



開拓藥業有限公司*

KINTOR PHARMACEUTICAL LIMITED

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限責任公司)

Stock Code 股份代號 : 9939

2024 環境、社會及管治報告

Environmental, Social and Governance Report



*For identification purpose only 僅供識別

<https://www.kintor.com.cn>

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ABOUT THE REPORT

關於本報告



This is the environmental, social and governance report (the “**Report**”) issued by Kintor Pharmaceutical Limited (the “**Company**” or “**Kintor Pharma**”, together with its subsidiaries, the “**Group**” or “**we**”) for the year ended 31 December 2024 (the “**Year**”). The Report contains information on the Group’s system construction operations and work performance with respect to environmental, social and governance (“**ESG**”) issues during the Year. The Report has also covered topics about sustainable development of the environment and society that are of concern to important stakeholders.

BASIS OF PREPARATION

The Report is compiled based on the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) sets out in Appendix C2 to the Rules Governing the Listing of Securities (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

The Report has complied with the “comply or explain” provisions set out in the ESG Reporting Guide and was prepared on the basis of the reporting principles of Materiality, Quantitative, Balance and Consistency.

SCOPE OF REPORT

The scope of the Report covers the Group, which is consistent with the entities included in the consolidated financial statements of the Group for the year ended 31 December 2024. The principal subsidiaries of the Company are Suzhou Kintor Pharmaceuticals, Inc. and Suzhou Koshine Biomedica, Inc., both situated in the People’s Republic of China (the “**PRC**”). In particular, the Report discloses the ESG risks and management measures of the Company in accordance with the “materiality” principle referred to in the ESG Reporting Guide.

PERIOD

Save as otherwise indicated, the data and contents in this Report are all in relation to the Year.

本報告乃開拓藥業有限公司(「本公司」或「開拓藥業」，連同其附屬公司統稱「本集團」或「我們」)發佈截至2024年12月31日止年度(「本年度」)的環境、社會及管治報告(「本報告」)。本報告包含本集團於本年度在環境、社會及管治(「**ESG**»)事宜的系統建設運營及工作表現資料。本報告亦涵蓋重要利益相關者關注的有關環境及社會可持續發展的議題。

編製基準

本報告依據香港聯合交易所有限公司(「聯交所」)證券上市規則(「上市規則」)附錄C2《環境、社會及管治報告指引》(「**ESG 報告指引**」)編纂。

本報告已遵守《ESG報告指引》中載列的「不遵守就解釋」條文，並基於重要性、量化、平衡性及一致性報告原則編製。

報告範圍

本報告範圍涵蓋本集團，與本集團截至2024年12月31日止年度的綜合財務報表中所涵蓋的實體一致。本公司的主要附屬公司為蘇州開拓藥業股份有限公司及蘇州開禧醫藥有限公司，該兩家公司均位於中華人民共和國(「中國」)。尤其是，本報告根據《ESG報告指引》中提述的「重要性」原則披露了本公司的ESG風險及管理措施。

期間

除另有說明外，本報告中的數據及內容均與本年度有關。

EXPLANATION TO DATA

All data and cases in the Report are collected based on the original records and financial reports about the actual operation of the Group.

RELIABILITY ASSURANCE

The board (the “**Board**”) of directors (the “**Director(s)**”) of the Company confirms that there are no false information, misleading statements or material omissions in the content of the Report.

AVAILABILITY OF THIS REPORT AND FEEDBACK

This Report is available and can be downloaded from the website of the Hong Kong Stock Exchange (www.hkexnews.hk), and the website of the Company (www.kintor.com.cn).

For further enquiries or any comments or suggestions regarding this Report, please contact the Company by email at IR@kintor.com.cn.

The Report is prepared in both English and Chinese. In case of any discrepancies, the English version shall prevail.

