 Waste Management
	10	員工權益保障 Employee Rights Protection
	11	公司治理與商業道德 Corporate Governance and Business Ethics
	12	保障知識產權 Intellectual Property Protection
	13	能耗管理 Energy Consumption Management
	14	供應鏈管理 Supply Chain Management
次重要議題 Less Material Issues	15	負責任營銷 Responsible Marketing
	16	薪酬與福利 Compensation and Benefits
	17	水資源使用與節水措施 Water Resource Use and Conservation Measures
	18	應對氣候變化 Addressing Climate Change
	19	保護動物權益 Animal Rights Protection
	20	社區參與及公益活動 Community Participation and Public Welfare Activities

本年度重要性評估結果顯示，利益相關方關注重點議題主要集中在產品安全與質量、研發及創新、合法合規僱傭、職業健康與安全等方面。我們十分重視利益相關方的意見，將根據重要性評估結果，持續完善ESG工作規劃，並在本報告中對相關議題進行重點披露，以回應各利益相關方對軒竹生物可持續發展工作的關注。

The results of this year's materiality assessment show that stakeholders' key concerns are mainly focused on product safety and quality, R&D and innovation, lawful and compliant employment, and occupational health and safety. We attach great importance to stakeholders' opinions, will continuously improve our ESG work plans based on the materiality assessment results, and focus on disclosing relevant issues in the Report to respond to the concerns of various stakeholders regarding Xuanzhu Biopharmaceutical's sustainable development work.

專題：應對氣候變化
Topic: Addressing Climate Change

軒竹生物高度重視氣候變化帶來的影響，依據聯交所《ESG報告守則》D部分要求，將應對氣候變化納入企業發展戰略，積極防範氣候相關風險、挖掘發展機遇，並從氣候管治、策略、風險管理、指標及目標四個維度披露氣候相關信息。

Xuanzhu Biopharmaceutical attaches great importance to the impacts of climate change. In accordance with the requirements of Part D of the ESG Reporting Code of the Stock Exchange, the Company has incorporated addressing climate change into its corporate development strategy, actively preventing climate-related risks, exploring development opportunities, and disclosing climate-related information from four dimensions: climate governance, strategy, risk management, and metrics and targets.

1、管治

本公司氣候變化管治架構與ESG管治架構保持一致。在ESG工作團隊的協助下，董事會及公司管理層負責識別、評估氣候變化相關的風險與機遇，監督公司年度溫室氣體排放情況及節能減排工作的落實進度。

1. GOVERNANCE

The Company's climate change governance structure is consistent with the ESG governance structure. With the support of the ESG Working Group, the Board and the Company's management are responsible for identifying and assessing climate-related risks and opportunities, supervising the Company's annual greenhouse gas emissions, and overseeing the implementation progress of energy conservation and emission reduction work.

董事會 **Board of Directors**	• 監督與應對氣候變化議題管理相關的事項，將氣候風險與機遇相關考慮因素納入業務策略； • Oversee matters relating to climate change management, incorporate considerations relating to climate risks and opportunities into business strategy; • 每年通過董事會會議，獲悉氣候風險與機遇的識別、評估及管理結果； • To be apprised of the outcomes of the identification, assessment and management of climate-related risks and opportunities through Board meetings held annually; • 審視氣候目標及進展，並在需要時做出戰略層面決策。 • Review climate targets and progress, and make strategic-level decisions where necessary.
公司管理層 **Company Management**	• 持續監控公司氣候相關戰略、政策、指引及程序； • Continuously monitor the Company's climate-related strategies, policies, guidelines and procedures; • 識別及評估主要氣候風險與機遇，制定管理策略； • Identify and assess principal climate risks and opportunities and formulate management strategies; • 制定並定期審視氣候目標、行動計劃、管理政策及舉措； • Formulate and periodically review climate targets, action plans, management policies and measures; • 向董事會彙報氣候風險與機遇相關事宜。 • Report climate risks and opportunities to the Board.
ESG工作團隊 **ESG Working Group**	• 落實氣候相關政策和措施，收集、分析、評估及記錄環境與溫室氣體排放相關數據； • Implement climate-related policies and measures; collect, analyze, assess and record environmental and greenhouse gas emission-related data; • 定期向公司管理層彙報氣候相關工作計劃的實施情況； • Regularly report to company management on implementation of climate-related work plans; • 組織應對氣候變化相關培訓及宣傳活動。 • Organize climate-related training and awareness activities.

此外，我們面向董事會和管理層開展氣候變化相關內部培訓與分享，確保其具備足夠的技能和能力，以有效監督並應對各類氣候風險與機遇。

In addition, we conduct internal training and sharing sessions on climate change for the Board and management, ensuring they possess sufficient skills and capabilities to effectively supervise and respond to various climate risks and opportunities.

2、策略

二零二五年，本公司結合行業政策法規要求及自身業務發展特徵，識別可能在短期、中期或長期內，對公司現金流量、融資渠道及資本成本產生影響的氣候相關風險與機遇，建立氣候風險與機遇清單。同時，我們從「影響程度」「發生的可能性」「時間範圍」三個維度，對已識別氣候風險與機遇的潛在影響進行評估，並針對性制定應對措施。

2. STRATEGY

In 2025, the Company, in light of industry policy and regulatory requirements and its own business development characteristics, identified climate-related risks and opportunities that may affect the Company's cash flows, financing channels and cost of capital in the short, medium or long term, and established a register of climate risks and opportunities. At the same time, we assessed the potential impact of the identified climate risks and opportunities from three dimensions: "degree of impact", "likelihood of occurrence" and "time frame", and developed targeted response measures.

風險／機遇類型		潛在影響		影響評估		應對措施
		業務模式及價值鏈	財務	等級[1]	時間範圍[2]	
		Potential Impact		Impact Assessment		
Type of Risk/Opportunity		Business model and value chain	Financial	Rating[1]	Time Frame[2]	Response Measures
物理風險	急性－洪澇	• 自身運營：降水強度增加、局地短時劇烈降溫和持續低溫等極端天氣可能導致基礎設施受損，影響產能甚至中斷生產流程	• 增加固定資產改造和維修成本 • 增加應急物資購買支出	中	中期	• 建立氣象／水位檢測預警機制，制定分級響應預案，與政府應急部門聯動獲取信息 • 升級廠區排水系統，增設水泵、清理溝渠，加固擋水牆 • 儲備沙袋，潛水泵等搶險物資，定期開展人員疏散、設備轉移演習
Physical Risk	Acute – Flooding	• Own operations: increased precipitation intensity, localized short-term severe cooling, and sustained low temperatures may damage infrastructure, affect production capacity, or even interrupt production processes	• Increase fixed-asset retrofitting and repair costs • Increase spending on emergency supplies	Medium	Medium-term	• Establish meteorological/water level monitoring and early warning mechanisms, develop tiered response plans, coordinate with government emergency departments for information sharing • Upgrade site drainage systems, add water pumps, clear drainage channels, and reinforce flood-retaining walls • Stockpile emergency materials such as sandbags and submersible pumps, and regularly conduct personnel evacuation and equipment transfer drills

1 **等級**：結合「影響發生的可能性」和「影響程度」兩個維度得出，分為高、中、低三個等級。經評估，本年度暫未有氣候相關風險和機遇達到高等級，公司所有業務活動均不會受到氣候相關風險和機遇的重大影響。

1 **Rating**: Derived by combining the two dimensions of "likelihood of impact occurrence" and "degree of impact", classified into three levels: High, Medium, and Low. After assessment, no climate-related risks or opportunities reached the High level this year.

2 **時間範圍**：即氣候相關風險和機遇預期可能造成影響的時間範圍，分為短期（1年以內），中期（1年至5年），長期（5年以上），相關定義與公司戰略規劃和資源分配計劃相匹配。

2 **Time Frame**: The time frame within which climate-related risks and opportunities are expected to have an impact, classified as short-term (within 1 year), medium-term (1 to 5 years), and long-term (over 5 years). The relevant definitions align with the Company's strategic planning and resource allocation plans.

專題：應對氣候變化
Topic: Addressing Climate Change

風險／機遇類型		潛在影響		影響評估		
		業務模式及價值鏈	財務	等級[1]	時間範圍[2]	應對措施
Type of Risk/Opportunity		Potential Impact Business model and value chain	Financial	Impact Assessment Rating[1]	Time Frame[2]	Response Measures
	急性－寒潮			中	中期	• 加強電力／供熱管網巡檢，儲備燃料，對設備進行防寒改造 • 提前撒布融雪劑，配備清雪設備，設立防寒驛站 • 開展低溫作業安全培訓，配備保暖裝備
	Acute – Cold Wave			Medium	Medium-term	• Strengthen inspections of power and heating pipeline networks, stockpile fuel, winterize equipment • spread de-icing agents in advance, deploy snow-clearing equipment; establish cold-weather shelters • conduct low-temperature work safety training, and provide thermal protective equipment
	慢性－平均氣溫升高	• 自身運營：氣候變暖可能影響產品的儲存條件，需要增加製冷設備使用	• 增加設施改造和維護成本 • 增加製冷設備的運營成本	低	長期	• 升級建築物隔熱及通風設施 • 推進能源轉型，提高設備能效
	Chronic – Rising Average Temperature	• Own operations: climate warming may affect product storage conditions and require increased use of cooling equipment	• Increase facility retrofitting and maintenance costs • Increase the operating costs of refrigeration equipment	Low	Long-term	• Upgrade building insulation and ventilation facilities • Advance energy transition, and improve equipment energy efficiency
轉型風險	政策及法律－環境及氣候政策	• 自身運營：環境相關監管要求日趨嚴格，要求企業減少碳排放，優化生產流程	• 增加環保、新能源設施設備投資和運營成本	中	中長期	• 建立政策跟蹤機制，定期梳理地方環保政策 • 逐步推進設備及環保升級，降低行政處罰風險
Transition Risk	Policy and Legal – Environmental and climate-related policies	• Own operations: increasingly stringent environment related regulatory requirements may require the enterprise to reduce carbon emissions and optimize production processes	• Increase investment in and operating costs for environmental protection and new-energy facilities and equipment	Medium	Medium- and Long-term	• Establish policy-tracking mechanisms and regularly review local environmental policies • Gradually advance equipment and environmental upgrades, and reduce the risk of administrative penalties

專題：應對氣候變化
Topic: Addressing Climate Change

風險／機遇類型		潛在影響		影響評估		
		業務模式及價值鏈	財務	等級[1]	時間範圍[2]	應對措施
		Potential Impact		Impact Assessment		
Type of Risk/Opportunity		Business model and value chain	Financial	Rating[1]	Time Frame[2]	Response Measures
	市場－原材料成本上升	• 自身運營、下游：氣候變化導致生產所需原材料價格上升，可能會影響供應鏈穩定性	• 原材料採購成本上升	中	中長期	• 與供應商簽訂長期價格協議，鎖定核心原材料成本 • 拓展多元化供應鏈，降低單一區域或者渠道依賴
	Market – Rising Raw Material Costs	• Own operations and downstream: climate change may lead to higher prices for raw materials needed for production and may affect supply chain stability	• Raw material procurement costs may rise	Medium	Medium- and Long-term	• Sign long-term pricing agreements with suppliers to lock in the cost of core raw materials • Expand a diversified supply chain; and reduce dependence on any single region or channel
	聲譽－利益相關方關注	• 自身運營、下游：公眾對環保議題的關注度持續提升，未能積極應對可能影響企業的社會形象	• 品牌價值受損，影響市場份額	低	中長期	• 在年度ESG報告中主動公開企業環保舉措與溫室氣體排放數據，提升信息透明度 • 建立輿情監測機制，及時回應公眾對氣候問題的關切
	Reputation – Stakeholder Concerns	• Own operations and downstream: public attention to environmental issues continues to increase, and failure to respond proactively may affect the Company's social image	• Damage brand value and affect market share	Low	Medium- and Long-term	• Proactively disclose the Company's environmental measures and greenhouse gas emission data in the annual ESG Report to enhance information transparency • Establish a public opinion monitoring mechanism; and respond promptly to public concern over climate issues
機遇	資源使用效率提升	• 自身運營：能源及資源消耗的減少可降低企業成本、提高運營效率	• 減少資源浪費，降低採購成本	低	中長期	• 對公司水、電、物料消耗進行監控與優化 • 升級生產工藝，採用新技術降低資源消耗
Opportunities	Resource Efficiency Improvement	• Own operations: reducing energy and resource consumption can lower enterprise costs and improve operating efficiency	• Reduce resource waste and procurement costs	Low	Medium- and Long-term	• Monitor and optimize the Company's consumption of water, electricity and materials • Upgrade production processes, and adopt new technologies to reduce resource consumption
	新市場需求增加	• 下游：氣候變化可能影響人類健康，為製藥企業帶來新的市場需求	• 開拓新市場，增加銷售收入	中	長期	• 與疾控機構合作，跟蹤氣候變化下疾病流行趨勢，提前儲備研發方向 • 針對新適應症市場，搭建對應的銷售與學術推廣體系
	New Market Demand Growth	• Downstream: climate change may affect human health and create new market demand for pharmaceutical enterprises	• Open up new markets and increase sales revenue	Medium	Long-term	• Cooperate with disease control institutions to track disease trends under climate change and reserve future R&D directions in advance • Build corresponding sales and academic promotion systems for new indication markets

專題：應對氣候變化
Topic: Addressing Climate Change

本公司已將氣候風險與機遇納入業務規劃，並持續探索轉型計劃的制定。同時，我們對資源配置進行調整，優先支持節能減排項目調研與籌備，並將逐步增加對低碳技術研發和設備更新的投入。本年度，我們基於識別出的氣候風險與機遇，應用氣候情景分析工具，對公司現有策略及業務模式對氣候相關變化、發展及不確定性的韌性進行評估，為後續制定氣候轉型計劃提供更多科學依據。

The Company has incorporated climate risks and opportunities into its business planning and continues to explore the development of transition plans. At the same time, we have adjusted resource allocation to prioritize support for the research and preparation of energy conservation and emission reduction projects, and will gradually increase investment in low-carbon technology R&D and equipment upgrades. During the year, based on the identified climate risks and opportunities, we applied climate scenario analysis tools to assess the resilience of the Company's existing strategy and business model to climate-related changes, developments and uncertainties, providing a more scientific basis for the subsequent formulation of a climate transition plan.

營運範圍 **Operational Scope**		與本報告範圍一致，覆蓋本公司擁有運營控制權或對公司的環境、社會及管治方面有顯著影響的所有業務單位。 Consistent with the scope of The Report, covering all business units over which the Company has operational control or which have a significant impact on the Company's environmental, social and governance aspects.
情景選擇 **Scenario Selection**	**物理風險** **Physical Risk** **轉型風險** **Transition Risk**	政府間氣候變化專門委員會(IPCC)SSP5–8.5 The Intergovernmental Panel on Climate Change (IPCC) SSP5–8.5 國際能源署(IEA)淨零排放情景(NZE) International Energy Agency (IEA) Net Zero Emissions (NZE) Scenario
	選擇依據 **Rationale**	所選情景以國際權威機構的科學研究成果及模型預測為基準，包含高排放情景與低排放情景，覆蓋不同溫升幅度區間，且在物理風險和轉型風險方面均具有代表性，可充分適配公司的評估需求。 The selected scenarios are based on the scientific research findings and model predictions of authoritative international organizations, encompassing both high-emission and low-emission scenarios, covering different warming magnitude ranges, and are representative of both physical risks and transition risks, making them fully compatible with the company's needs.
時間範圍 **Time Frame**		短期（1年以內），中期（1年至5年），長期（5年以上） Short-term (within 1 year), Medium-term (1 to 5 years), Long-term (over 5 years)
假設 **Assumptions**		本公司維持正常運營且運營點地理位置固定不變，核心業務模式及產品品類未發生重大變化。 The Company maintains normal operations with fixed geographical locations, and no significant changes have occurred in its core business model or product categories.

情景分析結果顯示，物理風險方面，在SSP5–8.5情景下，極端天氣事件頻發，易導致生產基地運營中斷及固定資產潛在損害，急性物理風險等級較高，為此我們制定並落實極端天氣應對措施，通過強化生產設施抗災能力、完善應急響應機制等舉措，提升風險應對能力；轉型風險方面，在NZE情景下，企業需滿足嚴苛的環境政策要求與市場低碳需求，對此我們不斷優化能源結構、投入低碳技術研發，動態調整業務策略，以適配低碳轉型需求。

The scenario analysis results show that, in terms of physical risks, under the SSP5–8.5 scenario, frequent extreme weather events are likely to cause operational disruptions at production bases and potential damage to fixed assets, resulting in a relatively high level of acute physical risk. To this end, we have formulated and implemented extreme-weather response measures, strengthening the disaster resilience of production facilities and improving emergency response mechanisms. In terms of transition risks, under the NZE scenario, enterprises need to meet stringent environmental policy requirements and market demand for low-carbon development. In response, we continue to optimize our energy structure, invest in low-carbon technology R&D, and dynamically adjust business strategies in line with low-carbon transition requirements.

