

圳市普瑞 团 分 司



BOARD STATEMENT

The Board of HealiK Pharmaceutical Group Co., Ltd. (the "Company" or "HealiK") is pleased to announce the Group's Environmental, Social and Governance Report (the "Report") of the Group, which aims to let the Group's stakeholders and investors understand the ESG aspects of the Group as of December 31, 2021 in the context of the company's development strategy.

The Board of HealiK acknowledges the responsibility of the Company's stakeholders and leads the Group's official responsibility. We will continue to improve the disclosure of the Group's development strategy and business activities.

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董事會聲明

深圳市海普瑞藥業集團股份有限公司(「本公司」或「海普瑞」)及其附屬公司(「本集團」或「集團」)欣然發佈本集團第二份環境、社會及管治報告(「本報告」),旨在闡述本集團於二零二一年在履行環境與社會責任方面的制度建設和績效表現,以回應持份者對於本集團可持續發展管理及信息披露的關注與期望。

海普瑞的董事會肩負起本集團可持續發展事宜的全部責任,帶領本集團實踐社會責任。我們亦會維持可持續發展風險管理及與持份者的溝通,確保其發展方向合乎各持份者期望。

本集團董事會深知風險管理對企業可持續發展至關重要。為促進本集團範圍內統一的企業風險管理,我們已設立風險管理及內部監控系統。董事會每年均會透過審核委員會檢討系統的實施成效及涵蓋重大監控措施,包括財務、營運及合規控制,並委託外部獨立專業人士透過訪談,協助識別及評估本集團風險。董事會認為內部監控及風險管理系統屬有效及充分。本集團的董事會全面負責本集團的環境、社會及管治策略和報告,以及監察和管理環境、社會及管治相關風險。本報告已於二零二二年四月獲董事會確認及批准。

於報告期內,我們切實執行既有環境及社會政策及措施,以履行企業對環境及社會方面的責任。環境方面,本集團嚴謹執行已制訂的相關政策及措施,銳意減少排放物,並提升資源運用效率,期望減少對營運所在地周邊環境的影響。僱傭方面,本集團與各員工維持緊密溝通,及時了解員工需要,以員工福祉及安全為優先。年內河南省出現極端強降雨並造成嚴重洪災,本集團向河南省慈善總會捐助現金,用於河南省防汛救災、緊急物資採購以及災後重建工作,本集團作為一家扎根中國的企業一直堅持致力於護佑健康。

ABOUT THIS REPORT

The Report details the actions and achievements of the Group in environmental, social and governance ("ESG") in the past year. The Report details all relevant information on the climate-related issues in the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide").

SCOPE OF THE REPORT

The Group is a leading China-based pharmaceutical company with pharmaceutical, biotechnology and CDMO ("biopharma") capabilities. Our focus is on research and development and manufacturing of pharmaceutical products. The Group is a public company listed on the Shanghai Stock Exchange, and the reporting period is from January 1, 2021 to December 31, 2021, which is the same as the reporting period of the Annual Report.

REPORTING PRINCIPLES

This Report follows the ESG Reporting Guide and adheres to the following principles:

Materiality: In determining if an issue is a material concern for stakeholders, we have conducted stakeholder interviews and other activities to determine the factors that have a material impact on our business.

Objectivity: The Objectivity principle applies to all information in this Report. All environmental, social and governance-related information is clearly defined, and clearly audited.

Balance: The content of this Report is fair and balanced, and includes all relevant information. The Group has conducted a materiality assessment in 2021. The Group will continue to update the assessment and disclose the results in the future.

Consistency: We report on the same issues as in the Environmental, Social and Governance Reporting Guide. Should there be a change in the way we have assessed the climate-related issues, we will be added to the Group's climate-related disclosures.

FEEDBACK

The Group welcomes stakeholders' feedback on ESG and other areas. Please give us your suggestions and comments via email at cs@heli.kc.

關於本報告

本報告披露了本集團於過去一年在環境、社會及管治議題方面的行動與成績。本報告乃遵守《環境、社會及管治報告指引》("ESG報告指引")載列的所有「不遵守就解釋」條文，並根據指引中的所有建議披露作匯報。

匯報範圍

本集團是領先的中國製藥公司，在製藥領域、創新生物科技領域及CDMO領域擁有全球業務。本報告內容涵蓋對本集團有財務重要性及營運影響力的業務，包括位處深圳的總部及產業園，以及位處美國的產業園。報告期為二零二一年一月一日至十二月三十一日，與年報的財政期間相同。

匯報原則

本報告依循ESG報告指引，應用以下原則：

重要性：為識別及評估對業務有關人士有影響的重大事宜，我們還透過多項與業務有關人士的溝通活動，進行實質性評估調查，以釐定對本集團可持續發展有重大影響的因素。

量化：量化原則適用於本報告的所有資料。我們為所有績效指標提供明確定義，並清楚註明量度單位。

平衡性：本報告的資料和案例主要來源於二零二一年度公司統計報告、相關文檔及內部溝通文件。本集團承諾本報告不存在任何虛假記載及誤導性陳述，並對內容真實性、準確性和完整性負責。

一致性：我們遵循「香港聯交所環境、社會及管治報告指引」進行匯報。未來若有任何可能影響與過往報告作比較的變更，本集團會於報告相應內容加入註解。

意見反饋

本集團歡迎各持份者就我們的環境、社會及管治方法及表現提供意見，請以電子郵件 (cs@heli.kc) 提供您的建議或與我們分享您的意見。

STAKEHOLDER AND MATERIALITY ASSESSMENT

We take a comprehensive approach in identifying the stakeholders (including shareholders, customers, employees, suppliers, regulatory bodies and the public) and their interests and expectations, and the long-term development and strategic engagement with them. The strategic approach is all effective for the Group and is integrated into the Company's overall business strategy and all related policies. The Company has established the Company's official website (www.hkex.com.hk).

