



Sinco Pharmaceuticals Holdings Limited 兴科蓉医药控股有限公司

(Incorporated under the laws of the Cayman Islands with limited liability)
(根據開曼群島法例註冊成立的有限公司)
Stock Code 股份代號: 6833

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



Environmental, Social and Governance Report

環境、社會及管治報告

About This Report

Basis of Preparation

This Environmental, Social and Governance Report (the “Report”) is prepared in accordance with the Environmental, Social and Governance Reporting Code (the “ESG Reporting Code”) of The Stock Exchange of Hong Kong (the “HKEX”) as set out in Appendix C2 of the Listing Rules and elaborates on relevant matters pursuant to the requirements of the provisions of “Comply or Explain”. Environmental and social key performance indicators (“KPIs”) that aligned with the ESG Reporting Code were also set up for performance review. The scope of the Report covers the performance of Sinco Pharmaceuticals Holdings Limited and all its subsidiaries (collectively referred to as the “Group” or “we”) in relation to environmental, social and governance (“ESG”) and climate-related risks and opportunities. The data and information cited in the Report were sourced from the records, statistics, questionnaires and research of the Group.

Reporting Principles

The Report was prepared under the four fundamental reporting principles set out in the ESG Reporting Code as follows:

關於本報告

編輯依據

本報告根據上市規則附錄C2所載香港聯合交易所(「港交所」)《環境、社會及管治報告守則》編寫，依循「不遵守就解釋」的條文要求對相關事項進行闡述，並設立符合《環境、社會及管治報告守則》所規定環境與社會關鍵績效指標進行表現檢討。本環境、社會及管治報告(「本報告」)範圍涵蓋興科蓉醫藥控股有限公司及其所有附屬公司(合稱「本集團」或「我們」)的環境、社會及管治(「ESG」)與氣候相關風險及機遇的表現。本報告所引用的數據及信息源於本集團各項記錄、統計、問卷調查和研究。

報告原則

本報告的編製遵循《環境、社會及管治報告守則》所載的四項基本報告原則，具體如下：

Reporting Principles 報告原則	Application 應用情況
Materiality 重要性	The Report covers the key environmental and social concerns from different stakeholders ¹ . These material environmental and social issues were identified through deliberation by the board of directors (the “Board”) and the Audit Committee, discussion between the Board and the management and engagement with different stakeholders. Identification processes of material sustainability issues and the materiality matrix of sustainability issues are disclosed in the Report, details of which are set out in the “Stakeholder Engagement” and “Materiality Assessment” sections. 本報告涵蓋涉及不同持份者 ¹ 的主要環境及社會事宜。該等重大環境及社會事宜已通過董事會(「董事會」)及審核委員會的審議、董事會與管理層的討論及與不同持份者的溝通確定。重大可持續議題的識別過程以及重大可持續議題矩陣在本報告披露，詳情載於「持份者參與」及「重要性評估」章節。
Quantitative 量化	The Report discloses information on the standards, methodologies, assumptions and/or calculation used, and source of key emission and conversion factors used for both quantitative environmental and social KPIs, details of which are explained in the explanatory notes under the KPIs section. 本報告披露有關量化環境及社會關鍵績效指標所用標準、方法、假設及/或計算方法、關鍵排放來源及轉換因素信息，皆於關鍵績效指標章節對應的註釋說明進行解釋。
Balance 平衡	The Report presents the Group’s ESG performance and sustainability related matters in an unbiased way, without omission or concealment of any relevant negative information and details or overstatement of any positive news or impacts. The Report was prepared in an objective and fair manner to avoid improper information disclosure which may affect the judgement and decision of the information users. 本報告不偏不倚地呈報集團ESG表現及可持續發展相關事項，不刪減隱瞞任何相關負面信息及詳情，亦不誇大渲染正面信息及影響，客觀公允的編撰報告，避免因不恰當地信息披露影響信息使用者作出評判與決策。
Consistency 一致性	The reporting and calculation methodology used in the Report are consistent with those of prior years, which has further enhanced and maintained the comparability of the Group’s ESG performance over time and allows for meaningful comparison as far as practicable. The Report has disclosed the changes that could affect the meaningful comparison of the KPIs. 本報告使用的報告及計算方法與往年保持一致，進一步加強及保持集團不同時期環境、社會及管治表現的可比性，於切實可行的情況下進行有意義的比較。本報告已披露可能影響關鍵績效指標進行有意義比較的變化。

¹ Stakeholders refer to the groups and individuals that have a significant influence on the business operation of an enterprise or will be affected by that enterprise’s business operation, being comprised of internal parties such as the board of directors, the management, administrative staff and general employees, and external parties such as shareholders, business partners, customers, governments and regulators, banks, investors and the general public.

¹ 「持份者」，又稱「利益相關方」或「權益人」，指對企業業務有重大影響，或會受業務影響的群體和個人，包括內部的董事會、管理層、行政員工和一般員工，以及外部的股東、業務夥伴、客戶、政府及監管機構、銀行及投資者及社會公眾等。

Reporting Scope

The period (from 1 January to 31 December 2025) covered by the Report and the reporting entities (Sinco Pharmaceuticals Holdings Limited and all its subsidiaries) are consistent with those stated in the 2025 Annual Report of the Group.

Contact Information

Should you have any suggestion or opinions on the Report, please contact us via the following channels:

- Address: E5-1805, Global Centre, 1700 Tianfu Avenue North, Hitech Industrial Development Zone, Chengdu City, Sichuan Province
- Tel: +86 28 62912988
- Fax: +86 28 62912922
- Email: sinco-pharm@sinco-pharm.com
- Official website: <http://www.sinco-pharm.com>

Board of Directors Statement

The Board of the Group assumes the ultimate responsibility for the supervision over the formulation and implementation effectiveness of the Group's ESG strategies. The Board recognises the strategic importance of ESG in enhancing the overall performance and comprehensive value of the Group, and has fully incorporated ESG factors into its risk management framework and internal control system.

The Board accepts responsibility for the truth, accuracy and completeness of the Report, has reviewed and endorsed the assessment results of material sustainability issues and all content covered by the Report, and assures that the content of the Report is free from any misrepresentation, misleading statements or material omissions. The Report was confirmed and approved by the Board on 26 March 2026.

報告範圍

本報告覆蓋的時間範圍(2025年1月1日至12月31日)及報告主體(興科蓉醫藥控股有限公司及其所有附屬公司)均與本集團2025年年報一致。

聯繫方式

如對本報告有任何建議或意見，歡迎通過以下方式與我們聯繫：

- 地址：四川省成都市高新區天府大道北段1700號環球中心E5-1805
- 電話：+86 28 62912988
- 傳真：+86 28 62912922
- 電郵地址：sinco-pharm@sinco-pharm.com
- 官方網站：<http://www.sinco-pharm.com>

董事會聲明

本集團董事會對本集團的ESG策略制定與執行成效承擔最終監督責任。董事會充分認識到ESG在提升集團整體績效與綜合價值方面的戰略意義，並已將ESG因素全面納入集團風險管理框架及內部監控體系。

董事會對本報告的真實性、準確性和完整性承擔責任，已審閱並認可重大可持續議題評估結果及本報告涵蓋的所有內容，保證報告內容不存在任何虛假記載、誤導性陳述或重大遺漏。本報告已於2026年3月26日獲董事會確認及批准。

About the Group

The Group focuses on three business segments including biologics, medical aesthetic products and biopharmaceutical cold chain and supply chain services. Biologics business mainly provides comprehensive marketing, promotion and channel management (“MPCM”) services for imported blood products and other anti-infective drugs; medical aesthetic products business is committed to the independent research and development, production and sales of the leading aesthetical medicine with proprietary intellectual properties in China; biopharmaceutical cold chain and supply chain services focus on the construction of cold chain facilities for biopharmaceutical products, as well as the establishment of industry chain services and supply chain platform for relevant products.

Implementation of Corporate Governance

The ESG System

Governance Structure

As the highest level of decision-making and supervision body for ESG-related affairs, the Board of the Group is fully responsible for the strategic planning and overall implementation of ESG works and assumes the ultimate responsibility for relevant matters. Its main responsibilities include continuously and closely monitoring the latest development of policies relating to sustainability and regulatory requirements of the HKEX and at home and abroad; overseeing all ESG issues that may affect the business operations and development of the Group; collaborating with the management to identify and assess ESG risks on a systematic basis; ensuring the establishment and continuous improvement of an effective ESG risk management and internal control system to promote the achievement of sustainable development goals of the Group.

To further strengthen the corporate governance structure and elevate the strategic position of ESG at the decision-making level, ensure the effective operation of the ESG management system and clear accountability, and promote the continuous improvement and long-term value creation in the Group’s sustainable development, the Group has established a three-level governance structure comprising the ESG leadership team, the ESG management team and the ESG execution team, achieving a systematic integration from strategy formulation to implementation.

關於本集團

本集團聚焦於生物製品、醫美產品、生物醫藥冷鏈及供應鏈服務三大業務板塊。生物製品業務：主要提供進口血液製品及其他抗感染藥物的綜合市場營銷、推廣及渠道管理（「市場營銷、推廣及渠道管理」）服務；醫美產品業務：致力於自主研發、生產和銷售具備獨立自主知識產權及國內領先的醫美產品；生物醫藥冷鏈及供應鏈服務：專注於建設生物醫藥冷鏈設施，並構建覆蓋相關產品的產業鏈服務與供應鏈平台。

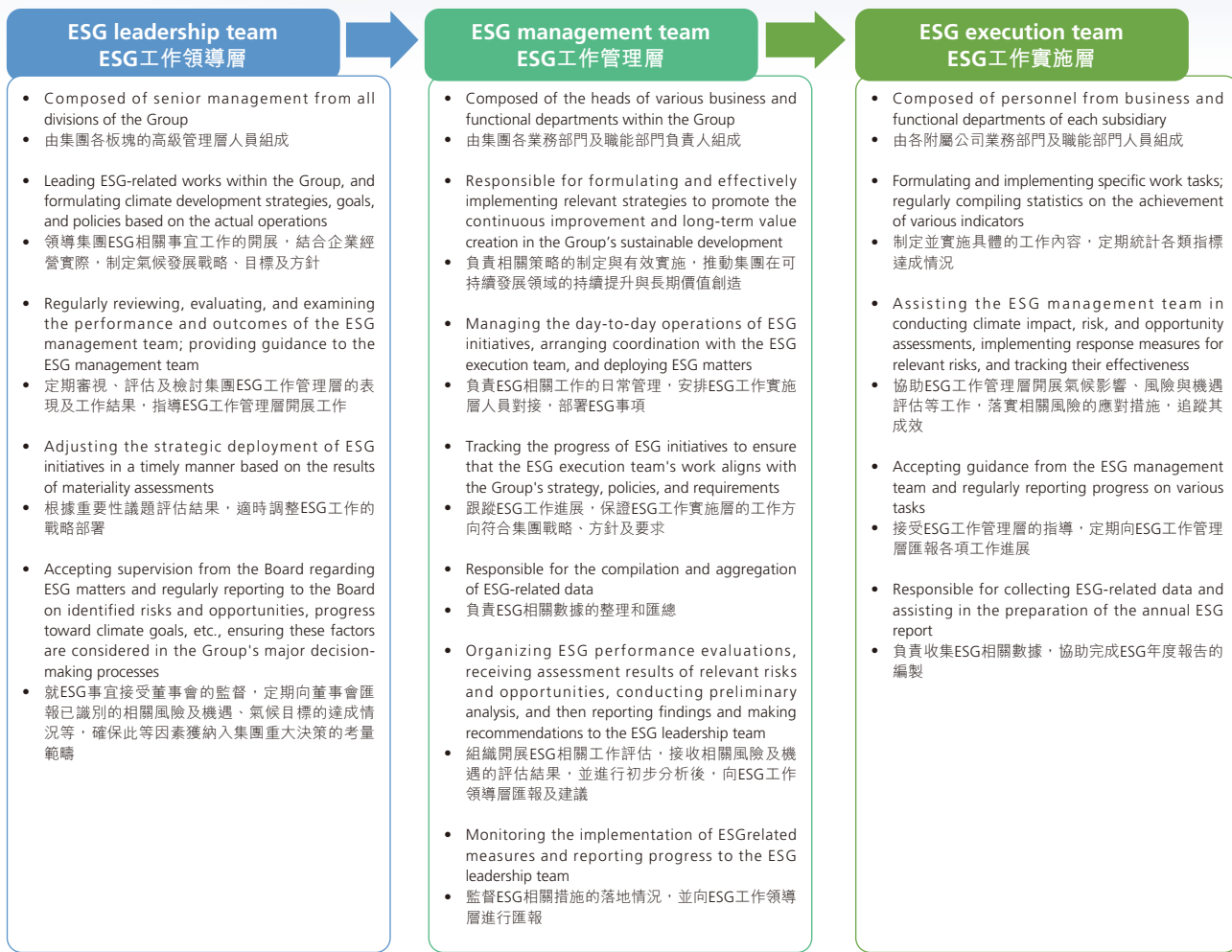
踐行企業管治

ESG管治體系

管治架構

集團董事會作為ESG相關事務的最高決策與監督機構，全面負責ESG工作的戰略規劃與整體推進並對相關事宜承擔最終責任。其主要職責包括：持續密切關注港交所及國內外可持續發展相關政策與監管要求的最新進展，監察所有可能影響集團業務經營與發展的ESG議題，協同管理層系統性識別與評估ESG風險，確保建立並持續完善有效的ESG風險管理及內部控制體系，以推動集團實現可持續發展目標。

為進一步強化企業管治架構並提升ESG在決策層面的戰略地位，確保ESG管理體系有效運行、職責清晰落實，推動集團在可持續發展領域的持續提升與長期價值創造。本集團已構建由ESG工作領導層、ESG工作管理層與ESG工作執行層組成的三級治理架構，實現從戰略制定到實施落地的系統化貫通。



Management Approach and Strategy

The Group has established diverse communication channels with stakeholders. Through extensive and in-depth communication, we continuously invite relevant parties for giving opinions and suggestions and stakeholders for expressing concerns regarding material sustainability issues, allowing us to effectively identify and assess the Group's material ESG issues and potential risks. The Group proactively includes material issues including business integrity and compliance, customer privacy and data security, product quality and safety, customer service and satisfaction, employee health, safety and wellbeing, climate change and energy management in the management scope of the Board. Related management approaches and strategies are discussed in detail in the Report.

管理方針及策略

本集團現已建立多元的持份者溝通渠道，通過深入且廣泛的交流，持續獲取相關方的寶貴意見與建議及各類持份者對重大可持續議題的關注動向，以有效識別並評估集團重大ESG議題及潛在風險。集團積極將商業誠信與合規、客戶隱私及數據安全、產品質量與安全、客戶服務與滿意度、員工健康安全與福祉、氣候變化及能源管理等重大議題納入董事會的管理範疇。相關管理方針及策略將於本報告中詳細闡述。

Performance Review

To fulfil our commitment of “Deliver health, care for society, and be a responsible corporate citizen to protect our Earth” in action, we systematically identified the ESG impacts arising from business operations to ensure continuous progress is made through ESG practices. The Group has deeply integrated sustainability into its operational processes, and has set ESG goals and established a management system in respect of carbon emissions, energy consumption, water resources management and other key areas having taken into account its actual business operations, and continuously reviewed the progress in achieving relevant goals and the effectiveness of relevant management measures.

Internal Risk Control

To ensure the stable and sustainable development of the Group under the compliance framework and to further enhance governance effectiveness, the Group has set up a four-level internal control structure constituted by the Board, the Board of Supervisors, the management and all employees to systematically supervise and review the authority approval, system implementation, procurement process, financial performance and other key operational aspects. Moreover, the Group has formulated and implemented internal normative documents such as the Outline of Internal Control Management and the Comprehensive Risk Management System to continuously improve the internal supervision and management systems and effectively strengthen the Group’s risk prevention ability.

Anti-corruption

The Group strictly complies with applicable laws and regulations of the countries and regions in which we carry out business and operate. During the Reporting Period, there was no compliance-related incidents such as corruption, extortion, fraud and money laundering occurred within the Group. For the list of major laws and regulations that the Group complies with, please refer to Appendix 1: “Major Laws and Regulations to be Complied with”.

Upholding the core values of honesty, integrity and responsibility, the Group strictly prohibits any form of corruption, including but not limited to bribery, extortion, fraud and money laundering. The Group has established a compliance governance framework centred on the Code of Conduct against Corruption and Bribery, Anti-fraud and Whistle-blowing Management System and Code of Business Conduct and Ethics, forming a closed-loop management mechanism covering the entire process of violations reporting, investigation and handling and the protection of whistleblowers and witnesses.

表現檢討

為切實履行「傳遞健康、關愛社會，成為保護地球的負責任企業公民」的承諾，系統性識別業務經營所產生的ESG影響，確保在ESG實踐中取得持續進展。集團現已將可持續發展深度融入營運流程，根據自身實際經營狀況，圍繞碳排放、能源消耗及水資源管理等關鍵領域建立ESG目標與管理體系，並持續審視及檢討目標進展與管理措施的有效性。

風險內控

為了確保企業在合規框架下實現穩健與可持續發展，進一步強化治理效能，集團已構建由董事會、監事會、管理層及全體員工共同參與的四級內部控制架構，系統性地涵蓋權限審批、制度執行、採購流程及財務表現等關鍵營運環節的監督與審查職能。同時，集團制定並實施《內部控制管理綱要》及《全面風險管理制度》等內部規範文件，持續完善內部監察管理機制，有效提升集團的風險防控能力。

反貪污

本集團在業務經營過程中嚴格遵循所在國家及地區的適用法律法規。報告期內，集團未發生貪污、勒索、欺詐或洗黑錢等合規相關案件。關於本集團遵循的主要法律法規清單，請參閱附錄1：「須遵循的主要法律法規」。

本集團秉持誠信盡責的核心理念，嚴禁任何形式的腐敗行為，包括但不限於賄賂、勒索、欺詐及洗錢等。集團已建立以《反腐敗反賄賂行為準則》、《反舞弊與舉報管理制度》及《商業行為和道德規範》為核心的合規治理框架，形成涵蓋違規行為舉報、調查、處置及舉報人與證人保護的全流程閉環管理機制。

To consistently improve the governance structure of the Group and form a supervision network with clear authority and comprehensive coverage, the Group has been active in establishing an anti-fraud governance system. Led by the Board and the Audit Committee, such system is coordinated by the management and implemented by the Internal Audit Department, with participation of the Legal Department, the Finance Department, the Human Resources Department and various business units. The Group has set up multiple reporting channels, including a dedicated whistle-blowing email, to provide strict confidentiality protection for whistleblowers and witnesses, and encourages internal and external personnel to report fraud and matters related to violations of professional ethics in a named or anonymous manner. The Group solemnly commits to adhering to the principles of fairness and confidentiality during the investigation process, effectively safeguarding the legitimate rights and interests of whistleblowers and witnesses, and continuously improving the effectiveness and credibility of the compliance governance system.

To systematically deepen the corporate integrity culture building, the Group promotes the joint construction of an honest business ecosystem through a series of initiatives, such as full incorporation of anti-corruption and professional ethics training into the regular education system for Board members and all employees, signing the Letter of Undertaking on Anti-corruption and Anti-bribery with employees and business partners, conducting off-office auditing for the departing person in charge of key positions such as sales managers, and encouraging the participation of suppliers and other stakeholders in the supervision mechanism. During the Reporting Period, the Group has uploaded policies related to anti-corruption to the Company's internal automated office system for all employees to access, download and study at any time. This initiative is aimed to strengthen employees' awareness of integrity in professional conduct, promote transparency in policy implementation, demonstrate the Group's great emphasis on integrity and compliance, and continuously optimise internal governance.

Whistle-blowing Email: xxgt@sinco-pharm.cn
Whistle-blowing Hotline: 028-62912963

為持續完善集團治理架構，形成權責清晰、覆蓋全面的監督網絡，集團積極構建由董事會及審計委員會領導、管理層統籌協調、內審部牽頭實施，法務部、財務部、人力資源部及各業務單位協同參與的反舞弊治理體系。集團設立了包括專用舉報郵箱在內的多渠道舉報途徑，為舉報人及證人提供嚴格的保密保障，鼓勵內外部人員通過實名或匿名方式，就舞弊行為及違反職業道德的相關事項進行舉報。本集團鄭重承諾在調查過程中始終堅持公正、保密原則，切實維護舉報人及證人合法權益，持續提升合規治理體系的有效性與公信力。

為系統性深化企業廉潔文化建設，集團將反腐敗及職業道德培訓全面納入董事會成員與全體員工的常規教育體系、與員工及業務夥伴簽署《反腐敗反賄賂承諾書》、對銷售主管等關鍵職位執行離任審計，推動供應商及其他持份者參與監督機制等多項舉措，攜手共建誠信經營生態。本報告期內，集團已將反貪污相關制度上載至公司內部自動化辦公系統，供全體員工隨時查閱、下載及學習，藉此強化員工廉潔從業意識，推動制度公開透明，彰顯集團對誠信合規的高度重視，持續優化內部治理。

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舉報電話：028-62912963

Stakeholder Engagement

The Group values the opinions of all stakeholders and continuously collects stakeholders' interests and views relating to the Group's ESG performance through a systematic communication mechanism. The Group actively incorporates stakeholders' expectations on ESG issues into the formulation of its operational strategies and sustainable development plans, and invites various stakeholders to assist in identifying and assessing significant sustainability issues. Based on stakeholders' feedback, the Group constantly reviews, examines and adjusts its ESG governance strategies and implementation measures, checks the implementation gaps, continuously improves its ESG governance system, and promotes relevant information disclosure.