3、風險管理

本公司已建立氣候風險與機遇管理流程並將其融入公司整體風險管理流程，按照識別、評估、優次排列、監察四大核心步驟推進，確保管理工作規範有序：

識別：結合聯交所《ESG報告守則》要求與公司業務實際收集信息，參考專業機構及行業相關資料，識別氣候相關風險與機遇。

評估：綜合定性因素、量化標準等，分析氣候風險與機遇的發生概率與潛在影響程度。

優次排列：結合氣候風險與機遇的影響程度與業務優先級，運用氣候相關情景分析，進行科學的優次排列。

監察：建立持續監測機制，定期跟蹤氣候風險與機遇的變化，通過定期審核與適當披露，保障管理措施有效，貼合公司整體戰略。

4、指標及目標

本集團已根據《溫室氣體核算體系：企業核算與報告標準（2004年）》，嚴格開展溫室氣體排放量核算工作。二零二五年，我們在計量範圍1及範圍2溫室氣體排放量的基礎上，新增對範圍3類別6商務差旅等排放量的核算，核算結果詳見「附錄I：二零二五年ESG關鍵績效數據表」。未來，我們計劃進一步擴大範圍3排放量覆蓋類別，持續完善核算體系。

為切實履行環保責任、推進碳減排工作，我們緊跟國家「雙碳」目標及政策要求，設定「二零二五年用電量較二零二三年減少5%」的能源效益目標，以期通過用電量下降推動範圍2溫室氣體排放量穩步減少。二零二五年，本公司總用電量為1519.01兆瓦時，已達成階段性目標。今後，我們將不斷探索溫室氣體排放目標的科學設定，完善碳減排管控體系，持續提升碳減排管理效能。

3. RISK MANAGEMENT

The Company has established a climate risk and opportunity management process and integrated it into the Company's overall risk management process, advancing through four core steps: identification, assessment, prioritization, and monitoring, ensuring standardized and orderly management:

Identification: Collecting information in accordance with the ESG Reporting Code requirements of the Stock Exchange and the Company's actual business conditions, referencing professional institution and industry-related materials, to identify climate-related risks and opportunities.

Assessment: Analyzing the probability of occurrence and potential degree of impact of climate risks and opportunities by integrating qualitative factors and quantitative criteria.

Prioritization: Conducting scientific prioritization by combining the degree of impact and business priority of climate risks and opportunities, and applying climate-related scenario analysis

Monitoring: Establishing a continuous monitoring mechanism to regularly track changes in climate risks and opportunities, ensuring management measures are effective and aligned with the Company's overall strategy through regular reviews and appropriate disclosure.

4. METRICS AND TARGETS

The Group has, in accordance with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004), strictly carried out greenhouse gas emission accounting work. In 2025, on the basis of measuring Scope 1 and Scope 2 greenhouse gas emissions, we added the accounting of Scope 3 Category 6 business travel and other emissions. For the accounting results, please refer to "Appendix I: 2025 ESG Key Performance Data Table". In the future, we plan to further expand the Scope 3 emission coverage categories and continuously improve the accounting system.

To earnestly fulfill our environmental protection responsibilities and advance carbon emission reduction work, we closely follow the national "Dual Carbon" Goals and policy requirements, and have set an energy efficiency target of "reducing electricity consumption in 2025 by 5% compared to 2023", with the aim of driving a steady reduction in Scope 2 greenhouse gas emissions through decreased electricity consumption. In 2025, the Company's total electricity consumption was 1,519.01 MWh, and the phased target has been achieved. Going forward, we will continue to explore the scientific setting of greenhouse gas emission targets, improve the carbon emission reduction control system, and continuously enhance the effectiveness of carbon emission reduction management.

產品責任
Product Responsibility

軒竹生物始終以守護患者健康為核心使命，將產品責任深度融入企業運營全流程，持續深耕創新藥研發領域，著力強化技術創新能力。我們嚴格把控產品質量，建立質量管理體系，不斷完善藥物警戒機制，全力保障患者用藥安全與客戶權益，以專業踐行醫藥企業的責任與擔當。

Xuanzhu Biopharmaceutical has always taken safeguarding patient health as its core mission, deeply integrating product responsibility into the entire process of corporate operations, continuously cultivating innovation in drug R&D, and focusing on strengthening technological innovation capabilities. We strictly control product quality, establish a quality management system, continuously improve pharmacovigilance mechanisms, and fully safeguard patient medication safety and customer rights, practicing the responsibility and commitment of a pharmaceutical enterprise with professionalism.

1、研發創新

軒竹生物聚焦消化系統疾病、腫瘤和非酒精性脂肪性肝炎(NASH)三大治療領域，以創新為核心發展驅動力，依託專業的研發技術與對臨床需求的深刻洞察，致力於開發優質藥物、改善患者健康和生活質量。我們持續加大研發與創新投入，著力強化研發創新人才團隊建設；本年度公司研發投入達18,383.8萬元。

截至報告期末，我們已有三個自主研發的1類創新藥獲得國家藥品監督管理局(NMPA)上市批准，其覆蓋不同治療領域，為各類適應症患者提供了更優質的治療選擇。

- **安奈拉唑鈉腸溶片(安久衛®)**：軒竹生物研發並擁有國內自主知識產權與全球專利權的新一代質子泵抑制劑(PPI)，於二零二三年六月獲批上市，上市當年已納入國家醫保目錄，本年度國談亦成功續約。安奈拉唑鈉腸溶片核心用於治療十二指腸潰瘍，目前公司正推進其適應症覆蓋範圍擴大至反流性食管炎，並於二零二五年七月啟動III期臨床試驗；「與適當的抗生素聯用以根除幽門螺桿菌」的新適應症臨床試驗亦於二零二六年四月獲得批准，即將啟動III期臨床試驗，進一步拓展創新藥物臨床價值。

1. R&D INNOVATION

Xuanzhu Biopharmaceutical focuses on three major therapeutic areas: digestive system diseases, oncology, and non-alcoholic steatohepatitis (NASH), with innovation as the core driving force for development. Relying on professional R&D technology and profound insights into clinical needs, we are committed to developing high-quality drugs and improving patient health and quality of life. We continuously increase investment in R&D and innovation, and focus on strengthening the development of R&D and innovation talent teams. During the year, the Company's R&D investment reached RMB183.838 million.

As of the end of the Reporting Period, we have obtained approval for marketing by the National Medical Products Administration (NMPA) of China for three proprietary Class 1 innovative drugs, covering different therapeutic areas and providing better treatment options for patients with various indications.

- **Anaprazole Sodium Enteric-coated Tablets (An Jiu Wei)**: A new-generation proton pump inhibitor (PPI) developed by Xuanzhu Biopharmaceutical, holding independent intellectual property rights in China and global patent rights. It was approved for marketing in June 2023, was included in the National Reimbursement Drug List (NRDL) in the same year of launch, and was successfully renewed through the National Reimbursement Drug List negotiations this year. Anaprazole Sodium Enteric-coated Tablets is primarily used for the treatment of duodenal ulcers. The company is currently expanding the drug's approved indications to include reflux esophagitis, with a Phase III clinical trial scheduled to initiate in July 2025. Additionally, the new indication for "combination with appropriate antibiotics to eradicate Helicobacter pylori" has received approval for clinical trials in April 2026, and the Phase III clinical trial is set to commence soon, further extending the clinical value of this innovative drug.

- **吡洛西利片(軒悅寧®)**：軒竹生物研發的新型週期蛋白依賴性激酶(CDK) 2/4/6抑製劑，用於治療HR+/HER2-晚期乳腺癌，於二零二五年五月獲批上市，同年兩項獲批適應症均成功納入國家醫保目錄。二零二六年二月，吡洛西利片第三項適應症－聯合芳香化酶抑制劑(AI)一線治療HR+/HER2-晚期或轉移性乳腺癌獲NMPA批准。至此，其正式成為國內首個且唯一覆蓋HR+/HER2-晚期乳腺癌一線、二線、後線全療程的同類藥物，具有適應症覆蓋廣的突出優勢。

- **地羅阿克片(軒菲寧®)**：軒竹生物研發的間變性淋巴瘤激酶(ALK)抑制劑，於二零二五年八月獲批上市。地羅阿克片核心用於治療ALK陽性的晚期非小細胞肺癌(NSCLC)，其核心優勢突出，能夠高效穿透血腦屏障，對一代及部分二代ALK耐藥突變具有顯著療效，且安全性良好，能夠很好地適配患者長期用藥需求，為ALK陽性非小細胞肺癌患者帶來新的治療希望。

本公司佈局了豐富且結構合理的在研管線，兼顧風險平衡與創新突破，涵蓋不同開發階段。截至報告期末，我們有超過10種藥物處於積極開發階段。管線中包含多個行業首創新藥，例如處於I期臨床試驗階段的潛在國內同類首創HER2/HER2雙特異性抗體偶聯藥物(ADC) KM501、完成II期臨床試驗後對外授權的碳青黴烯類抗生素KBP-5081、完成I期臨床試驗後對外授權的PDE5抑制劑XZP-5849、在III期臨床試驗階段轉讓的XZP-5695等。通過自主研發與資產對外授權雙軌制，我們持續推進在研藥物走向臨床、推向市場，進一步完善在核心治療領域的佈局。

- **Bireociclib Tablets (Xuan Yue Ning)**: A novel cyclin-dependent kinase (CDK) 2/4/6 inhibitor developed by Xuanzhu Biopharmaceutical for the treatment of HR+/HER2- advanced breast cancer. It was approved for marketing in May 2025, and both of its approved indications were successfully included in the National Reimbursement Drug List (NRDL) in the same year. In February 2026, the third indication of Bireociclib Tablets, used in combination with aromatase inhibitors (AI) as first-line treatment for HR+/HER2- advanced or metastatic breast cancer, was approved by the NMPA. With this approval, Bireociclib Tablets has officially become the first and only drug in its class in China to provide full-course coverage for first-line, second-line, and later-line treatment of HR+/HER2- advanced breast cancer, representing a prominent advantage of broad indication coverage.

- **Dirozalkib Tablets (Xuan Fei Ning)**: An anaplastic lymphoma kinase (ALK) inhibitor developed by Xuanzhu Biopharmaceutical, approved for marketing in August 2025. Dirozalkib Tablets is primarily used for the treatment of ALK-positive advanced non-small cell lung cancer (NSCLC). Its core advantages are outstanding, with the ability to efficiently penetrate the blood-brain barrier, significant efficacy against first-generation and some second-generation ALK-resistant mutations, and a good safety profile. The product is well suited to long-term treatment needs and brings new hope to patients with ALK-positive advanced NSCLC.

The Company has established a rich and well-structured pipeline of drug candidates in development, balancing risk management with innovation breakthroughs, covering different development stages. As of the end of the Reporting Period, we have more than 10 drugs in active development. The pipeline includes multiple first-in-class drugs in the industry, such as KM501, a potential domestic first-in-class HER2/HER2 bispecific antibody-drug conjugate (ADC) currently in Phase I clinical trials; the carbapenem antibiotic KBP-5081, out-licensed after completion of Phase II clinical trials; the PDE5 inhibitor XZP-5849, out-licensed after completion of Phase I clinical trials; and XZP-5695, transferred during Phase III clinical trials. Through the dual-track approach of proprietary R&D and out-licensing, we continuously advance pipeline drugs toward clinical development and market launch, further strengthening our layout in core therapeutic areas.

產品責任
Product Responsibility

為保障並持續提升公司的研發創新能力，我們已建立全面的內部研發平台，支持多樣化、均衡化的管線開發。本年度，我們重點推進AI輔助藥物研發(AIDD)平台建設，以先進計算與人工智能技術賦能藥物研發全流程。平台秉持「自主搭建+外部協同」核心策略，構建集成化功能體系，涵蓋AI分子生成與優化、蛋白質三維結構預測等關鍵模塊，形成覆蓋從小分子到大分子關鍵研發環節的一體化計算支持環境，為各類藥物研發項目提供穩定、高效的技術支撐。

此外，二零二五年，我們將人工智能及數字技術深度應用於藥物研發，充分發揮AIDD平台優勢，在小分子與大分子藥物研發領域均取得關鍵進展。小分子研發方面，我們系統化運用AIDD技術，在新靶點立項階段，通過計算模擬分析靶標蛋白特徵、預測化合物結合模式，並結合專利信息分析設計空間，為研發決策提供科學依據。大分子研發方面，我們利用計算模擬闡明靶點結合特徵與關鍵表位，借助AIDD方法輔助抗體分子設計與優化，精準聚焦綜合性質優異的候選分子，提升研發效率並為研發創新提供新思路。

To safeguard and continuously enhance the Company's R&D innovation capabilities, we have established comprehensive internal R&D platforms to support diversified, balanced pipeline development. This year, we focused on advancing the construction of the AI-assisted drug discovery (AIDD) platform, empowering the entire drug R&D process with advanced computing and artificial intelligence technologies. The platform adheres to the core strategy of "in-house development + external collaboration" and builds an integrated functional system covering key modules such as AI molecular generation and optimization and protein 3D structure prediction, forming an integrated computational support environment spanning critical R&D stages from small molecules to large molecules and providing stable, efficient technical support for various drug R&D projects.

Furthermore, in 2025, we deeply applied artificial intelligence and digital technologies to drug R&D, fully leveraging the advantages of the AIDD platform to achieve key progress in both small molecule and large molecule drug R&D. In small molecule R&D, we systematically utilized AIDD technology. At the stage of initiating new targets, we used computational simulation to analyze target protein characteristics and predict compound binding modes, and combined this with patent information analysis to define the design space and provide a scientific basis for R&D decision-making. In large molecule R&D, we used computational simulation to elucidate target-binding characteristics and key epitopes, and leveraged AIDD methods to assist antibody molecule design and optimization, precisely focusing on candidate molecules with superior overall properties, improving R&D efficiency and providing new ideas for innovation.

2、質量管理

軒竹生物以產品安全有效為重要準則，構建並落地全面質量管理體系，將質量管控貫穿研發、生產等各個環節，同時不斷完善藥物警戒管理和高效化投訴與召回管理閉環，為客戶提供高質量、可信賴的產品。

研發質量管理

本公司秉承基於風險的研發質量管理原則，嚴格遵循《藥品非臨床研究質量管理規範》(GLP)，以科學性與真實性為核心，建立健全研發項目管理、實驗室管理及相關操作規程。我們制定並落實《研發項目立項管理規程》和《研發項目管理手冊》兩個指導性文件，加強項目管理體系建設，在立項階段通過三級評估機制開展多元調研評估，後續通過定期彙報跟蹤項目進展。同時，我們定期審閱更新質量體系文件，本年度重點推進大分子研發平台質量體系搭建與文件化，夯實研發質量保障基礎。

2. QUALITY MANAGEMENT

Xuanzhu Biopharmaceutical takes product safety and efficacy as important criteria, has built and implemented a comprehensive quality management system, integrates quality control throughout R&D, production and other links, continuously improves pharmacovigilance management and the closed-loop system of efficient complaint and recall management, and provides customers with high-quality, reliable products.

R&D Quality Management

The Company adheres to risk-based R&D quality management principles, strictly complies with the Good Laboratory Practice for Non-clinical Research of Drugs (GLP), and takes scientific rigor and authenticity as its core, establishing sound R&D project management, laboratory management, and related standard operating procedures. We have formulated and implemented two guiding documents – the R&D Project Initiation Management Procedures and the R&D Project Management Manual – strengthening the construction of the project management system. At the project initiation stage, multi-dimensional research assessments are conducted through a three-level evaluation mechanism, with subsequent tracking of project progress through regular reports. At the same time, we regularly review and update quality system documents. During the year, we focused on advancing the establishment and documentation of the quality system for the large molecule R&D platform, thereby consolidating the foundation for R&D quality assurance.

產品責任
Product Responsibility

在實驗室管理方面，我們嚴格執行關鍵研發儀器和設備的定期校準與週期性確認計劃，確保所有檢測數據輸出的精確度、準確度與可重複性，並對潔淨實驗室的關鍵指標開展週期監測與記錄，確保細胞操作、微生物檢測等研發活動處於預設的合規環境參數內。

In laboratory management, we strictly implement regular calibration and periodic qualification plans for key R&D instruments and equipment, ensuring the precision, accuracy, and reproducibility of all testing data output. We also conduct periodic monitoring and recording of key indicators in clean laboratories, ensuring that R&D activities such as cell operations and microbiological testing are conducted within preset compliant environmental parameters.

在藥品研發過程中，臨床試驗的質量控制至關重要。我們嚴格遵守《藥品臨床試驗質量管理規範》(GCP)，通過專業管控保障臨床試驗質量。我們不斷加強對醫藥研發合同外包服務機構(CRO)的管理，要求CRO定期提供進度報告，密切監控流程、識別風險並解決問題，必要時評估CRO檢查項目品質和流程的能力，立即糾正發現的問題，保證所有臨床試驗項目均能高質量執行。

During the drug development process, the quality control of clinical trials is of paramount importance. We strictly comply with the Good Clinical Practice for Drugs (GCP) and safeguard clinical trial quality through professional management and oversight. We continuously strengthen the management of contract research organizations (CROs), requiring CROs to provide regular progress reports, closely monitoring processes, identifying risks and resolving issues, and, when necessary, assessing CROs' capabilities in monitoring project quality and process compliance. We immediately correct any identified issues to ensure that all clinical trial projects are executed to a high standard.