The Company's approach is based on the Group and stakeholder approach:

持份者參與及重要性評估

本集團努力通過建設性的溝通方式採納持份者(包括股東、客戶、員工、供應商、監管機構和社會公眾)的意見及保障彼等權益,以確定本公司的長期發展方向及與其保持密切的關係。本集團營運數據及整體業績表現會每半年總結於公司的中期報告及年報,並透過公司網站(www.hkex.com.hk)向各投資者作出匯報。

本集團與持份者的溝通方式如下:

Major stakeholders 主要持份者	Communication means 溝通方式
Investors 投資者	Mainly through regular meetings, shareholder annual general meetings, email, investor relations hotline and investor mailbox and announcements, etc. to maintain close, transparent and efficient communication with stakeholders.
Customers 客戶	Set up a customer service hotline for customers to express their views. If there are individual complaints, the service department staff must give customers a timely and appropriate response.
Employees 員工	Develop a leadership effectiveness and employee engagement and health management system, and strengthen employees' awareness of occupational safety and health through training.
Suppliers 供應商	Communicate and cooperate with suppliers through email, etc. to achieve mutual benefits and win-win cooperation.

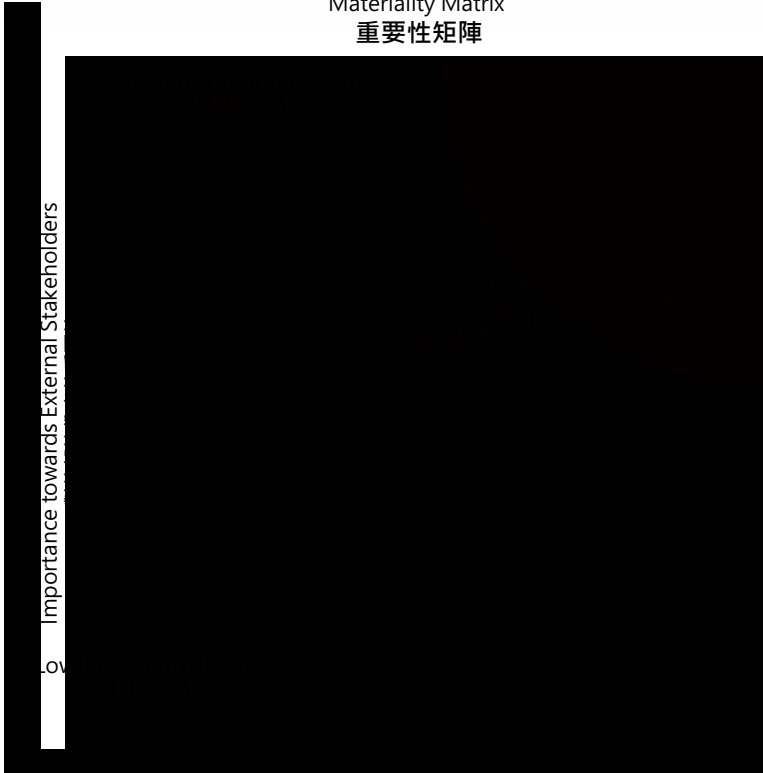
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The e e e ake e a e he a e j a l i a e e :

<p>Step 1: Ide if Ma e j a l i e 第一步 識別重要議題</p>	<p>Wi h e f e e c e he HKEX' E i e a l, S c i a l a d G e a c e Re i g i d e a d c b i i g f a c h a c h e i e c a d e l e a e g i e , i d e l e e d , e i i a d c a i a l a k e e i e e , e c , e h a e i d e f i f e d ' 2 2 a e j a l i e f w a t a b l e d e l e h i c h a b a e d a j d i e i . The i e e i d e i f f e d c e f w a t a g a i d i g h e e i e e l e a d l a b a c i c e , b i e a c i c e a d c i i e e . 參考香港交易所《環境、社會及管治報告指引》和綜合公司發展戰略、行業發展趨勢、監管及資本市場要求等因素，不同維度出發，識別了22個重大議題，涵蓋環境保護、僱傭及勞工慣例、經營慣例及社區投資等四大範疇。</p>
<p>Step 2: C l l e c t S a k e h I d e ' O i i 第二步 收集持分者意見</p>	<p>We h a e c l l e c t e d f e e d b a c k f i e a l a d e e a l a k e h I d e h g h e i a i e e a d h a e e a d h e a e j a l i f e l e a i e . 我們通過問卷調查收集公司內部及外界持份者反饋意見並評估各相關議題的重要性。</p>
<p>Step 3: D e e i e M a e j a l i e 第三步 釐定重要議題 贏6。搖我手俾 驢 媛是芫</p>	<p>The a e j a l i f e a c h i e i d e e i d e b f a c i i a c h e G ' b i e a d i i a c a k e h I d e . We h a e d a h e a e j a l i a j a e h e () - 2 (e) - 1 E 0 8 f e a h a O h e e e i l d e e a i g h i a e a e i a e (a) - 5 . 3 () - 6 . 5 d e e e j i e h a d l i d e d i . (T) - 1 9 . 2 (h) - 8 . 7 (e) - 1 . 8 (a) - 7 . 4 c 1 0 . 5 a (e) 1 6 7 4 9 (i) 1 1 . 7 () 1 4 . 9 g 1 w e f e d i i d 環境評估、僱傭、社區投資、重要環境、酸鹼認識的權規及拜 重要議題 驢亦</p>

e h e i (a) 5 7 . 4 (i) - 1 . 7 () - 1 . 8 () 1 1 2 () - 7 2 4 () - 6 e d e d - 2 5 7 () - 7 . 4 j a d e () - 1 1 () - 1 7 . 7 (a) - 5 2 4 (k) 1 6 9 6 (e) - 8 . 6 (h) - 0 . 1 () - 1 1 5
 e () 1 4 3 8 () - 1 2 g d f c d c 1 0 6 6 (e) - 7 4 7 () - 1 0 . 2 () - 1 8 1 9 () - 1 7 . 7 (a) - 5 2 4 (k) 1 6 9 6 (e) - 8 . 6 (h) - 0 . 1 () - 1 1 5 3 l i d () - 9 . 5 (e e) - 6 . 4