持份者參與

集團重視各持份者的寶貴意見，透過系統化溝通機制，持續收集各方對集團ESG表現的關注與建議。集團積極將持份者對ESG議題的期望納入營運策略與可持續發展計劃的制定考量，邀請各方持份者協助識別與評估重大可持續議題。基於持份者反饋，本集團不斷審視、檢討並調整ESG治理策略與實施措施，檢視執行差距，持續完善ESG管治體系，推動相關信息披露。

The concerns, corresponding means of communication and feedback from respective stakeholders are listed in the table below:

各持份者的核心關注點、對應溝通方式及回饋要點載於如下表：

Type of Stakeholders 持份者類型	Concerns 關注重點	Normal Communication Channels 一般溝通渠道	Response and Feedback 反應與回饋
Shareholders/Investors 股東／投資者	<ul style="list-style-type: none"> Continuous and stable investment returns Timely information disclosure Compliance of the corporate operation with the laws and regulations 	<ul style="list-style-type: none"> Annual reports, interim reports and announcements General meetings Roadshows/telephone conferences/meetings Media communication mechanism Press conferences External market benchmarking Enquiries made via telephone/email/website Investor visits 	<ul style="list-style-type: none"> Publishing AGM notices and resolutions in accordance with regulations Timely disclosing the Group's information Publishing announcements and periodic reports in accordance with the regulator's requirements Responding to email/telephone enquiries and receiving investors for on-site visits
	<ul style="list-style-type: none"> 持續穩定的投資回報 及時的信息披露 合規的企業運營 	<ul style="list-style-type: none"> 年度報告、中期報告及公告 股東大會 路演／電話會議／見面會 媒體溝通機制 新聞發佈會 外部市場基準 電話／電郵／網站諮詢 投資者來訪 	<ul style="list-style-type: none"> 按規定發佈股東週年大會通知和決議案 按時披露集團信息 按監管機關規定刊發公告和發佈定期報告 回覆投資者郵件／電話詢問，及接待投資者現場視察

Type of Stakeholders 持份者類型	Concerns 關注重點	Normal Communication Channels 一般溝通渠道	Response and Feedback 反應與反饋
Staff 員工	<ul style="list-style-type: none"> • Training and career development • Remuneration and benefits • Health and safety 	<ul style="list-style-type: none"> • Direct communication • Performance appraisal • Medical checkups • Training programme • Staff opinion surveys • Safety management 	<ul style="list-style-type: none"> • Providing a healthy and safe work environment • Establishing a fair and transparent performance appraisal mechanism for promotion • Organising staff leisure activities • 提供健康、安全的工作環境 • 建立公平透明的晉升績效考核機制 • 組織員工活動
Suppliers 供應商	<ul style="list-style-type: none"> • Standard supplier management and purchasing process • Timely performance of contracts • Corporate reputation 	<ul style="list-style-type: none"> • Fulfilment of orders/ performance of contracts • Direct communication • Supplier management system • Supplier questionnaire 	<ul style="list-style-type: none"> • Fulfilling contractual obligation • Maintaining long-term collaboration with excellent suppliers • Timely payment • Ensuring the compliance of services and products with the quality and safety standards • Keeping complete supplier management record
Suppliers 供應商	<ul style="list-style-type: none"> • 規範的供應商管理及採購流程 • 按時執行合同 • 企業信譽 	<ul style="list-style-type: none"> • 訂單／合同執行 • 直接溝通 • 供應商管理制度 • 供應商問卷 	<ul style="list-style-type: none"> • 履行合同義務 • 與優秀供應商保持長期合作 • 按時付款 • 確保服務及產品依循質量安全標準 • 齊全的供應商管理檔案
Distributors 經銷商	<ul style="list-style-type: none"> • Robust customer service management and processes • An effective mechanism of information communication • A stable and safe supply system of pharmaceutical products • Timely response to request 	<ul style="list-style-type: none"> • Daily communication • Aftersales services • Customer satisfaction surveys • Customer records • Corporate tours/visits 	<ul style="list-style-type: none"> • Enhancing quality management • Honouring contractual obligation • Providing distributors with pharmaceutical knowledge training and marketing support • Adequate and effective communication
Distributors 經銷商	<ul style="list-style-type: none"> • 健全的客戶服務管理與流程 • 有效的信息交流機制 • 穩定、安全的藥品供應制度 • 訴求的及時回應 	<ul style="list-style-type: none"> • 日常溝通 • 售後服務 • 客戶滿意度調查 • 客戶檔案 • 企業參觀／走訪 	<ul style="list-style-type: none"> • 加強質量管理 • 實踐合同責任 • 為經銷商提供藥品知識培訓和營銷推廣支持 • 充分與有效的溝通

Type of Stakeholders 持份者類型	Concerns 關注重點	Normal Communication Channels 一般溝通渠道	Response and Feedback 反應與反饋
Governments/ Regulatory Authorities 政府／監管機構	<ul style="list-style-type: none"> Compliance of business operations with the laws and regulations Tax payments in accordance with the laws <ul style="list-style-type: none"> 合規的企業運營 依法納稅 	<ul style="list-style-type: none"> Government visits Participation in government meetings and regular visits Government projects Information disclosure <ul style="list-style-type: none"> 政府參觀指導 參與政府會議、定期拜訪 政府項目 信息披露 	<ul style="list-style-type: none"> Strictly complying with the laws and regulations Paying close attention to changes in regulatory requirements Enhancing safety management 嚴格遵守法律法規 關注監管要求變動 加強安全管理
Financial Institutions 金融機構	<ul style="list-style-type: none"> Good corporate credit rating and a good track record on financial stability with good loan repayment history Stable corporate growth <ul style="list-style-type: none"> 良好的企業信用，具備償貸往績記錄的財務穩定性良好往績紀錄 穩定的企業增長 	<ul style="list-style-type: none"> Financial reports and announcements Site visits Direct communication <ul style="list-style-type: none"> 財務報告及公告 實地考察 直接溝通 	<ul style="list-style-type: none"> Timely repaying loans Maintaining good business relations <ul style="list-style-type: none"> 按時償還貸款 保持良好的業務關係
Communities/Public 社區／公眾	<ul style="list-style-type: none"> Contribution to the society and community Provision of employment opportunities <ul style="list-style-type: none"> 貢獻社會及社區 促進就業 	<ul style="list-style-type: none"> Community service Charity activities News and announcements Information disclosure <ul style="list-style-type: none"> 社區服務 慈善活動 新聞及公告 信息披露 	<ul style="list-style-type: none"> Actively assuming corporate social responsibility Stable operations to provide employment opportunities 積極承擔企業社會責任 穩定經營提供就業崗位

Materiality Assessment

To comprehensively assess the impact of ESG factors on the Group's sustainable performance and management priorities, the Group conducts ongoing communication through stakeholder surveys and other means to identify sustainable issues that may have a material impact on the Group on a systematic basis. We have methodically categorised the identified key issues into three main areas, namely Environmental, Social and Governance, in accordance with the classification framework of the ESG Reporting Guide. We have also conducted quantitative assessments and prioritised these issues in accordance with the principle of materiality, thereby clarifying the key areas and specific directions for future management.

重要性評估

為全面評估ESG因素對集團可持續表現及管理優先級的影響，集團透過持份者問卷調查等方式，持續開展溝通並系統識別可能對集團產生實質影響的可持續議題。根據《環境、社會及管治報告守則》的分類框架，我們已將所識別的關鍵議題系統性地歸納為環境、社會及管治三大範疇，並依循重要性原則對各議題進行量化評估與優先級排序，從而明確未來管理的重點領域與具體行動方向。

Step 1: Identify Material Sustainability Issues

第一步：識別重大可持續議題

To identify and establish a list of 24 key issues based on the Group's business substance, requirements of the Listing Rules, domestic carbon emission policies and reduction targets, international reporting standards, and the latest industry trends in sustainable development.

結合本集團的業務實質、上市規則要求、國內碳排放政策及減排目標、國際匯報標準以及行業可持續發展的最新趨勢，我們確立並建構了包含24項關鍵議題的清單。

Step 2: Communicate with Key Stakeholders

第二步：與主要持份者溝通

To invite internal and external stakeholders of the Group to score and prioritise each issue through questionnaires.

透過問卷調查的形式，邀請集團內外部持份者對各項議題進行評分與優先排序。

Step 3: Analyse and Validate

第三步：分析及驗證

To conduct an integrated analysis and cross-verification of the scores of various material issues, taking into account the results of the stakeholder survey and interviews with management.

綜合持份者問卷調查結果及管理層的訪談意見，對各項重要議題的評分進行整合分析與交叉驗證。

The Group will continue to improve the effectiveness of ESG management, actively respond to the demands of stakeholders, implement corresponding mitigation measures for the identified risks, and inform stakeholders of the implementation progress and results based on the above assessment results.

Protecting Green Development

The Group has fully recognising the systematic impacts of environmental and climate change issues, in conducting its business and operational activities, strictly complied with applicable environmental laws and regulations where it operates. For the list of major laws and regulations which the Group shall comply with, please refer to “Major Laws and Regulations to be Complied with” in Appendix 1. The Group did not receive any report or complaint on any significant breaches of environmental laws and regulations during the Reporting Period.

Environmental Management Framework

Considering environmental protection as one of its important corporate responsibilities, the Group actively incorporates environmental risk management into its corporate governance and internal control systems. The Group proactively prevents climate and environmental risks through a systematic environmental risk prevention and control system, demonstrating its commitment to green operation through concrete actions. We continuously improve the environmental management framework, optimise the climate governance strategies, strengthen climate risk management, and actively address climate change challenges by establishing and consistently tracking climate-related targets.

To effectively enhance the capabilities of the enterprise and each department in responding to environmental incidents, the Group adheres to the guiding principle of “pragmatism and feasibility” by actively formulating and implementing the Environmental Hidden Danger Investigation and Management System and the Emergency Plan for Environmental Incidents. A systematic environmental risk management system was established to take into account three dimensions, namely incident prevention, incident response, and post-incident management. Such system clarifies the division of responsibilities for ecological and environmental protection, systematically identifies, assesses and manages environmental hidden dangers, thereby establishing a closed-loop management mechanism to ensure effective prevention, rapid response and efficient handling of environmental incidents.

集團將繼續依據上述評估結果，持續提升ESG管理效能，積極回應各持份者訴求，針對已識別的風險推動實施相應緩解措施，並向持份者通告相關執行進展與成果。

保障綠色發展

本集團充分認知環境及氣候變化議題所帶來的系統性影響，在各項業務及經營活動中，嚴格遵循營運所在地適用的環境相關法律法規。關於本集團遵循的主要法律法規清單，請參閱附錄1：「須遵循的主要法律法規」。本報告期內，集團未收到任何關於嚴重違反環境法律法規的舉報或投訴。

環境管理框架

集團將環境保護視為企業的重要責任之一，積極將環境風險管理納入公司治理與內部控制體系。集團透過系統化的環境風險防控制度主動防範氣候與環境風險，以實際行動履行綠色運營承諾。我們持續完善環境管理框架，優化氣候治理策略，加強氣候風險管理，並通過設定和持續追蹤氣候目標，積極應對氣候變化挑戰。

為切實提高企業及各部門應對突發環境事件的能力，集團本著「實事求是，切實可行」的指導方針，積極制定並實施《環保隱患排查治理制度》及《突發環境事件應急預案》，從事前預防、事中響應及事後處置三個維度系統構建環境風險管理體系，明確生態環境保護責任分工，系統開展環保隱患的識別、評估與治理，形成閉環管理機制，以確保對突發環境事件實現有效預防、快速響應與高效處置。



Incident Prevention

事前預防

- Implement a regular inspection and equipment maintenance responsibility system, and maintain key positions and dedicated personnel for environmental risk prevention and control at critical links to ensure the effective implementation of control measures.
- 推行定期巡檢與設備維護制度，並在關鍵環節設定環境風險防控重點崗位與專責人員，確保管控措施落實到位。
- Utilise existing resources to enhance routine training and drills, and make active preparation for emergency responses.
- 利用現有資源，加強日常培訓及演練，積極做好應對準備。

Incident Response

事中響應

- Establish an environmental incident emergency response mechanism and a dedicated emergency response team, and maintain timely communication and collaboration with people's governments, emergency management bureaus, environment and ecology bureaus, firefighting services and hospitals, and other authorities and units in the jurisdiction where we operate for ensuring that we are able to make rapid emergency response to and take timely actions against environmental incidents when they occur.
- 建立環境事件應急處置機制及專責應急工作小組，並與營運所在地的人民政府、應急管理局、生態環境局、消防大隊及醫院等單位保持及時溝通與協作，確保在突發環境事件發生時能夠迅速啟動應急響應，及時開展相應處置工作。

Post-incident Management

事後處置

- General or relatively large environmental incidents: The emergency response team of the Company shall timely organise on-site manpower to make proper response at the incident site.
- 一般或較大突發環境事件：由公司應急工作小組及時組織場內力量對事故現場進行妥當處置。
- Major or particularly major environmental incidents: The emergency response team of the Company shall timely organise on-site manpower to make proper response at the incident site while rapidly analysing, collecting and compiling information on the hazards arising from the incident, and shall request rescue from relevant authorities and units.
- 重大或特別重大突發環境事件：公司應急工作小組及時組織力量對事故現場進行妥當處置，同時迅速分析、收集和匯總事故發生危害的情況，請求相關部門及單位進行救援。
- Emergency response plan: ▶ site control ▶ site investigation ▶ personnel evacuation and rescue ▶ emergency monitoring ▶ determination of emergency response plan ▶ designation of alert zone and dissemination of information ▶ incident tracking and dynamic reporting
- 應急處置方案：▶ 現場控制 ▶ 現場調查 ▶ 人員疏散與救援 ▶ 應急監測 ▶ 確定應急處置方案 ▶ 警戒區域劃定及消息發佈 ▶ 事件跟蹤及動態匯報

In order to further enhance the environmental risk management with a systematic and forward-looking approach, and to establish a comprehensive and efficient environmental management and emergency response system, the Group has set up two dedicated teams, which are respectively in charge of regular environmental risk prevention and control and emergency response to environmental incidents:

為進一步提升環境風險管理的系統性與前瞻性，並構建完備、高效的環境管理與應急處置體系，集團已設立兩大專責小組，分別負責常態化環境風險防控及突發環境事件的應急處置工作：

Leadership Team for Environmental Hidden Danger Investigation, Elimination and Monitoring
環保隱患排查、治理、監控領導小組

Main Responsibilities:
主要職責：

- **To act in line with environmental protection policies and systems:** It strictly enforces all national policies, laws, regulations and standards relating to environmental protection, and fully implements the environmental protection management regulations of the Group.
- **貫徹環保方針與制度：**嚴格執行國家有關環境保護的各項政策、法律法規及標準，全面落實集團環境保護管理規定。
- **To advance clean production and pollution prevention and control:** It actively applies advanced technologies to control and prevent environmental pollution and ecological damage, advancing clean production and facilitating green development.
- **推動清潔生產與污染防控：**積極應用先進技術，控制與防治環境污染及生態破壞，推動清潔生產，促進綠色發展。
- **To maintain environmental quality and safety:** It continuously improves the quality of the production environment of the Group, and strengthens environmental risk control, ensuring environmental safety.
- **維護環境品質與安全：**持續改善集團生產環境質量，加強環境風險管控，保障環境安全。
- **To build a sustainable development enterprise:** It strives to build a “resource-conserving and eco-friendly” enterprise in a bid to achieve the coordination and unification of economic benefits, social benefits and environmental benefits.
- **建設可持續發展企業：**致力構建「資源節約型、環境友好型」企業，實現經濟效益、社會效益與環境效益的協同統一。

Environmental Emergency Response Team
環保應急工作小組

Main Functional Teams:
主要分工組別：

Emergency Response Office, Rescue Team, Evacuation, Quarantine and Security Team, Logistics Support and Emergency Transport Team, Environmental Monitoring Team, Medical Aid Team, Post-Incident Management Team
應急辦、搶險救援組、疏散隔離和警戒保衛組、後勤保障和應急運輸組、環境監測組、醫療救護組、善後處理組

Emission Management

As the Group is mainly engaged in the MPCM of biologics which does not involve industrial fuel consumption and related direct emissions, its operating activities do not have significant impacts on the environment.

The Group remains committed to the goal of building a green, efficient and sustainable operation and maintenance system. By leveraging systematic equipment management, intelligent monitoring platform and refined energy consumption control, it continuously improves energy utilisation efficiency while minimising environmental impacts during its operations.

- **Dynamic Environmental Monitoring System**
In order to effectively manage and control the risk of organic solvent vapours during our warehousing operations, the Group has equipped and used an online organic solvent vapour monitoring system in its warehouses to monitor real-time concentration and record data of the atmospheric environment. The system has prescribed stringent concentration control thresholds. When the monitoring values reach the preset alarm thresholds, the system will automatically activate the fan for extraction, and transported the vapours containing organic solvents to a dedicated exhaust treatment device for purification. This ensures that the vapours are discharged to the external environment only after they are being treated up to the relevant emission standards.
- **Fully Integrated Energy-saving Environmental Control**
The Group follows the principle of refined energy management and implements targeted energy-saving measures depending on the operational characteristics of office spaces, warehouses, and production areas. To ensure that human albumin, our core product, is stored at all times under the required and controlled temperature conditions, we have constructed cold chain warehouses that comply with relevant standards. They are equipped with an advanced temperature control system to ensure the continuous and stable control of the storage environment. Meanwhile, the Group continues to promote the upgrades and optimisation of cold-chain equipment by monitoring energy consumption data in real-time and keeping up with the development of energy-saving technologies. For the production process, we systematically improve energy use efficiency by promoting the optimisation of production patterns, implementing centralised production and intelligent shift schedules, achieving the coordinated development of operational and environmental protection goals.

排放管理

由於本集團主要從事生物製品的營銷、推廣及渠道管理業務，不涉及工業燃料消耗與相關直接排放行為，因此經營活動不會對環境造成重大影響。

本集團堅持以構建綠色、高效、可持續的運維體系為目標，透過系統性的設備管理、智能化監控平台及精細化能耗管控，持續提升能源利用率，將營運過程中的環境影響盡量控制在最低水平。

- **動態環境監控系統**
為有效管控倉儲環節的有機溶劑氣體排放風險，本集團已於倉庫完成有機溶劑氣體在線監測系統的鋪設與投用，對倉庫內部大氣環境進行實時濃度監控與數據記錄。系統設有嚴格的濃度控制閾值，當監測數值達到預設的報警閾值時，系統將自動聯動啟動風機進行抽排，將含有機溶劑的廢氣輸送至專用廢氣處理設施進行淨化處置，確保廢氣經處理達到相關排放標準後，再排入外部環境。
- **全鏈路節能環境管控**
本集團遵循精細化能源管理原則，依據辦公場所、倉儲及生產區域的不同運營特點，實施針對性的節能措施。為確保核心產品人血白蛋白一直存儲在規定及受控的溫度環境下，我們已建成符合相關標準的冷鏈倉庫，配備先進的溫控系統，確保存儲環境持續穩定受控。同時，集團通過實時監測能耗數據並追蹤節能技術發展，持續推進冷鏈設備的升級與優化。在生產環節，我們通過推行生產模式優化、實施集中生產與智能排班等策略，系統性提升能源使用效率，實現運營與環保目標的協同發展。

➤ Standardised Energy-saving Office Configuration

To underpin the consistent improvement in energy utilisation efficiency and steadily achieve the goal of sustainable operation, the Group has been active in building an energy-saving system that combines equipment upgrades and intelligent control. It gradually promotes the application of high-efficiency and energy-saving office equipment and air-conditioning systems by eliminating high-energy-consuming terminal equipment in an orderly manner, and promotes the transformation of the lighting system by using energy-efficient light fixtures and implementing regional and time-based control to effectively reduce ineffective energy consumption. In the meantime, the Group keeps on enhancing the awareness of energy and consumption conservation among all staff by installing energy-saving signs and carrying out regular environmental protection publicity and education activities, building a green office model featuring human-machine collaboration and integrated operation and maintenance.

➤ Intensive Vehicle Coordination Management

The Group adheres to the principle of green and low-carbon mobility. In its vehicle coordination management, the Group prioritises the use of purely electric vehicles and plug-in hybrid vehicles to systematically reduce the consumption of traditional fuel. For this purpose, it mainly integrates business travel needs, improves vehicle utilisation, scientifically plans travel time and routes to avoid repeated vehicle dispatch and empty running mileage. At the same time, the Group continuously optimises business processes, reduces unnecessary business travel, and actively promotes models such as online meetings and remote collaboration to reduce vehicle use for on-site business activities. In addition, it prioritises the use of public transportation for business travel in areas with convenient transportation, as well as advocates and encourages staff to use public transportation, such as undergrounds, buses and other means of transportation for commute, with the aim of fully implementing vehicle control and mobility optimisation measures.