倫理道德亦是藥品研發管理中不可或缺的組成部分。本公司嚴格遵守國家相關法律法規及行業道德準則，遵循世界醫學協會《赫爾辛基宣言》、《實驗動物管理條例》等相關規範，始終以保護人類受試者合法權益、保障實驗動物福利為核心目標。在人類受試者保護方面，我們全面保障臨床試驗受試者的各項合法權利，包括知情權、隱私權、用藥安全等，所有臨床試驗均在受試者簽署知情同意書後，嚴格按照相關規定規範開展。在實驗動物管理方面，我們充分兼顧實驗動物的權益，制定《實驗動物福利倫理審查標準操作規程》，明確實驗動物基本福利保障要求，為實驗動物提供免受饑渴、不適的生活環境，確保各類實驗動物的管理、飼養及實驗操作均嚴格遵循標準化技術流程，合規開展各項實驗工作。

Ethical conduct is also an indispensable component of drug R&D management. The Company strictly complies with applicable national laws and regulations as well as industry ethical standards, following the World Medical Association's Declaration of Helsinki, the Regulations on the Administration of Laboratory Animals, and other relevant norms, always with the core objectives of protecting the legitimate rights and interests of human subjects and safeguarding the welfare of laboratory animals. With respect to human subject protection, we comprehensively safeguard all legitimate rights of clinical trial subjects, including the right to informed consent, the right to privacy, and medication safety. All clinical trials are conducted in strict accordance with applicable regulations only after the subjects have signed informed consent forms. In laboratory animal management, we fully accommodate the welfare of laboratory animals, having formulated the Standard Operating Procedures for Ethical Review of Laboratory Animal Welfare, which specifies the basic welfare guarantee requirements for laboratory animals. We provide laboratory animals with living environments free from hunger, thirst, and discomfort, and ensure that the management, husbandry, and experimental procedures for all laboratory animals strictly follow standardized technical protocols, so that all experimental work is conducted in compliance with applicable regulations.

產品責任
Product Responsibility

生產質量管理

本公司嚴格遵守《藥品生產質量管理規範》(GMP)，以合規生產、嚴控品質為核心，持續優化生產質量管理，嚴格落實質量風險評估、質量審計等關鍵管理機制，不斷提升質量管理效能，確保生產全流程合規可控，從源頭保障藥品品質。

在生產環節管控上，我們對擬合作及在合作的受託生產企業，開展問卷調查、技術研討、現場核查等多維度嚴格評估，達成共識後依據正式委託生產協議推進合作。生產全過程中，我們專門派駐專業工藝及生產監控人員全程跟進，提供必要的技術指導並實施全方位質量監控；同時，相關部門對生產及檢驗記錄進行全面審核，對生產過程中出現的質量偏差與變更事項逐一核查、閉環處置。我們亦針對受託生產企業開展定期質量審計，覆蓋其生產體系、質量體系、供應商管理體系等核心領域，以及時排查潛在質量風險。產品完成生產包裝後，我們將其及時錄入藥品追溯系統，實現流通全鏈條可追溯，確保每一盒藥品去向可查、責任可究，全程規範生產操作，保障藥品符合法律法規及行業標準要求。

藥物警戒

軒竹生物嚴格遵守《藥物警戒質量管理規範》(GVP)，以保障患者用藥安全為核心，築牢藥物警戒管理基礎。公司設立藥物警戒部，制定個例安全性信息監測與報告制度，確保藥物警戒各項工作的合規性。為全面捕捉產品安全性信息，我們搭建了多渠道收集體系，通過藥物警戒公郵、400電話、公司網站等途徑，廣泛收集來自患者、醫療機構、經營企業、生產企業及文獻報道等多端口的安全性信息，並明確規定，各部門員工在獲知上市產品安全性信息後，需在24小時內傳遞至藥物警戒人員，確保信息及時處置。二零二五年，公司已上市產品僅受理5例不良反應報告，整體安全性表現良好。

Production Quality Management

The Company strictly complies with the Good Manufacturing Practice for Drugs (GMP), with compliant production and rigorous quality control as its core focus, continuously optimizing production quality management, and stringently implementing key management mechanisms such as quality risk assessment and quality audits, thereby continuously enhancing quality management effectiveness and ensuring that the entire production process is compliant and controllable, safeguarding drug quality from the source.

In terms of production process oversight, we conduct multi-dimensional rigorous assessments, including questionnaire surveys, technical seminars, and on-site inspections, of both prospective and existing contract manufacturing organizations (CMOs), and proceed with collaboration only after reaching consensus and in accordance with a formal contract manufacturing agreement. Throughout the entire production process, we assign dedicated professional process and production monitoring personnel to follow up on a full-time basis, providing necessary technical guidance and implementing comprehensive quality monitoring. Concurrently, relevant departments conduct thorough reviews of production and testing records, examining and closing out on a case-by-case basis any quality deviations and change events that arise during the production process. We also conduct periodic quality audits of contract manufacturing organizations, covering core areas such as their production systems, quality systems, and supplier management systems, so as to promptly identify potential quality risks. Upon completion of production and packaging, we promptly enter the products into the drug traceability system, achieving full-chain traceability throughout the distribution process, ensuring that the destination of every box of medication is traceable and accountability can be established, with standardized production operations throughout to guarantee that the drugs comply with the requirements of applicable laws, regulations, and industry standards.

Pharmacovigilance

Xuanzhu Biopharmaceutical strictly follows Good Pharmacovigilance Practice (GVP), with safeguarding patient medication safety as its core, and continually consolidates the foundation of pharmacovigilance management. The Company has established a Pharmacovigilance Department and formulated an individual case safety information monitoring and reporting system to ensure compliance in all pharmacovigilance work. To comprehensively capture product safety information, we have built a multi-channel collection system that gathers safety information from patients, medical institutions, distributors, manufacturers and literature reports through channels including the pharmacovigilance public mailbox, the 400 hotline and the Company's website. The Company also clearly requires employees in all departments, after becoming aware of safety information relating to marketed products, to pass such information to pharmacovigilance personnel within 24 hours so as to ensure timely handling. In 2025, the Company's marketed products received only five adverse reaction reports, with overall good safety performance.

針對死亡、群體性事件等緊急或重大安全性事件，我們建立了快速響應機制，由藥物警戒部立即組織藥品安全委員會會議，聯合質量、生產、市場營銷中心等安全委員會成員部門，依據既定規程分級評估事件，全面排查涉事產品生產、流通、使用全環節質量情況，落實糾正預防措施，制定並執行風險控制方案，同步反饋措施執行進度，全力防範安全風險。若產品符合召回條件，我們將依據質量體系相關要求依法啟動產品召回程序。二零二五年，本公司未監測到產品重大安全性風險，亦未發生大規模藥品召回事件。

In response to urgent or major safety events such as deaths and cluster incidents, we have established a rapid response mechanism. The Pharmacovigilance Department immediately convenes a meeting of the Drug Safety Committee together with member departments including Quality, Production and the Marketing Center, conducts graded assessment of the event in accordance with established procedures, comprehensively investigates product quality throughout the full chain of production, distribution and use in relation to the products concerned, implements corrective and preventive actions, formulates and executes risk control plans, and simultaneously feeds back progress on the implementation of measures to prevent safety risks to the greatest extent possible. Where a product meets recall conditions, we will initiate the product recall process in accordance with the law and relevant quality system requirements. In 2025, the Company did not detect any major product safety risks, and no large-scale drug recall events occurred.

3、權益保障

軒竹生物堅持以客戶權益為導向，踐行責任營銷，杜絕任何虛假陳述，並致力於保護客戶和合作方的信息安全，以實際行動贏得客戶的認可與信任。

負責任營銷

本公司嚴格遵守《中華人民共和國廣告法》、《藥品廣告審查發佈標準》、《藥品說明書和標簽管理規定》等相關法律法規，始終以合規化學術推廣為核心導向，持續規範各項營銷舉措，確保營銷信息真實、科學、客觀，杜絕任何虛假陳述與誤導性信息。我們構建了全維度、閉環式合規營銷管理體系，制定《藥品推廣管理制度實施細則》，對與醫療衛生專業人士(HCP)、醫療機構的醫學互動交流，以及各類藥品市場推廣行為進行標準化、規範化管控，切實保障消費者用藥安全。

3. RIGHTS PROTECTION

Xuanzhu Biopharmaceutical adheres to a customer-rights-oriented approach, practices responsible marketing, eliminates any false statements, and is committed to protecting the information security of customers and partners, thereby earning customer recognition and trust through concrete actions.

Responsible Marketing

The Company strictly complies with the Advertising Law of the People's Republic of China, the Standards for the Review and Publication of Drug Advertisements, the Provisions for the Administration of Drug Package Inserts and Labels and other relevant laws and regulations, consistently taking compliant academic promotion as its core orientation, continuously standardizing various marketing measures, and ensuring that marketing information is truthful, scientific and objective, eliminating any false statements and misleading information. We have established a full-dimensional, closed-loop compliant marketing management system and formulated the Detailed Implementation Rules for Drug Promotion Management to standardize and regulate interactions with healthcare professionals (HCPs), medical institutions and various pharmaceutical marketing activities, thereby effectively safeguarding medication safety for consumers.

產品責任
Product Responsibility

我們搭建並完善了貼合業務實際發展需求的全流程業務審批機制，全方位築牢營銷合規防線。在營銷活動審核環節，我們嚴格核驗推廣服務商資質合規性及醫藥代表國家備案完成情況，審慎核查學術會議等各類營銷費用的真實性、合規性，堅決杜絕虛增支出等風險；同時建立標準化推廣終端遴選、審核及管控流程，嚴格杜絕不當關聯交易，確保所有交易定價公允透明、合規可控。此外，我們的營銷材料審核已實現全場景全覆蓋，涵蓋學術幻燈片、宣傳資料、線上傳播內容等各類物料。我們明確要求所有宣傳數據均需依託已發表的權威臨床證據，嚴禁出現誇大藥品功效、誤導公眾的表述，如實完整披露藥品不良反應信息；並嚴格執行醫學、合規、法務多部門聯合審核流程，確保所有營銷物料在正式發佈前100%完成合規審批，從源頭規避營銷合規風險。

We have built and continuously refined a full-process business approval mechanism tailored to actual business development needs, comprehensively strengthening our marketing compliance defenses. In the review of marketing activities, we strictly verify the compliance qualifications of promotion service providers and completion of national filing procedures for medical representatives, prudently examine the authenticity and compliance of various marketing expenses such as academic conference expenses, and resolutely prevent risks such as inflated spending. At the same time, we have established standardized procedures for the selection, review and control of promotion terminals, strictly prohibit improper related-party transactions, and ensure that all transaction pricing is fair, transparent and compliant. In addition, our review of marketing materials covers all scenarios, including academic slide decks, promotional materials and online communication content. We clearly require that all promotional data be based on published authoritative clinical evidence, prohibit any exaggeration of drug efficacy or wording that may mislead the public, truthfully and completely disclose adverse reaction information for drugs, and strictly implement a joint review process by the Medical, Compliance and Legal departments to ensure that 100% of marketing materials complete compliance approval before formal release, thereby mitigating marketing compliance risks at the source.

二零二五年，本公司未發生與廣告發佈、藥品標簽及營銷推廣相關的違規事件。

In 2025, the Company did not experience any non-compliant events related to advertising publication, drug labelling or marketing promotion.

知識產權保護

本公司高度重視知識產權保護工作，遵守《中華人民共和國專利法》、《中華人民共和國商標法》、《中華人民共和國著作權法》等相關法律法規，規範專利、商標、著作權等各類知識產權的管理流程，切實防範知識產權侵權風險，為公司研發創新築牢保障防線。

Intellectual Property Protection

The Company attaches great importance to intellectual property protection, complies with the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China and the Copyright Law of the People's Republic of China, standardizes the management processes for various types of intellectual property including patents, trademarks and copyrights, and effectively prevents infringement risks so as to build a solid safeguard for the Company's R&D innovation.

為實現知識產權規範化、系統化管理，本公司制定了涵蓋知識產權管理手冊、程序文件、支持性文件及記錄的三級文件體系。其中，程序文件明確規範了公司知識產權的主要管理流程，近30個支持性文件則對知識產權管理、專利撰寫、維護、審查意見答覆等具體事項作出詳細規定；同時，我們配套建立約40份規範的記錄表單，確保知識產權管理各重要節點有據可查、全程可控，以支持各項知識產權工作的有序開展。

本年度，我們聚焦知識產權核心工作精準發力，取得顯著成效。我們強化研發產品知識產權全鏈條佈局與保護，在中國擁有93項已授權專利並提交51項已公開專利申請，在美國和其他司法權區擁有89項已授權專利並提交24項已公開專利申請；嚴格防控知識產權各類風險，全年未發生商業秘密洩露事件，完成多個臨床項目專利檢索，確保上市產品專利侵權風險預警100%覆蓋；深化專利數字化管理，借助本地專利管理系統實現專利全生命週期管控，同時開展專題培訓，有效提升相關員工的生物醫藥海外知識產權風險防控意識與專業能力，全方位強化知識產權對研發創新的支撐作用。

信息安全與隱私保護

信息安全與隱私保護是本公司保障客戶及相關方權益的重要舉措。我們嚴格遵守《中華人民共和國網絡安全法》等相關法律法規，多措並舉築牢信息安全防線。我們高度重視數據信息與資產的管理保護，尤其在個人信息收集環節，嚴格遵循「最小化」原則，充分尊重相關人士的知情權、存取權、修改權、刪除權等合法權益，明確告知數據使用範圍與方式，對獲取的個人數據實施合規管控，嚴格限定存儲期限與使用場景，確保個人隱私不受侵犯。

To achieve standardized and systematic intellectual property management, the Company has established a three-level documentation system comprising the intellectual property management manual, procedure documents, supporting documents and records. The procedure documents define the principal intellectual property management processes, while nearly 30 supporting documents provide detailed requirements for intellectual property management, patent drafting, maintenance and responses to office actions. At the same time, we maintain approximately 40 standardized record forms to ensure that all key steps in intellectual property management are documented and controllable throughout the process, thereby supporting the orderly conduct of all intellectual property work.

During the year, we focused our efforts on core intellectual property initiatives and achieved significant results. We strengthened the comprehensive layout and protection of intellectual property for R&D products across the entire value chain, holding 93 granted patents and submitting 51 published patent applications in China, and holding 89 granted patents and submitting 24 published patent applications in the United States and other jurisdictions. We also strictly controlled various intellectual property risks, recorded no trade secret leakage incidents during the year, completed patent searches for multiple clinical projects, and achieved 100% coverage of infringement risk early warning for marketed products. In addition, we deepened digital patent management through a local patent management system covering the full patent life cycle and conducted thematic training to effectively enhance relevant employees' awareness and professional capability in preventing and controlling overseas biopharmaceutical intellectual property risks. These approaches strengthen the supportive role of intellectual property in driving R&D and innovation across all dimensions.

Information Security and Privacy Protection

Information security and privacy protection are important measures for the Company to safeguard the rights and interests of customers and related parties. We strictly comply with the Cybersecurity Law of the People's Republic of China and other relevant laws and regulations, and take multiple measures to build a solid information security defense line. We attach great importance to the management and protection of data, information and assets. In particular, in the collection of personal information, we strictly follow the principle of data minimization, fully respect the lawful rights of relevant persons, including the right to be informed, the right of access, the right of rectification and the right of deletion, clearly inform them of the scope and manner of data use, implement compliant controls over personal data obtained, and strictly limit storage periods and usage scenarios to ensure that personal privacy is not infringed.

產品責任
Product Responsibility

本公司多措並舉強化全流程防護，築牢內部信息安全屏障。我們建立嚴格的存取控制體系，確保僅授權人員可訪問特定數據，同時持續開展員工信息安全意識培訓，不斷提升全員信息安全防護能力。線上辦公系統方面，我們強制定期更換密碼、設備切換時切斷歷史會話，設置密碼輸錯鎖定機制防範被盜；企業郵箱默認開啟異地及異常登錄提醒，推動關鍵崗位開通短信二次驗證，提升賬號防護等級。此外，我們定期開展信息安全設備巡檢，依託安全感知平台(SIP)實時監控訪問行為、留存日誌，建立核心數據定期備份機制，同時鼓勵員工及第三方服務商上報安全漏洞，全方位構建嚴密的信息安全防護體系。

The Company strengthens full-process protection through multiple measures and reinforces its internal information security barriers. We have established a strict access control system to ensure that only authorized personnel may access specific data, and we continuously conduct employee information security awareness training to enhance the protection capabilities of all staff. In online office systems, we require regular password changes, terminate historical sessions when devices are switched, and set password lockout mechanisms to prevent compromise. Corporate email defaults to alerts for abnormal or off-site login, and employees in key positions are encouraged to enable SMS-based second-factor verification to raise account protection levels. In addition, we regularly inspect information security equipment, rely on the Security Insight Platform (SIP) to monitor access behavior in real time and retain logs, maintain regular backups of core data, and encourage employees and third-party service providers to report security vulnerabilities, thereby building a rigorous and comprehensive information security protection system.