數據說明

本報告中的數據和案例來自有關本集團實際運營的原始記錄及財務報告。

可靠性保證

本公司董事(「**董事**」)會(「**董事會**」)確認本報告的內容不存在虛假信息、誤導性陳述或重大遺漏。

獲取及回應本報告

本報告可在香港聯交所網站(www.hkexnews.hk)及本公司網站(www.kintor.com.cn)查閱和下載。

如有進一步查詢，或對本報告有任何意見或建議，請通過電子郵件IR@kintor.com.cn與本公司聯繫。

本報告分別以英文及中文編製。如中英文文本有任何差異，概以英文文本為準。

CHAIRMAN MESSAGE 主席致辭



Thank you for reading our ESG report.

2024 is a critical strategic turning point for Kintor Pharma. Over years of exploration, we have initially formed differentiated advantages in the field of dermatology. In 2024, we continue to focus on the field of dermatology and deepen our deployment of our first and second generation topical androgen receptor (AR) antagonists for the treatment of androgenetic alopecia (the “AGA”) and acne. Leveraging the unique advantages of our two core compounds KX-826 and KT-939, we launch the new high-end cosmetics brand KOSHINÉ. We also have a number of small molecule/biologic molecule innovative drugs, which cover idiopathic pulmonary fibrosis, liver cancer and other areas of disease. Currently the Company has been developing five drugs that are undergoing clinical research in China, the United States and other countries, and has a number of pre-clinical projects under progress. We are conscious that, as a biopharmaceutical company that extends to functional cosmetics area, we should not only shoulder the responsibility of drug development and innovation, but also contributing to the sustainable development of society.

On environmental protection, we comply with applicable national laws and regulations to ensure that pollutants are effectively treated and discharged in compliance with the respective standards. We focus on source control of pollutants, optimize emission control in the production process, and reduce the level of pollutants discharged. We also value on cultivating environmental awareness among our employees, and providing eco-trainings from time to time, to ensure that the relevant eco-policies are effectively adopted.

On social responsibility, we are committed to developing drugs and cosmetics for the wide range of unmet clinical needs and the consumption needs of global cosmetics consumers. On one hand, we developed KX-826 and GT20029 targeting AGA and acne therapies, in the hope to help hundreds of millions of people realize their pursuit of “beauty” and enhance their happiness in life. On the other hand, we are developing tumor drugs and other treatments, in order to prolong patients’ lifespan and alleviate their pain. By exploring suitable drugs and treatments through constant research and development and developing the new cosmetic products, we aim to extend the benefits to individuals and their family members.

感謝您閱讀我們的ESG報告。

2024年對於開拓藥業，是戰略轉型的重要節點。經過多年的探索，我們在皮科領域已初步形成差異化優勢，2024年我們繼續以皮科領域為核心，深入佈局我們的第一代及第二代外用雄激素受體(AR)拮抗劑，用於雄激素性脫髮(「脫髮」)和痤瘡的治療，並借助KX-826和KT-939兩大核心化合物的獨特優勢，推出全新高端化妝品品牌KOSHINÉ。我們亦擁有多款小分子/大分子創新藥物，覆蓋特發性肺纖維化、肝癌等疾病領域。目前本公司已經開發出5款正在中國、美國等國家進行臨床研究的藥物，另有多款臨床前項目正在開展。我們深知，作為一家生物醫藥並延伸至功能性化妝品領域的公司，我們肩負的不僅是藥物研發和創新的責任，更需要為社會的可持續發展貢獻自己的力量。

在環境保護方面，我們遵守國家相關法律及法規要求，確保污染物得到有效治理和達標排放。我們注重污染物的源頭控制，優化生產過程的排放控制，減少污染物的排放數量。我們亦注重員工環保理念的樹立，並不時開展環保相關的培訓，以確保環保的相關措施得到有效採用。