Materiality Matrix
重要性矩陣



The Group has taken concrete steps to address the environmental issues identified in the annual report, and has elaborated on the measures to be implemented. The Group will continue to strengthen the established, and adopt a more proactive approach to address the environmental issues of the Group, and will continue to take a long-term perspective.

A. ENVIRONMENT

1. EMISSIONS

As a responsible enterprise, we are committed to achieving carbon reduction goals in line with the global net-zero target. We have established a comprehensive carbon management system, and have implemented a series of measures to reduce greenhouse gas emissions, including energy conservation, waste reduction, and the use of clean energy. The Group has also established the Environmental Management Regulation, and has set clear objectives and indicators for environmental management, and has implemented a series of measures to ensure the effective implementation of the Environmental Management Regulation, including the establishment of an environmental management system, the implementation of environmental management measures, and the implementation of environmental management measures. We will continue to strengthen our environmental management, and will continue to take a long-term perspective.

In 2021, all our factories in Shenzhen have passed the Clean Production Certification for the first time, and we have achieved significant results. The Group will continue to strengthen the established, and will continue to take a long-term perspective. We will continue to strengthen our environmental management, and will continue to take a long-term perspective.

AIR POLLUTANT

The Group has taken concrete steps to address the environmental issues identified in the annual report, and has elaborated on the measures to be implemented. The Group will continue to strengthen the established, and adopt a more proactive approach to address the environmental issues of the Group, and will continue to take a long-term perspective.

就評估所識別出的實質性議題，本集團已採取相應舉措，並在後續章節中作出詳細闡述。一如以往，本集團將繼續致力建立多元化、透明、誠信及準確的溝通渠道，為本集團的環境、社會及管治策略提供重要依據。

A. 環境

1. 排放物

本集團作為負責任的企業，我們作出一切努力，透過一系列減少環境影響的措施，控制廢氣及溫室氣體排放、水及土地的排污，減少有害及無害廢棄物的產生，實現對保護環境方面的持續承諾。本集團已制定《環保管理規範》，確認本集團環保的目的及原則、環保內容、職責劃分、污水的排放、廢氣的排放、固體廢物及危險廢物的處理、環保事故預防及應急救援預案等相關管理制度，以確保排放的廢氣、廢水符合國家排放標準，固體廢物及危險廢物交由具資質的單位處理，保護環境，維護本集團生產經營活動穩定運行。

在二零二一年，本集團位於深圳的各工廠分別首次及複審通過了清潔生產認證工作。本集團的排放及廢物管理以完全符合法規要求為目標，嚴格遵守所有適用的環保法例和法規，例如《中華人民共和國環境保護法》，報告期內並未有違規的情況。

空氣污染物

本集團嚴格要求廠區內嚴禁擅自拆除或者閑置防治廢氣污染的設施，同時我們亦要求所有生產過程中產生廢氣的部門，嚴格按照本集團制定的《工業廢氣處理系統運行及維護標準操作指導書》的操作規程操作，做好廢氣處理設備的維護保養工作，如發現任何問題及時解決，以確保廢氣排放達到《中華人民共和國大氣污染防治法》的標準。

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為確保工廠的空氣污染物排放量不超出相關的法律法規規定，本集團根據《鍋爐大氣污染物排放標準》及《工業企業揮發性有機物排放控制標準》等國

The Group's air emissions are as follows:

Pollutant	Unit	Emissions for 2020	Emissions for 2021
污染物	單位	2020年排放量	2021年排放量
Nitrogen oxide (NO _x)	kg	11,643.9	10,687.9
Sulphur dioxide (SO ₂)	kg	328.9	10.0
Particulate matter (PM)	kg	683.18	626.9
顆粒物 (PM)	千克		

GREENHOUSE GAS

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The Group's greenhouse gas emissions are as follows:

Scope	Unit	Emissions for 2020	Emissions for 2021
範圍	單位	2020年排放量	2021年排放量
Total GHG Emissions	tonnes of CO ₂ equivalent	56,441.9	65,879.6
Direct Emissions (Scope 1)	tonnes of CO ₂ equivalent	19,556.9	25,352.5
Energy indirect Emissions (Scope 2)	tonnes of CO ₂ equivalent	36,885.0	40,527.1

Notes:

The calculation is based on the Reporting Guidelines Environmental KPI issued by HKEX, the 2006 IPCC Guidelines National Greenhouse Gas List, Fifth Assessment Report of IPCC, and the latest emission factors for grid electricity;

Scope 1 includes direct emissions from diesel and natural gas, direct emissions from mobile combustion of diesel and leaded gasoline, and fugitive emissions from refrigerant leakage; and

Scope 2 includes indirect emissions from purchased electricity.

As a result of the impact of 2021 and the recovery of the global economy, the total GHG emissions in 2021 are higher than those in 2020. The Group will continue to reduce emissions and take measures to reduce the impact of climate change.