針對研發所涉數據，我們對各研發部門的實驗記錄本、研發報告進行100%的流程化審閱，依託計算機化系統電子數據管控技術，對關鍵系統的電子數據開展定期備份及週期性檢查，確保研發數據電子證據鏈完整可靠。在臨床試驗數據管理方面，我們在獲取受試者信息時，嚴格遵循必要性與合規性原則，制定《臨床試驗數據管理操作流程》作為核心指導性制度，規範全流程管理。我們成立數據管理部門，全面監督所有參與臨床試驗數據管理工作的員工，全程把控數據的完整性、準確性、真實性與可靠性，確保臨床試驗數據完全符合相關法律法規、行業指南及標準要求，為研究成果的高品質與高可信度提供堅實保障。

With respect to R&D-related data, we conduct 100% process-based review of laboratory notebooks and R&D reports in each R&D department, and rely on computerized-system electronic data control technologies to perform regular backups and periodic checks of electronic data in key systems so as to ensure the integrity and reliability of the electronic evidence chain for R&D data. In clinical trial data management, when obtaining subjects' information, we strictly follow the principles of necessity and compliance and have formulated the Clinical Trial Data Management Operating Procedures as the core guiding document to regulate full-process management. We have established a data management department to comprehensively supervise all employees involved in clinical trial data management and maintain end-to-end control over data integrity, accuracy, authenticity and reliability, ensuring that clinical trial data fully comply with applicable laws, regulations, industry guidelines and standards. This provides a solid foundation for the high quality and credibility of research outcomes.

在研發活動開展過程中，我們僅在有限且必要的情況下，對外分享或傳輸少數項目研發數據。經核查，本公司相關跨境傳輸數據不涉及《數據出境安全評估辦法》、《促進和規範數據跨境流動規定》中明確需申請數據出境安全評估的重要數據及個人信息。所有跨境數據交換與傳輸工作，均嚴格按照適用法律法規及強制性行業指引規範執行。

In the course of R&D activities, we only share or transfer a small amount of project R&D data externally in limited and necessary circumstances. Upon review, the Company's cross-border data transfers do not involve important data or personal information that clearly require data export security assessment under the Measures for Security Assessment of Data Export and the Provisions on Promoting and Regulating Cross-border Data Flows. All cross-border data exchange and transfer activities are carried out in strict accordance with applicable laws, regulations and mandatory industry guidance.

EHS管理
EHS Management

軒竹生物始終將綠色發展理念深度融入企業發展全過程，堅定守護環境保護與員工健康安全雙重底線，嚴格恪守環境、健康和安全(EHS)相關法律法規及行業標準，構建並持續優化EHS管理體系，積極落實各項環境與安全管理舉措，持續提升規範化管控水平，穩步推進可持續企業建設。

Xuanzhu Biopharmaceutical has always deeply integrated the concept of green development into the entire process of corporate development, firmly safeguarding the dual bottom lines of environmental protection and employee health and safety, strictly observing environment, health and safety (EHS) related laws and regulations and industry standards, building and continuously optimizing the EHS management system, actively implementing various environmental and safety management measures, continuously improving standardized management and control levels, and steadily advancing the building of a sustainable enterprise.

1、管理機制

本公司嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》等經營所在國家及地區的適用法律法規，致力於將業務活動對環境的不利影響降至最低，為員工創造健康安全的工作環境。我們已構建起較為完善的EHS管理體系，全面覆蓋環境管理、職業健康與應急管理、安全管理三大領域，通過明確各領域管理要求，持續提升EHS管理能力。

1. MANAGEMENT MECHANISM

The Company strictly complies with the Environmental Protection Law of the People's Republic of China, the Work Safety Law of the People's Republic of China, the Occupational Disease Prevention and Control Law of the People's Republic of China and other applicable laws and regulations in the countries and regions where it operates, and is committed to minimizing the adverse impact of business activities on the environment and creating a healthy and safe working environment for employees. We have established a relatively comprehensive EHS management system covering environmental management, occupational health and emergency management, and safety management, and continuously improve our EHS management capabilities by clarifying management requirements in each area.

環境管理 Environmental Management	聚焦實驗室環境管理，落實廢棄物分類、污染源控制及相關台賬管理要求。 Focusing on laboratory environmental management, implementing waste classification, pollution source control and related ledger management requirements.
職業健康與應急管理 Occupational Health and Emergency Management	明確傳染病疫情專項預案及對應的分級回應、應急處置流程，同時建立健全衛生檢查、考核及獎懲機制。 Specifying dedicated contingency plans for infectious disease outbreaks and corresponding tiered response and emergency handling procedures, while establishing and improving mechanisms for health inspections, performance assessments and rewards and penalties.
安全管理 Safety Management	規範事故應急處置、人員管控、危險操作及實驗室專項安全等相關要求。 Standardising requirements relating to emergency response for accidents, personnel access control, hazardous operations and laboratory-specific safety.

為進一步落地各項管理要求，本公司簽署年度EHS管理目標責任書，明確核心管理目標，細化考核與獎懲細則，推動EHS管理良性運轉；同時規範EHS信息上報、溝通流程，實時掌握管理狀態，保障相關問題高效處置。二零二五年，本公司已順利完成既定EHS管理目標，全年未發生任何EHS相關事故，未發生任何與環境相關的違法違規事件。此外，我們常態化開展EHS宣貫與培訓工作，強化全員EHS意識，提升員工規範操作與風險應對能力，夯實EHS管理基礎。

To further implement these requirements, the Company signs annual EHS management target responsibility letters, defines core management objectives, refines assessment, reward and penalty rules, and promotes the sound operation of EHS management. At the same time, we standardize EHS information reporting and communication processes, maintain real-time visibility over management conditions and ensure efficient handling of relevant issues. In 2025, the Company successfully completed its established EHS management targets, with no EHS-related accidents and no environment-related violations of laws or regulations during the year. In addition, we carry out routine EHS communication and training to strengthen all employees' EHS awareness, improve their standardized operational and risk response capabilities, and consolidate the EHS management foundation.

2、環境管理

軒竹生物聚焦環境管理全流程，嚴格恪守相關法律法規，從能源水資源利用、排放物管控、廢棄物處置等方面精準發力，全面落實環保合規要求，踐行綠色發展責任。報告期內，我們的業務活動未對環境及天然資源產生重大影響。

2. ENVIRONMENTAL MANAGEMENT

Xuanzhu Biopharmaceutical focuses on the full process of environmental management, strictly complies with relevant laws and regulations, and takes targeted action in areas including energy and water resource utilization, emissions control and waste disposal, fully implementing environmental compliance requirements and practicing green development responsibilities. During the Reporting Period, our business activities did not have a significant impact on the environment and natural resources.

能源及水資源管理

軒竹生物嚴格遵守《中華人民共和國能源法》、《中華人民共和國能源節約法》、《中華人民共和國水法》、《節約用水條例》等經營所在國家及地區的適用法律法規，致力於實現能源節約、水資源保護與合理利用。

在能源管理方面，我們以綠色辦公為導向，持續開展用電分析，精準實施各類節能舉措。我們建立辦公區域定期巡查機制，及時關閉閒置空調及電力設備，杜絕無效能源浪費；通過推廣節能設備、優化辦公區域佈局等多種方式，多措並舉降低能源消耗，不斷強化能源規範化管理，切實履行節能合規要求。我們同步開展節能相關員工培訓，普及節能知識與操作規範，引導全員樹立節能意識，推動節能舉措落地生根。

Energy and Water Resource Management

Xuanzhu Biopharmaceutical strictly complies with the Energy Law of the People's Republic of China, the Energy Conservation Law of the People's Republic of China, the Water Law of the People's Republic of China, the Regulations on Water Conservation and other applicable laws and regulations in the countries and regions where it operates, and is committed to energy conservation, water resource protection and rational utilization.

In energy management, with green office practices as the guiding principle, we continuously analyze electricity consumption and precisely implement various energy-saving measures. We have established a regular inspection mechanism for office areas to promptly switch off idle air-conditioning and electrical equipment and eliminate ineffective energy waste. Through multiple measures such as promoting energy-saving equipment and optimizing office area layout, we reduce energy consumption, continuously strengthen standardized energy management, and effectively fulfilled energy conservation compliance requirements. We also carry out employee training related to energy conservation, popularize energy-saving knowledge and operating standards, guide all employees to build energy-saving awareness, and promote the effective implementation of relevant measures.

二零二五年，我們重點落實以下節能舉措，進一步降低能源消耗、提升節能實效：

- 優化實驗室動物房用電配置，關閉原有中央空調，更換為一台獨立掛機運行，有效降低區域用電量。
- 合理管控工作日中央空調運行，結合每日氣溫變化，精準調整開關機時間及運行參數，杜絕無效能耗。
- 規範大功率公用設備、照明燈具使用管理，要求實驗結束後及時關閉各類儀器設備，嚴格落實人走燈滅、機停電斷要求。
- 優化辦公區域佈局，將員工集中至固定樓層辦公，及時關閉無人樓層電燈、空調等用電設備，減少能源浪費。

In 2025, we focused on implementing the following energy-saving measures to further reduce energy consumption and improve the effectiveness of energy conservation:

- Optimizing the power configuration of the laboratory animal facility by shutting down the original central air-conditioning system and replacing it with a standalone unit, effectively reducing electricity consumption in the area.
- Reasonably controlling weekday central air-conditioning operation by precisely adjusting on/off times and operating parameters based on daily temperature changes to eliminate unnecessary energy consumption.
- Standardizing the use of high-power shared equipment and lighting fixtures and requiring prompt shutdown of instruments after experiments. Strictly enforcing protocols such as turning off lights and cutting power to equipment when not in use.
- Optimizing office area layout by concentrating staff on fixed floors and switching off lighting, air-conditioning and other electrical equipment on unoccupied floors, thereby minimizing energy waste.

節能降耗專項培訓

Special Training on Energy Conservation and Consumption Reduction

二零二五年六月，山東軒竹組織開展節能降耗專項培訓，園區全員參與培訓。培訓重點引導員工養成人走燈滅、機停電斷的習慣，明確辦公及實驗區域下班前需關閉非必要電源，規範空調、設備及照明的使用管控。此次培訓有效推動節能舉措落地，公司同比節約電量約31萬度。

In June 2025, Shandong Xuanzhu organized a special training on energy conservation and consumption reduction, with full participation of all park personnel. The training focused on guiding employees to develop the habit of "lights out when people leave, power off when machines stop". It clarifies the requirement to shut down unnecessary power sources in office and laboratory areas before the end of work hours, standardizing the control over the use of air conditioning, equipment, and lighting. This training effectively promoted the implementation of energy-saving measures, with the Company saving approximately 310,000 kWh of electricity year-on-year.



節能降耗培訓現場

Energy Conservation and Consumption Reduction Training Session

EHS管理
EHS Management

在水資源管理方面，本公司所有水源均來自市政供水，業務運營不存在求取適用水源上的困難，水資源風險對公司無重大影響。為提高水資源利用效率，我們持續開展用水分析、評估用水現狀，針對性落實規範動物房日常用水管控、減少園區綠化澆水次數、開展節水宣傳教育並張貼節水宣傳標語等多項節水舉措，強化日常節水引導，提升全員節水意識。此外，我們設定了「二零二五年用水量較二零二三年減少5%」的用水效益目標。二零二五年，本公司用水量為7476.40立方米，已順利完成目標。

In water resource management, all of the Company's water is sourced from municipal supply, and the business does not face any difficulty in obtaining suitable water sources. Water resource risk is not material to the Company. To improve water use efficiency, we continuously conduct water consumption analysis and assess current water usage, while implementing targeted water-saving measures such as standardized control of daily water use in the laboratory animal facility, reducing the frequency of landscape irrigation, carrying out water-saving awareness activities and posting water-saving slogans to strengthen day-to-day conservation guidance and enhance employees' water-saving awareness. In addition, we have set a water efficiency target of reducing water consumption in 2025 by 5% compared with 2023. In 2025, the Company's water consumption was 7,476.40 cubic meters, and the target was successfully achieved.

排放物管理

軒竹生物嚴格遵守《中華人民共和國水污染防治法》、《污水綜合排放標準》、《大氣污染物綜合排放標準》等經營所在國家及地區的適用法律法規，規範各類污染物處理流程，嚴格落實排放管控要求，持續優化處理工藝，確保廢水、廢氣均依法合規、達標排放。

Emissions Management

The Company strictly complies with the Water Pollution Prevention and Control Law of the People's Republic of China, the Integrated Wastewater Discharge Standard, the Integrated Emission Standard of Air Pollutants and other applicable laws and regulations in the countries and regions where it operates, standardizes the handling processes for various pollutants, strictly implements emissions control requirements, and continuously optimizes treatment processes to ensure that wastewater and exhaust gas are discharged lawfully, compliantly and in accordance with applicable standards.

本年度，本公司附屬企業山東軒竹已正式取得《排污許可證》。我們以許可證管控標準為核心，全面規範各類排放物處理與管控全流程。在廢水治理方面，我們建立科學的分類處理機制，實現精準管控。針對實驗室廢水，我們將容器清洗廢液通過專用管網集中收集後送入污水站，依次經過三級深度處理，有效去除特徵污染物，確保排放達標；針對生活污水，我們對食堂餐飲廢水先進行隔油預處理，去除油脂等雜質後，再排入市政污水管網。在廢氣治理方面，我們明確管理與評估要求，對運營過程中產生的廢氣進行集中收集與處置，確保廢氣排放符合相關標準。

During the year, the Company's subsidiary Shandong Xuanzhu officially obtained the Pollutant Discharge Permit. With permit requirements as the core control benchmark, we comprehensively regulate the full process of handling and controlling various emissions. In wastewater treatment, we have established a scientific classified treatment mechanism. Laboratory wastewater is centrally collected through a dedicated pipeline network and sent to the wastewater station for three-staged advanced treatment to effectively remove characteristic pollutants and ensure compliant discharge. For domestic wastewater, catering wastewater is first subjected to grease separation pretreatment to remove impurities such as grease before being discharged into the municipal wastewater pipeline network. In exhaust gas treatment, we have defined management and assessment requirements and centrally collect and treat exhaust gas generated during operations to ensure compliance with relevant standards.

同時，我們建立完善的環境監測體系，委託具備中國計量認證(CMA)資質的第三方檢測機構，嚴格按照排污許可證要求，對廢水、廢氣等各類污染物排放情況開展定期環境監測，監測完成後出具法定檢測報告，實現污染物排放全流程可追溯、可管控。

At the same time, we have established a sound environmental monitoring system and engage third-party testing institutions with China Metrology Accreditation (CMA) qualifications to carry out regular environmental monitoring of wastewater, exhaust gas and other pollutant emissions in strict accordance with the requirements of the Pollutant Discharge Permit. Statutory testing reports are issued after monitoring is completed, enabling full-process traceability and control over pollutant discharge.

廢水處理工藝優化
Optimization of Wastewater Treatment Process

為提升廢水處理效率與達標穩定性，山東軒竹開展廢水處理工藝優化專項工作，規範污水站處理流程。園區廢水經預處理、微電解反應塔、芬頓氧化三級處理後，進入A/O+MBR膜生物反應器生化處理系統進一步淨化，確保達標後排入市政管網。污水站保持高效規範運行，日均處理廢水5.6立方米，處理達標率100%。

To improve the efficiency and compliance stability of wastewater treatment, Shandong Xuanzhu carried out special work on optimizing the wastewater treatment process and standardizing the treatment workflow at the wastewater station. Wastewater generated in the park undergoes pretreatment, a micro-electrolysis reactor tower, and three-stage Fenton oxidation treatment before entering the A/O + MBR membrane bioreactor biochemical treatment system for further purification, and is discharged into the municipal pipeline network only after meeting the relevant standards. The wastewater treatment station maintained efficient and standardized operation, with an average daily wastewater treatment volume of 5.6 cubic meters and a 100% compliance rate.

廢棄物管理

軒竹生物嚴格遵守《中華人民共和國固體廢物污染環境防治法》、《危險廢物貯存污染控制標準》等經營所在國家及地區的適用法律法規，制定廢棄物管理程序，規範各類廢棄物分類、貯存、處置全流程，嚴格落實廢棄物管控要求，確保廢棄物合規處置、降低環境影響。

公司所產生的廢棄物分為有害廢棄物與無害廢棄物兩大類，實行分類規範處理。有害廢棄物主要為研發實驗產生的化學廢棄物和廢液，將由專人分類收集，暫存於專用區域後，交由具備資質的第三方合規處置；無害廢棄物主要為辦公區域生活垃圾，實行分類投放、集中收集、日產日清。

我們致力於推進廢棄物源頭減量、分類細化及回收利用。為此，我們積極提倡無紙化辦公、推廣辦公用紙的收集與回收，並通過宣傳培訓引導員工正確分類回收垃圾，提升全員減廢意識，推動目標落地。

Waste Management

Xuanzhu Biopharmaceutical strictly complies with applicable laws and regulations of the countries and regions where it operates, including the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes and the Standard for Pollution Control on Hazardous Waste Storage. The Company has formulated waste management procedures to standardize the entire process of classification, storage, and disposal for all types of waste, strictly implements waste control requirements, and ensures compliant waste disposal to reduce environmental impact.