在社會責任方面，我們致力於開發藥物和化妝品用於大量未獲滿足的臨床需求及全球化妝品消費者的消費需求。一方面，開發用於脫髮、痤瘡治療的KX-826及GT20029，以期待幫助億級人群實現對於「美」的追求，提升其生活幸福感；另一方面，開發腫瘤藥物和其他療法，以期待延長患者的壽命或者減輕患者的痛苦感受。我們期待，通過持續研發找到合適的藥物及療法，並開發化妝品新產品，惠及個人及其家庭成員。

On corporate governance, we adhere to the principles of fairness, justice, transparency and openness, and establish a series of systems and standards to constrain employees' behavior and ensure the Company is operated orderly. We have a strict set of recruitment standards. All employees shall possess the qualities required for their profession and receive on-job training during and after joining the Company to ensure that they are capable to make reasonable decisions at work.

Looking forward to 2025, we will continue to fulfil our social responsibility with a focus on research and development, continue to strengthen the layout of our dermatology pipelines, develop more compounds, and expand the indication layout in the dermatology field. In the cosmetics business field, we will accelerate the launch of new cosmetic products, enrich our product portfolio, deepen our collaborations with leading domestic and overseas e-commerce platforms, strengthen our marketing efforts, increase the penetration rate of our products and satisfy the diversified needs of customers. In the non-dermatology field, we will strive to seek collaboration or external licensing to navigate higher drug value and provide patients with more medication options. Meanwhile, the Company will continue to focus on environmental protection and corporate governance to achieve long-term sustainable development and create sustainable value for our employees, shareholders and society as a whole.

Yours sincerely,

Dr. Youzhi Tong

Chairman of the Board, Executive Director and Chief Executive Officer
29 April 2025

在公司治理方面，我們堅持公平、公正、透明、公開的原則，通過建立一系列制度和標準以約束員工的行為，確保本公司活動有章可循，井然有序。我們擁有一套嚴格的甄選人員的標準，所有的員工都具備職業所需的素質，並在入職時和入職後接受職業有關的培訓，以確保其在工作中能夠做出合理決策。

展望2025年，我們會發揮我們的社會責任，持續以研發為導向，繼續深入佈局我們的皮科管線並持續開發更多化合物，拓展皮科領域的適應症佈局。在化妝品業務領域，我們會加快推動化妝品新產品的上市，豐富產品組合，並深化與國內外領先電商平台的合作，加大市場推廣力度，增加產品滲透率以及滿足多元化消費者需求。在非皮科領域，我們會努力尋求聯合開發或對外授權，挖掘更高的藥物價值，為患者提供更多的用藥選擇。同時，本公司也會一如既往，注重環境保護和公司治理，實現公司的長期可持續發展，為我們的僱員、股東及全社會，創造持續的價值。

董事會主席、執行董事兼行政總裁

童友之博士

謹啟

2025年4月29日

ABOUT THE COMPANY

關於本公司



ABOUT THE COMPANY

The Company's Business

We are a clinical-stage novel drug developer in China focusing on developing potential first-in-class/best-in-class drugs for unmet clinical needs and extending to functional cosmetics area. We have five innovative potential first-in-class/best-in-class drug candidates at phase I-III clinical stage, and we are committed to becoming a leader in the research, development and commercialization of innovative therapies. Our products aim at tackling the unmet clinical needs and meeting the needs of global cosmetics consumers. Our pipelines cover indications of dermatology such as AGA and acne vulgaris, and indications of tumors and the cosmetic product types cover anti-hair loss, acne treatment and skin whitening. We have seasoned R&D experience in the field of dermatology. The two Core Products, namely KX-826 and GT20029, have entered phase III and phase II clinical stage, respectively.