➤ 標準化節能辦公配置

為助力能源利用效率持續提升，推動可持續運營目標穩步落地，本集團積極構建設備升級與智能管控相結合的節能體系。通過有序淘汰高能耗終端設備，逐步推廣應用高效節能型辦公設備及空調系統；推進照明系統改造，採用節能燈具，並實施分區域、分時段管控，有效削減無效能源消耗。與此同時，集團通過設置節能提示標識、開展常態化環保宣傳教育活動等方式，不斷強化全員節能節耗意識，構建人機協同、運維一體的綠色辦公模式。

➤ 集約化車輛統籌管理

本集團秉持綠色低碳的出行原則，在車輛統籌管理中優先選用純電動及插電式混合動力車型，以系統性降低傳統燃油消耗，主要透過整合公務需求、提高車輛利用率、科學規劃出行時間與路線，避免重複派車與空駛里程；同時持續優化業務流程，減少非必要商務差旅，並大力推廣線上會議、遠端協作等模式，減少因實地商務活動產生的車輛使用；此外，在交通便利地區的商務出行中優先選用公共交通，且倡導並鼓勵員工通勤採用地鐵、巴士等出行方式，全面落實車輛管控與出行優化措施。

➤ Preventive Greenhouse Gas Control

To continuously improve indoor air quality and create a fresh, healthy and comfortable working environment, the Group has installed air purifiers in its office spaces. Meanwhile, the Group also pays attention to the potential greenhouse effect of refrigerants. To actively respond to the national goal of “dual carbon” and improve environmental benefits, it has taken a series of energy-saving and consumption-reducing measures in the daily operation and management of equipment, including setting the optimum operating temperature of equipment to lower consumption, implementing power classification management based on the operating hour of equipment, and installing smart automated control devices to achieve the timely turn-off and efficient operation of equipment. Through the measures above, the Group not only ensures indoor environmental quality, but also systematically controls energy use and the relevant greenhouse gas emissions, promoting green office work and sustainable development.

➤ Building A Paperless Office Environment

To effectively promote energy conservation and emission reduction and implement the concept of sustainable office, as well as bring the concept of green and low-carbon office into practice, the Group vigorously promotes the digital transformation of office processes. It actively integrates and utilises diversified office software and collaborative management platforms to build an online operation model covering the entire processes of document editing, process approval, document archiving and storage, improving the overall efficiency of internal operations and reducing the generation and consumption of paper-based documents. Meanwhile, the Group imposes on employees the explicit requirements of prioritising the use of double-sided printing to minimise paper usage and consumption, indirectly reducing energy input and resource waste in the paper production chain.

➤ Management of Wastewater and Experimental Waste Liquids

The wastewater generated by the Group’s operations was primarily experimental waste liquids from workshop testing and laboratory inspections. The Group strictly adheres to relevant environmental protection regulations, and only uses the automated sewage treatment system equipped in the industrial park where it operates for wastewater disposal. This system is equipped with key facilities such as biochemical reaction tanks and emergency holding ponds, and possesses comprehensive wastewater treatment and risk emergency response capabilities. This ensures that after undergoing standardised whole-process treatment, all indicators of wastewater meet national and local emission standards, thereby eliminating sub-standard discharges.

➤ 預防性溫室氣體管控

為持續優化室內空氣品質，營造空氣清新、健康舒適的工作環境，本集團於辦公場所配置空氣淨化設備。同時，集團亦關注製冷劑可能帶來的溫室效應影響，為積極響應國家「雙碳」目標並提升環境效益，於日常設備運行管理中採取一系列節能降耗措施，包括：設定設備最佳運行溫度以降低能耗、依據設備運行時長實施功率分級管理、安裝智能自動控制裝置，實現設備的適時關停與高效運轉等。藉由上述舉措，集團在保障室內環境品質的同時，系統性地控制能源使用與相關溫室氣體排放，推動綠色辦公與可持續發展。

➤ 無紙化辦公環境建設

為切實推動節能減排與可持續辦公理念落地，踐行綠色低碳辦公理念，大力推進辦公流程數字化轉型。本集團積極整合運用多元化辦公軟體及協同管理平台，構建覆蓋文件編輯、流程審批、歸檔存儲等全鏈條的線上運行機制，實現內部運作效率的整體提升，減少紙質文件的產生與消耗。同時，集團明確要求員工優先採用雙面打印模式，最大限度控制紙張耗用，間接降低紙張生產鏈路中的能源投入與資源浪費。

➤ 廢水與實驗廢液管理

本集團營運環節產生的廢水，主要為車間相關試驗作業及實驗室檢測工作所產生的實驗廢液。集團嚴格遵循環境保護相關法規要求，統一使用營運所在園區配備的自動化污水處理系統進行廢水處置。該系統配備生化反應池、應急池等關鍵設施，具備完善的廢水處理與風險應急能力，可保障廢水經全流程規範處理後，各項指標均符合國家及地方規定的排放標準，杜絕未達標排放行為。

Waste Gas and Greenhouse Gas (“GHG”)

The waste gases generated during the operations of the Group are mainly from the use of fuel in vehicles and the potential vaporisation of organic solvents from our warehouse operations. The GHG emissions mainly arise from the exhaust gas generated from the fuel consumption in transportation by vehicle, Hydrofluorocarbons (“HFC”) emissions from the operation of refrigeration facilities, energy consumed from purchased electricity, sewage treatment, paper disposal and business air travel of employees.

廢氣及溫室氣體

集團運營過程中產生的廢氣，主要為車輛使用燃料所排放的廢氣，以及倉庫運營過程中可能釋出的有機溶劑氣體；溫室氣體排放主要來源於車輛交通運輸消耗燃油產生的廢氣、製冷設備運行產生的氫氟烴排放、外部採購電力對應的能源消耗、污水處理環節、廢紙處理環節，以及僱員搭乘飛機出差產生的排放。

Performance Table of Vehicle Exhaust Emissions

車輛廢氣排放績效表

Type of Emission	排放物類型	Emissions (kg)		Emission Intensity (kg/number of employees)		Change in Intensity (%)
		2025	2024	2025	2024	
NO _x	氮氧化物	5.8428	5.6615	0.0224	0.0195	15
SO _x	硫氧化物	0.2152	0.1898	0.0008	0.0007	26
Particles	顆粒物	0.5315	0.5672	0.0020	0.0019	4

Note: The calculation method and coefficient are from the Technical Guide for Compiling Emission Lists of Air Pollutants from Road Vehicles (Trial)

附註：計算方法及系數來源於《道路機動車大氣污染物排放清單編製技術指南（試行）》

Performance Table for GHG Emissions

溫室氣體排放績效表

Source of Emissions	排放源	CO ₂ Emissions (Tonnes)		Emission Intensity (Tonnes/number of employees)	
		2025	2024	2025	2024
Scope 1 範圍1	From vehicle fuel for road transport 源自公路運輸的汽車燃料	39.07	34.33	0.1497	0.1180
	From air conditioning 源自空調	43.13	-	0.1652	-
Scope 2 範圍2	From purchased electricity 源自購電	454.24	782.45	1.7404	2.6888
Scope 3 範圍3	From paper disposal 源自處理廢紙	5.46	9.61	0.0209	0.0330
	From electricity used for sewage treatment 源自處理污水所用電力	0.55	0.29	0.0021	0.0010
	From business air travel by employees 源自僱員搭乘飛機出差	168.80	208.71	0.6467	0.7172

Notes:

1. The calculation methods and coefficient are from the Guide on How to Prepare Environmental, Social and Governance Reports;
2. GHG is presented as CO₂ equivalent;
3. During the Reporting Period, the fuel use by the Group's vehicles increased as compared with the same period of last year, mainly due to the increase in the delivery services for the Group's products, resulting in an increase in the use of official vehicles.
4. During the Reporting Period, the consumption of the Group's refrigerants increased as compared with the same period of last year, mainly due to the refrigerants used in air purifiers were not included in the previous year, and refrigerant R410-A was re-added to the relevant equipment in 2025.
5. During the Reporting period, the CO₂ emissions from the purchased electricity of the Group decreased as compared with the same period of last year, mainly due to the update of the average CO₂ emission factors for electricity.
6. During the Reporting Period, the sewage discharge increased as compared with the same period of last year, mainly due to the fact that the Group conducted aseptic simulation trials, resulting in a significant increase in water demand and a corresponding rise in wastewater discharge.
7. During the Reporting Period, the CO₂ emissions from business air travel by employees decreased as compared with the same period of last year, mainly due to the promotion of green office and online meeting by the Group, resulting in a decrease in business travel.

Guided by the goal of improving production efficiency and resource utilisation, the Group vigorously promotes the construction of centralised production, and continuously optimises the production work deployment and comprehensive production capacity. To effectively mitigate the impact of environmental pollution and GHG emissions, the Group comprehensively integrates the awareness of green emission reduction into all aspects of its business operations, and actively constructs a scientific and complete emission reduction target system. For details of the relevant target settings and planning, please see the section headed "Indicators and Objectives" in this report.

附註：

1. 計算方法及系數來源於《如何編備環境、社會及管治報告環境、社會及管治匯報指南》；
2. 溫室氣體以二氧化碳當量呈列；
3. 本報告期內，本集團車輛燃油使用較去年同期相比有所增加，主要因為本集團產品運輸服務有所增加，導致公務車輛使用增加。
4. 本報告期內，本集團製冷劑使用較去年同期相比有所增加，主要因為為上一年度未添加空氣淨化器使用的製冷劑，2025年度重新為相關設備添加製冷劑 R410-A。
5. 本報告期內，本集團源自購電的二氧化碳排放量相比有所減少，主要因為電力平均二氧化碳排放因子更新。
6. 本報告期內，污水排放量較去年同期相比有所增加，主要因為集團開展無菌模擬試驗，用水的需求量顯著增加，導致相應的污水排放量亦有所上升。
7. 本報告期內，因員工乘搭飛機出差產生的二氧化碳排放量與去年同期相比有所減少，主要原因是集團倡導綠色辦公，推廣線上會議，商務差旅減少。

本集團以提升生產效率與資源利用水平為導向，大力推動集中化生產建設，持續優化生產工作部署與綜合生產能力。為有效緩解環境污染與溫室氣體排放帶來的影響，集團將綠色減排意識全面融入業務營運的各個環節，主動構建科學完備的減排目標體系，相關目標設定與規劃內容，詳見本報告「指標及目標」章節。

Hazardous and Non-hazardous Waste

The Group always adheres to the principle of legal and compliant operation, and strictly complies with the relevant laws, regulations and normative documents relating to the prevention and control of environmental pollution by solid waste in the countries and regions where it operates. For the list of major laws and regulations which the Group shall comply with, please refer to “Major Laws and Regulations to be Complied with” in Appendix 1.

有害及無害廢棄物

本集團始終堅持依法合規經營原則，嚴格遵守經營所在國家及地區關於固體廢物污染環境防治相關法律、法規與規範性文件。關於本集團遵循的主要法律法規清單，請參閱附錄1：「須遵循的主要法律法規」。

Performance Table for Waste Emissions

廢棄物排放績效表

Type of Waste	廢棄物類型	Total Generation (Tonnes)		Intensity (Tonnes/number of employees)	
		2025	2024	2025	2024
Hazardous waste	有害廢棄物	6.55	11.37	0.025	0.039
Non-hazardous waste	無害廢棄物	11.47	10.15	0.044	0.035

During the year, in order to standardise the management of waste generated in the production and business activities of the Company, achieve effective storage and proper disposal, promote the recycling of waste, improve environmental sanitation, and control and eliminate incidents caused by hazardous waste, the Group has formulated and implemented the Waste Management System, establishing clear classification criteria and sorting and disposal procedures. All personnel in contact with waste must wear labour protection equipment as required and ensure taking good care of personal safety. Each department must place waste recycling facilities in necessary processes or places, and implement classified collection for hazardous waste, recyclable waste and non-recyclable waste. If on-site classification is not possible, waste shall first be collected at one place, then sorted and organised by batches before being transferred to designated storage areas for centralised management.

為規範管理本公司生產經營活動中產生的廢棄物，實現有效儲存與妥善處置，促進廢棄物再生利用，改善環境衛生，控制和消除危險廢棄物引發的事故，集團於本年度內制定並實施《廢棄物管理制度》，並設置明確的分類標準和分類處理程序。所有接觸廢棄物的人員，須依規定穿戴勞動防護用品，並做好自身安全防護。各部門須在必要工序或場所配置廢棄物回收設施，對危險廢物、可回收廢棄物與不可回收廢棄物實施分類收集。若現場無法直接分類，應先統一收集，批量分揀與整理後，轉運至指定存放區域集中管理。

The Group's hazardous waste was generated in the process of material production and inspection. The amount of chemicals used must comply with the industrial standard to ensure the quality of material. When collecting hazardous waste, a special label must be affixed to the obvious position of the packaging, which shall include the name of waste, date of generation, quantity, hazardous characteristics, generating unit and the corresponding safety disposal measures. At the same time, a special storage space shall be set up and managed by dedicated personnel to prevent misuse that could lead to danger or pollution. When the hazardous waste accumulated reaches a specified threshold, our warehouse shall report to the Sichuan Solid Waste Environmental Management Information System and contact a qualified professional agency for subsequent disposal.

The Group's non-hazardous waste was mainly domestic waste, wasted office supplies, and waste paper products in the office environment. For non-hazardous waste generated during the operations, we collectively hand them over to local municipal environmental sanitation department for collection and disposal. To ensure the systematic management and compliance treatment of all types of waste, the Group strictly follows the principles of classified collection and centralised disposal by uniformly deploying standardised classification and recycling facilities (including categories such as recyclables and other garbage) in the office area, and implementing a professional shredding and destruction process for discarded files containing sensitive information.

本集團有害廢棄物於材料製造及檢驗過程中產生，其中化學品的使用量須符合行業標準，以確保材料質量。收集危險廢物時，須在外包裝明顯位置貼附專用標識，內容應包括廢物名稱、產生日期、數量、危險特性、產生單位及相應安全處置措施等信息。同時，設立專用儲存空間並由專人負責管理，以防止誤取導致危險或污染。當危險廢物累積至規定存量後，由庫房於四川省固體廢物環境管理信息系統內完成申報，並聯繫具備資質的專業機構進行後續處理。

本集團無害廢棄物主要來源於辦公場所產生的生活垃圾、廢棄辦公用品、廢舊紙製品等。對於營運產生的無害廢棄物，我們統一交由當地市政環衛部門收集及處置。為確保各類廢棄物得到系統化管控與合規化處理，集團嚴格遵循分類收集、集中處置的原則，在辦公區域統一配置標準化分類回收設施（包括可回收物、其他垃圾等類別），並對涉及敏感信息的廢棄檔案，實行專業化碎紙銷毀流程。

The Group effectively reduces waste in its daily operations through the following measures: 集團於日常經營中，通過以下措施，有效減少廢棄物：

Source Reduction	Implementing paperless office and double-sided printing	Fully advancing the circulation and storage of electronic documents, and strictly implementing the double-sided printing regulations when paper must be used, so as to reduce paper consumption and related resource waste.
源頭減量	推行無紙化辦公與雙面打印	全面推進文件電子化流轉與存儲，並在必須使用紙張時嚴格執行雙面打印規範，以減少紙張消耗及相關資源浪費。
	Promoting the reuse of office supplies	Implementing centralised procurement and distribution of office supplies to avoid overstocking and waste of office supplies as a result of excessive procurement; encouraging the use of durable and reusable office equipment and stationery, such as pens with refills.
	推廣可重複使用辦公用品	集中採購、統一分配辦公用品，避免過度採購導致辦公用品積壓、廢棄；鼓勵使用耐用、可循環利用的辦公器材與文具，如可替換筆芯的筆等。
	Advocating employees to bring their own cups 倡導員工自帶水杯	Encouraging employees to reduce the use of disposable cups and cultivating low-carbon daily habits. 鼓勵員工減少使用一次性杯具，培養低碳日常習慣。
	Reducing unnecessary disposable plastic products	Gradually phasing out disposable supplies such as plastic cutlery and straws, and providing reusable and eco-friendly alternatives in the restaurants, coffee shops and other places under the management of the Group.
	減少非必要一次性塑料製品	在集團管理的餐廳、咖啡吧等場所，逐步淘汰塑料餐具、吸管等一次性用品，提供可重複使用的環保替代品。
	Enhancing maintenance of equipment and facilities	Conducting regular inspections, condition monitoring, and proactive maintenance of equipment and facilities to minimise waste caused by malfunctions, achieving a dual improvement in waste reduction at the source and operational stability.
	強化設備及設施的維護	定期檢修、狀態監控與主動保養設備及設施，最大限度減少因故障導致的廢棄物，實現廢棄物源頭減量與運營穩定性的雙重提升。

Waste Sorting	Establishing a standardised recycling mechanism	Collecting and sorting wastepaper, beverage cans, plastic bottles, metals and other recyclable waste generated in the office area by the cleaning staff to ensure effective recycling and reuse of resource.
分類處理	建立規範化回收機制	將辦公區域產生的廢紙、飲料罐、塑料瓶、金屬等可回收廢棄物，由清潔人員統一收集並進行處理，確保資源有效回收與循環利用。
Procurement Optimisation	Prioritising the purchase of environmentally friendly products	Paying attention to the recyclability and degradability of items, giving priority to the use of degradable paper bowls, paper cups and other products that meet environmental protection standards as alternatives to traditional plastic products, thereby reducing resource consumption and environmental burden, and systematically promoting the construction of a green supply chain.
優化採購	優先選購環保產品	關注物品的可循環利用及可降解性，優先選用符合環保標準的可降解紙碗、紙杯等替代傳統塑料製品，以減少資源消耗與環境負擔，系統推動綠色供應鏈建設。
Resource Utilisation	Internal recycling	Reusable office supplies (such as discarded document folders and file boxes, etc.) should be reassigned for use after cleaning and sorting to extend their life cycle and reduce the demand for new purchases.
資源利用	內部回收利用	對可重複使用的辦公用品(如廢棄文件冊、檔案盒等)，經清潔整理後重新配置使用，延長物品使用週期，減少新購需求。
Awareness Promotion	Practising the concept of low-carbon environmental protection	Strengthening environmental education and training, standardising employees' work processes and daily behaviors, and reducing the abnormal increase in waste due to human errors.
意識宣導	踐行低碳環保理念	加強環保教育與培訓，規範員工的工作流程和日常行為，減少因人為失誤導致的廢棄物異常增加。

The Group did not receive any report or complaint on any significant breaches of waste-related laws and regulations during the Reporting Period.

本報告期內，本集團並無接獲任何有關嚴重違反廢棄物相關法律及法規的舉報或投訴。

Use of Resources

Performance Table for Energy and Water Consumption

資源使用

能源及水消耗績效表

Type of Energy/Resource	能源/資源類型	Total Consumption		Intensity	
		2025	2024	2025	2024
Electricity (KWH)	電力(千瓦時)	1,837,527.70	1,488,397.49	7,040.34	5,114.77
				KWH/capita 千瓦時/人	KWH/capita 千瓦時/人
Unleaded Petrol (Tonnes)	無鉛汽油(噸)	10.85	9.17	0.04	0.03
				tonnes/capita 噸/人	tonnes/capita 噸/人
Diesel (Tonnes)	柴油(噸)	-	0.41	-	0.00
					tonnes/capita 噸/人
Water (m ³)	水(立方米)	8,664.03	7,890.91	33.20	27.12
				m ³ /capita 立方米/人	m ³ /capita 立方米/人

The Group's operational water resources are mainly used for water use in office, process water for workshop tests, water use in laboratories and purified water. The Group currently has no difficulty in obtaining water sources. During the Reporting Period, the total water consumption of the Group significantly increased compared with the same period of last year, primarily due to the fact that the Group conducted aseptic simulation trials during the year, resulting in a significant increase in water demand and a corresponding rise in wastewater discharge. The electricity consumption significantly increased compared with the same period of last year, mainly due to the fact that the cold chain warehouse under the Group's logistics segment, located in Chengdu, was officially put into operation. To ensure the continuous operation of its cold chain insulation system, temperature control equipment and related supporting facilities, the overall electricity demand significantly increased compared with previous years.

The Group attaches great importance to water resource conservation and efficient utilisation, and continuously implements water-saving management measures by posting water-saving signs and promoting water conservation, which strengthened the water-saving awareness of all employees. In the future, the Group will continue to focus on the research and development and innovation, practical application and promotion of water saving technologies, and implement multi-dimensional water saving control measures, including the installation of efficient water saving devices such as sensor taps and dual flush toilets to reduce daily water consumption; meanwhile, the Group will actively explore the pathways for recycled water reuse, and build a scientific and efficient water recycling model to effectively reduce the consumption of water resources in the course of operations and fulfill the corporate responsibility for green and sustainable development.