In order to reduce greenhouse gas emissions, the Group has adopted a number of measures to reduce emissions, as follows:

- Provided employees with video and telephone conference systems, convenient for using these methods for operation management to reduce business travel and its related transportation-induced greenhouse gas emissions;
- Formulated the regional procurement policy, and calculated the local suppliers to be selected first, in order to reduce the energy consumption and greenhouse gas emissions caused by additional transportation; and
- Adopted energy-saving and low-carbon equipment, such as variable frequency air conditioning equipment and low-carbon refrigerant air conditioning equipment; replaced coal gas equipment with energy-saving and low-carbon equipment.

附註：

計算乃基於聯交所所發佈的環境關鍵績效指標報告指引、二零零六年IPCC國家溫室氣體清單指南、IPCC第五次評估報告及最新電網排放因子；

範圍1包括柴油與天然氣的固定燃燒排放、柴油與無鉛汽油的移動源直接燃燒排放及製冷設備的逃逸排放；以及

範圍2包括源自外購電力的能源間接排放。

二零二一年的範圍1及範圍2溫室氣體排放量均較二零二零年多，主要原因是業務在二零二一年有所提升，所耗用的各種資源包括燃料及電力皆比去年上升。本集團會持續監察排放量表現，並致力減緩對氣候變化的影響。

針對減少產生排放物，本集團採納及實踐一系列的措施：

提供並鼓勵員工使用視頻及電話會議系統，方便用此方法進行運營管理以減少商旅出差及其相關交通運輸引致的溫室氣體排放；

制訂了關於區域性採購的政策，優先選用本地供應商，以減少因額外的運輸過程而增加的能源消耗及溫室氣體的排放；及

優先選用較環保的設備，例如：可變頻空調設備及使用減低損壞臭氧層的冷媒；改用電磁爐具，以取代使用煤氣的設備

WASTEWATER

In order to fulfill the legal obligations, the Group has complied with the Sewage Treatment Ordinance, and the effluent discharge standards of the Environmental Protection Department. The Sewage Treatment Ordinance, which is a set of regulations, covers the sewage treatment process, the effluent discharge standards, and the sewage treatment system operation procedures. The Group will arrange the quality control department staff to inspect the treated effluent, ensuring that the discharged effluent meets the legal discharge standards.

WASTE

The Group attaches great importance to the management of waste. For hazardous waste, the Group has classified waste according to the Hazardous Waste Identification Code, and the Adipic Acid Manufacturing Process Solid Waste, and the Adipic Acid Manufacturing Process Solid Waste. The discharge of hazardous waste shall be handled by the Adipic Acid Manufacturing Process Solid Waste Management Office, which is authorized by the Urban Garbage Collection and Transportation Office of Xili. The Adipic Acid Manufacturing Process Solid Waste Management Office will handle the hazardous waste, and the Adipic Acid Manufacturing Process Solid Waste Management Office will handle the hazardous waste.

For hazardous waste, the Group has identified hazardous waste in accordance with the Hazardous Waste Identification Code, and the Adipic Acid Manufacturing Process Solid Waste, and the Adipic Acid Manufacturing Process Solid Waste. The discharge of hazardous waste shall be handled by the Adipic Acid Manufacturing Process Solid Waste Management Office, which is authorized by the Urban Garbage Collection and Transportation Office of Xili. The Adipic Acid Manufacturing Process Solid Waste Management Office will handle the hazardous waste, and the Adipic Acid Manufacturing Process Solid Waste Management Office will handle the hazardous waste.

污水

在污水排放管理方面，本集團已編製《污水處理操作規程》，並要求工程運行部污水處理的操作人員必須嚴格按照規程進行操作。《污水處理操作規程》涵蓋廢水工藝流程、污水處理程序、污水的廢氣淨化處理系統操作程序。本集團會安排質量控制部檢驗人員就處理後的污水進行檢驗工作，以確保所排放的污水符合法例的排放標準。

廢棄物

本集團非常重視固體廢物方面的管理，對於無害廢棄物的管理，本集團依據《固體廢物污染環境防治法》、《城市生活垃圾管理辦法》等國家法規，針對無害廢棄物進行分類管理，生活垃圾和非危險廢物的處理由行政部按照與南山區西麗環衛所簽訂的《城市垃圾清運合同書》，指定人員監督環衛所的工作人員到本集團後門垃圾收集點轉移處理生活垃圾和非危險廢物。

而危險廢物方面，我們已參照國家《國家危險名錄》規定，對工廠的有害廢棄物進行鑒別，並依據《中華人民共和國固體廢棄物環境污染防治法》、《危險廢物轉移聯單管理辦法》等法規制定《環保管理規範》，所有的危險廢物會交由危險廢物產生部門負責，必須設置收集容器將產生的危險廢物進行回收，並設置危險廢物的臨時存放點，以及按照危險廢物管理要求做好防護措施和警示標識。實驗產生的廢棄的化學試劑，應進行收集處理，嚴禁隨意排放。

The following table shows the total electricity consumption:

Energy Type 能源種類	Unit 單位	Consumption in 2020 2020年耗量	Consumption in 2021 2021年耗量
Total Electricity 總電力	kWh in '000	128,438.2	158,721

The Group's financial results are as follows:

Item	2021	2020	Change (%)
Revenue	1,554,982,121.59	1,211,593,324.37	28.35
Profit	374,173,554.98	285,039,324.37	31.27
Net Profit	456,813,554.98	358,135,549.98	27.56

3. ENVIRONMENT AND NATURAL RESOURCES

The Group integrates environmental responsibility into its daily business operations. We are committed to leading a greener life for all of our employees and the community. Our office environmental management work, mainly focuses on reducing paper use and saving energy, e.g.