During the Year, our first Core Product, KX-826, has completed the long-term safety phase III clinical trial for AGA in China, the phase II clinical trial for female AGA in China, the phase II clinical trial for male AGA in the U.S. and the phase II clinical trial for acne in China. The long-term safety clinical trial exhibited satisfactory safety and tolerability, with a low incidence of overall adverse events and no death case, providing safety and efficacy data to support the long-term use of KX-826. Meanwhile, we also initiated the phase Ib/III clinical trial of KX-826 in combination with minoxidil for the treatment of AGA in China and clinical trial of KX-826 tincture 1.0% for the treatment of male adult AGA in China. The development of combination therapy of KX-826 and minoxidil will further explore the value of KX-826 in the field of AGA. The clinical trial of KX-826 tincture 1.0% is expected to maintain excellent safety profile and present superior efficacy compared to the KX-826 tincture 0.5%. For acne vulgaris indication, the results of the phase II clinical trial lay the foundation for the Company's future studies.

Our second Core Product GT20029, developed in-house by the Company based on its own PROTAC platform, is the first topical PROTAC compound in the world which has entered phase II clinical stage. As at the date of this report, GT20029 completed the phase I clinical trial for AGA and acne in the U.S., which demonstrated that GT20029 had good safety, tolerability, and pharmacokinetic characteristics. The phase IIa clinical trial of GT20029 for AGA in China has reached the primary endpoint, with statistically significant and clinically meaningful results, as well as good safety and tolerability. The Company expects to actively deploy subsequent clinical strategies for GT20029, such as initiating a phase IIb/III clinical trial in China and a phase II clinical trial in the U.S. for male AGA. In addition, during the Year, the Company completed the first subject enrollment in the phase II clinical trial in China of AR-PROTAC compound GT20029 for the treatment of acne. The phase II clinical trial was designed to evaluate the efficacy, safety and pharmacokinetics of GT20029 for the treatment of acne through the adoption of GT20029 0.5% once a day and 1% once a day as the drug-related dosage.

關於本公司

本公司的業務

我們是中國一家專注於解決未滿足臨床需求，並延伸至功能性化妝品領域的發展潛在同類首創／同類最佳藥物的臨床開發創新藥企業，我們擁有5款處於I-III期臨床階段的潛在同類首創／同類最佳的在研藥物，致力於成為創新療法研究、開發及商業化的領軍企業。我們的產品致力於解決未滿足的臨床需求以及滿足全球化妝品消費者的需求，管線主要涵蓋皮科(如脫髮、痤瘡等)及腫瘤適應症，而化妝品類別涵蓋防脫髮、祛痘及美白。我們在皮科領域擁有豐富的研發經驗，目前兩款核心藥物KX-826及GT20029已分別推進至臨床III期及臨床II期。

於本年度，我們的首款核心產品KX-826完成了中國脫髮長期安全性III期臨床試驗、中國女性脫髮II期臨床試驗、美國男性脫髮II期臨床試驗及中國痤瘡II期臨床試驗。長期安全性臨床試驗顯示出令人滿意的安全性和耐受性，整體不良事件發生率低，未出現死亡病例，為長期使用KX-826提供安全性及有效性的數據支持。同時，我們亦啟動了KX-826與米諾地爾聯合治療中國脫髮Ib/III期臨床試驗及KX-826酐1.0%治療中國成年男性脫髮的臨床試驗。KX-826與米諾地爾聯合療法的開發將進一步挖掘KX-826於脫髮領域的價值。預計KX-826酐1.0%的臨床試驗相較KX-826酐0.5%而言安全性優良且療效顯著。針對痤瘡適應症，II期臨床試驗的結果為本公司後續研究開展奠定了基礎。

GT20029是我們的第二個核心產品，由本公司基於自有的PROTAC平台自主開發，為全球範圍內首款進入II期臨床階段的外用PROTAC化合物。截至本報告日期，GT20029完成了美國脫髮及痤瘡的I期臨床試驗，驗證了GT20029具有良好的安全性、耐受性及藥代動力學特徵。GT20029於中國開展的脫髮IIa期臨床試驗已達到主要研究終點，其結果具有統計學顯著性及臨床意義，且安全性和耐受性良好。本公司預計積極部署GT20029後續的臨床策略，如開展男性脫髮中國IIb/III期臨床試驗及美國II期臨床試驗等。此外，於本年度，本公司完成AR-PROTAC化合物GT20029治療痤瘡的中國II期臨床試驗首例受試者入組。該II期臨床試驗選用GT20029 0.5% 每日一次及1% 每日一次作為研究藥物給藥劑量，用以評估GT20029治療痤瘡的有效性、安全性及藥代動力學特徵。