本集團的營運水資源主要應用於辦公場所用水、車間試驗工藝用水、實驗室用水及純化水等環節。目前，本集團在水源獲取方面暫無問題。本報告期內，集團總耗水量較去年同期顯著上升，主要因為集團於本年度內開展無菌模擬試驗，用水的需求量顯著增加，導致相應的污水排放量亦有所上升。耗電量與去年同期相比顯著上升，主要因為本集團物流板塊旗下位於成都的冷鏈倉庫正式投入運營，為確保其冷鏈保溫系統、溫控設備及相關配套設施的持續運行，整體用電需求較往年顯著增加。

本集團高度重視水資源節約與高效利用工作，持續實施節水管理措施，通過設置節水標識、開展員工節水宣導，強化全員節水意識。未來，集團將持續致力於節水技術的研發創新、實踐應用與推廣，實施多維度的節水管控措施，包括安裝感應式水龍頭、雙沖水式坐便器等高效節水裝置，降低日常用水消耗；同時積極探索再生水循環利用路徑，構建科學高效的水循環利用模式，切實減少營運過程中消耗的水資源，踐行企業綠色可持續發展責任。

The Group consumes a certain amount of raw materials and packaging materials in product manufacturing, transportation and sales. We always adhere to the core environmental protection concept of source control, aiming to effectively reduce the total resource consumption and the generation and discharge of pollutants. We integrate the concept of sustainable development throughout the entire life cycle of products and services, promoting the deep integration of green procurement and sustainable production. In the material selection process, we comprehensively consider factors such as regulatory compliance, product quality, cost, environmental friendliness, and supply-chain collaboration, and give priority to the use of degradable materials and other green materials that meet the national quality standards to practically fulfill the main responsibility of environmental protection for enterprises.

Response to Climate Change

Governance

The Group integrates the concept of sustainable development deep into its corporate strategy and fulfills its emission reduction commitments through concrete action. The Group attaches great importance to climate change governance, systematically promotes the establishment of the climate change governance system, continuously improves the internal management mechanism, and sets clear goals for carbon emission management.

Being the highest level of responsibility and decision-making body for climate change-related matters, the Board of the Group comprehensively coordinates and supervises the Group's overall ESG work. To ensure the efficient implementation of the ESG work and communication across all levels, the Group has established a three-level governance structure consisting of the ESG leadership, ESG management, and ESG implementation levels (see the "ESG Governance Structure" section above for details).

本集團在產品製造、運輸及銷售的過程中消耗一定數量的原材料及包裝材料。我們始終恪守源頭管控的核心環保理念，以切實降低資源消耗總量、減少污染物產生與排放為目標，將可持續發展理念貫穿於產品與服務的全生命周期，推動綠色採購與可持續生產的深度融合。在材料選用環節，綜合考量法規符合性、產品品質、成本、環境友善性、供應鏈協同等因素，優先採用符合國家質量標準的可降解材料及其他綠色環保材料，切實履行企業環境保護主體責任。

應對氣候變化

管治

本集團將可持續發展理念深度融入企業戰略，切實履行企業的減排承諾。集團高度重視氣候變化管治工作，系統推進氣候變化治理體系建設，持續完善內部管理機制，並設立明確制訂碳排放管理目標。

集團董事會作為氣候變化相關事務的最高決策機構，全面統籌監督集團整體ESG工作的開展。為保障ESG工作高效落地、層級貫通，本集團已建立由ESG工作領導層、ESG工作管理層與ESG工作實施層構成的三級治理架構(詳見前文「ESG管治架構」章節)。

To further improve the professional capacity of the Board in climate management, the Group will invite external professional institutions to provide special training on climate change-related topics for the Board, supporting members of the Board in keeping abreast of the latest guidance developments and industry response strategies in the field of climate change, and continuously strengthen the Board's professional understanding and decision-making competence on climate issues.

Up to now, the Group has not incorporated climate-related considerations into its remuneration incentive policy system. Given the relief arrangements granted by the Stock Exchange, including the Reasonable Information Relief, the Capabilities Relief and the Financial Effects Relief, the Report does not provide detailed data on financial effects quantification and climate scenario analysis in relevant sections, and mainly elaborates in a qualitative approach instead. At the same time, the Group has not formulated any specific climate transition plan. In the future, the Group will keep on strengthening relevant capacity building, gradually improve systems and supporting measures, and continue to increase the completeness and refinement of information disclosure in subsequent reports.

為進一步提升董事會氣候管理專業能力，集團將邀請外部專業機構為董事會提供氣候變化相關主題專項培訓，協助董事會成員及時掌握氣候變化領域最新指引動態、行業應對策略，持續強化董事會對氣候議題的專業理解與決策勝任力。

截至目前，本集團尚未將氣候相關考量因素納入薪酬激勵政策體系。基於聯交所寬免安排（包括合理資料寬免、能力寬免及財務影響寬免），本報告於財務影響量化、氣候情景分析等相關章節暫未提供詳細數據，主要以定性方式進行闡述。同時，集團目前尚未制訂具體的氣候轉型計劃。未來，集團將持續強化相關能力建設，逐步完善制度與配套措施，並於後續報告中持續提升資訊披露的完整性與精細度。



Strategy

Identification of Climate Risks

With the growing domestic and global concern about climate change issues, the Group is fully aware of the importance of the climate risks associated with its business. The Group continuously conducts systematic assessments of the impacts of climate-related risks and opportunities at the operational and value chain levels. In the assessment of the year, based on our business characteristics and with reference to international mainstream climate change trend projections and external professional opinions, we have further identified and reviewed the potential impacts of climate-related risks and opportunities on the Group's operations and financial position in the short term (within 3 years), medium term (3-5 years) and long term (over 5 years).

策略

氣候風險識別

隨著國內及全球越來越關注氣候變化問題，本集團充分了解到與其業務相關的氣候風險的重要性。本集團持續對氣候相關風險與機遇在營運及價值鏈層面所產生的影響進行系統性評估。在本年度評估過程中，我們依據自身業務特點，參照國際主流的氣候變化趨勢預測及外部專業意見，進一步識別與梳理了氣候相關風險與機遇在短期(3年以內)、中期(3-5年)及長期(5年以上)對集團營運與財務狀況的潛在影響。

Risk Types 風險類別	Period Affected 影響時間	Impact on Business and Value Chain 對業務及價值鏈的影響	Potential Financial Impact 潛在財務影響	How to Deal with 應對方法
Physical Risk 實體風險				
Acute Risk	Short term	Power or water outages caused by natural disasters such as typhoons, floods, droughts, or extreme weather events, causing disruptions in daily operations and supply chains, and threatening employees' safety.	<ul style="list-style-type: none"> • Impairment of fixed assets • Increase in operating costs • Decline in operating income 	<ul style="list-style-type: none"> • The Group keeps vigilant on relevant weather warnings issued by the Meteorological Administration, and activates the emergency plan management system in the event that a natural disaster breaks out or an extreme weather event occurs, and requires employees to evacuate to safe shelters immediately; • Promoting heatstroke prevention knowledge and providing allowances to the employees on summer days with high temperature; • Inspecting the offices and warehouses on regular basis, conducting hidden danger investigation on water and electricity use and other crucial aspects, and promptly identifying and addressing potential risks; • Fully assessing factors such as material supply, production scheduling, and logistics distribution at decision stage of the procurement plan, reserving a scientifically reasonable buffer period for delivery schedules, effectively regulating the pace of procurement execution, and preventing the risk of supply chain disruptions caused by tight delivery schedule.
急性風險	短期	颱風、洪水、乾旱等自然災害或極端天氣事件造成的停電、停水，導致日常運營中斷、供應鏈中斷、員工安全受到威脅。	<ul style="list-style-type: none"> • 固定資產減值 • 運營成本增加 • 營業收入下降 	<ul style="list-style-type: none"> • 集團持續關注氣象局發佈的相關天氣預警，於自然災害爆發、極端天氣發生時啟動應急預案管理制度，並要求員工及時避難； • 夏季高溫天氣向員工宣導防中暑知識，提供高溫補貼； • 定期檢查辦公場所及倉庫環境，針對水電使用等關鍵環節開展安全隱患排查，及時識別並處置潛在風險； • 於採購方案確定階段，充分評估物料供應、生產排程及物流配送等因素，預留科學合理的交期緩衝空間，有效規範採購執行節奏，防範因交期緊張引發的供應鏈中斷風險。

Risk Types 風險類別	Period Affected 影響時間	Impact on Business and Value Chain 對業務及價值鏈的影響	Potential Financial Impact 潛在財務影響	How to Deal with 應對方法
Chronic Risk	Long term	Impact of the melting of glaciers caused by global warming, rising sea levels and other slight changes on the future product output, product storage and transportation, etc. The rising average temperature may lead to an increase in water consumption by employees, and additional cooling equipment may be required in office buildings or warehouses, resulting in an increase in overall energy consumption.	<ul style="list-style-type: none"> Decline in operating income Increase in operating costs 	<ul style="list-style-type: none"> Keeping vigilant on global warming, improving the work environment for employees, product transportation environment and warehouse storage environment; Using intelligent temperature control equipment to continuously monitor the environmental conditions in the space; Regularly inspecting and maintaining relevant facilities; Promoting the concept of water conservation, focusing on innovation, application and promotion of water-saving technologies, and installing water-saving devices.
慢性風險	長期	全球變暖導致冰川融化、海平面上升等慢性變化對未來產品產量、產品儲存運輸產生的影響等。 平均氣溫上升可能導致員工用水量增加，辦公樓或倉庫需增設製冷設備，導致整體能源消耗上升。	<ul style="list-style-type: none"> 營業收入下降 運營成本增加 	<ul style="list-style-type: none"> 持續關注全球變暖狀況，改善員工作業環境、產品運輸環境及倉庫儲存環境； 使用智能溫控設備，持續監測空間內的環境狀況； 定期對相關設施進行檢修及保養； 宣導節約用水理念，創新、應用及推廣節水技術，安裝節水裝置。

Transition Risk 過渡風險				
Policy and Regulatory Risk	Medium and long term	The tightening of regulatory requirements for the pharmaceutical industry, the launch of policies related to energy conservation and emission reduction and more stringent disclosure obligations on compliance and emission.	<ul style="list-style-type: none"> Increase in compliance costs 	<ul style="list-style-type: none"> Strengthening communication with regulatory authorities and agencies to timely understand and strictly comply with the changes in relevant regulatory laws and regulations, and ensuring operational compliance; Keeping an eye on the developments in national regulations and regimes related to sustainable development and climate change, and reporting any progress of compliance in subsequent reports; Continuing to advance the progress of the energy conservation and consumption reduction measures to reduce greenhouse gas emissions.
政策和法規風險	中長期	醫藥行業監管要求提升及節能減排相關政策出台，更嚴格的合規要求及排放信息披露義務。	<ul style="list-style-type: none"> 合規成本增加 	<ul style="list-style-type: none"> 加強與監管部門、機構的溝通交流，及時瞭解並嚴格遵守相關監管法律法規變動，保障經營合規； 持續關注國家可持續發展及應對氣候變化相關法規、制度動態，並會在其後的報告內載述任何合規進展； 繼續推進節能降耗措施，降低溫室氣體排放。

Risk Types 風險類別	Period Affected 影響時間	Impact on Business and Value Chain 對業務及價值鏈的影響	Potential Financial Impact 潛在財務影響	How to Deal with 應對方法
Technology Risk	Medium term	More market expectation on cleaner and environmentally friendly products or the complete replacement of the products of the Group by the products with new technology.	<ul style="list-style-type: none"> Decline in operating income 	<ul style="list-style-type: none"> Continuing to encourage research and development and innovation, keeping an eye on new development of the market and the launch of new products and technologies, and widely attracting talents.
技術風險	中期	市場期望產品更加潔淨環保，或本集團產品被新型技術產品完全取代。	<ul style="list-style-type: none"> 營業收入下降 	<ul style="list-style-type: none"> 持續鼓勵研發和創新，關注市場新動向，關注產品新技術的出現，廣汎吸納人才。
Market Risk	Long term	<p>More market attention to green products, the weakening market competitiveness of the Group's products resulting from the launch of similar but greener products, and the change of the values of resources such as electricity, fuel and water under the impact of climate change.</p> <p>Refusal of customers or communities to invest in or buy products from high-carbon emission enterprises for their poor image and consumers' comments which affects the enterprises' profitability and market shares.</p>	<ul style="list-style-type: none"> Increase in operating costs Decline in operating income 	<ul style="list-style-type: none"> Promptly adjusting the enterprise's operation and product service strategies to address the market's low-carbon needs, and establishing an efficient communication and feedback mechanism to understand customers' business needs; Continuing to encourage research and development and innovation, exploring green procurement sources, using green technology to produce green products, and maintaining core competitiveness with a high level of technology and professional production capacity over the years; Enhancing the promotion and management of energy conservation and emission reduction, prioritising the use of energy-saving equipment to reduce unnecessary energy consumption.
市場風險	長期	<p>市場對綠色產品愈加重視，更加綠色的同類產品出現使本集團產品市場競爭力降低，同時電力、燃料、水等資源價值隨氣候變化影響浮動。</p> <p>客戶或社群對於高碳排放企業有著較差的印象與評價，因此不投資或購買企業的產品，從而影響盈利及市場佔有率。</p>	<ul style="list-style-type: none"> 運營成本增加 營業收入下降 	<ul style="list-style-type: none"> 及時調整企業經營與產品服務策略，以應對市場低碳需求，建立高效溝通反饋機制，瞭解客戶業務訴求； 持續鼓勵研發和創新，探尋綠色採購道路，使用綠色技術生產綠色產品，以高技術水平與多年來的專業生產能力保持核心競爭力； 加強節能減排宣傳和管理，優先使用節能設備，減少非必要的能源消耗。

Risk Types 風險類別	Period Affected 影響時間	Impact on Business and Value Chain 對業務及價值鏈的影響	Potential Financial Impact 潛在財務影響	How to Deal with 應對方法
Reputational Risk	Long term	Failure to establish comprehensive information disclosure capabilities and a related data statistical management system in a timely manner may give rise to compliance disclosure risks and cause an adverse impact on the Group's reputation.	<ul style="list-style-type: none"> Decline in operating income Fewer financing channels 	<ul style="list-style-type: none"> Keeping an eye on relevant disclosure requirements on sustainable development and climate change, and strengthening the external communication channels for corporate social responsibility within the ambit of compliance requirements; Continuing to take measures to reduce carbon emissions, disclosing and promoting the contributions of the Group on ESG issues to the society, and calling for carbon reduction actions; Actively fulfilling corporate social responsibility to further enhance its brand image.
名譽風險	長期	若未能及時建構完備的信息披露能力與相關數據統計管理體系，可能引發合規性揭露風險，並對本集團聲譽造成不利影響。	<ul style="list-style-type: none"> 營業收入下降 融資渠道減少 	<ul style="list-style-type: none"> 關注可持續發展及氣候變化相關披露要求，在確保合規的基礎上，優化企業社會責任對外傳播渠道； 持續採取措施減少碳排放，向社會披露及宣傳集團於ESG方面的貢獻，呼籲減碳行動； 積極履行企業社會責任，進一步提升品牌形象。

Climate-related Opportunities

氣候相關機遇

Opportunity Types 機遇類別	Period Affected 影響時間	Impact on Business and Value Chain 對業務及價值鏈的影響	Potential Financial Effect 潛在財務影響	How to Deal with 應對方法
Resource Efficiency (using clean technology/energy)	Short term and medium term	The application of renewable energy and emerging technologies such as energy conservation and emission reduction provides enterprises with more cost-effective warehousing and logistics transportation solutions, helping enterprises reduce operating costs and total carbon emissions.	<ul style="list-style-type: none"> Decrease in operating costs 	<ul style="list-style-type: none"> Purchasing green energy to increase the proportion of clean energy use during the operation. Considering cold chain technology upgrades as a selection criterion for logistics partners to expand climate-resilient logistics services. Promoting the use of electric transport vehicles and green warehousing.
資源效率 (使用清潔技術/能源)	短期、中期	可再生能源應用、節能減排等新興技術的應用，為企業提供更多具成本效益的倉儲及物流運輸解決方案，協助企業降低營運成本，削減碳排放總量。	<ul style="list-style-type: none"> 運營成本下降 	<ul style="list-style-type: none"> 在運營過程中，採購綠色能源，提高清潔能源使用佔比。 篩選物流合作商時將冷鏈結束升級納入考慮因素，拓展氣候適應性物流服務。 推動電動運輸車、綠色倉儲的應用。



Opportunity Types 機遇類別	Period Affected 影響時間	Impact on Business and Value Chain 對業務及價值鏈的影響	Potential Financial Effect 潛在財務影響	How to Deal with 應對方法
Products and Services (growing market demand and structural changes)	Long term	Diseases or accidents that may be caused by extreme weather will increase the emergency reserve demand for first-aid drugs in medical institutions.	<ul style="list-style-type: none"> Increase in operating income 	<ul style="list-style-type: none"> Optimising resource allocation to meet market demand and consumer preferences, and promoting cooperation in emergency procurement to increase operating income.
產品和服務(市場需求增長和結構變化)	長期	極端天氣可能帶來的疾病或意外事故，將增加醫療機構對急救藥品的應急儲備需求。	<ul style="list-style-type: none"> 營業收入增加 	<ul style="list-style-type: none"> 合理配置資源，滿足市場需求及消費者偏好，推動應急採購合作，增加營業收入。
Market (sustainable financing)	Long term	All efforts and remarkable achievements made by the Group in the field of low-carbon energy conservation will effectively enhance its recognition in the sustainable capital market, increase more diversified financing channels, and strengthen its financial resilience and sustainable development ability.	<ul style="list-style-type: none"> Increase in financing channels available 	<ul style="list-style-type: none"> Closely monitoring the development of policies, actively identifying and proactively the Group's strategies to the supportive government policies and green development projects, and accelerating the Group's energy conservation, emission reduction, and green transformation process with the support of policies. Taking advantage of the government's tax incentives or financial subsidy policies to obtain corresponding financial support.
市場(可持續融資)	長期	集團在低碳節能領域所開展的各項工作及取得的顯著成效，將有效提升其在永續資本市場的認可度，拓寬更多元化的融資渠道，強化財務韌性與永續發展能力。	<ul style="list-style-type: none"> 融資渠道增加 	<ul style="list-style-type: none"> 密切監測政策動向，積極識別並主動對接政府各項支援性政策與綠色發展專案，借助政策支持加速推進集團節能減排與綠色轉型進程。 利用政府的稅收優惠或財政補貼政策，獲取相應的資金支持。



Risk Management

The Group considers climate-related risks as part of its risk management. By taking into account actual business conditions, industry analysis, and advices from external experts, it identifies potential risks and development opportunities arising from various climate-related risks. Based on feedback from all departments, it comprehensively assesses the likelihood of risks and opportunities occurring and their impact on the Company. Risks and opportunities are then prioritised and targeted response measures are formulated. The Group regularly monitors climate-related risks and progressively enhances its resilience to climate change.

- **Risk Identification**
Risk identification is conducted on a regular basis by collaborating with external consultants to analyse external policies and industry development trends, and identify climate-related risks and opportunities. A list of climate-related risks and opportunities is determined through internal communication meetings.
- **Risk Assessment**
Assessing the likelihood and severity of risks with a risk matrix to determine an integrated risk rating, thereby prioritising climate change risks and identifying significant risks.
- **Risk Response**
For identified significant risks, developing climate risk response measures to eliminate, reduce, or transfer the risks.
- **Risk Monitoring**
Continuously monitoring climate risks and opportunities, regularly updating the list of climate risks and opportunities, and ensuring that management receives regular reports on climate-related risks and opportunities.

風險管理

集團將氣候相關風險納入風險管理流程，結合實際業務情況、行業分析、外部專家建議等識別各類氣候相關風險帶來的潛在風險和發展機遇，根據各部門反饋綜合考慮風險和機遇發生的可能性及其對公司的影響程度，對風險和機遇進行優次排序，並制定針對性的應對舉措。集團定期監控氣候相關風險，逐步提高應對氣候變化的韌性。

- **風險識別**
定期開展風險識別工作，聯合外部顧問分析外部政策及行業發展趨勢，識別與相關的氣候相關風險與機遇。透過內部溝通會議，確定氣候相關風險與機遇清單。
- **風險評估**
評估風險的可能性及影響嚴重程度，使用風險矩陣確定綜合風險等級，從而確定氣候變化風險的優先級，並識別重大風險。
- **風險應對**
針對已識別的的重大風險，開展氣候風險制定應對舉措，消除、減少或轉移風險。
- **風險監控**
持續監控氣候風險與機遇，定期更新氣候風險與機遇清單，確保管理層得到定期氣候相關風險和機遇的匯報。

Indicators and Objectives

The Group has set targets for energy use, water use and waste management based on its conditions. For relevant indicators, please refer to the sections headed “Performance Table for Vehicle Exhaust Emissions”, “Performance Table for Greenhouse Gas Emissions”, “Performance Table for Waste Emissions” and “Performance Table for Energy and Water Consumption” above.