Environmental protection has always been our top priority. We have implemented a series of measures to reduce paper consumption. For example, we have established a paper-saving system in our offices, which includes the following measures:

- All internal electronic files are managed in a centralized manner to reduce paper use; we encourage employees to use electronic files instead of paper files; and we encourage employees to use electronic files instead of paper files;
- The number of copies of internal documents, including internal memos, is strictly controlled to reduce paper consumption;
- Utilize the WeChat platform, electronic report boards, internal network, and internet to disseminate reports, notices and other promotional materials to the Group; and use electronic report boards, internal network, and internet for general reference;
- Recycle used paper and other office waste; and use recycled paper;
- Use both sides of paper for printing and scanning; and
- Use the blank side of paper for drafting, printing and receiving.

3. 環境及天然資源

本集團積極將環境責任融入到企業日常經營行為中。我們致力在辦公室的日常工作中，實施多項促進環保的管理措施，以減低對環境及自然資源的消耗。我們的辦公室環保管理工作，主要著重減少用紙和節省能源。

我們長久以來倡儀保護環境，故此員工的節省用紙意識已大大提高。同時，員工已經建立良好的工作模式，採納下列各項環保措施以減少用紙量：

全面推行檔案電子化管理，鼓勵同事盡量在電腦上進行文檔處理及以電子方式傳遞資訊，減少紙質檔的列印、傳遞、整理、存檔等工作；

公司信封、公文袋、畫冊等印發數量亦受核實控制，務求盡量削減對紙張的需求；

報告、通告及其他宣傳資料上載至本集團的微信平台、電子報告板、內聯網、互聯網，供一般參考之用；

循環使用信封和暫用檔案夾，發送內部文件及書信；

雙面使用紙張列印和影印；以及

使用紙張未用過的一面，作草擬、列印及接收傳真用途。

B. SOCIAL

1. EMPLOYMENT

The Group is committed to providing a safe and healthy working environment for all employees. We are committed to providing a safe and healthy working environment for all employees. We are committed to providing a safe and healthy working environment for all employees.

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B. 社會

1. 僱傭

人力資本為企業發展的源動力。本集團尊重員工的個人自由，建立多元文化，包融不同人種、膚色、年齡、性別、性取向、種族、殘疾、懷孕、信仰或婚姻狀況的員工，絕不容忍姑息任何歧視，尊重員工的個人自由，保護員工個人私隱。

本集團透過提供在市場上具競爭力的薪酬待遇，並以崗位的價值為薪酬的基礎，並且給予績優員工更高的薪酬回報以鼓勵持續改進，致力吸引和挽留優秀人才。本集團確保員工的工資均不低於當地法律法規的最低工資標準，並且為所有在職員工繳納各項法定社會保險與福利，例如包括養老保險、醫療保險、失業保險、工傷保險、生育保險及住房公積金，假期包括國家法定節假日、婚假、產假、產檢假、哺乳假、陪產假、工傷假、喪假及年假等。

本集團嚴格遵守有關薪酬及解僱、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相關法律及規例，例如《中華人民共和國勞動法》，期內並未有違規情況。

本集團按不同類別劃分的僱員人數如下：

本集團按不同類別劃分的僱員人數如下：

Category	分類	Figures for 2020 (a) 2020年數字 (人)	Figures for 2021 (a) 2021年數字 (人)
By Gender			
Male	男性	1,095	1,323
Female	女性	571	783
By Employment Type			
Full-time	全職	1,615	1,985
Part-time	兼職	2	3
Temporary	臨時工		5
Apprentice and Intern	學徒和實習生	49	75
Contract ¹	合約 ^{註1}	13	38
By Age Group			
Below 25	25歲以下	161	228
25-34	25至34歲	701	874
35-44	35至44歲	454	609
45-54	45至54歲	234	274
55-64	55至64歲	104	109
Above 65	65歲或以上	12	12
By Region			
China	中國	1,396	1,528
North America	北美	270	578

註1：合約員工僅在按僱傭類型劃分的數據中呈列。

註1：合約員工僅在按僱傭類型劃分的數據中呈列。

The Group's employee turnover rate according to different categories is as follows:

本集團按不同類別劃分的僱員流失比率如下：

Category	分類	Employee Turnover Rate in 2020 (%)	Employee Turnover Rate in 2021 (%)
		2020年流失率 (%)	2021年僱員流失率 (%)
By Gender	按性別劃分		
Male	男性	29	48
Female	女性	36	43
By Age Group	按年齡組別劃分		
Below 25	25歲以下	71	88
25-34	25至34歲	41	51
35-44	35至44歲	16	27
45-54	45至54歲	14	41
55-64	55至64歲	8	31
Above 65	65歲或以上	33	108
By Region	按地區劃分		
China	中國	35	54
North America	北美	12	24

2. HEALTH AND SAFETY

The Group is committed to the safety and health of its employees. In accordance with the Group's safety and health policy, the Group has established a comprehensive safety and health management system. The Group has implemented various safety and health measures, including safety training, safety audits, and safety inspections. The Group has also established a safety and health committee to oversee the implementation of the safety and health management system. The Group has achieved significant results in safety and health management, with a low incidence of safety accidents and occupational diseases.

The Group's safety and health management system is based on the principle of "safety first, prevention first, comprehensive management". The Group has established a comprehensive safety and health management system, including safety training, safety audits, and safety inspections. The Group has also established a safety and health committee to oversee the implementation of the safety and health management system. The Group has achieved significant results in safety and health management, with a low incidence of safety accidents and occupational diseases.