For other pipelines, we are exploring their commercial value in different disease areas and actively trying to improve the efficacy of drug through combination therapies. For example, our GTI708F completed the phase I clinical trial for hematologic malignancies in China and was conditionally approved to conduct the phase II clinical trial of idiopathic pulmonary fibrosis in China. We are actively seeking potential opportunities to accelerate the commercialization of various pipelines in China and globally.

Corporate Governance Overview

We are committed to the R&D of drugs for significant unmet clinical needs and develop cosmetics products to meet the needs of global cosmetics consumers. While have topical drugs for AGA and acne treatment, which aim to help hundreds of millions of people realize their pursuit of “beauty” and enhance their happiness in life; we also have a variety of tumor drugs and other treatments aiming to prolong patients' lifespan and alleviate their pain. Meanwhile, we take active measures in regard to quality control, environmental protection, human rights and labor relations, as well as society, showcasing our mission and responsibility.

MANAGEMENT OF ENVIRONMENT, SOCIAL AND GOVERNANCE

Statement of the Board

As a responsible corporate citizen, the Group adheres to the concept of sustainable development, actively fulfills its corporate social responsibilities and incorporates environmental protection and environmental management into its commercial decisions. Integrating environmental, social and governance and managerial considerations into daily operations has been part of the Group's corporate development strategies at all times. In addition, the Group has been focusing on maintaining closer connections with different stakeholders.

在其他管線上，我們於不同疾病領域挖掘其商業價值，並積極嘗試聯合療法以提升藥物使用效果。例如，我們的GTI708F完成了中國惡性血液疾病I期臨床試驗，並獲得中國特發性肺纖維化適應症的II期臨床試驗有條件許可。我們正在積極尋求潛在合作機會，在中國及全球加快各項管線的商業化進程。

企業管治概覽

我們致力於開發藥物用於大量未獲滿足的臨床需求並開發化妝品產品用於滿足全球化妝品消費者的需求，我們既擁有脫髮和痤瘡治療的外用藥物，旨在幫助億級人群實現對於「美」的追求，提升其生活幸福感；又擁有多款腫瘤藥物和其他療法，旨在延長患者的壽命或者減輕患者的痛苦感受。同時，我們採取有關質量控制、環境保護、人權、勞工關係及社會的積極措施，充分體現我們的使命及責任。

環境、社會及管治管理

董事會聲明

作為負責任的企業公民，本集團堅持可持續發展的理念，積極履行企業社會責任，並將環境保護和環境管理納入商業決策。將環境、社會及管治以及管理方面的考慮納入日常運營一直是本集團企業發展策略的一部分。此外，本集團一直專注於與不同利益相關者保持更緊密的聯繫。

MANAGEMENT OF ENVIRONMENT, SOCIAL AND GOVERNANCE

環境、社會及管治管理

The Group has established governance structure to strengthen its ESG management. The Board assumes full responsibility for the ESG issues of the Group and fully monitors related risks and opportunities. The Board is responsible for formulating management approach, strategies and goals in relation to the Group's environmental, social and governance, and regularly reviews the goals set by the Group and performance of the goals and review the strategies pursuant to the actual condition. To integrate the concept of sustainability and manage ESG issues effectively, the Group has established an ESG working group (the “**ESG Working Group**”) to help the Board to monitor and promote the implementation of various ESG strategies. The ESG Working Group is led by the vice president of Human Resources and Administration, with members appointed by the Human Resource department under the authorisation of the Board. It is consisted of personnel from different functional departments, such as environment, health and safety, engineering, production, administration, procurement and investor relations. Members of the ESG Working Group possess knowledge and experiences in quality safety, production management, supply chain management, stakeholder relationship management etc.. It is also responsible for assisting the Board to identify important issues and rank their priorities in order of importance, regularly reporting to the Board on the effectiveness of the ESG system and the performance of the Group and preparing the annual ESG report.