Waste generated by the Company is divided into hazardous waste and non-hazardous waste for classified and standardized handling. Hazardous waste mainly comprises chemical waste and waste liquids generated from R&D experiments; it is classified and collected by designated personnel, temporarily stored in dedicated areas and then handed over to qualified third parties for compliant disposal. Non-hazardous waste mainly consists of domestic waste from office areas and is subject to classified disposal, centralized collection and daily clearance.

We are also committed to source reduction, refined classification and recycling of waste. To this end, we actively advocate paperless office practices, promote the collection and recycling of office paper, and guide employees through publicity and training to correctly classify and recycle waste, thereby strengthening waste reduction awareness and driving implementation of relevant targets.

危險廢物管理培訓
Hazardous Waste Management Training

二零二五年，山東軒竹組織開展兩場危險廢物管理相關培訓：

- 一月，組織全員觀看《危險廢物環境安全警示教育片（第四版）》，通過案例警示，讓實驗人員深刻認識到危廢違規處置的法律後果與環境風險，實現危險廢物分類、標識、貯存及應急處置要求知曉率100%，顯著提升分類準確率，減少現場違規操作及相關隱患。

- 十一月，開展危廢防洩漏應急演練培訓，強化全員危廢分類收集、規範暫存、合規處置的安全防護意識，嚴禁違規傾倒，系統講授危險廢棄物揮發應急處置及洩漏應急演練相關預案，杜絕污染風險。

In 2025, Shandong Xuanzhu organized two hazardous waste management-related training sessions:

- In January, all personnel watched the Environmental Safety Warning Education Film on Hazardous Waste (Fourth Edition). Through case-based warnings, laboratory personnel gained a deeper understanding of the legal consequences and environmental risks of improper hazardous waste disposal, achieving 100% awareness of requirements relating to hazardous waste classification, labelling, storage and emergency handling, significantly improving classification accuracy and reducing non-compliant on-site operations and related hazards.

- In November, hazardous waste leakage prevention emergency drill training was conducted to strengthen awareness of classified collection, standardized temporary storage and compliant disposal of hazardous waste, strictly prohibit improper dumping, and systematically teach emergency response plans for volatile hazardous waste and leakage incidents so as to eliminate pollution risks.





危險廢物管理培訓現場
Hazardous Waste Management Training Session

3、安全管理

保障員工職業健康與作業安全是公司EHS管理的核心要務。我們嚴格落實各項職業健康與安全管理措施，配套完善的執行流程與監察方法，持續優化管理實踐，保障運營安全穩定，維護員工職業健康與合法權益。

我們聚焦風險防控，建立標準化隱患排查機制，定期開展工作場所安全檢查和風險評估，對實驗室及公共區域進行排查，全面識別可能影響員工健康安全的潛在隱患。我們明確各環節責任分工，由安全運維部建立並實行日巡查、周督查、節假日重點巡檢的常態化模式，構建隱患「發現－上報－整改－驗收」的閉環管理體系，全程跟蹤管控隱患排查、整改的執行過程，定期複盤優化排查流程與防控措施，確保各項防控措施落地見效。針對排查出的問題，我們精準制定整改方案、明確整改時限與責任人，精準落實糾正措施。本年度，本公司未發生任何重大職業健康或工作場所安全事故。

此外，我們定期開展職業健康與安全相關法律法規、公司規範培訓，確保員工熟練掌握相關要求，提升自我防護能力。我們亦積極組織各類應急演練，模擬特種設備故障、火災等突發場景下的應急處置與救援流程，持續強化員工安全意識，提升應急響應和處置能力，進一步夯實公司安全生產管理基礎。

3. SAFETY MANAGEMENT

Safeguarding employee occupational health and workplace safety is a core priority of the Company's EHS management. We strictly implement various occupational health and safety management measures and have established supporting execution procedures and monitoring methods, continuously optimizing management practices to safeguard safe and stable operations and protect employees' occupational health and lawful rights and interests.

Focusing on risk prevention and control, we have established a standardized hazard identification mechanism, regularly carrying out workplace safety inspections and risk assessments covering laboratories and public areas to comprehensively identify potential hazards that may affect employee health and safety. We have clarified responsibilities at each step, with the Safety Operations and Maintenance Department operating a normalized regime of daily patrols, weekly supervision and key inspections during holidays, building a closed-loop hazard management system of "identification-reporting-rectification-acceptance", tracking the implementation of hazard investigations and rectification throughout the process, and periodically reviewing and optimizing inspection procedures and control measures to ensure that all preventive and control measures are effectively implemented. For issues identified through inspections, we formulate targeted rectification plans, define rectification deadlines and responsible persons, and precisely implement corrective measures. During the year, the Company did not experience any major occupational health or workplace safety accidents.

In addition, we regularly conduct training on occupational health and safety-related laws, regulations and Company rules to ensure that employees are proficient in relevant requirements and improve their self-protection capabilities. We also actively organize emergency drills simulating sudden scenarios such as special equipment failures and fires, continuously strengthening employees' safety awareness and enhancing emergency response and handling capabilities so as to further consolidate the Company's safety production management foundation.

EHS管理
EHS Management

特種設備安全防範培訓
Special Equipment Safety Training

二零二五年二月，山東軒竹組織開展特種設備安全防範工作全員培訓。本次培訓重點講解了電梯等特種設備的安全使用規範，通過系統授課與案例警示，員工全面掌握了電梯不超載、不搶上、不違規操作的核心要求。培訓結束後，山東軒竹電梯急停、誤操作等異常事件發生率顯著下降，實現電梯使用零安全事故。

In February 2025, Shandong Xuanzhu organized special equipment safety training for all personnel, focusing on safe use specifications for special equipment such as elevators. Through systematic instruction and case-based warnings, employees fully mastered core requirements such as not overloading elevators, not rushing into them, and not engaging in improper operation. After the training, elevator emergency stops, misoperations and other abnormal events decreased significantly, achieving zero safety accidents in elevator use.



特種設備安全防範培訓現場
Special Equipment Safety Training Session

消防逃生應急演練
Fire Evacuation Emergency Drill

二零二五年六月，山東軒竹在園區內組織開展消防逃生演習培訓，園區全體員工參與其中。演習過程中，員工在專業人員指導下，熟練掌握了低姿彎腰、濕毛巾捂口鼻、不乘坐電梯等正確逃生動作，顯著提升了突發火災時的安全逃生概率。同時，員工系統學習了火災基礎知識、常用滅火方法及預防措施，能夠清晰識別易燃、易制爆危險化學品的安全風險，熟練掌握化學品消防要點、火災撲救及應急救護相關技能，進一步強化了消防安全實操能力。

In June 2025, Shandong Xuanzhu organized a fire evacuation drill training within the park, with full participation of all park employees. During the drill, under the guidance of professionals, employees proficiently mastered correct escape actions including bending low, covering the nose and mouth with a wet towel, and not using elevators, significantly improving the likelihood of safe escape in the event of a sudden fire. At the same time, employees systematically learned basic fire knowledge, commonly used fire extinguishing methods and preventive measures, were able to clearly identify the safety risks of flammable and explosive-precursor hazardous chemicals, and mastered key skills relating to chemical fire response, firefighting and emergency first aid, thereby further strengthening their practical fire safety capabilities.



消防應急演練現場
Fire Evacuation Emergency Drill Session

人才發展
Talent Development

軒竹生物秉持「以人為本」的理念，嚴格執行合規僱傭，切實保障員工的基本權益。我們持續完善培訓體系和職業發展通道，培養和激勵優秀人才，為員工搭建和諧包容的工作環境。同時，我們高度關注員工身心健康，定期開展豐富多彩的員工活動，持續增強員工幸福感，期望與員工攜手共進，實現共同成長。

Xuanzhu Biopharmaceutical adheres to the people-oriented philosophy, strictly implementing compliant employment and earnestly safeguarding the basic rights of employees. We continuously improve the training system and career development pathways, cultivate and motivate outstanding talent, and build a harmonious and inclusive working environment for employees. At the same time, we pay close attention to employees' physical and mental health, regularly organize a wide range of employee activities, continuously enhance employees' sense of well-being, and look forward to growing together with our employees.

1、員工權益保障

本公司嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《禁止使用童工規定》、《中華人民共和國未成年人保護法》等經營所在國家及地區的適用法律法規，堅持平等僱傭原則。我們與全體員工依法簽訂書面勞動合同，明確雙方權利與義務，切實保障每位員工的合法權益。在此基礎上，公司搭建了完善的員工績效考核與薪酬晉升管理體系，以合規為底線、以公平為導向，支持公司高質量發展。

1. EMPLOYEE RIGHTS PROTECTION

The Company strictly complies with the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Provisions on the Prohibition of Child Labor, the Law of the People's Republic of China on the Protection of Minors and other applicable labor laws and regulations in the countries and regions where it operates, and adheres to the principle of equal employment. We enter into written labor contracts with all employees in accordance with the law, clearly defining the rights and obligations of both parties and effectively safeguarding the legitimate rights and interests of every employee. On this basis, the Company has established a sound employee performance assessment system and compensation and promotion management system, with compliance as the baseline and fairness as the guiding principle, to support high-quality development.

合規與平等僱傭

我們通過校園招聘、社會招聘、獵頭推薦及內部推薦等多元化渠道吸納優秀人才，為公司持續發展注入動力。我們在《員工手冊》及《商業道德與行為準則》中明確平等僱傭與反歧視政策，禁止在招聘、錄用、培訓、晉升、薪酬及解僱等任何環節基於種族、膚色、宗教、性別、國籍、年齡、殘疾、婚姻狀況或性取向等因素實施歧視。我們通過使用包容性語言、拓展多元招聘渠道及採用結構化能力面試等方式，積極吸引和選拔多元化人才，為公司長遠發展奠定堅實的人才基礎。

Compliant and Equal Employment

We attract outstanding talent through diversified channels including campus recruitment, social recruitment, executive search recommendations and internal referrals. We have clearly set out equal employment and anti-discrimination policies in the Employee Handbook and the Code of Business Ethics and Conduct, and prohibit discrimination in recruitment, hiring, training, promotion, remuneration, dismissal and any other aspect on the basis of race, color, religion, gender, nationality, age, disability, marital status or sexual orientation. Through the use of inclusive language, expansion of diversified recruitment channels and adoption of structured competency interviews, we actively attract and select diversified talent and lay a solid talent foundation for the Company's long-term development.

同時，軒竹生物高度重視僱傭風險管理，嚴禁僱傭童工和任何形式的強迫勞動。公司在招聘過程中嚴格執行身份驗證流程，並為實習生等特殊群體建立專門的監護與管理機制。我們亦在《商業行為準則》中明確禁止強迫勞動，在勞動合同中清晰界定員工的工作時間、休息休假權利，並通過定期專項審計持續監督執行情況。報告期內，本公司未發生任何僱傭童工或強迫勞動事件。

At the same time, Xuanzhu Biopharmaceutical attaches great importance to employment risk management and strictly prohibits child labor and any form of forced labor. The Company rigorously implements identity verification procedures during recruitment and has established dedicated guardianship and management mechanisms for special groups such as interns. We also clearly prohibit forced labor in the Code of Business Conduct, clearly define employees' working hours and rights to rest and leave in labor contracts, and continue to monitor implementation through periodic thematic audits. During the Reporting Period, the Company did not experience any incidents of child labor or forced labor.

人才發展
Talent Development

員工績效考核

我們持續完善公平透明的員工績效管理體系，以客觀評價員工表現、牽引戰略落地、助力個人能力提升為核心目標，針對不同層級及崗位序列的員工，配套多元化差異化評估工具：對中高層管理者、核心骨幹及後備人才，實施360度多維度評估，聚焦領導力與協作影響力開展發展性評價；對專業技術序列員工，以任職資格評估對標專業標準，核驗知識儲備、專業技能與項目實踐經驗的匹配度。

本公司實行以年度綜合評估為核心、季度及半年度過程回顧為補充的績效管理體系，實現結果考核與過程管理的動態結合。在過程中，定期回顧跟蹤目標進展、識別問題並優化執行路徑；年末則基於全年表現進行綜合評定。針對項目制員工，同步設置關鍵節點專項考核，以匹配業務實際需求。

績效結果按明確規則進行等級分佈，強化激勵的差異化與導向性。同時，我們推行覆蓋目標設定、過程跟進與結果複盤的全週期一對一反饋機制，確保績效管理形成閉環，持續驅動個人與組織共同成長。

薪酬與晉升管理

本公司致力於構建兼具內部公平性與外部競爭力的薪酬管理體系，並以《薪酬管理規定》為核心，統一規範薪酬結構、調整機制與獎金發放流程，夯實薪酬管理的合規基礎。我們嚴格執行國家及地方相關法律法規，按時足額發放員工工資並確保員工薪酬不低於當地最低工資標準。公司依法為全員繳納社會保險和住房公積金，切實保障員工的法定福利權益。同時，我們嚴格遵守國家與地方關於工作時間、休息休假的各項規定，積極宣導健康平衡的工作生活方式，切實保障員工基本權益。

Employee Performance Assessment

We continuously improve a fair and transparent employee performance management system, with the core objectives of objectively evaluating employee performance, driving strategy execution and facilitating personal capability improvement. For employees at different levels and in different job sequences, we apply diversified and differentiated assessment tools: for middle and senior managers, core backbone staff and successor talent, we conduct 360-degree multi-dimensional assessments focused on leadership and collaborative influence; for employees in professional and technical sequences, we use qualification-based assessment against professional standards to verify the match between knowledge reserves, professional skills and project experience.

The Company implements a performance management system centered on annual comprehensive assessment and supplemented by quarterly and semi-annual process reviews, dynamically combining results assessment with process management. During the year, target progress is regularly reviewed and tracked, issues are identified and execution paths are optimized; year-end comprehensive evaluation is then conducted on the basis of full-year performance. For project-based employees, special assessments are also carried out at key milestones to match actual business needs.

Performance results are distributed according to clear grading rules to reinforce differentiated incentives and orientation. At the same time, we promote a full-cycle one-on-one feedback mechanism covering target setting, process follow-up and results review, ensuring that performance management forms a closed loop and continuously drives the joint growth of individuals and the organization.

Compensation and Promotion Management

The Company is committed to building a compensation management system that combines internal equity with external competitiveness. With the Compensation Management Regulations as the core, we standardize salary structure, adjustment mechanisms and bonus distribution processes and reinforce the compliance foundation of compensation management. We strictly implement relevant national and local laws and regulations, pay employee wages in full and on time, and ensure that employee remuneration is not lower than the local minimum wage standard. The Company contributes to social insurance and the housing provident fund for all employees in accordance with applicable laws, effectively safeguarding employees' statutory welfare rights and interests. At the same time, we strictly comply with all national and local regulations on working hours, rest periods and leave entitlements, actively promote healthy work-life balance, and effectively safeguard the fundamental rights and interests of our employees.

在晉升管理方面，公司堅持公平公開、透明的原則，設立管理序列與專業序列雙通道發展路徑，助力員工依據自身能力與職業規劃持續發展。晉升以年度績效考核結果為依據，並按管理序列和專業技術序列區分考評價機制，確保評價客觀公正。我們堅決杜絕任何基於種族、性別、年齡、宗教等因素的晉升歧視，保障所有員工享有平等的晉升與發展機會。通過持續完善的薪酬與晉升機制，我們旨在為員工的職業發展提供堅實支援，推動公司持續進步。

In terms of promotion management, the Company adheres to the principles of fairness, openness and transparency, and has established dual-track development pathways for the management sequence and the professional sequence to support employees' continued growth in line with their capabilities and career plans. Promotions are based on annual performance assessment results, with differentiated evaluation mechanisms for the management sequence and the professional and technical sequence to ensure objective and fair evaluation. We firmly prohibit any promotion discrimination based on race, gender, age, religion or other factors, and ensure equal opportunities for promotion and development for all employees. Through continuously improved compensation and promotion mechanisms, we aim to provide solid support for employees' career development and drive the company's sustained progress.

2、員工溝通與關懷

本公司為所有員工提供良好的福利待遇，包括基本福利、健康福利與補充福利。同時，我們重視對員工的人文關懷與溝通，積極開展有益身心的娛樂活動與健身活動，豐富員工生活，幫助員工實現工作與生活的平衡，創造幸福和諧的工作氛圍。

2. EMPLOYEE COMMUNICATION AND CARE

The Company provides all employees with sound benefits, including basic benefits, health benefits and supplementary benefits. At the same time, we attach importance to employee care and communication, actively organize beneficial recreational and fitness activities, enrich employees' lives, help employees achieve work-life balance, and create a happy and harmonious working atmosphere.