2. 健康與安全

為了貫徹落實「安全第一、預防為主、綜合治理」的安全生產方針，提高本集團應對風險和防範事故的能力，保障員工在生產勞動過程中不受職業病危害因素的影響，預防職業安全事故和職業病的發生，本集團針對安全管理、事故預防及應急救援預案及員工職業健康等制訂管理體系。

生產單位在拆除項目、新改擴建設項目、檢維修項目、開停機、較重要的隱患治理項目和較重要的工藝變更、設備變更專案等危險性較大的活動開始之前會安排進行危害識別風險評估，在此基礎上編製實施方案。安全管理中心又會不定期對各單位的安全管理現狀進行風險評估。

The Company's safety and health management system is based on the principle of "prevention first, safety first, technical safety first, and accident prevention first". The Company has established a safety and health management system with the goal of "prevention first, safety first, technical safety first, and accident prevention first". The Company has established a safety and health management system with the goal of "prevention first, safety first, technical safety first, and accident prevention first".

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The Safety Management System is based on the principle of "prevention first, safety first, technical safety first, and accident prevention first".

The training content involves multiple categories, and the Group will arrange technical staff to participate in R&D or pharmaceutical-related training, and also arrange staff to participate in production-related training, process, sales and other training.

培訓內容涉及多個類別，本集團會安排技術人員參與藥品研發或藥政相關培訓，又視乎人員的需要安排參加與生產相關的培訓、與流程、銷售員疾灘吳 s 畢

The Group will also arrange for staff to participate in training on safety and health, and also arrange for staff to participate in training on safety and health, and also arrange for staff to participate in training on safety and health.

The Group will also arrange for staff to participate in training on safety and health, and also arrange for staff to participate in training on safety and health, and also arrange for staff to participate in training on safety and health.

Category	分類	Percentage of Trained Employees in 2020 (%)	Percentage of Trained Employees in 2021 (%)	Average Number of Hours Completed by Each Employee in 2020 (Hour)	Average Number of Hours Completed by Each Employee in 2021 (Hour)
By Gender	按性別劃分				
Male	男性	94	100	75	72
Female	女性	94	100	68	62
By Employee Category	按僱員類別劃分				
Senior Management	高級管理層	100	100	30	28
Middle Management	中級管理層	100	100	30	24
Supervisor	主管	100	100	104	39
General Staff	一般員工	86	100	75	76

4. LABOUR STANDARDS

The Group specifically prohibits forced labour and child labour and takes effective measures to ensure compliance. The Group would check the age-related documents of the high and low age employees and check the age of the applicants before they are hired. The Group has reached the minimum age of 18 for all employees. The Group complies with the relevant local laws and regulations. The Group has established a whistleblowing mechanism for reporting forced labour. The Group complies with all applicable laws and regulations regarding the prohibition of forced labour. The Group complies with all applicable laws and regulations regarding the prohibition of forced labour, corporal punishment, imprisonment, or threats of violence.

The Group complies with the relevant laws and regulations regarding the prohibition of child forced labour in the People's Republic of China. The Group complies with the relevant laws and regulations regarding the prohibition of child forced labour.

5. SUPPLY CHAIN MANAGEMENT

The Group would high and low age employees and take effective measures to ensure compliance. The Group would check the age-related documents of the high and low age employees and check the age of the applicants before they are hired. The Group has reached the minimum age of 18 for all employees. The Group complies with the relevant local laws and regulations. The Group has established a whistleblowing mechanism for reporting forced labour. The Group complies with all applicable laws and regulations regarding the prohibition of forced labour. The Group complies with all applicable laws and regulations regarding the prohibition of forced labour, corporal punishment, imprisonment, or threats of violence.

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4. 勞工準則

本集團明確禁止強迫勞動及聘用童工並重視預防工作。本集團在聘用任何應徵者之前會徹底檢查與應徵者年齡相關的各類文件檔案，並採取有效措施核實其年齡，確保應徵者達到法定勞動年齡。本集團的僱傭合約符合當地法規要求，列明雙方權責，保障員工得到應有的權益，禁止任何形式的強迫勞工，確保所有員工都在自願的基礎上工作，禁止使用任何勞役或契約式勞工、體罰、監禁，或暴力威脅。

本集團嚴格遵守有關防止童工或強制勞工的相關法律及規例，例如《中華人民共和國勞動法》，期內並未有違規情況。

5. 供應鏈管理

本集團採用供應商前必須通過一系列審核程序，全盤審視其品質、環境及安全等表現，合格後方可採用。本集團要物料供應商確保生產藥品所需的原料及輔料，應當符合藥用要求及藥品生產品質管制規範的有關要求。並按照規定對供應商進行審核，確保購進使用的物料符合規定要求。

本集團又定期評估及監督受委託提供藥品倉存及運輸的供應商的品質保證能力和風險管理能力，並與其簽訂委託協定，約定責任及操作規程等內容。本集團亦會定期審視現有供應商的表現，要求有相關風險的供應商改善既有機制及表現，中止與無法符合要求的供應商的關係，以確保供應鏈的品質、環境及安全等表現符合本集團的方針。

The Group would also consider the energy efficiency of the purchased equipment and materials, such as the purchase of energy-saving equipment, the use of energy-saving materials, and the use of energy-saving equipment. We have established the Group's energy efficiency management system. The Group will continue to improve its energy efficiency management system and will continue to improve its energy efficiency management system.

The number of suppliers by region is as follows:

The Group also comprehensively considers its environmental performance when purchasing materials and equipment, such as the purchase of energy-saving equipment and lighting systems when technical parameters are met, in order to bring the Group's environmental protection vision to all levels of the supply chain. The Group also conducts supplier audits or surveys when conducting supplier audits or surveys to understand its involvement in environmental and social risk policies, and conducts regular audits of suppliers in product quality and safety, environmental protection and social responsibility aspects to realize the Group's supply chain compliance, quality and safety, environmental protection and social responsibility requirements.