指標及目標

本集團已根據自身實際，針對能源使用、水資源使用及廢棄物管理設立目標。相關指標請查閱上述章節「車輛廢氣排放績效表」、「溫室氣體排放績效表」、「廢棄物排放績效表」及「能源及水消耗績效表」。

Areas 範疇	Objectives 目標
Greenhouse Gas Emissions 溫室氣體排放	Setting a target for greenhouse gas emissions, based on the year 2025, aiming to reduce the greenhouse gas emission intensity of Scope 1 and Scope 2 of the Group by 5% by 2028. Meanwhile, the Group actively responds to the national call for the “3060 Dual Carbon Goals”, aiming to achieve carbon peak by 2030 and carbon neutrality by 2060. 對溫室氣體排放設置目標，期望以2025年為基準年，截至2028年集團範圍一及範圍二的溫室氣體排放密度均下降5%。同時，集團積極響應國家「3060雙碳目標」號召，期望於2030年實現碳達峰，2060年實現碳中和。
Waste Management 廢棄物管理	Setting a target for waste generation, aiming to continuously control the generation of hazardous and non-hazardous waste in the coming years to reduce waste. 對廢棄物產生設置目標，期望在未來年度持續控制有害及無害廢棄物的產生，致力於減少廢棄物。
Energy Use 能源使用	Setting a target for fuel and electricity use, aiming to increase the use of new energy vehicles in the coming years, control the use of electricity in production and operation, and phase out high-energy consuming machines to reduce the Group’s energy use. 對燃油及電力使用設置目標，期望在未來年度增加新能源汽車的使用，控制生產營運中電力的使用，淘汰高耗能機器，以減少本集團能源使用。
Water Use 水資源使用	Setting a target for water use, aiming to optimise the use of water resources in the coming years to reduce the Group’s water consumption. 對水資源使用設置目標，期望在未來年度優化水資源使用，以減少本集團水資源消耗。

During the Reporting Period, the Group did not incur any capital expenditures, financing, or investment related to climate-related risks and opportunities, nor did it set an internal carbon price. For other cross-industry indicators, the Group has temporarily refrained from disclosing the amount and proportion of assets or business activities vulnerable to climate-related risks and opportunities, in accordance with the arrangement of Reasonable Information Relief.

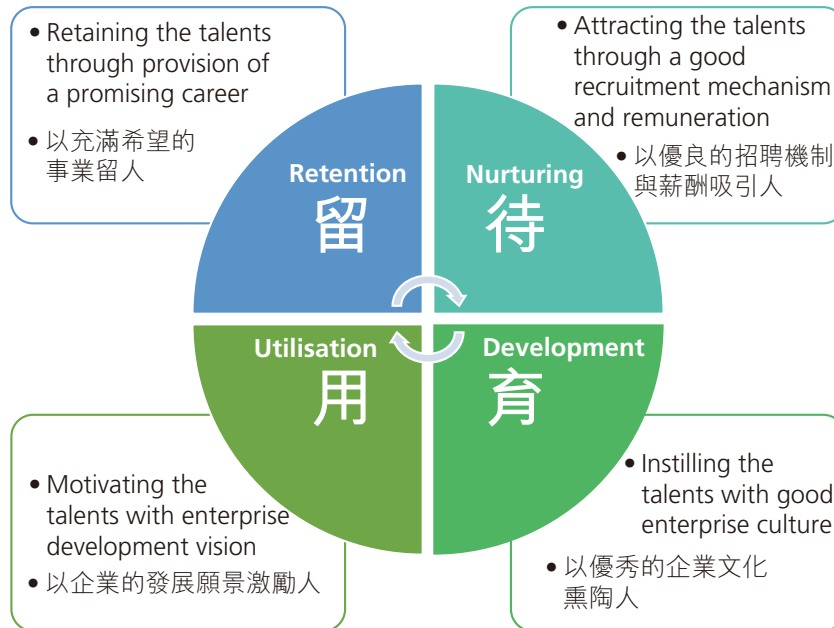
報告期內，集團並無與氣候相關風險及機遇相關的資本開支、融資或投資金額，亦未設定內部碳價格。對於其它跨行業指標，本集團依據合理資料寬免安排，暫不披露易受氣候相關風險與機遇影響的資產或業務活動的金額及佔比。

Building a Harmonious Workplace

The Group always adheres to the talent concept of “retaining the talents through provision of a promising career, attracting the talents through a good recruitment mechanism and remuneration, motivating the talents with enterprise development vision, and instilling the talents with good enterprise culture”. It regards employees as the key force to improve customer service quality and promote the sustainable business development. We are committed to providing employees with a favourable working environment, competitive remuneration and benefits, a sound incentive mechanism, and diverse growth opportunities. We highly value and fully respect the contributions and values of each employee.

共建和諧職場

本集團始終秉持「以充滿希望的事業留人，以優良的招聘機制與薪酬吸引人，以優秀的企業文化熏陶人」的人才理念，將員工視為提升客戶服務品質及推動業務可持續發展的關鍵力量。我們致力於為員工提供良好的工作環境、具競爭力的薪酬福利、完善的激勵機制與多元的成長機會，高度重視並充分尊重每位員工的貢獻與價值。



Talent philosophy of Sinco Pharma
興科蓉的人才理念

Protecting Employees' Rights and Interests

The Group strictly complies with the employment-related laws and regulations of the countries and regions in which it operates and conducts its business. For the list of the major laws and regulations that the Group complies with, please refer to Appendix 1: "Major Laws and Regulations to be Complied with". To strengthen compliance management, the Group has systematically formulated a series of internal systems based on national and local regulations, including the Employee Manual, Attendance and Leave System, Remuneration and Benefits System, Employee Code of Conduct and Reward and Punishment System, and Measures for Supervision and Management of Employee's Duties and Conducts, which expressly defined regulations on matters such as employee onboarding, personnel management, daily conduct, and expense reimbursement, providing employees with comprehensive and transparent behavioural guidance. During the Reporting Period, the Group did not receive any report or complaint on any significant breaches of any employment-related laws and regulations.

The Group is committed to creating a fair, diverse and inclusive working environment. It adheres to the principle of equal employment, providing equal employment opportunities for all job applicants and employees and prohibiting discrimination based on factors such as religious belief, nationality, marital status, gender, age or disability. It respects and embraces individual differences and actively recruits talents with relevant qualifications. The Group firmly opposes any forms of child labour and forced labour, and ensures compliance with national laws, regulations, and relevant internal policies in the recruitment and employment process. The establishment of all employment relationship is based on the voluntary and equal negotiation between both parties. Labour contracts are signed upon mutual agreement, and all rights and obligations pertaining to the signing, modification, discharge or termination of contracts are performed in accordance with the agreed terms, ensuring the regularity and stability of employment relations. The Human Resources Department of the Group strictly implements the identity verification procedure to ensure that all employed personnel are at least 18 years old and meet the statutory employment age requirements. At the same time, labour contracts explicitly stipulates that the employed personnel must guarantee that the personal information provided is true and accurate. If any concealment or provision of false information, the Group has the right to terminate the employment relationship in accordance with relevant rules and regulations.

員工權益保障

本集團嚴格遵守業務及營運所在國家與地區的相關僱傭法律法規。關於本集團遵循的主要法律法規清單，請參閱附錄1：「須遵循的主要法律法規」。為加強合規管理，集團依據國家及地方法規，系統制定了包括《員工手冊》、《考勤休假制度》、《薪酬福利制度》、《員工守則及獎懲制度》、《員工職務行為監督管理辦法》在內的一系列內部制度，對員工入職、人事管理、日常行為、費用報銷等事項作出明確規範，為員工提供全面、清晰的行為指引。於本報告期內，本集團並未接獲任何涉及嚴重違反僱傭相關法律法規的舉報或投訴。

本集團致力於營造公平、多元與包容的工作環境，堅持平等就業原則，為所有應聘者及員工提供公平的就業機會，不因宗教信仰、國籍、婚姻狀況、性別、年齡或殘疾等因素而區別對待，尊重並包容個體差異，積極招納具備相應資格的各方人才。集團堅決反對任何形式的僱傭童工和強迫勞動，按照國家法律法規及相關內部政策，確保招聘及僱傭流程的合法合規。所有勞動關係的建立都以雙方自願、平等協商為基礎，在達成一致意願後簽訂勞動合同，並依據合同約定履行有關簽訂、變更、解除或終止等各項權利義務，確保僱傭關係的規範與穩定。集團人力資源部嚴格執行身份核驗程序，確保所有受僱員工年滿十八周歲，符合法定就業年齡要求。同時，勞動合同中明確約定，受聘人員須保證所提交的個人資料真實、準確；如存在隱瞞或提供虛假信息的情形，集團有權依據相關規章制度解除勞動關係。

The Group actively builds a diversified talent introduction system by integrating the dual channels of open recruitment and special campus recruitment to widely attract industry talents and outstanding graduates. To ensure the professionalism and fairness of the talent selection process, we have formulated a rigorous and standardised recruitment management system, clearly prohibiting fraud, and ensuring that the overall qualifications of the selected candidates meet the job specifications and recruitment requirements. To continuously expand the breadth and depth of talent reserves, the Group has established an internal referral incentive mechanism, encouraging employees to actively recommend professional talents who agree with the Group's corporate culture. Employees who successfully refer talents will be awarded the "Staff Referral Award", enhancing the sustainability of talent development.

集團積極構建多元化的人才引進體系，通過整合社會公開招聘與校園專項招聘雙通道，廣泛吸納行業人才與優秀畢業生。為保障人才甄選過程的專業性與公正性，我們制定了嚴謹規範的招聘管理制度，明確禁止欺詐行為，確保入選人員的綜合素質符合崗位標準及招聘要求。為持續拓展人才儲備的廣度與深度，集團建立了內部推薦激勵機制，鼓勵員工積極推薦契合企業文化的專業人才，對成功引薦人才的員工頒發「內部推薦伯樂獎」，強化組織人才建設的可持續性。

Description of Employees

員工詳情

Description of employees	員工詳情	2025	2024
Workforce	員工總數	261	291
Employees by gender	員工性別分佈		
Male	男	104	117
Female	女	157	174
Employees by age	員工年齡分佈		
<30	<30	71	88
30-40	30-40	121	128
41-50	41-50	56	59
>50	>50	13	16
Employees by rank	員工職級分佈		
C-suite Leader	首席高管	2	2
Senior management	高級管理人員	8	8
Middle management	中級管理人員	77	80
Ordinary employee	普通員工	174	201
Employees by type	員工僱傭類型分佈		
Full-time	全職	261	289
Part-time	兼職	0	2
Employees by regions	員工地區分佈		
Mainland China	中國大陸	257	291
Singapore	新加坡	4	-



Employee Turnover

To ensure that employees' legitimate rights and interests are fully protected, the Group strictly adheres to the labour contracts and relevant laws and regulations of the place where it operates to formulate and implement a standardised employee termination management procedure covering various situations such as resignation and dismissal. In the course of an employee's exit procedure, a designated personnel is assigned to conduct an interview with him/her for thorough understanding about the reason(s) of leaving, and earnestly listen to their opinions and suggestions on the Group's operation management, corporate culture, team building and other aspects, which will serve as an important reference basis for continuous optimisation of management and employee experience.

員工流失

為確保員工合法權益得到充分保障，集團嚴格遵循勞動合同及營運所在地相關法律法規的規定，制定並執行標準化的員工離職管理程序，涵蓋辭職、解僱等多種情形。在員工辦理離職手續過程中，本公司會安排專人進行離職面談，系統了解其離職原因，認真聽取其對集團營運管理、企業文化、團隊建設等方面的意見與建議，作為持續優化管理、提升員工體驗的重要參考依據。

Employee turnover rate (%)	員工流失率(%)	26.81%
Turnover rate by gender (%)	按性別劃分的流失率(%)	
Female	女	32.02%
Male	男	19.00%
Turnover rate by age (%)	按年齡劃分的流失率(%)	
<30	<30	55.35%
30-40	30-40	16.87%
40-50	40-50	8.70%
>50	>50	27.59%
Turnover rate by type (%)	按僱傭類型劃分的流失率(%)	
Full-time	全職	26.91%
Part-time	兼職	0.00%
Turnover rate by regions (%)	按地區劃分的流失率(%)	
Mainland China	中國大陸	26.81%

Note: Turnover rate = (Number of employees departed during the Reporting Period/Average number of employees in the Reporting Period) x 100%

附註：流失率= (本報告期內離職員工人數/本報告期內平均員工人數) x 100%

Average number of employees in the Reporting Period = (Number of employees at the beginning of the Reporting Period + Number of employees at the end of the Reporting Period)/2

本報告期內平均員工人數= (本報告期初員工人數+本報告期末員工人數) / 2

Diversity

The Group actively promotes the diversification and equal development of the employee team, and expressly opposes and is committed to eliminating any form of discrimination and harassment in the workplace. We strictly comply with all laws and regulations related to employment management, including but not limited to the Special Rules on the Labour Protection of Female Employees and the Law on the Protection of Women's Rights and Interests of the PRC.

多元化

本集團積極推進員工團隊的多元化建設與平等發展，明確反對並致力於消除職場中任何形式的歧視與騷擾行為。我們嚴格遵循與僱傭管理相關的各項法律法規，包括但不限於《女職工勞動保護特別規定》及《中華人民共和國婦女權益保障法》。

In the process of personnel management such as recruitment and promotion, the Group adheres to the principle of “equal pay for equal work” and establishes a remuneration system commensurate with the position value and performance contribution. All personnel decisions are based on objective criteria such as business requirements, job qualifications, professional competence and work performance, ensuring that there is no unreasonable differential treatment due to factors such as age, gender, marital status, pregnancy, family responsibilities, disability status, race, nationality, and religious beliefs.

Labour Compliance

The Group adopts a zero tolerance policy on any form of child labour or forced labour. It strictly complies with relevant conventions of International Labour Organisation as well as the laws and regulations of the countries and regions where it operates, and has established a systematic prevention mechanism via rules and its implementation. The Employee Manual clearly states that child labour and forced labour are prohibited, which are red lines that can never be crossed. The Human Resources Department strictly verifies the authenticity of age and identity of newly recruited employees through multiple methods such as checking the original identity documents and onboarding registration information during the recruitment process. The Human Resources Department also conducts repeated reviews of retained employment information and data regularly to ensure rigorous controls and eliminate any loopholes.

Since its establishment, the Group has always maintained a zero child labour employment record. To prevent potential risks and fulfill the corporate social responsibility, we have formulated a systematic response plan to ensure that any instances of child labour, if identified, are addressed promptly and properly:

- Immediate termination of labour: stop the child workers from participating in any work activities at once and ensure that they leave the workplace.
- Health safeguarding and reporting obligations: report immediately to the local labour department, arrange a comprehensive health check-up and necessary treatment for the child workers in case of any occupational health damage. Relevant medical expenses will be borne by the Group.
- Safe return and guardianship handover: actively contact the guardians and make arrangements for the child workers' return to their original place of residence as soon as possible, and hand them over to their guardians. The transportation, accommodation and other expenses during this period will be borne by the Group.

在招聘、晉升等人事管理過程中，集團秉持「同工同酬」原則，構建與職位價值及績效貢獻相匹配的薪酬體系。所有人事決策均以業務需要、任職資格、專業能力與工作績效等客觀標準為依據，確保不因年齡、性別、婚姻狀況、懷孕、家庭責任、殘疾狀況、種族、國籍、宗教信仰等任何因素而產生不合理的差別對待。

勞工合規

本集團絕不容忍任何形式的僱傭童工或強制勞動行為，嚴格遵守國際勞工組織相關公約及營運所在地國家與地區的法律法規，並在制度與執行層面建立了系統性的防範機制。《員工手冊》中明確禁止僱傭童工及強制勞動，並將其列為不可逾越的紅線。人力資源部門在招聘環節通過核驗身份證明原件、入職登記信息等多重方式，嚴格審核新入職員工的年齡及身份真實性。人力資源部定期對留存的僱傭信息與數據進行反復核查，嚴防死守，杜絕漏洞。

自成立以來，集團始終保持零童工僱傭記錄。為防範潛在風險並踐行企業的社會責任，我們已制定系統化的應對預案，確保若發現僱用童工能及時、妥善處理：

- 立即終止勞動：即刻停止童工參與任何工作活動，確保其離開勞動環境。
- 健康保障與報告義務：若發現職業健康損害，將立即向當地勞動部門報告，並為其安排全面健康檢查與必要治療，相關醫療費用由本集團承擔。
- 安全送返與監護交接：主動聯繫監護人，盡快安排將其送回原居住地，交由監護人照料，期間交通、食宿等費用均由本集團承擔。

- Humanitarian assistance and transitional support: if child worker is the main source of income for his/her family, the Group will assess the conditions and provide appropriate financial assistance to facilitate a smooth transition for the family, safeguarding the legitimate rights and interests of the child.

During the Reporting Period, the Group has not identified any cases of child labour or forced labour. In the future, the Group will continue to optimise the safeguard mechanism to ensure that all employment practices are in compliance with international norms and local laws, earnestly fulfilling its corporate social responsibilities.

Employees' Rights and Interests

The Group always adheres to the people-oriented concept, strictly abides by relevant laws and regulations, and pays social security insurance for all employees in accordance with the law, fully guaranteeing their statutory holiday rights, and providing various benefits such as travel and lunch allowances. To improve the employees' rights and interests protection system, the Group revised and improved the Attendance and Leave System based on its actual conditions during the year.

At the same time, the Group attaches great importance to the balance between work and life of employees, promotes the idea of "work-life balance", cares for their physical and mental health and strives to foster a harmonious, warm and vibrant working environment. Through regular organisation of diversified festival activities, sports events and team building training, the Group effectively enhances team cohesion and employee happiness, further cultivates employees' cohesion and sense of belonging, stimulates their enthusiasm and intrinsic motivation for work, and realises the synergy between employees' personal values and the Group's development.

- 人道援助與過渡支持：如童工為家庭主要經濟來源，本集團將評估情況並提供適當財務援助，以協助其家庭平穩過渡，保障兒童合法權益。

於本報告期內，本集團未發現有僱傭童工或強制勞動的情況。未來，本集團將持續完善保障機制，確保所有僱傭行為符合國際規範與在地法律，切實履行企業社會責任。

員工權益

集團始終堅持以人為本的理念，嚴格遵守相關法律法規，依法為全體員工繳納社會保險，全面保障其法定假期權益，並提供交通補貼、午餐補貼等多項福利。為完善員工權益保障體系，集團於本年度內依據實際情況，修訂並完善了《考勤休假制度》。

同時，集團高度重視員工的工作與生活平衡，倡導「勞逸結合」，關注員工身心健康，努力營造和諧溫馨且充滿活力的工作環境。透過定期舉辦形式多樣的節慶活動、體育賽事及團隊拓展訓練，有效提升團隊凝聚力與員工幸福感，進一步培養員工的凝聚力和歸屬感，激發其工作熱情與內在動力，實現員工個人價值與集團發展的協同共進。



Annual Meeting Activity
年會活動



Occupational Health and Safety

The Group is always committed to creating a safe, healthy and comfortable working environment for all employees, and strictly complies with the laws and regulations relating to occupational health and safety in the countries and regions in which it operates. For the list of the major laws and regulations that the Group complies with, please refer to Appendix 1: “Major Laws and Regulations to be Complied with”. The Group continues to improve its occupational health and safety management system, actively prevents occupational hazards, systematically identifies and effectively reduces various potential health and safety risks through various safety procedures, preventive efforts and control measures, effectively ensuring the workplace safety and physical and mental health of employees. The safety procedures, preventive efforts and control measures adopted by the Group are set out below:

職業健康安全

集團始終致力於為全體員工營造安全、健康且舒適的工作環境，嚴格遵守業務及經營所在國家與地區的職業健康安全相關法律法規。關於本集團遵循的主要法律法規清單，請參閱附錄1：「須遵循的主要法律法規」。集團持續完善職業健康安全管理體系，積極預防職業危害，通過多種安全程序、預防工作及控制措施，系統識別並有效降低各類潛在的健康與安全風險，切實保障員工的職場安全與身心健康。本集團採取的安全程序、預防工作及控制措施如下：

Equipment and Building
Safety Management
設備與
建築物安全管理

- Strictly implementing the regular maintenance system for equipment and buildings, conducting systematic safety inspections on electrical equipment and all operational areas through a combination of routine inspections and random spot checks, to ensure timely identification and proper handling of various safety hazards.
- 嚴格執行設備與樓宇定期維護保養制度，透過常規檢查與不定期抽查相結合的方式，對電氣設備及各類作業場所開展系統性安全排查，確保各類安全隱患得以及時識別並妥善處理。
- Concurrently, laying anti-slip rubber mats in high-risk areas such as stairs to effectively reduce the risk of accidents such as slipping and falling.
- 同時，在樓梯等高風險區域鋪設防滑橡膠墊，有效降低滑倒、跌倒等意外事故的發生風險。

Risk Control for Special
Area and Operation
特殊場所與
作業風險管控

- Implementing the daily cleaning and regular disinfection systems in workplaces to ensure that environmental hygiene standards are met.
- 落實工作場所日常清潔與定期消毒制度，確保環境衛生達標。
- Setting clear safety signs, risk notification cards, and standard operating procedure board in key workplaces such as laboratories, special work areas, and areas surrounding hazardous equipment to enhance on-site safety warning effects.
- 在實驗室、特殊作業區域、危險設備周邊等關鍵場所，設置清晰的安全標識、風險告知卡及操作規範看板，以強化現場安全警示效果。
- Installing dedicated surveillance equipment and implementing access control in special areas such as laboratories and warehouses of hazardous goods.
- 針對實驗室、危險品庫房等重點區域，配備專用監控設備並實施准入管理。
- All employees whose work involves special materials, equipment, or locations must receive comprehensive and systematic trainings on safety production to ensure that they are familiar with the relevant regulations and rules and operational requirements for safe and compliant operations.
- 所有涉及特殊物料、特殊設備或特殊場所作業的員工，均須接受全面且系統的安全生產培訓，確保其熟悉相關規章制度與操作要求，保障作業安全與合規。

Safety Performance
and Behaviour
Management System
安全績效與
行為管理制度

- Implementing a reward and penalty mechanism linked to safety performance. Individuals or teams who make outstanding contributions to accident hidden danger investigation and risk prevention shall receive public commendation and corresponding rewards, while any violations of safety regulations or conduct detrimental to safe production shall be dealt with strictly in accordance with relevant systems.
- 實施與安全績效掛鉤的獎懲機制，對在事故隱患排查、風險防控等方面作出突出貢獻的個人或團隊給予公開表彰及相應獎勵；對違反安全規定、影響安全生產的行為，則依據相關制度予以嚴肅處理。
- Establishing a dedicated follow-up and supervision mechanism. Employees with repeated safety violations shall be assigned a specific supervisor to enhance their safety awareness and conduct.
- 設立專人跟進與監督機制，對多次違反安全規定的員工，指派專人進行監督，強化其安全意識與行為規範。

Occupational Hazard Risk
Assessment and Continuous
Improvement Mechanism
職業危害風險評估
與持續改進機制

- The Group regularly conducts professional risk assessments and inspections in areas or workplaces with higher risks of occupational hazards and issues detailed rectification reports based on the assessment results, setting out clear improvement measures, responsible departments, and completion deadlines. Through continuous follow-up and review, it promotes the implementation and optimisation of risk control measures, achieving continuous improvement and enhancement of the occupational health and safety management system.
- 集團定期對高職業危害風險的作業區域及工作環境開展專業風險評估與檢查，並依據評估結果出具詳細整改報告，明確改進措施、責任部門與完成時限。透過持續跟進與覆核，推動風險管控措施的落實與優化，實現職業健康安全管理体系的持續完善與提升。

The Group has prioritised strengthening employees' safety awareness and standardising safety behaviour as the core elements of its occupational health and safety management. It actively organises special training on safety production and various safety-themed activities, closely aligning with the characteristics of actual work scenarios, and conducts regular fire emergency drills, to effectively improve employees' risk prevention awareness and emergency response capabilities and consolidate the foundation of the Group in occupational health and safety management.