員工溝通

我們秉承「以人為本」的經營理念，建立了多維度的員工溝通體系，確保信息傳遞順暢、員工訴求得到及時回應。在常規溝通方面，公司持續完善開放、透明的雙向溝通機制。我們定期召開全員大會與部門例會，向員工傳達公司戰略、分享業務進展並表彰先進模範，確保員工及時了解公司動態。同時，我們要求各級管理者與下屬開展定期、結構化的一對一溝通，圍繞工作進展、職業發展及個人困惑進行深入交流，旨在增強管理透明度，強化員工參與感。

Employee Communication

We adhere to the people-oriented business philosophy and have established a multi-dimensional employee communication system to ensure smooth information flow and timely response to employees' concerns. In terms of routine communication, the Company continues to improve open and transparent two-way communication mechanisms. We regularly hold all-staff meetings and departmental meetings to communicate the Company's strategy, share business progress and commend role models so that employees remain promptly informed of Company developments. At the same time, managers at all levels are required to hold regular, structured one-on-one conversations with their subordinates on work progress, career development and personal concerns, with a view to enhancing management transparency and strengthening employee engagement.

員工福利

本公司持續完善多元化福利體系，嚴格遵守國家及地方法律法規，為全體員工足額繳納五險一金，並統一為員工購買商業意外險，並提供用餐補貼、交通補貼等，加強全方位福利保障水準。我們亦定期組織部分員工健康體檢，開展職業病預防與跟蹤管理。同時，我們在非業務高峰期試行「週五下午彈性工作制」，致力於促進員工工作與生活的平衡。

Employee Benefits

The Company continuously improves its diversified benefits system, strictly complying with national and local laws and regulations, making full contributions to five social insurances and one housing fund for all employees, uniformly purchasing commercial accident insurance, and providing meal allowances and transportation subsidies to strengthen all-round welfare protection. We also periodically organize health checkups for a portion of our employees and conduct occupational disease prevention and follow-up management. In addition, during non-peak business periods we pilot a Friday afternoon flexible working arrangement to promote a better balance between employees' work and life.

人才發展
Talent Development

員工福利 Employee Benefits	
基本福利 **Basic Benefits**	足額繳納「五險一金」(養老、醫療、失業、工傷、生育保險及住房公積金) Full contribution of "statutory social security benefits and housing provident funds" (pension insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance, and housing provident fund)
健康福利 **Health Benefits**	補充商業意外險,進一步拓寬保障覆蓋面、提升保障力度,並提供工傷康復與職業重建協助 Supplementary commercial accident insurance to further broaden coverage and enhance protection, and provision of work-related injury rehabilitation and vocational rehabilitation assistance
補充福利 **Supplementary Benefits**	針對員工通勤與用餐需求,設立加班交通補貼、用餐補貼等福利,切實解決員工工作中的實際問題,提升工作便利性與舒適度 Establishing overtime transportation subsidies, meal subsidies and other benefits to address employees' commuting and dining needs, effectively resolving practical issues employees encounter in their work, and enhancing work convenience and comfort

員工活動

公司積極組織員工開展多元化的活動,豐富業餘生活。我們設立專項經費,支持各部門自主開展形式多樣的主題團建活動,以激發團隊活力與協作精神。在傳統節日關懷方面,我們精心策劃主題茶歇與多元化員工活動,旨在打破部門壁壘,促進各中心員工間的深度交流與互動,從而深化企業文化認同,顯著增強團隊的凝聚力與歸屬感。

為進一步提升員工歸屬感,我們定期組織各類文體活動,包括技能比賽、趣味運動會等,為員工提供互動交流與團隊協作的平台,讓員工在輕鬆愉悅的氛圍中增強凝聚力與幸福感。

Employee Activities

The Company actively organizes employees to participate in diversified activities to enrich their leisure time. We have established special funds to support various departments in independently organizing a wide range of themed team-building activities so as to stimulate team vitality and collaborative spirit. During traditional festivals, we carefully arrange themed tea breaks and diverse employee activities designed to break down barriers between departments, promote deeper interaction among employees across centers, strengthen identification with the corporate culture, and significantly enhance team cohesion and sense of belonging.

To further improve employees' sense of belonging, we regularly organize various cultural and sports activities, including skills competitions and fun sports meetings, providing platforms for interaction, communication and teamwork so that employees can strengthen cohesion and well-being in a relaxed and enjoyable atmosphere.

3、員工培訓與發展

軒竹生物將人才梯隊建設視為企業長遠發展的關鍵策略，致力於培養一流人才。公司構建系統化的培訓體系，堅持理論與實踐並重，通過內外部培訓、在職培訓及學術交流等多種形式，提升員工專業技能、領導力與戰略執行力。

公司積極引入國內外頂尖專家分享前沿科學知識，核心團隊由具有多年創新藥物研發經驗的海歸博士組成，在科研一線言傳身教，為員工提供實戰指導與專業引領，為公司創新能力提升與可持續發展奠定堅實基礎。此外，我們與多家知名院校保持穩定合作，定期邀請專家開展講座與技術交流，培育高素質研發人才，實現校企協同發展與互利共贏。公司培訓類型覆蓋管理培訓、新員工培訓、制度政策流程培訓、操作技能培訓及資格證培訓等多個領域，確保員工能力與崗位要求持續匹配。

3. EMPLOYEE TRAINING AND DEVELOPMENT

Xuanzhu Biopharmaceutical regards talent pipeline building as a key strategy for the Company's long-term development and is committed to cultivating first-class talent. The Company has established a systematic training system, balancing theory and practice and enhancing employees' professional skills, leadership and strategic execution capabilities through internal and external training, on-the-job training and academic exchange.

The Company actively brings in leading experts from China and overseas to share cutting-edge scientific knowledge. Its core team includes returnee PhDs with many years of innovative drug R&D experience who provide practical guidance and professional leadership at the frontline of scientific research, laying a solid foundation for enhancing the Company's innovation capabilities and sustainable development. In addition, we maintain stable cooperation with a number of well-known universities and colleges, regularly inviting experts to deliver lectures and technical exchanges, cultivating high-caliber R&D talent and achieving coordinated development and mutual benefit between industry and academia. Training types cover management training, new employee training, policies, systems and process training, operational skills training and qualification certificate training, ensuring that employee capabilities continuously match role requirements.

AI應用專題培訓
AI Application Special Training

隨著人工智能在醫藥研發領域的重要性持續攀升，山東軒竹於二零二五年二月組織全體員工開展AI應用專題培訓「人工智能正在重塑生物製藥與生物技術行業：邁向未來，蓄勢以待」。培訓圍繞靶點發現與驗證、藥物分子設計與優化、臨床試驗優化三大核心模塊展開，聚焦結構驅動靶點挖掘、虛擬篩選、生成式AI分子設計、虛擬患者模型及實時數據監控等關鍵技術。本次培訓成效顯著，參訓人員全面掌握AI在藥物研發中的應用場景，為後續科學合規開展研發與檢驗工作築牢堅實支撐。

As the importance of artificial intelligence in pharmaceutical R&D continues to rise, Shandong Xuanzhu organized an AI application special training session for all employees in February 2025, titled "Artificial Intelligence is Reshaping the Biopharmaceutical and Biotechnology Industry: Moving Toward the Future, Poised for What Lies Ahead". The training covered three core modules: target discovery and validation, drug molecule design and optimization, and clinical trial optimization, with a focus on key technologies such as structure-driven target mining, virtual screening, generative AI molecule design, virtual patient models and real-time data monitoring. The training achieved notable results, enabling participants to comprehensively understand application scenarios for AI in drug R&D and laying a solid foundation for the subsequent scientific and compliant conduct of R&D and testing work.



AI應用專題培訓現場
AI Application Special Training Session

人才發展
Talent Development

「軒竹加油站」系列培訓
"Xuanzhu Power-Up" Series Training

二零二五年七月至十一月，軒竹生物營銷中心開展了6期「軒竹加油站」系列培訓，培訓內容貫穿產品知識、市場策略至實戰技能，構建起「產品－市場－臨床」的能力閉環，並針對不同崗位實行定制化培訓。培訓分階段推進，從知識傳遞強化到實戰考核，確保理論向能力轉化，前期以核心知識傳遞為重點，築牢團隊專業基礎；後期轉入實戰考核階段，以考促學促進理論向實戰能力轉化，切實保障培訓實效。

From July to November 2025, the Xuanzhu Biopharmaceutical Marketing Center conducted six sessions of the "Xuanzhu Power-Up" series training. The training covered product knowledge, market strategy and practical skills, building a "product-market-clinical" capability loop, and was tailored to different positions. The program was rolled out in phases, progressing from reinforced knowledge transfer to practical assessment so as to ensure the conversion of theory into capability; the early phase focused on delivering core knowledge and consolidating the team's professional foundation, while the later phase shifted to practical assessment, using assessment to drive learning and effectively secure training outcomes.

合規運營
Compliance Operations

軒竹生物將合規運營作為穩健發展的重要保障，以商業道德為根本、以合規管理為核心，不斷強化監督管控、完善舉報渠道，持續提升全員合規意識。公司在供應商管理中嚴格執行准入標準，推行廉潔協議和合規承諾，加強過程管控與風險評估，推動供應鏈夥伴共同遵守商業倫理與法律法規，維護公司穩健、透明、誠信的運營環境。

Xuanzhu Biopharmaceutical considers compliant operations as an important safeguard for steady development, taking business ethics as the foundation and compliance management as the core, continuously strengthening supervision and control, improving reporting channels, and continuously enhancing the compliance awareness of all employees. In supplier management, the Company strictly applies access standards, implements integrity agreements and compliance commitments, strengthens process control and risk assessment, and promotes supply chain partners' joint compliance with business ethics and laws and regulations, thereby maintaining a stable, transparent and honest operating environment.

1、商業道德

本公司將商業道德與誠信作為管理之本，堅決杜絕任何形式的貪污腐敗行為。公司通過健全的制度體系、強化監督管控、完善投訴舉報機制以及開展全面的合規風險培訓，確保公司運營的各環節都符合法律規範，持續踐行廉潔誠信的經營理念。

合規管理

本公司嚴格遵守《中華人民共和國公司法》、《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》、《中華人民共和國反壟斷法》等運營所在國家及地區反貪腐反賄賂的法律法規，制定並落實《反賄賂和反貪污政策》、《商業道德行為準則》等內部政策和制度，明確反賄賂、反腐敗、反不正當競爭相關的管理要求，禁止任何形式的賄賂與腐敗行為，並要求本公司及各分子公司的所有員工嚴格遵照執行。

我們將反貪腐要求納入《員工合規管理規定》，並融入員工入職培訓，推動廉潔自律理念貫穿日常工作。公司將合規運營與商業道德原則貫穿關鍵業務環節：以推廣銷售為目的的合作方須簽署《經銷商合規經營承諾書》、《廉潔協議》，明確廉潔合作要求，杜絕不正當商業行為；研發、生產環節的外包服務及物資採購，由需求部門按供應商採購管理流程確定合作關係，並依據法律事務中心合同分類管理要求簽署合同及商業賄賂、廉潔保證等附屬協議。同時，我們要求商務、市場、財務等崗位員工須簽署《員工合規承諾書》，明確職業行為規範，強化合規風險防控。對違反商業道德管理要求的員工，公司將視情節輕重採取培訓、勸誡和紀律處分甚至終止勞動合同等措施，嚴重者移送司法機關處理。

1. BUSINESS ETHICS

Xuanzhu Biopharmaceutical treats business ethics and integrity as the foundation of management and firmly eliminates any form of corruption. Through a sound institutional system, strengthened supervision and control, improved complaint and reporting mechanisms, and comprehensive compliance risk training, the Company ensures that every aspect of its operations complies with legal and regulatory requirements and continuously practices the business philosophy of integrity and honesty.

Compliance Management

The Company strictly complies with the Company Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, the Anti-Money Laundering Law of the People's Republic of China, the Anti-Monopoly Law of the People's Republic of China and other applicable anti-corruption and anti-bribery laws and regulations in the countries and regions where it operates. We have formulated and implemented internal policies and systems including the Anti-Bribery and Anti-Corruption Policy and the Code of Business Ethics and Conduct, clearly setting out management requirements in respect of anti-bribery, anti-corruption and anti-unfair competition and prohibiting any form of bribery or corruption, which all employees of the Company and its subsidiaries are required to follow.

We have incorporated anti-corruption requirements into the Employee Compliance Management Regulations and integrated them into employee onboarding training, embedding a culture of integrity and self-discipline into daily operations. The Company applies compliance operations and business ethics principles across key business processes: partners engaged for sales promotion are required to sign the Dealer Compliance Operation Commitment Letter and the Integrity Agreement, which clearly stipulate requirements for ethical collaboration and strictly prohibit any improper business practices. For outsourced services in R&D and production, as well as materials procurement, the requesting department determines the cooperative relationship in accordance with supplier procurement management procedures, and contracts together with ancillary agreements relating to commercial bribery and integrity guarantees are signed in accordance with the contract classification management requirements of the Legal Affairs Center. Employees in commercial, marketing, finance and other sensitive positions are required to sign the Employee Compliance Commitment Letter. For employees who violate business ethics management requirements, the Company may, depending on the severity of the circumstances, impose training, admonition or disciplinary sanctions up to and including termination of employment, and serious cases may be referred to the judicial authorities.

合規運營
Compliance Operations

舉報渠道

為確保合規運營，維護商業道德，本公司已建立系統化的舉報管理機制，並通過公示舉報渠道、設立專項受理通道及嚴格執行調查流程，鼓勵內外部各方參與監督，持續提升公司風險管理能力。本年度，軒竹生物未發生任何涉及貪污腐敗的訴訟案件，亦未發生歧視或騷擾、客戶隱私洩露、洗錢或內部交易、利益衝突等相關違規事件。

Reporting Channels

To ensure compliant operations and safeguard business ethics, the Company has established a systematic reporting management mechanism, publicized reporting channels, set up dedicated acceptance channels and strictly implemented investigation procedures, encouraging participation in oversight by both internal and external parties and continuously enhancing the Company's risk management capabilities. During the year, Xuanzhu Biopharmaceutical did not experience any litigation cases involving corruption or bribery, nor any non-compliance incidents relating to discrimination or harassment, leakage of customer privacy, money laundering or insider dealing, or conflicts of interest.

舉報平台 **Reporting Platform**	• 公示渠道：在公司內部網站中公示舉報途徑（舉報郵箱：hegui@xuanzhubio.com） • Publicized channels: Reporting channels are posted on the Company's internal website (reporting email: hegui@xuanzhubio.com) • 獨立運作：該郵箱由審計監察部門專門管理，用於接收關於腐敗、舞弊、歧視、騷擾、洩露商業秘密、安全隱患等各類違法違規行為的舉報 • Independent operation: This email account is specifically managed by the audit and supervision department and is used to receive reports of various illegal and non-compliant activities, including corruption, fraud, discrimination, harassment, disclosure of trade secrets, and safety hazards
標準化處理流程 **Standardized Processing**	• 受理與確認：對實名舉報，受理部門將在規定時間內確認收悉 • Reception and confirmation: For real-name reports, the receiving department will confirm receipt within the prescribed timeframe • 評估與調查：合規部將啟動專項調查，流程涵蓋案件評估、調查取證、報告生成等環節 • Assessment and investigation: The Compliance Department will initiate a special investigation, including case assessment, evidence gathering and report preparation • 反饋與歸檔：調查結束後，將視情況向實名舉報人給予適當反饋。整個處理過程及結果均會完整記錄並歸檔 • Feedback and archiving: After the investigation is completed, appropriate feedback will be given to real-name reporters where appropriate, and the whole handling process and results will be fully recorded and archived
舉報人保護 **Whistleblower Protection**	• 零容忍政策：嚴禁任何形式的打擊報復行為 • Zero tolerance policy: Any form of retaliation is strictly prohibited • 信息保密：對舉報人身份及舉報內容嚴格保密，嚴格控制知情範圍 • Information confidentiality: The identity of whistleblowers and the content of reports are kept strictly confidential, with strict control over the scope of information access • 保護舉措：已制定並執行具體的舉報人保護制度，防止被舉報人及相關利益方對舉報人或調查人員進行報復，切實保障舉報人的合法權益 • Protection measures: Specific whistleblower protection systems have been formulated and implemented to prevent retaliation by the reported persons and related stakeholders against reporters or investigators, effectively safeguarding the legitimate rights and interests of whistleblowers

舉報管理機制

Reporting Management Mechanism

合規培訓

本公司持續強化風險管理，定期面向董事會全體成員及不同級別、不同崗位的員工開展廉潔專項培訓，穩步推進合規培訓教育常態化。我們在《商業道德行為準則》中明確規定所有員工均需要完成合規培訓，並在日常管理中推進廉潔文化建設，強化員工合規意識，全面提升員工的風險管理水平。

Compliance Training

The Company continuously strengthens risk management and regularly conducts integrity-focused training for all Board members and employees at different levels and positions, steadily normalizing compliance training and education. We also clearly stipulate in the Code of Business Ethics and Conduct that all employees are required to complete compliance training, and we continue to promote a culture of integrity in day-to-day management so as to strengthen employees' compliance awareness and comprehensively enhance their risk management capabilities.