The number of suppliers by region is as follows:

Region	地區	Figures for 2020 2020年數目	Figures for 2021 2021年數目
China	中國	2,037	594
Europe	歐洲		65
North America	北美	40	540
Other Region	其他	2	24
Total	總數	2,079	1,223

The Group has established a supplier management system and has implemented the system for all 1,223 suppliers. The Group will continue to improve its supplier management system and will continue to improve its supplier management system.

Within the year, the Group implemented the supplier management system for all 1,223 suppliers. The Group will continue to improve its supplier management system and will continue to improve its supplier management system.

6. PRODUCT RESPONSIBILITY

The Group is committed to product quality and safety. The Group has established a scientific, rigorous and comprehensive quality management system, and has implemented the system for all products. The Group has established a scientific, rigorous and comprehensive quality management system, and has implemented the system for all products. The Group has established a scientific, rigorous and comprehensive quality management system, and has implemented the system for all products.

6. 產品責任

The Group attaches great importance to product quality and safety. The Group has established a scientific, rigorous and comprehensive quality management system, and has implemented the system for all products. The Group has established a scientific, rigorous and comprehensive quality management system, and has implemented the system for all products.

I Ja wa a d... he Adi Ce e ga ie a i-f d... The d di eed c nec he la e ele'a a i-f d i f ai , i d d i g ece... The ill al... a je a d a al e he cha ace j ic f he c a ' b i e . Ba ed he c llec ed f d i cide a d agge ga ed a d a al ed da a, he d i... ill c ile a i-f d blic a e j al, i d i g b c h e a d i de . The ill he blic e he i f ai all e l ee i he g , i eg a i g he i a c ce a d e h ic f a i-f d i d ail b i e ce . I 2021, he G h a c c e d a a i-f d e a i a i a e l ee d e a d i g i h a ga . We ha e a c c e d a i g e i l e d he l eg i Pa c i c e f E e j e E t ee , h i c c ai ele'a e a i a i e i t a f e he a i i g .

The G ic l adhe e ele'a la a d e g la j e la i g b j b e , e i , f d a d e l b d e j g , ch a he A fai C e j i La f he Pe le' Re blic f Chi'a . The e a i l a i g h e e j d .

8. COMMUNITY INVESTMENT

The G e ec he di e e a d a d i f he l cal di ic . We a ach ge a i a ce he e e c a i a d i i c i g a d a e c i e d e g a g i c i j e i a i e l a e . The G l d h j e c a d g a ha be e f i he eed f he c i he e f e a i b l e . We d al c i e k i g i h c i l g ha ha e c a e i a d a i a i he l al b e e e e l e a a k e h l d a d e l e , b j g i g a i e d be e f i he c i .

每年一月及七月，審計中心會針對全本集團組織反舞弊宣傳，審計專員需要收集最新相關反舞弊的資訊，包括各行業近期發生的重大舞弊事件、處理措施等，結合公司業務的特點匯總分析。根據收集到的舞弊事件及匯總分析的資料，審計專員會編製反舞弊宣傳資料，包括宣傳手冊及視頻等，向本集團內的全體員工宣傳時，務求把反舞弊的重要概念及操守融入日常業務流程。在二零二一年，本集團已進行過一次反舞弊考試，並進行了《企業員工廉潔從業》培訓，培訓後有包含相關試題。

本集團嚴格遵守有關防止賄賂、勒索、欺詐及洗黑錢的相關法律及規例，例如《中華人民共和國反不正當競爭法》，森，扣鳴 繼 尉白舞廳

During the year, the Group has continued to invest in the health of the public and the environment. We have established a Biotechnology Research Institute in Shenzhen, P.R. China. We have also donated RMB1 million to the relief of the drought in the Heilongjiang province. The research areas of the Institute include Biotechnology, medicine, food, drug, agriculture, biotechnology, chemical and biological, high-tech, lead compounds, and academic research. The Institute will focus on the development of each of the above fields. The Group is confident that it will be able to develop each of the above fields into a leading industry in the world. The Group is confident that it will be able to develop each of the above fields into a leading industry in the world.

年內本集團專注健康及慈善範疇，分別與深圳職業技術學院共建了生物醫藥研究院及捐贈100萬元馳援河南防汛救災。生物醫藥研究院的研究方向涵蓋藥物新靶點發現、天然活性成分挖掘、藥物先導化合物化學和生物學合成、藥效活性篩選、多組學分析、藥代動力學、製藥關鍵技術及藥物評價等方面，覆蓋了藥物研發創新鏈全鏈條。本集團有信心透過悉心培養行業所需的高水準人才，可以將研究院打造為新品種和新技术的孵化平台，促進研發成果高效轉化。

During the year, the Group has continued to invest in the health of the public and the environment. We have established a Biotechnology Research Institute in Shenzhen, P.R. China. We have also donated RMB1 million to the relief of the drought in the Heilongjiang province. The research areas of the Institute include Biotechnology, medicine, food, drug, agriculture, biotechnology, chemical and biological, high-tech, lead compounds, and academic research. The Institute will focus on the development of each of the above fields. The Group is confident that it will be able to develop each of the above fields into a leading industry in the world. The Group is confident that it will be able to develop each of the above fields into a leading industry in the world.