During the Year, the ESG Working Group focused on reviewing progress against the actions the Group committed to in the 2023 ESG Report.

Given the heightened attention of the Group to accelerating progress on data security and climate risk, particular focus was paid to assessing the progress of the following ESG topics:

- Medical R&D innovation
- Sustainable sourcing
- Production, packaging and the circular economy
- Being an inclusive and engaged employer
- Intellectual property protection

本集團已建立管治架構，以加強ESG管理。董事會對本集團的ESG事宜承擔全部責任，並全面監控相關風險及機遇。董事會負責制定與本集團的環境、社會及管治有關的管理方針、策略及目標，並定期檢討本集團設定的目標及目標的執行情況，以及根據實際情況對策略進行審閱。為整合可持續發展概念並有效管理ESG事宜，本集團已成立ESG工作小組（「**ESG工作小組**」），以幫助董事會監控及促進各項ESG策略的實施。ESG工作小組的負責人為人事行政副總裁，彼獲董事會授權，通過人力資源部門委任ESG工作小組的相關成員。該小組由不同功能部門的人員組成，包括環境、健康和安全部門、工程部門、生產部門、行政部門、採購部門以及投資者關係部門等。ESG工作小組的成員在質量安全、生產管理、供應鏈管理、利益相關者關係管理等方面具備知識及經驗。ESG工作小組亦負責協助董事會識別重要事宜並按重要性排列優先次序，定期向董事會報告ESG系統的有效性以及本集團的表現，並擬備年度ESG報告。

於本年度，ESG工作小組重點檢討本集團於2023年ESG報告中承諾採取行動的進展情況。

鑑於本集團更加注重加快數據安全及氣候風險的達成進度，故特別關注評估下列ESG議題的進展情況：

- 醫療研發創新
- 可持續採購
- 生產、包裝及循環經濟
- 成為包容及敬業的僱主
- 知識產權保護

The ESG Working Group consists of various sub-groups with particular focus on range of ESG areas:

ESG工作小組由多個分組組成，特別關注ESG領域的範圍：

Sub-group 分組	ESG focus and responsibility ESG關注重點及責任
Environment, Health and Safety ("EHS") 環境、健康及安全(EHS)	Implementing EHS policy on waste disposal, and arranging training on occupational safety 於廢物處理中實施EHS政策，並安排職業安全培訓
Drug Candidate Governance 候選藥物治理	Ensuring the quality and safety of our products 確保我們產品的質量及安全
Production 生產	Maintaining materials end-of-life management, encouraging reuse and recycle of unwanted materials 維持材料報廢管理，鼓勵重複使用及回收不需要的材料
Sourcing 採購	Formulating supplier onboarding assessment to extend our ESG commitments 制定供應商准入評估，以拓展我們的ESG承諾
HR 人力資源	Delivering employee trainings and maintaining caring workspace 提供員工培訓並維護具關愛的工作空間
IP 知識產權	Protecting intellectual property rights in medical R&D 於醫療研發中保護知識產權

The ESG Working Group also reviewed and approved the 2022 and 2023 ESG Reports which were published in April 2023 and April 2024 respectively.

ESG工作小組亦檢討及批准於2023年4月及2024年4月刊發的2022年和2023年ESG報告。

The ESG Working Group of the Company holds a meeting each year to review the progress of accomplishing the ESG goals in the previous year, discuss the issues identified during the review process, analyse the reason(s) therefor and seek the direction and method of solving the issues. The ESG goals for the year are also set at the meeting.