本集團將強化員工安全觀念、規範安全行為列為職業健康安全管理工作的核心重點，積極組織安全生產專題培訓及各類安全主題活動，緊扣實際工作場景特點，定期開展消防應急演練，切實提升員工風險防範意識與應急處置能力，築牢集團職業健康安全管理根基。



Fire Emergency Drill
消防應急演練

The Group achieved no work-related fatalities among its staff during the past three years. During the Reporting Period, the Group did not receive any reports or complaints about serious violations of occupational health and safety laws and regulations, and there were no loss of work days due to work-related injuries.

於過去三年內，本集團並無任何員工因工作關係死亡。於本報告期內，集團未接獲任何有關嚴重違反職業健康安全法律法規的檢舉或投訴，無因工傷而損失的工作日數。



Talent Development Planning

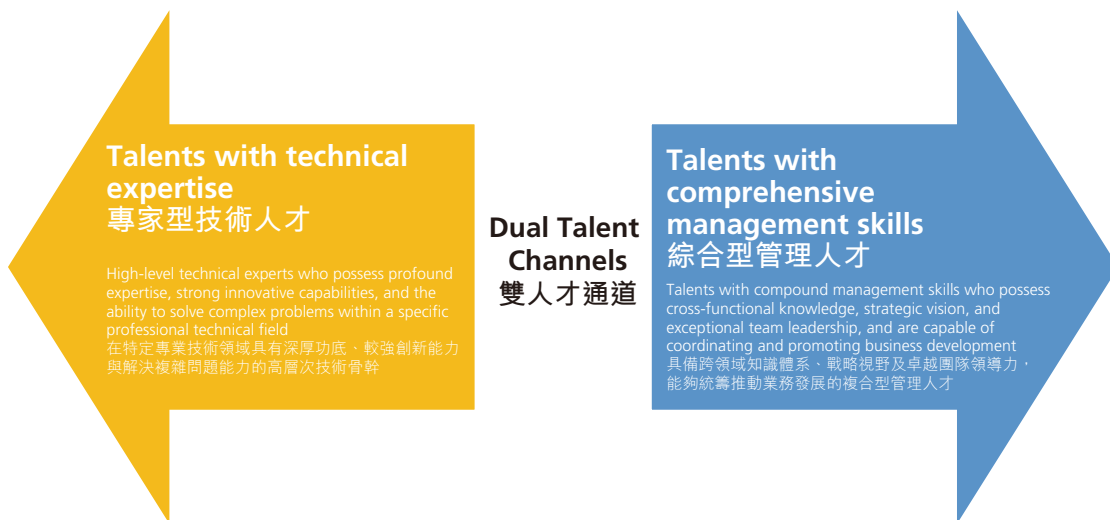
The Group adheres to a talent-driven development strategy, and deeply aligns employees' career growth with organisational capacity building. Through the establishment of a systematic development platform and empowerment mechanism, it supports employees in continuous enhancement of their professional capabilities and comprehensive qualities. We encourage all our employees to pursue excellence in their own positions and set examples, promoting the overall improvement of organisational performance while realising their personal values.

In order to systematically implement the talent development strategy, improve the talent training system, and build up a talent echelon with a reasonable structure for sustainable development, the Group follows the basic principle of "with internal cultivation as the core and supplemented by external introduction" and adopts a dynamic management mode of "rolling in and out, circular training" to establish and improve the Talent Management System. The Group has set up a talent management committee composed of senior leaders, heads of business units, and the Human Resources Department, which assumes the overall responsibility for formulating talent standards, conducting evaluation and selection, developing training plans, and monitoring the implementation.

人才發展規劃

集團堅持人才引領發展的戰略導向，將員工職業成長與組織能力建設深度融合，透過建立系統化的發展平台與賦能機制，支持員工持續提升專業能力與綜合素養。我們倡導全體員工立足本職崗位追求卓越、樹立典範，在實現個人價值的同時推動組織績效整體提升。

為系統落實人才發展戰略，健全人才培養體系，構建結構合理、可持續發展的人才梯隊，集團遵循「內部培養為主、外部引進為輔」的基本原則，採用「滾動進出、循環培養」的動態管理模式，建立並完善《人才管理制度》。集團設立由高層領導、各業務單元負責人及人力資源部門共同組成的人才管理委員會，全面負責人才標準制定、評價選拔、培養規劃及實施跟蹤。



Talents with technical expertise 專家型技術人才

High-level technical experts who possess profound expertise, strong innovative capabilities, and the ability to solve complex problems within a specific professional technical field
在特定專業技術領域具有深厚功底、較強創新能力與解決複雜問題能力的高層次技術骨幹

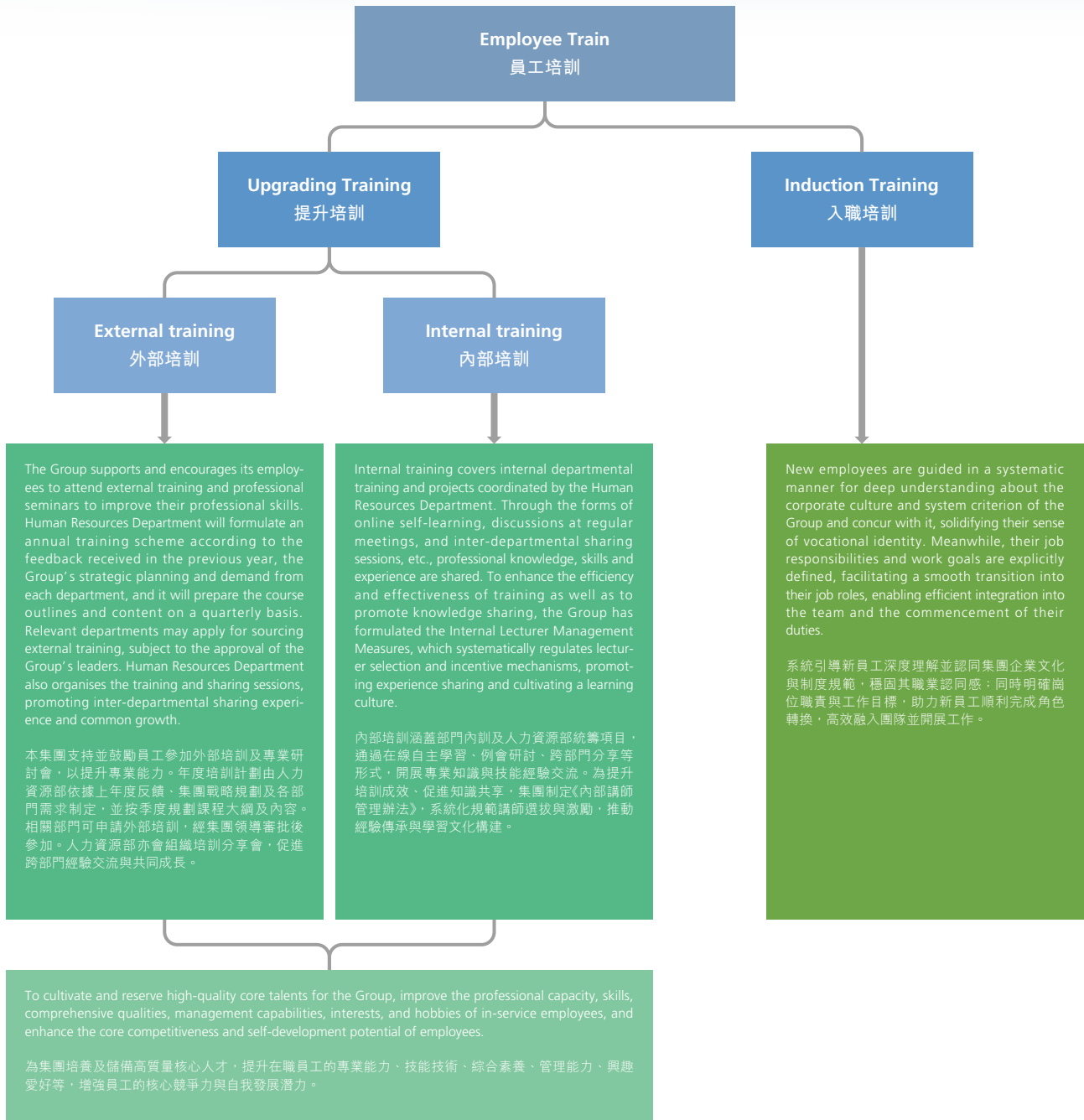
Dual Talent Channels 雙人才通道

Talents with comprehensive management skills 綜合型管理人才

Talents with compound management skills who possess cross-functional knowledge, strategic vision, and exceptional team leadership, and are capable of coordinating and promoting business development
具備跨領域知識體系、戰略視野及卓越團隊領導力，能夠統籌推動業務發展的複合型管理人才

To fully stimulate employees' potential, promote their capabilities and career development, and ensure the orderly implementation of the training plan, the Group has formulated the Training Management System, which established an integrated system on new employee trainings and in-service upgrading training, and systematically regulated the implementation process, providing a solid support for improving employees' capability and advancing organisational talent development.

為充分激發員工潛能，推動員工能力提升與職業發展，並確保培訓計劃的有序實施，集團制定了《培訓管理制度》。該制度明確建立新員工培訓與在職提升培訓的綜合體系，並對實施流程作出系統化規範，為員工能力提升及組織人才發展提供堅實保障。



Employee training indicator	員工培訓指標	2025	2024	Increase/ (Decrease) 增加/(減少)
Percentage of employees trained (%)	受訓員工百分比(%)	97.7	84.5	15.6%
Percentage of employees trained by gender (%)	按性別劃分的受訓員工百分比(%)			
Male	男	40.8	34.1	19.4%
Female	女	59.2	65.9	(10.1%)
Percentage of employees trained by position (%)	按崗位劃分的受訓員工百分比(%)			
C-suit leader	首席高管	0.8	1.2	(35.7%)
Senior management	高級管理人員	3.1	2.0	54.4%
Middle management	中級管理人員	29.0	29.3	(0.8%)
Ordinary employee	普通員工	67.1	67.5	(0.6%)

Employee training indicator	員工培訓指標	2025	2024	Increase/ (Decrease) 增加/(減少)
Training hours per capita (hour)	人均培訓時數(小時)	23.1	28.2	(18%)
Average training hours of employees trained by gender (hour)	按性別劃分的受訓員工平均培訓時數(小時)			
Male	男	21.8	21.2	2.9%
Female	女	24.0	32.9	(27.1%)
Average training hours of employees trained by position (hour)	按崗位劃分的受訓員工平均培訓時數(小時)			
C-suit Leader	首席高管	100	89.5	11.7%
Senior management	高級管理人員	78.3	54.1	44.9%
Middle management	中級管理人員	25.8	30.3	(15.0%)
Ordinary employee	普通員工	18.5	25.7	(28.0%)

Note: The percentage of employees trained = (Employees trained during the Reporting Period/Number of employees at the end of the Reporting Period) x 100%

附註：受訓員工百分比=(本報告期內受訓僱員/於本報告期末僱員人數)x 100%

To continuously deepen the talent development system and create a favourable learning atmosphere, the Group focused on three core directions of professional skills upgrading, management skills building and comprehensive quality development, and systematically organised trainings for all employees and management members, as well as trainings on special skills, covering topics such as AI empowerment, structural thinking, professional ethics, internal trainer empowerment. Such training extended across all levels and functional departments of the Group, fully demonstrating the Company's commitment to employee development and employees' proactive pursuit of self-development.

為持續深化人才發展體系，營造良好的學習氛圍，集團於本報告期內圍繞專業技能提升、管理能力培養及綜合素質拓展三大核心方向，系統開展了全員培訓、管理層培訓及專項技能培訓，內容涵蓋了AI賦能、結構思考力、職業素養、內訓師賦能等多個主題，覆蓋集團各層級與職能部門的員工，充分體現了公司對員工培訓的重視及員工對自身發展的積極追求。



Diversified Training Activities
多元培訓活動

Fulfilling Product Responsibility Product Quality and Safety

As a company with strong presence in the pharmaceutical industry for years, the quality of the prescription drugs operated by the Group has a direct impact on the clinical efficacy and patient's safety. Therefore, it is crucial to strictly manage and control the risks related to product quality and safety. To continuously ensure the compliance and safety of products, the Group has always adhered to the concept of "safety, effectiveness, reliability" and strictly complied with the laws and regulations relating to product quality and safety in the countries and regions in which the Group operates (Appendix 1). For the list of the major laws and regulations which the Group shall comply with, please refer to Appendix 1: "Major Laws and Regulations to be Complied with".

During the Reporting Period, the Group did not receive any complaints or reports on serious violations of regulations related to product quality and safety.

履行產品責任 產品質量安全

作為深耕醫藥行業多年的企業，集團所經營的處方藥品，其質量直接關係到臨床療效與患者用藥安全，因此對產品質量與安全相關風險的嚴格管控至關重要。為持續保障產品的合規性與安全性，本集團始終堅持「安全、有效、可靠」的理念，嚴格遵循各運營所在地國家及地區有關藥品質量與安全的法律法規體系附錄1。關於本集團遵循的主要法律法規清單，請參閱附錄1：「須遵循的主要法律法規」。

本報告期內，集團未發生任何涉及重大違反產品質量及安全相關法規的投訴或舉報事件。



Quality Assurance

The Group is committed to providing professional products and services to patients, doctors, pharmaceutical enterprises and beauty enthusiasts, and attaches great importance to the quality, health and safety of its products and services. With the goal of pursuing excellence and continuous improvement, it has cultivated a quality-centric culture by involving all its employees. In accordance with relevant laws and regulations, the Group actively established and improved its internal supervision and management system to ensure the quality of products and services.

質量保證

集團致力於為患者、醫生、製藥企業及愛美人士提供專業的產品和服務，高度重視產品及服務的質量、健康和 safety，以追求卓越與持續改善為目標，打造了以質量為核心、全員參與的企業文化。根據相關法律法規，集團積極建立並完善內部監督及管理體系，以確保提供優質的產品及服務。

<p>Establishment of a system for managing pharmaceutical product quality 藥品質量管理體系建設</p>	<ul style="list-style-type: none"> To ensure operational compliance across multiple stages including pharmaceutical product procurement, transportation, storage, and sales and guarantee stable and controllable pharmaceutical product quality, the Group has established a comprehensive system for managing pharmaceutical product quality, including the Management Regulation on Pharmaceutical Product Procurement, the Management Regulation on Pharmaceutical Product Reception, the Management Regulation on Pharmaceutical Product Acceptance, the Management Regulation on Stock Outbound and Double Checking Procedure for Pharmaceutical Products, the Pharmaceutical Products Storage Management System, Good Supply Practice for Pharmaceutical Products, the Management Regulation on Pharmaceutical Product Return, the Management Regulation on Pharmaceutical Product Recall, the Management Regulation on Pharmaceutical Product Recovery and the Management Regulation on Unqualified Pharmaceutical Product and Destruction of Pharmaceutical Product. 為確保藥品採購、運輸、儲存、銷售等多個環節的操作規範，確保藥品質量穩定可控，集團現已建立完善的藥品質量管理制度體系，包括《藥品採購管理制度》、《藥品收貨管理制度》、《藥品驗收管理制度》、《藥品出庫、復核管理制度》、《藥品儲存管理制度》、《藥品經營質量管理規範》、《藥品退貨管理制度》。
<p>Cultivation of pharmaceutical product quality and safety awareness 藥品質量安全意識培養</p>	<ul style="list-style-type: none"> To enhance the quality awareness and professional capabilities of all employees, the Group proactively organised internal training on the knowledge of product quality and safety, systematically promoting quality management policies, systems and core concepts to drive the full implementation and continuous advancement of quality culture within the Group. 為提升全體員工的質量意識與專業能力，本集團積極組織開展產品質量與安全知識的內部培訓，系統性宣導質量管理政策、制度及核心理念，推動質量文化在集團內部的深度落地與持續深化。
<p>Selection and management of warehousing and logistics service providers 倉儲物流服務商遴選與管理</p>	<ul style="list-style-type: none"> The Group has been cooperating with creditworthy parties of long-term partnership on the provision of warehousing and logistics services. To ensure the quality and safety of pharmaceutical products throughout the entire process of transportation and storage, the Group has formulated the Third-Party Logistics Management System and the Pharmaceutical Products Storage Management System, and has formulated the Emergency Plan for Drugs Transportation and the Emergency Management System for Refrigerated and Frozen Drugs Transportation in case of emergency events, which clearly defined operational requirements and precautions for transportation and storage of pharmaceutical products, and assigned management responsibilities to specific positions and employees. 集團始終選定信譽良好且具備長期合作基礎的廠商提供倉儲與物流服務。為確保藥品在運輸與儲存全流程中的質量與安全，本集團制定了《第三方物流管理制度》及《藥品儲存管理制度》，並針對突發情況制定《冷藏、冷凍藥品運輸應急預案管理制度》，對藥品運輸、儲存的操作要求與注意事項作出明確規定，並將管理責任落實到具體崗位與人員。
<p>Infrastructure construction and technical support 基礎設施建設與技術支持</p>	<ul style="list-style-type: none"> A cold chain storage facility in Shuangliu District, Chengdu, Sichuan Province of the Group is equipped with advanced temperature control technology and a precise quality control system, adopting computer systems to manage pharmaceutical product inventory and status to effectively ensure a stable and controllable storage environment for pharmaceutical products, preventing pharmaceutical product exposure, unauthorised sales and other non-compliance, further strengthening the Group's overall quality control capabilities. 集團位於四川省成都市雙流區的冷鏈倉儲設施配備了先進的溫度控制技術及精密的質量監控系統，應用計算機系統管理藥品庫存、狀態等，有效保障藥品儲存環境穩定可控，避免藥品外露及私自售賣等違規情況發生，進一步強化集團整體的質量控制能力。
<p>Authoritative quality management system certification 品質管理系統權威認證</p>	<ul style="list-style-type: none"> To continuously enhance the standardisation and professionalism of medical product quality management, the Group actively promoted the construction of quality system in its subsidiaries, and encouraged and supported the acquisition of authoritative certifications. Currently, Chengdu Hengmeisheng Biotechnology Co., Ltd., a subsidiary of the Group, obtained the ISO13485 Medical Equipment Quality Management System Certification. 為持續提升醫療產品質量管理的規範化和專業化水準，集團積極推進子公司質量體系建設，鼓勵並支持獲取權威資質認證。目前，旗下成都恒美盛生物科技有限公司已成功取得ISO13485醫療器械質量管理體系認證。

In addition, Chengdu Hengmeisheng Biotechnology Co., Ltd., a subsidiary of the Group, has completed its qualification review for the ISO13485 Medical Equipment Quality Management System Certification during the year, continuously ensuring that its quality management system complies with the international standard requirements.

此外，集團旗下成都恆美盛生物科技有限公司已於本年度內完成ISO13485醫療器械質量管理體系認證的資格復審，持續確保品質管理體系符合國際標準要求。



ISO13485 Medical Equipment Quality Management System Certification
ISO13485醫療器械質量管理體系認證證書

Advertising and Labelling

All the pharmaceutical products involved in the Group's operation are prescription drugs, and all imported drugs are in compliance with relevant national laws and regulations. The Group does not engage in any advertisement and promotion of the prescription drugs because advertising of prescription drugs is strictly prohibited according to the national regulations. The product packaging and label that the Group involves were all issued by the National Medical Products Administration.