法務合規培訓
Legal Compliance Training

二零二五年六月，本公司審計監察中心為營銷團隊開展法務合規專項培訓。培訓內容緊扣當下醫藥、醫療反腐形勢，圍繞外部監管環境、合規政策等四大主題展開，重點解讀行業重大事件與國家反腐政策，明確行為規範、有價物定義及商務招待邊界，細化與醫療專業人士合作的反腐原則培訓並同步分享行業典型合規案例，剖析違規行為及法律後果，幫助員工清晰界定合規與違規邊界，切實將合規意識融入日常工作，築牢風險防線。

In June 2025, the Company's Audit and Supervision Center conducted a special legal compliance training session for the marketing team. The training was closely aligned with the current anti-corruption landscape in the pharmaceutical and healthcare sectors and covered four main themes, including the external regulatory environment and compliance policies. It focused on interpreting major industry events and national anti-corruption policies, clarifying codes of conduct, the definition of items of value, and the boundaries of business hospitality, detailing anti-corruption principles for cooperation with healthcare professionals, and sharing representative industry compliance cases. By analyzing misconduct and its legal consequences, the training helped employees clearly distinguish compliant conduct from non-compliant conduct and effectively integrate compliance awareness into their daily work, thereby reinforcing the Company's risk defenses.



合規培訓文件
Compliance Training Materials

2、供應商管理

軒竹生物致力於與供應商建立長期穩定的合作關係，力求雙方共同努力以實現互惠互利的雙贏局面。本公司持續優化供應鏈管理持續優化採購流程與供應商管理體系，嚴格保障採購質量，提升供應商管理效率。在保障產品質量與成本競爭力的同時，優先引入具備環保意識與綠色實踐的供應商。通過定期審計與多維度溝通機制，公司與供應商保持緊密協作，共同提升管理水平，攜手履行社會責任。

供應商管理流程

軒竹生物嚴格恪守《中華人民共和國招投標法》、《中華人民共和國政府採購法》等相關法律法規，為確保採購流程公開透明、合規有序，建立《採購管理程序》、《招標管理標準操作規程》等內部制度，並與供應商簽署廉潔協議，明確其需遵守公司廉潔要求。同時，公司構建覆蓋供應商准入、審計及績效考核的全流程管理體系，以規範採購活動與供應商管理，確保外購產品及服務持續符合公司質量標準與管理要求，保障穩定可靠的交付能力。

2. SUPPLIER MANAGEMENT

Xuanzhu Biopharmaceutical is committed to building long-term and stable relationships with suppliers and striving for mutual benefit and win-win cooperation. The Company continuously optimizes supply chain management, procurement processes and the supplier management system, strictly safeguards procurement quality and improves supplier management efficiency. While ensuring product quality and cost competitiveness, we give priority to suppliers with sound environmental awareness and green practices. Through regular audits and multi-dimensional communication mechanisms, the Company maintains close collaboration with suppliers, jointly improves management standards and fulfills social responsibilities together.

Supplier Management Process

Xuanzhu Biopharmaceutical strictly complies with the Tendering and Bidding Law of the People's Republic of China, the Government Procurement Law of the People's Republic of China and other relevant laws and regulations. To ensure open, transparent and compliant procurement processes, the Company has established internal systems such as the Procurement Management Procedures and the Standard Operating Procedures for Tender Management and signs integrity agreements with suppliers to clarify compliance with the Company's integrity requirements. At the same time, the Company has built a full-process management system covering supplier onboarding, audit and performance assessment so as to regulate procurement activities and supplier management, ensure that externally procured products and services continuously meet the Company's quality standards and management requirements, and safeguard stable and reliable delivery capabilities.

管理環節 Management Stage	核心內容及要求 Key Content and Requirements
供應商准入 **Supplier Access**	• 新供應商需提交完整資質信息，填寫供應商基本情況表及背景調查表，完成基礎資質審核，確保符合合作前提條件。 • New suppliers must submit complete qualification information, fill in the supplier basic information form and background investigation form, and complete basic qualification review to ensure compliance with cooperation prerequisites.
供應商審計 **Supplier Audit**	• 專業領域供應商（如涉及臨床試驗數據直接／間接相關）：參照質量保證部門質量體系要求，開展文件審計與現場審計； • For specialized field suppliers (e.g., those directly or indirectly related to clinical trial data): conduct document audits and on-site audits in accordance with the Quality Assurance Department's quality system requirements; • 審計發現的問題將在審計報告中列明，明確要求供應商限期完成整改，保障合規性與質量達標。 • Issues identified during audits will be listed in the audit report, clearly requiring suppliers to complete rectification within a specified timeframe to ensure compliance and quality standards are met.
供應商績效考核 **Supplier Performance Assessment**	• 評估週期：年度開展績效審計； • Assessment cycle: annual performance audits conducted; • 評估主體與方式：業務部門針對年度重點合作供應商，從質量、成本、執行等維度填寫評估表並量化打分； • Assessment entities and methods: business departments fill in assessment forms and quantitatively score key cooperation suppliers for the year from dimensions including quality, cost and execution; • 結果應用：對評估不合格的供應商，不再開展新的合作，持續優化供應鏈質量。 • Outcome application: Suppliers assessed as non-compliant will no longer receive new cooperation, supporting continuous optimization of supply chain quality.

供應商管理流程

Supplier Management Process

為進一步強化本公司的供應鏈管理水平，我們面向採購相關崗位人員開展培訓宣導活動，加強採購專業人員對內部供應商管理相關管理制度的理解。

To further strengthen the Company's supply chain management capabilities, we carry out training and communication activities for procurement-related personnel so as to deepen procurement professionals' understanding of the Company's internal supplier management policies and related requirements.

採購制度培訓宣導
Procurement System Training and Communication

二零二五年十二月，公司採購部組織全員培訓，宣講升級後的《採購管理程序》及新增的《招標管理標準操作規程》，系統的介紹制度內容，採購申請流程，採購流程，採購審批操作，強調合規要求。培訓有效強化全員合規意識，規範實操流程，提升採購效率，為供應鏈管理優化築牢基礎。

In December 2025, the Company's Procurement Department organized company-wide training to introduce the upgraded Procurement Management Procedures and the newly added Standard Operating Procedures for Tender Management, systematically covering the content of the systems, purchase requisition procedures, procurement workflows, procurement approval operations and compliance requirements. The training effectively strengthened the compliance awareness of all employees, standardized practical operations, improved procurement efficiency and laid a solid foundation for further optimization of supply chain management.



採購制度培訓宣導
Procurement Policy Training and Promotion Session

本公司持續推進綠色供應鏈建設，在採購環節優先選擇通過環境管理體系認證的供應商及環保材料，將禁止使用童工等社會責任要求納入供應商行為準則，並通過審計、評估與培訓將管理要求延伸至供應鏈各環節。我們積極向合作夥伴推廣綠色、環保和合規的採購理念，並在評估和選擇供應商時，將環境管理、廉潔自律、員工健康與安全等因素納入考量範圍。

The Company continues to advance green supply chain development by prioritising suppliers with environmental management system certifications and environmentally friendly materials in procurement processes. We have incorporated social responsibility requirements, including the prohibition of child labour, into our Supplier Code of Conduct, and extended management requirements across all supply chain stages through audits, assessments and training. We actively promote green, environmentally sustainable and compliant procurement principles to our partners, and integrate factors such as environmental management, integrity and self-discipline, and employee health and safety into our supplier evaluation and selection criteria.

供應商溝通

為提升供應鏈的穩定性和運作效率，本公司建立多元化且高效的溝通渠道，積極加強與供應商的信息交流，旨在與供應商建立長期穩定的合作關係，並增強雙方的互信和合作意願。

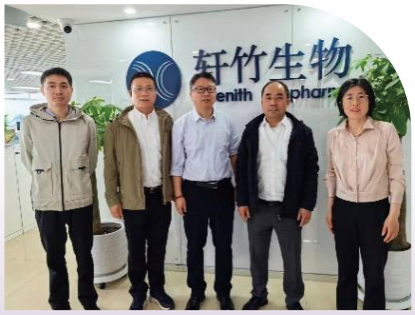
Supplier Communication

To improve supply chain stability and operational efficiency, the Company has established diversified and efficient communication channels and actively strengthened information exchange with suppliers in order to build long-term and stable cooperative relationships and enhance mutual trust and willingness to collaborate.

供應商管理宣貫交流會
Supplier Management Communication Meeting

二零二五年五月，公司組織與核心供應商開展專項交流會議，由運營管理部、採購部及質量保障部共同參與。會議圍繞公司採購制度、供應商管理要求、產品交付標準及質量體系規範進行系統宣講。通過此次宣講，供應商對公司的管理體系與質量要求有了更全面的理解，強化了供應鏈協同意識，為後續合作的規範化、穩定化奠定了良好基礎。

In May 2025, the Company organized a special communication meeting with core suppliers, with joint participation from the Operations Management Department, Procurement Department and Quality Assurance Department. The meeting systematically presented the Company's procurement policies, supplier management requirements, product delivery standards and quality system specifications. Through this communication, suppliers gained a more comprehensive understanding of the Company's management system and quality requirements, strengthened supply chain collaboration awareness, and laid a solid foundation for the standardization and stabilization of future cooperation.



供應商管理宣貫交流會合照
Supplier Management Communication Meeting Group Photo

社會關懷
Social Care

軒竹生物始終堅持「推進醫學發展、開展公眾健康教育、加強社區建設」的理念，積極參與行業交流合作，為普惠健康貢獻力量。此外，我們主動投入社會公益活動，以實際行動為社會的美好發展貢獻力量。

Xuanzhu Biopharmaceutical has always adhered to the philosophy of "advancing medical development, conducting public health education, and strengthening community building", actively participating in industry exchange and cooperation and contributing to universal health. In addition, we actively engage in social welfare activities and contribute to the positive development of society through concrete actions.

1、助力行業發展

在助力行業協同發展的道路上，軒竹生物始終穩步佈局、積極作為，主動與行業夥伴、著名高校及科研院所建立緊密合作關係，積極參與各類行業學術研討會、國際展會等交流活動，分享自身創新成果，與行業同仁攜手推動中國生物醫藥產業向更高質量、更具國際競爭力的方向發展，為全球患者帶來更多高效、可及的治療方案，以創新力量守護人類健康。

1. SUPPORTING INDUSTRY DEVELOPMENT

On the path to supporting coordinated industry development, Xuanzhu Biopharmaceutical has consistently made steady progress and taken proactive actions. We actively establish close cooperative relationships with industry partners, renowned universities, and research institutes, and actively participate in various industry academic seminars, international exhibitions, and other exchange activities to share our innovation achievements. Working hand in hand with industry peers, we promote the development of China's biopharmaceutical industry towards higher quality and greater international competitiveness, bringing more efficient and accessible treatment solutions to patients globally and safeguarding human health through innovation.

第十屆易貿生物產業博覽會(BIOCHINA 2025)
Case Study: The BIOCHINA 2025

二零二五年三月，第十屆易貿生物產業博覽會(BIOCHINA 2025)在蘇州舉辦，彙聚全球頂尖科研力量與產業領袖，圍繞創新藥構建全鏈條交流平台，推動前沿技術與產業轉化深度融合。軒竹生物研發負責人在會上發表主題演講，分享CDK2/4/6抑制劑吡洛西利的臨床開發經驗與差異化優勢。該藥物在療效提升與安全性優化上實現雙重突破，不僅彰顯公司在創新藥研發領域的硬實力，更為國內生物醫藥行業的創新路徑探索提供寶貴的實踐借鑒與新思路。

In March 2025, the BIOCHINA 2025 was held in Suzhou, bringing together leading global scientific and industry participants and building a full-chain exchange platform for innovative medicines to deepen the integration of frontier technologies and industrial translation. Xuanzhu Biopharmaceutical's R&D head delivered a keynote speech at the conference, sharing the clinical development experience and differentiated advantages of the CDK2/4/6 inhibitor Bireociclib. The drug achieved dual breakthroughs in efficacy enhancement and safety optimization, demonstrating the Company's strength in innovative drug R&D and providing valuable practical reference for innovation pathway exploration in China's biopharmaceutical industry.

2、提升健康水準

軒竹生物將社會責任理念融入企業發展的核心價值觀，堅持回饋社會、推動共同發展。我們持續關注社會福祉，以創新藥研發為核心，從藥品可及性、臨床需求滿足、患者獲益提升、產業帶動與公益實踐等方面，多維度促進公眾健康水平提升。

我們積極響應國家醫保及藥品集中採購政策，推動自研創新藥納入國家醫保目錄，通過合規定價、穩定供應與質量管控，切實降低患者用藥負擔，將醫保與集採相關工作融入社會關懷實踐，以優質創新藥物惠及患者，助力全民健康水平提升，踐行醫藥企業的責任擔當。二零二五年，我們已有安奈拉唑鈉腸溶片（安久衛®）與吡洛西利片（軒悅寧®）兩款創新藥被納入國家醫保目錄。同時，本公司積極倡導員工參與社區公益與志願服務，以實際行動傳遞關愛，助力營造和諧溫暖的社會環境。

2. IMPROVING HEALTH STANDARDS

Xuanzhu Biopharmaceutical integrates the concept of social responsibility into the core values of corporate development, adheres to giving back to society and promoting shared development, and continues to focus on social well-being. With innovative drug R&D as the core, we promote the improvement of public health from multiple dimensions including medicine accessibility, meeting clinical needs, enhancing patient benefits, industry spillover effects and public welfare practices.

At the same time, we actively respond to national medical insurance and centralized drug procurement policies, promote the inclusion of proprietary innovative drugs in the NRDL, and reduce patients' medication burden through compliant pricing, stable supply and strict quality control. By integrating medical insurance and centralized procurement efforts into our social care practices, we strive to benefit patients with high-quality innovative drugs, contribute to the improvement of public health, and fulfill the responsibilities of a pharmaceutical company. In 2025, two innovative drugs, Anaprazole Sodium Enteric-coated Tablets (An Jiu Wei) and Bireociclib Tablets (Xuan Yue Ning), were included in the NRDL. The Company also actively encourages employees to participate in community welfare activities and volunteer services, delivering care through practical action and helping foster a harmonious and warm social environment.

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

環境範疇[3] **Environmental Category[3]**

關鍵績效指標 Key Performance Indicator		單位 Unit	二零二五年 2025
A1.1排放物 **A1.1 Emissions**	硫氧化物排放量 Sulfur oxide emissions	千克 kg	**0.02**
	氮氧化物排放量 Nitrogen oxide emissions	千克 kg	**0.70**
	顆粒物排放量 Particulate matter emissions	千克 kg	**0.05**
	廢水排放總量 Total wastewater discharge	噸 tonnes	**7,052.00**
	總化學需氧量 Total chemical oxygen demand	千克 kg	**1.08**
	氨氮排放量 Ammonia nitrogen emissions	千克 kg	**0.01**
D部分溫室氣體排放 **Part D GHG Emissions**	溫室氣體排放量(範圍一) GHG Emissions (Scope 1)	噸二氧化碳當量 tonnes CO_2e	**12.74**
	溫室氣體排放量(範圍二)－基於位置 GHG Emissions (Scope 2) – location-based	噸二氧化碳當量 tonnes CO_2e	**1,224.63**
	溫室氣體總排放量(範圍一及範圍二)[4] Total GHG Emissions (Scope 1 and Scope 2)[4]	噸二氧化碳當量 tonnes CO_2e	**1,237.37**
	溫室氣體排放強度(範圍一及範圍二) GHG Emission Intensity (Scope 1 and Scope 2)	噸二氧化碳當量／收益人民幣千元 tonnes CO_2e/RMB'000 revenue	**0.02**
	溫室氣體排放量(範圍三)[5] GHG Emissions (Scope 3)[5]	噸二氧化碳當量 tonnes CO_2e	**212.02**

3 環境數據統計範圍：由二零二五年一月一日至二零二五年十二月三十一日所收集的環境數據已包含於本報告內，範圍覆蓋軒竹生物下屬所有研發及辦公場所。

3 Environmental data coverage: Environmental data collected from January 1, 2025 to December 31, 2025 has been included in The Report, covering all R&D and office premises under Xuanzhu Biopharmaceutical.

4 溫室氣體排放量(範圍一及範圍二)根據《溫室氣體核算體系：企業核算與報告標準(2004年)》計量。範圍一主要來自公務車輛以及製冷／空調設備的排放，範圍二產生於外購電力與熱力消耗並採用位置法核算，數據來源為相關費用的繳費單以及行政統計台賬。電力的溫室氣體排放係數參考中華人民共和國生態環境部、國家統計局發佈的《關於發佈2023年電力二氧化碳排放因子的公告》，外購熱力排放係數參考《WRI能源消耗引起的溫室氣體排放計算工具指南V2.1》，其他能源排放係數參考香港聯交所《環境關鍵績效指標彙報指引》。

4 Greenhouse gas emissions (Scope 1 and Scope 2) are measured in accordance with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004). Scope 1 primarily comes from official vehicles and refrigeration/air conditioning equipment emissions; Scope 2 arises from purchased electricity and heat consumption and is calculated using the location-based method. Data sources include payment receipts for related expenses and administrative statistical ledger records. The GHG emission factor for electricity references the Announcement on the Release of 2023 Power CO_2 Emission Factors issued by the Ministry of Ecology and Environment of the People's Republic of China and the National Bureau of Statistics; the emission factor for purchased heat references the WRI Greenhouse Gas Protocol: Calculation Tool for GHG Emissions from Energy Consumption V2.1; emission factors for other energy sources reference the Hong Kong Stock Exchange Environmental Key Performance Indicators Reporting Guidance.