年內河南省出現極端強降雨並造成嚴重洪災，本集團通過全資子公司天道醫藥向河南省慈善總會捐助現金100萬元，由河南省慈善總會統一調配，用於河南省防汛救災、緊急物資採購以及災後重建工作。另外，本集團亦無償捐贈了一條運行良好的注射劑中試生產綫予深圳市科技評審管理中心，用於支持深圳市科技評審管理中心孵化、扶持、服務深圳本地生物創新醫藥企業，助力大灣區產業發展和升級。年內，本集團捐贈合共約人民幣2.7百萬元。

HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

聯交所《環境、社會及管治報告指引》索引

A	Environmental 環境	Chapter 章節
ASPECT A.1 方面A.1	Emissions 排放物	A1
Indicator A.1.1 指標A.1.1	The type and quantity of emissions. 排放物種類及相關排放數據	A1
Indicator A.1.2 指標A.1.2	Direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions (in tonnes) and (where applicable) intensity (such as per unit of production, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	A1
Indicator A.1.3 指標A.1.3	Total hazardous waste generated (in tonnes) and (where applicable) intensity (such as per unit of production, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	A1
Indicator A.1.4 指標A.1.4	Total non-hazardous waste generated (in tonnes) and (where applicable) intensity (such as per unit of production, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	A1
Indicator A.1.5 指標A.1.5	Description of the emission targets and the steps taken to achieve each target. 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。	A1
Indicator A.1.6 指標A.1.6	Description of the methods used to handle hazardous and non-hazardous waste, and description of the reduction targets and the 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。	A1
ASPECT A.2 方面A.2	Resource Use 資源使用	A2
Indicator A.2.1 指標A.2.1	Direct and indirect energy consumption (e.g. electricity, gas, oil) (in kWh '000) and (where applicable) intensity (such as per unit of production, per facility). 按類型劃分的直接及間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	A2
Indicator A.2.2 指標A.2.2	Water consumption (in litres) (e.g. per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	A2
Indicator A.2.3 指標A.2.3	Description of the energy efficiency targets and the 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。	A2
Indicator A.2.4 指標A.2.4	Description of any issues with water efficiency, and description of the water efficiency targets and the 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。	A2
Indicator A.2.5 指標A.2.5	Total weight of packaging materials used (in tonnes) and (where applicable) per unit of production. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	A2

A	Environmental 環境	Chapter 章節
ASPECT A.3 方面A.3	The Environment and Natural Resource 環境及天然資源	A3
Indicator A.3.1 指標A.3.1	Description of the significant activities in the environment and natural resource management. 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。	During the period, the significant activities have had no significant impact on the environment and natural resource. No significant impact incidents occurred. 期內未有對環境及天然資源的重大影響的事故
ASPECT A.4 方面A.4	Climate Change 氣候變化	A4
Indicator A.4.1 指標A.4.1	Description of the major climate-related issues and the actions taken. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	A4
B	Social 社會	
ASPECT B.1 方面B.1	Employee 僱傭	B1
Indicator B.1.1 指標B.1.1	Total workforce by gender (e.g. Male, Female), age group ☒	B.1.1

B	Social 社會	
ASPECT B.3 方面B.3	Development and Training 發展及培訓	B3
Indicator B.3.1 指標B.3.1	The percentage of employees trained by grade level (e.g. executive, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	B3
Indicator B.3.2 指標B.3.2	The average training hours completed per employee by grade level. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	B3
ASPECT B.4 方面B.4	Labour Standards 勞工準則	B4
Indicator B.4.1 指標B.4.1	Description of measures to address recruitment practices that discriminate against children and young people. 描述檢討招聘慣例的措施以避嫌對招聘慣例中僱用童工及青少年。	B4
	B.3.2	

B	Social 社會	
ASPECT B.6 方面B.6	Product Responsibility 產品責任	B6
Indicator B.6.1 指標B.6.1	Percentage of total products sold recalled 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。	Percentage of products recalled for safety and health reasons in the period is 0.00%. 期內因安全與健康理由而須回收的產品百分比為0.00%
Indicator B.6.2 指標B.6.2	Number of product and service complaints received and the approach. 接獲關於產品及服務的投訴數目以及應對方法。	The total of 36 complaints regarding the period, and all of them have been dealt with. A total of 36 complaints have been received and all have been dealt with. A total of 36 complaints have been received and all have been dealt with. 期內共有36宗投訴，並已悉數處理，當中未有因品質問題而須回收產品的情況
Indicator B.6.3 指標B.6.3	Description of practice relating to being a diligent. 描述與維護及保障知識產權有關的慣例。	B6
Indicator B.6.4 指標B.6.4	Description of quality control process and product recall process. 描述質量檢定過程及產品回收程序。	B6
Indicator B.6.5 指標B.6.5	Description of consumer data protection and privacy policy, and related execution and supervision methods. 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。	B6
ASPECT B.7 方面B.7	Anti-Corruption 反貪污	B7
Indicator B.7.1 指標B.7.1	Number of completed legal cases against the issuer or its employees and the result 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。	There are no completed cases against the issuer or its employees. 期內未有貪污訴訟案件
Indicator B.7.2 指標B.7.2	Description of preventive measures and reporting procedures, and related execution and supervision methods. 描述防範措施及舉報程式，以及相關執行及監察方法。	B7
Indicator B.7.3 指標B.7.3	Description of the anti-corruption training provided to directors and employees. 描述向董事及員工提供的反貪污培訓。	B7
ASPECT B.8 方面B.8	Community Investment 社區投資	B8
Indicator B.8.1 指標B.8.1	Focus areas for CSR (e.g. education, environment, labor needs, health, culture, sports). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	B8
Indicator B.8.2 指標B.8.2	Resources dedicated (e.g. money, time). 在專注範疇所動用資源(如金錢或時間)。	B8

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