廣告及標籤

本集團經營所涉及的藥品均為處方藥，且所有進口藥品均符合國家相關法律法規。根據國家規定，處方藥不得進行廣告宣傳，因此本集團並未開展任何處方藥廣告或推廣活動。集團所涉產品的包裝與標籤均由國家藥品監督管理局核發。

To regulate the procurement process of imported drugs and guarantee the reliable quality, safe and effective use of the purchased drugs, the Group strictly follows the requirements under relevant regulations, including Drug Administration Law, Administrative Measures for the Import of Drugs and Good Supply Practice for Pharmaceutical Products when conducting the import procurement business. At the same time, it has formulated the Import Procurement Management System, which clearly stipulates the procurement process, contract management and label requirements for imported drugs. The Group stipulates that a quality assurance agreement or contract shall be signed with the supplier when importing procurement drugs, which specifies the followings: drug quality that complies with drug standards and relevant regulations; drug packaging, labels and instructions that comply with relevant regulations; and quality assurance and responsibility for drug transportation.

Post-sales Service and Product Recall

The Group has always taken “committed to providing professional products and services to patients, doctors, pharmaceutical enterprises and beauty enthusiasts, we strive to become a leading comprehensive biopharmaceutical enterprise in China” as its mission and insists on providing high-quality products and services to customers. To ensure the systematisation and standardisation of the product and service quality management process as well as establish and maintain a long-term, solid and mutually-trusting cooperation relationship with customers, the Group has formulated and implemented the Procedures for Control of Product Sales and Services and the Quality Complaint Management System. To standardise the return of drugs, strengthen the quality control of returned drugs and ensure the quality and safety of drugs during the return process, the Group has formulated and implemented the Management Regulation on Pharmaceutical Product Return, which clearly stipulated the operation processes for drugs returned after sales and drugs returned from purchases.

All products of the Group are examined by the Institute for Drug Control after their customs clearance, with an examination report of pharmaceutical imports being issued. The Group will proactively provide complete drug inspection reports and relevant technical documents to customers. Customers who have any inquiries or feedback regarding product quality can contact the Group through various channels such as telephone, fax, letter, email and WeChat official account messages. After receiving a complaint, relevant department staff is required to fill out the Quality Complaint Record in a timely manner and submit it to the Quality Management Department for investigation and handling to ensure promptly response and properly followed up. For major customer complaints, relevant departments must immediately pack the samples and fill out the Quality Complaint Record, and submit it together with the samples to the Quality Management Department for further analysing. After the Quality Management Department completes the analysis, feedbacks of the result and advices will be sent to the Marketing Department for answering the customers as soon as possible.

為規範進口藥品採購流程，確保所採購藥品的質量可靠、使用安全有效，集團嚴格按照《藥品管理法》、《進口藥品管理辦法》、《藥品經營質量管理規範》等法規要求開展進口採購業務。同時，制定了《進口採購管理制度》，對進口藥品的採購流程、合同管理以及標籤要求作出明確規定。集團要求所有進口藥品採購須與供貨單位簽訂質量保證協議或合同，並明確約定以下內容：藥品質量須符合藥品標準及相關規定；藥品包裝、標籤及說明書須符合有關規定；明確藥品運輸過程中的質量保證與責任。

售後服務及產品召回

集團始終以「致力於為患者、醫生、製藥企業及愛美人士提供專業的產品和服務，成為國內領先的生物醫藥綜合企業」為使命，堅持向客戶提供高品質的產品與服務。為確保產品與服務質量管理流程的系統化與規範化，並建立及維護與客戶之間長期、穩固且互信的合作關係，集團已制定並實施《產品銷售和服務控制程序》及《質量投訴管理制度》。為規範藥品的退貨操作，加強退貨藥品的質量控制，保證退貨環節藥品的質量和安全，集團制定並實施《藥品退貨管理制度》，明確銷後退回藥品及購進退出藥品的操作流程。

集團所有產品均在清關後由藥檢所進行藥品檢驗並核發進口藥品檢驗報告書，主動向客戶提供完整的藥品成品檢驗報告及相關技術文件。客戶如對產品質量有任何諮詢或反饋，可透過電話、傳真、信件、電子郵件及微信公眾號留言等多種渠道與集團聯繫。各部門人員在接到投訴後，須及時填寫《質量投訴記錄》，並提交質量管理部進行調查與處理，以確保客戶投訴得到及時響應與妥善跟進。對於重大客戶投訴，相關部門須立即保留樣本並填寫《質量投訴記錄》，連同樣本一併提交質量管理部進行進一步分析。質量管理部完成分析後，將結果及處理建議反饋至市場部，由市場部儘快向客戶給予明確答覆。

The Group has always upheld the principle of “Sinco Pharma is determined to provide the public with safe, effective and quality-reliable drugs to ensure safe medication for patients”. To continuously improve the adverse reaction monitoring and complaint management mechanism for pharmaceutical products, the Group has officially launched a specific section named “Adverse Reaction Report” on its official website where the Adverse Drug Reaction Form is used to systematically collect the information of patient, drugs used and detailed information on adverse drug reactions. At the same time, the Group has also established multiple communication channels such as telephone and email to widely receive adverse reactions and other safety information related to product use. All feedback and complaints submitted through the above channels will be reported to the management and promptly and appropriately followed up and handled in a rigorous process to ensure compliance with pharmacovigilance requirements and continuously improve product safety management.

The Group values real feelings of the customer, actively listens to their opinions and suggestions, regularly organises customer visits and responds to questions on-site. We also periodically invite medical experts to the Group for on-site visits, technical exchanges and specialised seminars to promote in-depth dialogues between the Group’s professional technical personnel and external experts, widely take heed of professional insights, and continuously improve and enhance the quality of our products.

During the Reporting Period, the Group did not recall any product due to product quality issues, nor did it receive any complaints about its products and services.

Protection of Intellectual Property

The Group fully respects and actively safeguards the intellectual property rights of cooperative pharmaceuticals, diligently protecting the intellectual property rights of pharmaceutical products such as patents, trademarks, core technologies, method of use and packaging designs of pharmaceuticals. The Group strictly complies with the laws, regulations and regulatory requirements relating to intellectual property in the countries and regions in which the Group operates. For the list of the major laws and regulations which the Group shall comply with, please refer to Appendix 1: “Major Laws and Regulations to be Complied with”.

The Group adheres to the concept of innovation and progress, actively implements the innovation-driven development strategy, and attaches importance to the protection and transformation of R&D achievements. As of the end of the Reporting Period, the Company has 20 patents, including 3 new patents obtained during the year. All patents remain within their validity period.

集團始終秉持「興科蓉堅決為全體受眾提供安全有效、質量可靠的藥品，保障患者用藥安全」的宗旨，為持續完善藥品不良反應監測與投訴管理機制，本集團已於官方網站正式上線「不良反應報告」專區，透過《藥品不良反應／事件報告表》系統化收集患者信息、用藥情況及藥品不良反應細節信息。同時，集團亦設立電話及電子郵件等多元溝通渠道，以廣泛接收與產品使用相關的不良反應及其他安全性資訊。所有透過上述渠道提交的反饋與投訴，均將呈報管理層，並依循嚴謹流程予以即時、妥善的跟進處理，以確保符合藥物警戒要求並持續提升產品安全管理水準。

集團重視客戶的真切感受，積極聽取客戶意見與建議，定期組織開展客戶走訪工作，並現場回應疑問。我們亦不定期邀請醫療專家至集團進行實地參觀、技術交流與專題研討，促進集團專業技術人員與外部專家之間的深度對話，廣泛吸收專業見解，持續推動產品品質的改進與提升。

本報告期內，本集團未出現因產品質量問題而召回產品的情況，亦未有收到任何關於產品和服務的投訴。

知識產權保護

本集團充分尊重並積極維護合作藥品的知識產權，積極維護藥品專利、商標、核心技術、使用方法及包裝設計等知識財產權益。集團嚴格遵守業務運營所在地國家及地區的知識產權相關法律、法規與規範要求，關於本集團遵循的主要法律法規清單，請參閱附錄1：「須遵循的主要法律法規」。

集團堅持創新進取的理念，積極實施創新驅動發展戰略，注重研發成果的保護與轉化。截至本報告期末，公司擁有專利已達20項，其中本年度內新獲專利3項。所有專利均在有效期內。





Three newly-acquired patents of Chengdu Hengmeisheng Biotechnology Co., Ltd. in 2025
 成都恆美盛生物科技有限公司2025年度新獲得的三項專利

To strengthen the protection of intellectual property rights and trade secrets, ensure the security of the Group's core intellectual property and business information, and clarify employees' responsibilities and boundaries of conduct in relation to confidentiality, the Group clearly stipulates in the Code of Business Conduct and Ethics that:

- Inventions, technological achievements, software copyrights, proprietary technologies, and any forms of trade secrets, which are created through the performance of duties or by utilising any information, material conditions and technical resources provided by the Group, shall be deemed as the property of the Group.
- Employees shall strictly comply with all written or unwritten confidentiality rules and policies, fulfil the duties and obligations of confidentiality applicable to them, and maintain the confidentiality of information relating to customers, suppliers and other parties obtained in the performance of their duties.

為加強知識產權及商業機密保護，確保集團核心智力成果與商業資訊的安全，並明確員工在保密方面的責任與行為邊界，集團於《商業行為和道德規範》明確規定：

- 基於職務行為或利用集團提供的任何信息、物質條件及技術資源所完成的發明創造、技術成果、軟體著作、專有技術及任何形式的商業秘密，都應視作集團財產。
- 員工應嚴格遵守所有書面或非書面的保密規則和政策，履行適用於個人的保密義務和責任，對因公獲取的客戶、供應商及其他方的信息必須保密。



- Employees are strictly prohibited from accessing or using any confidential information for purposes unrelated to their work or beyond the scope of their duties.
- Employees shall not disclose, release or publish any trade secrets or other confidential business information in any form, without the prior approval of the Group.
- 嚴令禁止員工為非職務目的，或超越其職權範圍，查閱或使用任何機密信息。
- 在未獲得集團事先批准的情況下，員工不得以任何形式披露、發佈或出版任何商業機密或其他機密性商業信息。

During the year, to systematically enhance employees' awareness of intellectual property protection, the Group organised an interactive training on intellectual property with the theme "From IP Novice to Corporate Guard". Through the analysis of typical cases, the training vividly illustrated how sustained rights protection drives the capitalisation of corporate intellectual property, explained practical methods for assessing the novelty, utility and inventiveness of patents, broke the cognitive limitation that "patents are exclusive to R&D departments", and clarified the key role of all employees in the corporate intellectual property protection system. At the same time, employees were encouraged to actively participate in innovation practices through training, which drives the transformation of intellectual property expertise into a key pillar for personal career development.

為系統提升員工知識財產權保護意識，本年度集團組織開展以《從IP小白到企業衛士》為主題的知識財產權互動培訓。本次培訓透過典型案例解析，生動闡釋了持續維權對企業知識財產權資產化運營的推動作用，講解了專利新穎性、實用性與創造性的實務評估方法，打破了「專利專屬研發部門」的認知局限，明確了全體員工在企業知識財產權保護體系中的關鍵角色。同時，通過培訓鼓勵員工積極投身創新實踐，推動將知識財產權專業能力轉化為個人職業發展的重要支撐。



Intellectual Property Training Activities
知識產權培訓活動

During the Reporting Period, the Group did not receive any reports or complaints on serious violations of laws and regulations relating to intellectual property. Moving forward, the Group will continue to strengthen its intellectual property protection mechanism and further improve the intellectual property protection and management system.

Privacy Protection and Information Security

The Group strictly complies with the laws and regulations relating to privacy protection and information security in the countries and regions in which the Group operates. For the list of major laws and regulations which the Group shall comply with, please refer to “Major Laws and Regulations to be Complied with” in Appendix 1.

Furthermore, aiming to ensure that distributors and sales persons are competent to protect information security and meet the national and industrial requirements for corporate information security, the Group have formulated relevant management documents such as Distributor Management Measures, Sales Management System and the Code of Conduct on Customer Service to clarify security responsibilities and standardise technical requirements for developing information security system in accordance with national guidelines and standards for information security. The Group also requires all employees to attach great importance to information security protection by signing a Confidentiality Agreement upon joining the Company and by strictly complying with relevant terms and conditions of the Trade Secrets Management System in their daily work, thereby diligently fulfilling their responsibility towards safeguarding the security and privacy of customer data.

During the Reporting Period, the Group did not receive any reports or complaints on serious violations of laws and regulations relating to privacy protection and information security.

本報告期內，本集團並無接獲任何有關嚴重違反知識產權相關法律及法規的舉報或投訴。未來，集團將繼續加強知識產權保護機制，進一步完善知識產權保護及管理制度。

私隱保護及信息安全

本集團嚴格遵守業務與經營所在國家及地區的私隱保護及信息安全相關法律法規，關於本集團遵循的主要法律法規清單，請參閱附錄1：「須遵循的主要法律法規」。

為確保經銷商及銷售的信息安全保護能力，滿足國家及行業對企業信息安全的要求，集團根據國家信息安全指引及標準，設立了《經銷商管理辦法》、《銷售管理制度》、《客服工作守則》等有關管理文件，明確安全責任及規範開發信息安全系統的技術要求。同時，集團要求全體員工高度重視資訊安全防護，於入職時簽署《保密協議》，並在日常工作中嚴格遵守《商業秘密管理制度》的相關條款與規定，切實履行保護客戶數據安全及隱私的職責。

本報告期內，本集團並無接獲任何有關嚴重違反私隱保護及信息安全相關法律及法規的舉報或投訴。

Responsible Supply Chain

As a key participant in the pharmaceutical industry chain, the Group upholds a high standard of governance responsibility and management commitment. By promoting supply chain transparency, traceability and sustainable management, it continuously strengthens ESG requirements for its supply chain partners to ensure product safety and create long-term shared value for all stakeholders, thereby facilitating the healthy development of the industry ecosystem and making a positive contribution to the overall wellbeing and sustainability of human society. In accordance with the regulations of the authorities such as the PRC General Administration of Customs, Entry-Exit Inspection and Quarantine Bureau, China Food and Drug Administration, the Group has formulated and implemented a series of internal policies, including the Management Regulation on the Procurement of Imported Products, the Management Regulation on Pharmaceutical Product Procurement, the Management Regulation on Pharmaceutical Product Reception, the Management Regulation on Pharmaceutical Product Acceptance, the Supplier and Sales Personnel Audit Management System, and the Purchaser and Procurement Personnel Audit Management System, while formulating standardised procurement documents for various pharmaceutical products, achieving systematic and standardised management across the entire procurement process.

The Group has always adhered to the vision of “building a diversified, top-tier integrated biopharmaceutical enterprise with innovation and collaboration as its cornerstones, continuously driving industry advancement and innovative development”, and is committed to establishing long-term, stable and mutually trusting partnership with its partners towards the direction of building a sustainable business ecosystem. Through a systematic information-sharing mechanism covering the exchange of market developments and sales data, the Group maintains close contact with suppliers to ensure dynamic coordination of supply and demand strategies. Meanwhile, for ensuring that products and services procured are consistently in compliance with the Group’s internal and external regulations and standards in terms of quality, safety and traceability, the Group has established a full-process audit mechanism for all suppliers to conduct systematic evaluation and ongoing supervision on suppliers. This promotes its standardised operations across all stages through transparent and standardised procedures, enhances risk resilience and response efficiency, and ultimately achieves win-win development and continuous improvement across the entire value chain.

負責任供應鏈

作為醫藥產業鏈中的重要參與者，本集團秉持高度的治理責任與管理承諾，透過推動供應鏈透明化、可追溯性與可持續性管理，持續強化對供應鏈夥伴的環境、社會與治理要求，確保產品安全，為各利益相關方創造長期共享價值，並以此推動產業生態的健康發展，為人類社會的整體福祉與可持續未來做出積極貢獻。集團根據國家海關總署、出入境檢驗檢疫局、食品藥品監督管理局等部門的規章制度，制定並實施《進口產品採購管理規定》、《藥品採購管理制度》、《藥品收穫管理制度》、《藥品驗收管理制度》、《供貨單位及銷售人員審核管理制度》及《購貨單位及採購人員審核管理制度》等一系列內部規章，同時對各種藥品制訂標準的採購文件，實現集團採購工作全流程的系統化、規範化管理。

本集團始終堅持以「以創新和合作為基石，打造多元化、一流的生物醫藥綜合企業，不斷推動行業進步和創新發展」為願景，以可持續商業生態建設為導向，致力於與合作夥伴建立長期、穩定、互信的協作關係。通過系統化的信息共享機制（包括市場動態與銷售數據互換），集團與供應商保持緊密對接，確保供需策略的動態協同。同時，為確保所採購的產品與服務在質量、安全與可追溯性等方面，持續符合集團內外規范與標準要求，集團現已建立覆蓋所有供應商的全流程審核機制，對供應商進行系統性評估與持續監督，以透明化、標準化的流程推動各環節的規範運作，強化風險韌性與響應效率，最終實現價值鏈整體的共贏發展與持續提升。

Acceptance audit

接納審核

To ensure the continuity, stability and responsible governance of the collaborative supply chain, the Group will, prior to establishing partnerships with suppliers or its sales agents, evaluate several factors in accordance with the Supplier and Sales Personnel Management System, such as compliance with the qualifications required by national standards, alignment of brands' positioning with the Group's strategic objectives, products' alignment with the development trends in the Chinese market and the direction of the Group's core business, and availability of sound ESG risk management mechanisms in the cooperation parties.

為確保合作供應鏈的持續性、穩定性與責任治理水平，在與供應商或其銷售代理建立合作關係前，本集團將根據《供貨單位及銷售人員和管理制度》系統評估其是否具備符合國家標準的資質條件、品牌定位是否與集團戰略目標一致、產品是否契合中國市場發展趨勢及本集團核心業務方向，以及合作方是否具備完善的ESG風險管理機制等因素。



Process follow-up

過程跟蹤

The Group has formulated and implemented the Management Regulation on Pharmaceutical Product Procurement, Management Regulation on Pharmaceutical Product Reception and Management Regulation on Pharmaceutical Product Acceptance, and strictly inspects goods procured in accordance with requirements in order to ensure compliance with relevant standards. Unqualified pharmaceutical products shall not be accepted for entering the warehouse for qualified goods. Should any counterfeit or inferior drugs be discovered, they shall be sealed on-site and promptly reported to the quality management department, with notification given to local pharmaceutical supervision and administration department.

集團已制定並實施《藥品採購管理制度》、《藥品收貨管理制度》及《藥品驗收管理制度》，嚴格按照要求檢查採購的貨物，確保其符合相關標準。對於不合格藥品，不得入合格品庫。若發現假劣藥品，應就地封存並及時上報質量管理部，通知當地藥品監督管理部門。



Assessment management

評估管理

The Group has formulated and implemented the Appraisal Measures for Suppliers, pursuant to which it conducts regular comprehensive assessment on suppliers to systematically review and analyse key indicators such as product quality control, technology capacity, delivery performance and carrying capability, product pass rate, equipment management capability and service standards. Based on the assessment results, the Group will develop and maintain a qualified supplier list, continue to identify and introduce strategic suppliers, and promote the implementation of necessary quality improvement measures. Meanwhile, to ensure the compliance and reliability of the supply chain, the Group has also established a supplier blacklist mechanism to remove suppliers who fail to meet standards or violate regulations.

集團已制定並實施《供應商考核辦法》，定期對供應商開展綜合評估，系統審核與分析其產品質量控制、技術能力、交貨表現及承載力、產品合格率、設備管理能力及服務水準等關鍵指標。基於評估結果，本集團將建立並維護合資格供應商名單，持續識別與引入戰略供應商，並推動其落實必要的質量改善措施。同時，為確保供應鏈的合規性與可靠性，本集團亦建立供應商黑名單機制，用於清退未能符合標準或違反規定的供應商。



Change of situation

情況變動

In case of major changes in production conditions, specifications, models, production process, quality standards, inspection methods and other key factors that may affect the quality of the goods purchased, the Group will re-assess the supplier in accordance with the Change Management System and conduct an on-site audit if necessary.

當生產條件、規格、型號、生產工藝、質量標準及檢驗方法等關鍵因素發生重大變化而可能影響所購貨物質量時，本集團將根據《變動管理制度》重新評估供應商，必要時將進行現場審核。

Supplier Audit Process

供應商審核流程



The Group is full aware that the climate, environmental and social risks that may be encountered during supply chain operations, such as rainstorms, typhoons, hot weather, as well as political incidents, terrorist attacks, crisis, wars, public emergency events and other events are difficult to predict and prevent. The emergency response team of the Group has prepared various contingency plans and measures in advance to effectively manage some potential but highly disruptive incidents should they occurred. At the same time, the Group plans to include more ESG risk identification standards in the Appraisal Measures for Suppliers and has formulated implementation measures to monitor the behaviour of suppliers in order to address the potential negative environmental and social impacts.

Social Responsibility Commitment

Upholding a strong sense of corporate citizenship, the Group has continuously strengthened its social responsibility practices through multiple initiatives such as improving corporate governance, safeguarding product quality and safety, promoting green production and low-carbon operations, caring for employee development and wellbeing, and giving back to society. During its daily operations, the Group actively fulfils its social responsibilities by regularly publishing educational articles on medication use via its official WeChat public account to promote relevant knowledge. The Group actively fulfils its social responsibilities in daily operations by regularly publishing educational articles on medication use via its official WeChat public account to promote awareness of rational drug use among the public. Through these efforts, it seeks to enhance public understanding of pharmaceutical safety and health management, giving back to society and advancing public health through practical actions. In March 2017, the Group established the Sinco Charitable Foundation, which had been operating till now.