5 溫室氣體排放量(範圍三)根據《溫室氣體核算體系：企業價值鏈(範圍3)核算與報告標準(2011年)》計量。其中，外購辦公用紙產生的排放為2.57噸二氧化碳當量，參考中國產品全生命週期溫室氣體排放係數庫(CPCD)進行計算；員工商務差旅產生的排放為209.45噸二氧化碳當量，參考USEEIO公開數據庫進行計算。

5 Greenhouse gas emissions (Scope 3) are measured in accordance with The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011). Among these, emissions from purchased office paper amount to 2.57 tonnes CO_2e, calculated with reference to the China Products Life Cycle Greenhouse Gas Emission Factor Database (CPCD); emissions from employee business travel amount to 209.45 tonnes CO_2e, calculated with reference to the USEEIO public database.

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

關鍵績效指標 Key Performance Indicator		單位 Unit	二零二五年 2025
A1.3有害廢棄物	有害廢棄物總量	噸	**2.56**
A1.3 Hazardous waste	Total hazardous waste	tonnes	
	有害廢棄物密度	千克／收益人民幣千元	**0.05**
	Hazardous waste density	kg/RMB'000 revenue	
A1.4無害廢棄物	生活垃圾	噸	**3.50**
A1.4 Non-hazardous waste	Domestic waste	tonnes	
	一般工業固體廢棄物	噸	**6.47**
	General industrial solid waste	tonnes	
	無害廢棄物總量	噸	**9.97**
	Total non-hazardous waste	tonnes	
	無害廢棄物密度	千克／收益人民幣千元	**0.19**
	Non-hazardous waste density	kg/RMB'000 revenue	
A2.1資源能源使用[6]	總能耗量	千瓦時	**2,008,108.43**
A2.1 Resource and	Total energy consumption	kWh	
energy use[6]	直接能耗量	千瓦時	**12,409.74**
	Direct energy consumption	kWh	
	間接能耗量	千瓦時	**1,995,698.69**
	Indirect energy consumption	kWh	
	能耗強度	千瓦時／收益人民幣千元	**38.79**
	Energy intensity	kWh/RMB'000 revenue	
	總用電量	千瓦時	**1,519,010.00**
	Total electricity consumption	kWh	
	外購熱力	千瓦時	**476,688.69**
	Purchased heat	kWh	
	汽油使用量	升	**1,428.92**
	Gasoline consumption	litres	
A2.2用水量[7]	用水量	立方米	**7,476.40**
A2.2 Water consumption[7]	Water consumption	m^3	
	用水強度	立方米／收益人民幣千元	**0.14**
	Water intensity	m^3/RMB '000 revenue	
A2.5包裝材料	包裝材料	噸	**44.08**
A2.5 Packaging materials	Packaging materials	tonnes	
	包裝材料強度	千克／收益人民幣千元	**0.85**
	Packaging material intensity	kg/RMB '000 revenue	

6 二零二五年，本公司消耗的能源類型包括公務車輛燃油、外購電力與外購熱力，以上數據來源為相關費用的繳費單已經行政統計台賬；能耗係數參考國際能源署提供的轉換因子以及國家《GB/T 2589-2020綜合能耗計算通則》。

6 In 2025, the types of energy consumed by the Company included official vehicle fuel, purchased electricity and purchased heat. Data sources include payment receipts for related expenses and administrative statistical ledger records. Energy consumption factors reference the conversion factors provided by the International Energy Agency and the national GB/T 2589-2020 General Principles for Calculation of the Comprehensive Energy Consumption.

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

7 The Company's water use is primarily from the municipal water supply network. Data sources include water fee payment receipts, financial reimbursement records and administrative ledger records.

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

社會範疇

B1.1 按性別、僱傭類型、年齡組別及地區劃分的僱員總數

Social Category

B1.1 Total number of employees by gender, employment type, age group and region

關鍵績效指標 Key Performance Indicator		單位 Unit	二零二五年 2025
按性別 **By gender**	男 Male	人 persons	**208**
	女 Female	人 persons	**134**
按年齡 **By age**	30歲或以下 Aged 30 or below	人 persons	**63**
	31–50歲 Aged 31–50	人 persons	**273**
	50歲或以上 Aged 50 or above	人 persons	**6**
按職級 **By job level**	總監及以上 Director level and above	人 persons	**31**
	經理主管 Managers and supervisors	人 persons	**67**
	普通員工 General staff	人 persons	**244**
按僱傭類型 **By employment type**	全職 Full-time	人 persons	**263**
	兼職 Part-time	人 persons	**0**
	實習 Intern	人 persons	**0**
	派遣 Dispatched	人 persons	**79**
按地區 **By region**	中國 China	人 persons	**341**
	海外地區 Overseas	人 persons	**1**
員工總人數 **Total number of employees**		人 persons	**342**

B1.2 按性別、年齡組別及地區劃分的僱員流失比率[8]

B1.2 Employee turnover rate by gender, age group and region[8]

關鍵績效指標 Key Performance Indicator		單位 Unit	二零二五年 2025
按性別 **By gender**	男 Male	%	**11.49**
	女 Female	%	**19.28**
按年齡 **By age**	30歲或以下 Aged 30 or below	%	**21.25**
	31–50歲 Aged 31–50	%	**11.94**
	50歲或以上 Aged 50 or above	%	**45.45**
按地區 **By region**	中國 China	%	**14.54**
	海外地區 Overseas	%	**50**

B2 健康與安全[9]

B2 Health and Safety[9]

關鍵績效指標 Key Performance Indicator		單位 Unit	二零二五年 2025
因工死亡的人數及比率	Number and rate of work-related fatalities	人；% persons; %	**0; 0**
因工傷損失的工作日數	Number of lost days due to work-related injuries	天 days	**0**
安全生產事故數	Number of workplace safety accidents	件 cases	**0**

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

8 Employee turnover rate = number of departing employees in the category / (number of employees in the category at the end of the period + number of departing employees in the category).

9 二零二三年至二零二五年，本公司未發生因工亡故事件，因工死亡的人數均為0。

9 From 2023 to 2025, the Company did not experience any work-related fatalities and the number of work-related fatalities was 0.

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

B3 按性別及僱傭類型劃分的受訓僱員百分比及受訓平均時數

B3 Percentage of trained employees and average training hours per employee by gender and employment type

關鍵績效指標 Key Performance Indicator		單位 Unit	二零二五年 2025 受訓僱員百分比 Percentage of trained employees	二零二五年 2025 人均受訓時數 Average training hours per employee
按性別	男	%；小時	**91.91**	**7.36**
By gender	Male	%; hours		
	女	%；小時	**90.76**	**9.09**
	Female	%; hours		
按職級	總監及以上	%；小時	**91.67**	**14.90**
By job level	Director level and above	%; hours		
	經理主管	%；小時	**85.71**	**10.60**
	Managers and supervisors	%; hours		
	普通員工	%；小時	**92.48**	**6.87**
	General staff	%; hours		

B5.1 按地區劃分的供應商數量

B5.1 Number of suppliers by geographical region

關鍵績效指標 Key Performance Indicator		單位 Unit	二零二五年 2025
按地區	海外	家	**1**
By region	Overseas	number	
	東北	家	**4**
	Northeast	number	
	華北	家	**72**
	North China	number	
	華東	家	**97**
	East China	number	
	華南	家	**9**
	South China	number	
	華中	家	**5**
	Central China	number	
	西南	家	**2**
	Southwest China	number	
	西北	家	**1**
	Northwest China	number	

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C部分：「不遵守就解釋」條文　PART C: "COMPLY OR EXPLAIN" PROVISIONS

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

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	一般披露及關鍵績效指標 General Disclosure/KPI	披露情況 Disclosure Status	對應章節 Corresponding Section
A2一般披露 A2 General Disclosure	有效使用資源(包括能源、水及其他原材料)的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	已披露 Disclosed	EHS管理 EHS Management
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)。 Total direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in thousand kWh and intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	附錄I Appendix I
A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。 Total water consumption and intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	附錄I Appendix I
A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency targets set and steps taken to achieve them.	已披露 Disclosed	EHS管理 EHS Management
A2.4	描述求取適用水源可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 Description of whether there is any issue in sourcing water that is fit for purpose, and water use efficiency targets set and steps taken to achieve them.	已披露 Disclosed	EHS管理 EHS Management
A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。 Total packaging materials used for finished products (in tonnes) and, if applicable, per unit produced.	已披露 Disclosed	附錄I Appendix I
A3一般披露 A3 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimising the issuer's significant impacts on the environment and natural resources.	已披露 Disclosed	EHS管理 EHS Management
A3.1	描述業務活動對環境及天然資源的重大資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	已披露 Disclosed	EHS管理 EHS Management

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	一般披露及關鍵績效指標 General Disclosure/KPI	披露情況 Disclosure Status	對應章節 Corresponding Section
B1 一般披露 B1 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的政策及遵守對發行人有重大影響的相關法律及規例的資料。 Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination, and other treatment and benefits.	已披露 Disclosed	人才發展 Talent Development
B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 Total number of employees by gender, employment type (such as full-time or part-time), age group and region.	已披露 Disclosed	人才發展 Talent Development
B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and region.	已披露 Disclosed	附錄I Appendix I
B2 一般披露 B2 General Disclosure	有關提供安全工作環境以及保障僱員避免職業性危害的政策及遵守對發行人有重大影響的相關法律及規例的資料。 Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	已披露 Disclosed	EHS管理 EHS Management
B2.1	過去三年（包括彙報年度）因工亡故的人數及比率。 Number and rate of work-related fatalities in the past three years, including the Reporting Period.	已披露 Disclosed	附錄I Appendix I
B2.2	因工傷損失工作日數。 Lost days due to work injury.	已披露 Disclosed	附錄I Appendix I
B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and the related implementation and monitoring methods.	已披露 Disclosed	EHS管理 EHS Management

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	一般披露及關鍵績效指標 General Disclosure/KPI	披露情況 Disclosure Status	對應章節 Corresponding Section
B3一般披露 B3 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on enhancing employees' knowledge and skills for discharging duties at work. Description of training activities.	已披露 Disclosed	人才發展 Talent Development
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。 Percentage of employees trained by gender and employee category (such as senior management and middle management).	已披露 Disclosed	附錄I Appendix I
B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 Average training hours completed per employee by gender and employee category.	已披露 Disclosed	附錄I Appendix I
B4一般披露 B4 General Disclosure	有關防止童工或強制勞工的政策及遵守對發行人有重大影響的相關法律及規例的資料。 Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	已披露 Disclosed	人才發展 Talent Development
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labour.	已披露 Disclosed	人才發展 Talent Development
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when non-compliance is discovered.	已披露 Disclosed	人才發展 Talent Development

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	一般披露及關鍵績效指標 General Disclosure/KPI	披露情況 Disclosure Status	對應章節 Corresponding Section
B5一般披露 B5 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks in the supply chain.	已披露 Disclosed	合規運營 Compliance Operations
B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	已披露 Disclosed	附錄I Appendix I
B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。 Description of practices relating to engaging suppliers, the number of suppliers to which such practices are being implemented, and the related implementation and monitoring methods.	已披露 Disclosed	合規運營 Compliance Operations
B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices used to identify environmental and social risks along the supply chain, and the related implementation and monitoring methods.	已披露 Disclosed	合規運營 Compliance Operations
B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察的方法。 Description of practices used to promote the use of environmentally friendly products and services when selecting suppliers, and the related implementation and monitoring methods.	已披露 Disclosed	合規運營 Compliance Operations

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

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

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D部分：氣候相關披露　　PART D: CLIMATE-RELATED DISCLOSURES

披露要求 Disclosure Requirement		回應情況 Response
(I) 管治 **(I) Governance**		
	第19段 Paragraph 19	專題：應對氣候變化－管治 Topic: Addressing Climate Change – Governance
(II) 策略 **(II) Strategy**		
氣候相關風險和機遇 Climate-related risks and opportunities	第20段 Paragraph 20	專題：應對氣候變化－策略 Topic: Addressing Climate Change – Strategy
業務模式和價值鏈 Business model and value chain	第21段 Paragraph 21	專題：應對氣候變化－策略 Topic: Addressing Climate Change – Strategy
策略和決策 Strategy and decision-making	第22段 第23段 Paragraph 22 Paragraph 23	專題：應對氣候變化－策略 本公司尚未制定氣候相關轉型計劃，將會於未來年度ESG報告中考慮披露相關信息。 Topic: Addressing Climate Change – Strategy The Company has not yet developed a climate-related transition plan and will consider disclosing relevant information in future annual ESG reports.
財務狀況、財務表現及現金流量 Financial position, financial performance and cash flows	第24段 第25段 Paragraph 24 Paragraph 25	有關當前及預期財務影響的定性資料詳見「專題：應對氣候變化－策略」。 經過評估，本公司不存在將導致下一彙報年度相關財務報表中的資產和負債賬面價值發生重要調整的重大風險；由於本公司用以評估當前及預期財務影響的計量方式不確定性太高，估量的量化信息沒有參考價值，暫不披露相關量化資料。 Qualitative information regarding current and expected financial impacts is detailed in "Topic: Addressing Climate Change – Strategy". Following assessment, the Company has identified no significant risks that would result in material adjustments to the carrying amounts of assets and liabilities in the financial statements for the next reporting year. Due to the high level of uncertainty associated with the measurement methodologies used by the Company to assess current and expected financial impacts, the quantified information derived therefrom lacks reference value. Accordingly, the Company will not disclose the relevant quantitative information at this time.
氣候韌性 Climate resilience	第26段 Paragraph 26	專題：應對氣候變化－策略 Topic: Addressing Climate Change – Strategy

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披露要求 Disclosure Requirement		回應情況 Response
(III) 風險管理 **(III) Risk Management**		
	第27段 Paragraph 27	專題：應對氣候變化－風險管理 Topic: Addressing Climate Change – Risk Management
(IV) 指標及目標 **(IV) Metrics and Targets**		
溫室氣體排放 Greenhouse gas emissions	第28段 第29段 Paragraph 28 Paragraph 29	附錄I Appendix I
氣候相關轉型風險 氣候相關物理風險 氣候相關機遇 Climate-related transition risks Climate-related physical risks Climate-related opportunities	第30段 第31段 第32段 Paragraph 30 Paragraph 31 Paragraph 32	經過評估，本公司暫未有資產會受到氣候相關轉型風險與物理風險的重大影響，也暫未有涉及氣候相關機遇的資產。 Following assessment, the Company does not currently have any assets that would be materially affected by climate-related transition risks or physical risks, nor any assets related to climate-related opportunities.
資本運用 Capital deployment	第33段 Paragraph 33	經過評估，本公司用於氣候相關風險和機遇的支出暫不涉及資本開支、融資或投資。 Following assessment, the Company's expenditures relating to climate-related risks and opportunities do not currently involve capital expenditure, financing or investment.
內部碳定價 Internal carbon pricing	第34段 Paragraph 34	截至報告期末，本公司暫未在決策中應用碳定價。 As of the end of the Reporting Period, the Company has not yet applied carbon pricing in its decision-making.
薪酬 Compensation	第35段 Paragraph 35	截至報告期末，本公司暫未將氣候相關考慮因素納入薪酬政策。 As of the end of the Reporting Period, the Company has not yet incorporated climate-related considerations into its compensation policy.
行業指標 Industry metrics	第36段 Paragraph 36	第36段為鼓勵披露項，本報告暫不披露相關內容。 Paragraph 36 is an encouraged disclosure item; this Report does not disclose related content at this time.

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披露要求 Disclosure Requirement		回應情況 Response
氣候相關目標	第37段 第38段 第39段 第40段	截至報告期末，本公司僅設定能源效益目標，正在準備溫室氣體排放目標的設定，將會於未來年度ESG報告中考慮披露相關信息。
Climate-related targets	Paragraph 37 Paragraph 38 Paragraph 39 Paragraph 40	As of the end of the Reporting Period, the Company has only set energy efficiency targets and is preparing to establish greenhouse gas emission targets, and will consider disclosing relevant information in future annual ESG reports.
跨行業指標及行業指標的適用性	第41段	在編製披露內容以符合第21至26及37至38段的規定時，本公司已參考跨行業指標及行業指標並考慮其適用性。
Applicability of cross-industry and industry metrics	Paragraph 41	In preparing disclosures to comply with the requirements of paragraphs 21 to 26 and 37 to 38, the Company has referred to cross-industry metrics and industry metrics and considered their applicability.



轩竹生物

Xuanzhu Biopharm