本集團已充分認知到，供應鏈運營過程中將面臨的氣候、環境與社會風險，如暴雨、颱風、酷熱天氣及政治事變、恐怖襲擊、危機、戰爭、公共緊急事件等難以預測和防範的事件。集團應急小組已提前制訂各種應急計劃及措施，以便在該等潛在但極具破壞性的事件發生時進行有效管理。同時，本集團計劃於《供應商考核辦法》中新增更多環境、社會及管治風險識別標準，並制定實施措施監控供應商的有關行為，以應對潛在負面環境及社會影響。

承擔社會責任

本集團始終秉持高度的企業公民意識，透過完善公司治理、保障產品品質與安全、推動綠色生產與低碳運營、關懷員工成長與福祉及回饋社會等多方面行動，持續強化自身的社會責任實踐。集團在日常經營中，積極承擔社會責任，於官方微信公眾號中定期發佈藥用使用科普類文章，宣傳相關知識，集團在日常經營中積極踐行社會責任，透過官方微信公眾號定期發佈藥用科普文章，向公眾普及合理用藥知識，提升大眾對藥品安全與健康管理的認知水平，以實際行動回饋社會並促進公共健康。本集團於2017年3月設立了興科蓉慈善基金，並持續經營至今。



Display of Selected Articles from the WeChat Public Account
 微信公眾號部分文章展示

Appendix 1 Major Laws and Regulations to be Complied with 附錄1 須遵循的主要法律法規

Scope 範疇	Major Laws and Regulations to be Complied with 須遵循的主要法律法規
<p>Anti-bribery</p> <p>反腐敗</p>	<ul style="list-style-type: none"> • Anti-Unfair Competition Law of the PRC • Anti-Money Laundering Law of the PRC • Supervision Law of the PRC • Interim Provisions of the State Administration for Industry and Commerce on Prohibiting Commercial Bribery • Interpretation of the Supreme People’s Court and the Supreme People’s Procuratorate on Issues Concerning Application of Law in Handling Criminal Cases of Corruption and Bribery • Regulations on Fair Competition Review • Prevention of Bribery Ordinance • 《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》 • 《中華人民共和國監察法》 • 《國家工商行政管理局關於禁止商業賄賂行為的暫行規定》 • 《最高人民法院、最高人民檢察院關於辦理貪污賄賂刑事案件適用法律若干問題的解釋》 • 《公平競爭審查條例》 • 《防止賄賂條例》



Scope 範疇	Major Laws and Regulations to be Complied with 須遵循的主要法律法規
<p>Environmental</p>	<ul style="list-style-type: none"> • Environmental Protection Law of the PRC • Environmental Protection Tax Law of the PRC • Water Law of the PRC • Law of the PRC on Prevention and Control of Water Pollution • Law of the PRC on the Prevention and Control of Atmospheric Pollution • Law of the PRC on the Prevention and Control of Environmental Pollution Caused by Solid Wastes • Law of the PRC on Promoting Clean Production • Law of the PRC on the Prevention and Control of Noise Pollution • Integrated Wastewater Discharge Standard • Administrative Measures for Electricity Conservation • Regulations on Water Conservation • Hazardous Waste Storage Pollution Control Standard • Graphic Logo for Environmental Protection – Solid Waste Storage (Disposal) Site • Administrative Measures for the Transfer of Hazardous Wastes • National Catalogue of Hazardous Wastes (Edition 2025) • Measures for the Prevention and Control of Environment Pollution by Discarded Dangerous Chemicals • Measures for the Administration of Hazardous Waste Transfer Manifests
<p>環境</p>	<ul style="list-style-type: none"> • 《中華人民共和國環境保護法》 • 《中華人民共和國環境保護稅法》 • 《中華人民共和國水法》 • 《中華人民共和國水污染防治法》 • 《中華人民共和國大氣污染防治法》 • 《中華人民共和國固體廢物污染環境防治法》 • 《中國人民共和國清潔生產促進法》 • 《中華人民共和國噪聲污染防治法》 • 《污水綜合排放標準》 • 《節約用電管理辦法》 • 《節約用水條例》 • 《危險廢物貯存污染控制標準》 • 《環境保護圖形標誌固體廢物貯存(處置)場所》 • 《危險廢物轉移管理辦法》 • 《國家危險廢物名錄》(2025年版) • 《廢棄危險化學品污染環境防治辦法》 • 《危險廢物轉移聯單管理辦法》

Scope 範疇	Major Laws and Regulations to be Complied with 須遵循的主要法律法規
<p>Employment</p> <p>僱傭</p>	<ul style="list-style-type: none"> • Labour Law of the PRC • Employment Promotion Law of the PRC • Labour Contract Law of the PRC • Social Security Law of the PRC • Law of the PRC on Mediation and Arbitration of Labour Disputes • Law of the PRC on the Protection of Rights and Interests of Women • Tentative Provisions on Payment of Wages • Regulations on the Housing Provident Fund • Regulation on Work-related Injury Insurance • Provisions on the Prohibition of Using Child Labour • 《中華人民共和國勞動法》 • 《中華人民共和國就業促進法》 • 《中華人民共和國勞動合同法》 • 《中華人民共和國社會保險法》 • 《中華人民共和國勞動爭議調解仲裁法》 • 《中華人民共和國婦女權益保護法》 • 《工資支付暫行規定》 • 《住房公積金管理條例》 • 《工傷保險條例》 • 《禁止使用童工規定》
<p>Safety and Health</p> <p>安全與健康</p>	<ul style="list-style-type: none"> • Fire Control Law of the PRC • Work Safety Law of the PRC • Occupational Disease Prevention and Control Law of the PRC • Occupational Health and Safety Management System • Special Provisions on Labour Protection for Female Employees • Measures for the Ascertainment of Work-related Injuries • Regulations on Work-related Injury Insurance • Provisions on the Administration of Occupational Health at Workplaces • 《中華人民共和國消防法》 • 《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》 • 《職業健康安全管理體系》 • 《女職工勞動保護特別規定》 • 《工傷認定辦法》 • 《工傷保險條例》 • 《工作場所職業衛生管理規定》



Scope 範疇	Major Laws and Regulations to be Complied with 須遵循的主要法律法規
Product Responsibility 產品責任	<ul style="list-style-type: none"> • Product Quality Law of the PRC • Law of the PRC on the Protection of Rights and Interests of Consumers • Regulations for Implementation of the Law of the PRC on the Protection of Rights and Interests of Consumers • Drug Administration Law of the PRC • Regulations for Implementation of the Drug Administration Law of the PRC • Good Supply Practice for Pharmaceutical Products • Implementation Rules of Good Supply Practice for Pharmaceutical Products • Measures for Quality Supervision and Administration of Distribution and Use of Medicinal Products • Cybersecurity Law of the PRC • Data Security Law of the PRC • Administrative Measures on Internet-based Information Services • Inspection Rules for Pharmaceutical Wholesale Enterprises • 《中華人民共和國產品質量法》 • 《中華人民共和國消費者權益保護法》 • 《中華人民共和國消費者權益保護法實施條例》 • 《中華人民共和國藥品管理法》 • 《中華人民共和國藥品管理法實施條例》 • 《藥品經營質量管理規範》 • 《藥品經營質量管理規範實施細則》 • 《藥品經營和使用質量監督管理辦法》 • 《中華人民共和國網絡安全法》 • 《中華人民共和國數據安全法》 • 《互聯網信息服務管理辦法》 • 《藥品批發企業檢查細則》
Intellectual Property 知識產權	<ul style="list-style-type: none"> • Patent Law of the PRC • Trademark Law of the PRC • Implementation Regulations of the Trademark Law of the PRC • 《中華人民共和國專利法》 • 《中華人民共和國商標法》 • 《中華人民共和國商標法實施條例》

Appendix 2 Index of “Comply or explain” Provisions of the Environmental, Social and Governance Reporting Code

附錄2 《環境、社會及管治報告守則》「不遵守就解釋」條文索引

Subject Areas, Aspects 主要範疇、層面	Description 描述	Corresponding Sections 相關章節
A. Environmental		
A. 環境		
<i>Aspect A1: Emissions</i>		
<i>層面A1：排放物</i>		
General Disclosure 一般披露	A1 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Emission Administration 排放管理
KPI 關鍵績效指標	A1.1 The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emission Administration 排放管理
	A1.3 Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Emission Administration 排放管理
	A1.4 Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Emission Administration 排放管理
	A1.5 Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Emission Administration 排放管理
	A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 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。	Emission Administration 排放管理

Subject Areas, Aspects 主要範疇、層面	Description 描述	Corresponding Sections 相關章節
<i>Aspect A2: Use of Resources</i> 層面A2：資源使用		
General Disclosure 一般披露	A2 Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Use of Resources 資源使用
KPI 關鍵績效指標	A2.1 Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Use of Resources 資源使用
	A2.2 Water consumption in total and intensity. 總耗水量及密度。	Use of Resources 資源使用
	A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Resources 資源使用
	A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Use of Resources 資源使用
	A2.5 Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	Use of Resources 資源使用
<i>Aspect A3: The Environment and Natural Resources</i> 層面A3：環境及天然資源		
General Disclosure 一般披露	A3 Policies on minimising the significant impacts on the environment and natural resources. 減低對環境及天然資源造成重大影響的政策。	The business of the Group does not cause any significant impacts on the environment and natural resources. 本集團所經營的業務不會對環境及天然資源造成重大影響。
KPI 關鍵績效指標	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	

Subject Areas, Aspects 主要範疇、層面	Description 描述	Corresponding Sections 相關章節
<p>B. Social B. 社會</p>		
<p><i>Aspect B1: Employment</i> <i>層面B1：僱傭</i></p>		
<p>General Disclosure 一般披露</p>	<p>B1 Information on:</p> <ul style="list-style-type: none"> (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. <p>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：</p> <ul style="list-style-type: none"> (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 	<p>Protection of Employees' Rights and Interests 員工權益保障</p>
<p>KPI 關鍵績效指標</p>	<p>B1.1 Total workforce by gender, employment type (for example, full – or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。</p>	<p>Protection of Employees' Rights and Interests 員工權益保障</p>
	<p>B1.2 Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。</p>	<p>Protection of Employees' Rights and Interests 員工權益保障</p>



Subject Areas, Aspects 主要範疇、層面	Description 描述	Corresponding Sections 相關章節
<i>Aspect B2: Health and Safety</i> 層面B2：健康與安全		
General Disclosure 一般披露	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.</p> <p>有關提供安全工作環境及保障僱員避免職業性危害的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	Occupational Health and Safety 職業健康安全
KPI 關鍵績效指標	<p>B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。</p> <p>B2.2 Lost days due to work injury. 因工傷損失工作日數。</p> <p>B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。</p>	Occupational Health and Safety 職業健康安全
<i>Aspect B3: Development and Training</i> 層面B3：發展及培訓		
General Disclosure 一般披露	<p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。</p>	Talent Development Plan 人才發展規劃
KPI 關鍵績效指標	<p>B3.1 The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。</p> <p>B3.2 The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。</p>	Talent Development Plan 人才發展規劃



Subject Areas, Aspects 主要範疇、層面	Description 描述	Corresponding Sections 相關章節
<i>Aspect B4: Labour Standards</i> 層面B4：勞工準則		
General Disclosure 一般披露	<p>B4 Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.</p> <p>有關防止童工或強制勞工的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	Labour Compliance 勞工合規
KPI 關鍵績效指標	<p>B4.1 Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。</p>	Labour Compliance 勞工合規
	<p>B4.2 Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。</p>	Labour Compliance 勞工合規
<i>Aspect B5: Supply Chain Management</i> 層面B5：供應鏈管理		
General Disclosure 一般披露	<p>B5 Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。</p>	Responsible Supply Chain 負責任供應鏈
KPI 關鍵績效指標	<p>B5.1 Number of suppliers by geographical region. 按地區劃分的供應商數目。</p>	Responsible Supply Chain 負責任供應鏈
	<p>B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。</p>	Responsible Supply Chain 負責任供應鏈
	<p>B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。</p>	Responsible Supply Chain 負責任供應鏈
	<p>B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。</p>	Responsible Supply Chain 負責任供應鏈



Subject Areas, Aspects 主要範疇、層面	Description 描述	Corresponding Sections 相關章節
<i>Aspect B6: Product Responsibility</i> <i>層面B6：產品責任</i>		
General Disclosure 一般披露	<p>B6 Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p> <p>有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	Product Quality and Safety 產品質量安全
KPI 關鍵績效指標	<p>B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。</p>	Product Quality and Safety 產品質量安全
	<p>B6.2 Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。</p>	Product Quality and Safety 產品質量安全
	<p>B6.3 Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。</p>	Product Quality and Safety 產品質量安全
	<p>B6.4 Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。</p>	Product Quality and Safety 產品質量安全
	<p>B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。</p>	Product Quality and Safety 產品質量安全

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

Subject Areas, Aspects 主要範疇、層面	Description 描述	Corresponding Sections 相關章節
Part D: Climate-related Disclosures D 部分：氣候相關披露		
Governance 管治	The governance body(s) responsible for oversight of climate-related risks and opportunities 負責監督氣候相關風險和機遇的治理機構	The ESG Governance System ESG管治體系
Governance 管治	Management’s role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities. 管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色。	The ESG Governance System ESG管治體系
Strategy 策略	<p>Climate-related risks and opportunities 氣候相關風險和機遇</p> <p>Describe climate-related risks and opportunities that could reasonably be expected to affect the issuer’s cash flows, its access to finance or cost of capital over the short, medium or long term. 描述合理預期可能在短期、中期或長期影響發行人的現金流量、融資渠道或資本成本的氣候相關風險和機遇。</p> <p>Explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk. 就發行人已識別的每項氣候相關風險，解釋發行人是否認為該風險是與氣候相關物理或與氣候相關轉型風險。</p> <p>Specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur. 就發行人已識別的每項氣候相關風險和機遇，具體說明其合理預期可能影響發行人的時間範圍(短期、中期或長期)。</p> <p>Explain how the issuer defines ‘short term’, ‘medium term’ and ‘long term’ and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making. 解釋發行人如何定義短期、中期及長期，以及這些定義如何與其策略決定規劃範圍掛鉤。</p>	Response to Climate Change 應對氣候變化

Subject Areas, Aspects 主要範疇、層面		Description 描述	Corresponding Sections 相關章節
Strategy 策略	Business model and value chain 業務模式和價值鏈	<p>A description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. 描述氣候相關風險和機遇對發行人的業務模式和價值鏈的當期和預期影響。</p> <p>A description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets). 描述在發行人的業務模式和價值鏈中，氣候相關風險和機遇集中的地方(例如，地理區域、設施及資產類型)。</p>	Response to Climate Change 應對氣候變化
Strategy 策略	Strategy and decision-making 策略和決策	<p>Information about how the issuer has responded to, and plans to respond to, material climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. 有關發行人已經及將來計劃在其策略和決策中如何應對氣候重大風險及機遇的資訊，包括發行人計劃如何實現任何其所設定的氣候相關目標，以及任何法律或法規要求達到的目標。</p> <p>Information about how the issuer is resourcing, and plans to resource, the activities responding to and planned to respond to material climate-related risks and opportunities in its strategy and decision-making. 有關發行人當前及將來計劃如何為根據已經及將來計劃在其策略和決策中如何應對氣候重大風險及機遇的行動提供資源。</p>	Response to Climate Change 應對氣候變化



Subject Areas, Aspects 主要範疇、層面		Description 描述	Corresponding Sections 相關章節
Strategy 策略	Financial position, financial performance and cash flows – current financial effect 財務狀況、財務表現及現金流量 – 當前財務影響	<p>How climate-related risks and opportunities have affected the issuer financial position, financial performance and cash flows for the Reporting Period. 氣候相關風險和機遇如何影響發行人在匯報期的財務狀況、財務表現及現金流量。</p> <p>The climate-related risks and opportunities identified in relation to how climate-related risks and opportunities have affected the issuer’s financial position, financial performance and cash flows for the Reporting Period for which there is a significant risk of a material adjustment within the next annual Reporting Period to the carrying amounts of assets and liabilities reported in the related financial statements. 當存在將導致下一匯報年度相關財務報表中的資產和負債賬面價值發生重要調整的重大風險時，關於氣候相關風險和機遇如何影響發行人在匯報期的財務狀況、財務表現及現金流量識別的氣候相關風險和機遇的資訊。</p>	Response to Climate Change 應對氣候變化
Strategy 策略	Financial position, financial performance and cash flows – anticipated financial effect 財務狀況、財務表現及現金流量 – 預期財務影響	<p>How the issuer expects its financial performance to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities. 發行人經考慮其管理氣候相關風險和機遇的策略後，預期其財務表現在短期、中期及長期內將如何變化。</p> <p>How the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities. 基於發行人管理氣候相關風險和機遇的策略，並預計其財務業績及現金流量在短期、中期及長期內將如何變化。</p>	Response to Climate Change 應對氣候變化

Subject Areas, Aspects 主要範疇、層面		Description 描述	Corresponding Sections 相關章節
Strategy 策略	Climate resilience 氣候韌性	<p>The issuer's assessment of its climate resilience as at the reporting date. 發行人截至匯報日對其氣候韌性的評估。</p> <p>How and when the climate-related scenario analysis was carried out. 如何及何時進行氣候相關情景分析。</p>	Response to Climate Change 應對氣候變化
Risk management 風險管理		<p>The processes and related policies the issuer uses to identify, assess, prioritise and monitor climate-related risks and opportunities. 發行人用於識別、評估氣候相關風險和機遇，以及釐定當中輕重緩急並保持監察的流程及相關政策。</p>	Response to Climate Change 應對氣候變化
Risk management 風險管理		<p>The processes the issuer uses to identify, assess, prioritise and monitor climate-related risks and opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities). 發行人用於識別、評估氣候相關風險和機遇，以及釐定當中輕重緩急並保持監察的流程(包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊)。</p>	Response to Climate Change 應對氣候變化
Risk management 風險管理		<p>The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process. 氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。</p>	Response to Climate Change 應對氣候變化
Metrics and targets 指標及目標	Greenhouse gas emissions 溫室氣體排放	<p>An issuer shall disclose its absolute gross greenhouse gas emissions generated during the Reporting Period, expressed as metric tons of CO₂ equivalent, classified as: Scope 1 greenhouse gas emissions; Scope 2 greenhouse gas emissions; and Scope 3 greenhouse gas emissions. 發行人須披露匯報期內的溫室氣體絕對總排放量(以公噸二氧化碳當量表示)，並分為：範圍1溫室氣體排放；範圍2溫室氣體排放；範圍3溫室氣體排放。</p>	Response to Climate Change 應對氣候變化
Metrics and targets 指標及目標	Climate-related transition risks 氣候相關轉型風險	<p>An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks. 發行人須披露容易受氣候相關轉型風險影響的資產或業務活動的金額及百分比。</p>	Commercially sensitive data will not be disclosed at this time 商業敏感數據暫不披露

Subject Areas, Aspects 主要範疇、層面	Description 描述	Description 描述	Corresponding Sections 相關章節
Metrics and targets 指標及目標	Climate-related physical risks 氣候相關物理風險	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks. 發行人須披露容易受氣候相關物理風險影響的資產或業務活動的金額及百分比。	Commercially sensitive data will not be disclosed at this time 商業敏感數據暫不披露
Metrics and targets 指標及目標	Climate-related opportunities 氣候相關機遇	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities. 發行人須披露涉及氣候相關機遇的資產或業務活動的金額及百分比。	Commercially sensitive data will not be disclosed at this time 商業敏感數據暫不披露
Metrics and targets 指標及目標	Capital deployment 資本運用	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities. 發行人須披露用於氣候相關風險和機遇的資本開支、融資或投資的金額。	Commercially sensitive data will not be disclosed at this time 商業敏感數據暫不披露
Metrics and targets 指標及目標	Internal carbon prices 內部碳定價	Whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis) 發行人可有及如何在決策中應用碳定價(例如投資決策、轉移定價及情景分析) The price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making. 發行人用於評估其溫室氣體排放成本的每公噸溫室氣體排放量定價；或適當的否定聲明，確認發行人沒有在決策中應用碳定價。	This aspect is not currently covered by the Group's business 集團業務暫不涉及該項內容

Subject Areas, Aspects 主要範疇、層面	Description 描述	Description 描述	Corresponding Sections 相關章節
Metrics and targets 指標及目標	Remuneration 薪酬	An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. 發行人須披露氣候相關考慮因素可有及如何納入薪酬政策，或提供適當的否定聲明。	The Group has not yet incorporated climate-related considerations into its remuneration policy 集團暫未將氣候相關考慮因素納入薪酬政策
Metrics and targets 指標及目標	Industry-based metrics 行業指標	An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. 本交易所鼓勵發行人披露與一項或多項特定的業務模式和活動有關的行業指標，或與參與有關行業常見特徵有關的行業指標。	This aspect is not currently covered by the Group's business 集團業務暫不涉及該項內容
Metrics and targets 指標及目標	Climate-related targets 氣候相關目標	An issuer shall disclose the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals and any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. 發行人須披露其為監察實現其策略目標的進展而設定的與氣候相關的定性及量化目標及法律或法規要求發行人達到的任何目標，包括任何溫室氣體排放目標。	Response to Climate Change 應對氣候變化





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