本公司的ESG工作小組每年舉行一次會議，審閱去年ESG目標的完成情況，討論於審閱過程中發現的問題、分析原因並尋求解決問題的方向和方法。會議會制定新一年的ESG目標。

For indicators with national regulations and industry supervision requirements, the Company sets its ESG goals with reference to the corresponding standards. For indicators without regulations or regulatory requirements, the Company sets reasonable goals based on the goals set for the previous years and taking into account the development plan for the year.

對於有國家法規要求、行業監管要求的指標，本公司參照相應標準制定本公司的ESG目標。對於沒有法規和監管要求的指標，本公司會基於往年的目標，結合新一年的發展規劃，制定合理的目標。



In the future, the Board will continue to monitor and improve the Group's measures and performance on sustainability and commit to create long-term values for all stakeholders and the communities where the business is located.

未來，董事會將繼續監控及改善本集團在可持續發展方面的措施及表現，並致力於為所有利益相關者及業務所在社區創造長期價值。

Management Structure

管理架構



Identification of and Communication with Stakeholders

In the course of its operations, the Group continues to pay attention to major issues of interest of the stakeholders. The Group understands the expectations and needs of its stakeholders through comprehensive and transparent communication, and continues to improve the Group's sustainable development strategies and plans based on the opinions of its stakeholders, so as to consolidate mutual trust and cooperative relations and jointly achieve its sustainable development plan, create a future with the coexistence of sustainable economic growth, environmental friendliness and social development.

識別利益相關者並與之溝通

在經營過程中，本集團持續關注利益相關者關心的重大事宜。本集團通過全面透明的溝通了解利益相關者的期望及需求，並根據利益相關者的意見繼續完善本集團的可持續發展策略及規劃，以鞏固互信合作關係，共同實現可持續發展規劃，創造經濟可持續增長、環境友好及社會發展共存的未來。

Major Stakeholders and Communication Channels

主要利益相關者及溝通渠道

Stakeholders identified 已識別利益相關者	Purpose of communication 溝通目的	Communication channels 溝通渠道
Government departments 政府部門	- Comply with relevant laws and regulations - Ensure quality and safety of drugs - Cooperate with the regulatory work of the government in supporting healthy industrial development - Ensure tax compliance and promote local economic development	- Meetings - Supervision and inspection - Work reports and studies
Shareholders and investors 股東及投資者	- Understand the operating results, corporate governance standards and stringent risk control measures of the Company - Ensure steady operation to maximise investment return - Facilitate open, fair and equal information disclosure	- General meetings - Investor conferences/hotline/email - Timely disclosure of material operating information and regular updates on financial information - Company website
	- 了解本公司的經營業績、企業管治準則及嚴格的風險控制措施 - 確保穩健營運，以最大化投資回報 - 促進開放、公平、公正的信息披露	- 股東大會 - 投資者會議／熱線／電子郵箱 - 及時披露重大經營信息及定期更新財務資料 - 公司網站



Stakeholders identified 已識別利益相關者	Purpose of communication 溝通目的	Communication channels 溝通渠道
Employees 僱員	- Safeguard the basic rights of employees - Care for employees' physical and mental wellbeing and safety - Understand employees' needs and their suggestions to the Company - Provide employee training and career development platform - Quarterly/Annual Performance Assessment - 保障僱員的基本權利 - 關愛僱員的身心健康與安全 - 了解僱員的需求及其對本公司的建議 - 提供僱員培訓及職業發展平台 - 季度／年度績效考核	- Staff representative meetings and trade union - Staff satisfaction survey - Occupational, health and safety training - Opinion feedback platform - Daily communication - 員工代表大會及工會 - 員工滿意度調查 - 職業、健康及安全培訓 - 意見反饋平台 - 日常溝通
Doctors and patients 醫生及患者	- Uphold business ethics - Ensure drug quality and safety - Protect privacy - 堅持商業道德 - 確保藥物質量與安全 - 保護隱私	- Company website, hotline and email - Conferences and meetings - Doctor and patient visits - 公司網站、熱線及電子郵箱 - 會議及大會 - 醫生及患者拜訪
Partners and suppliers 合作夥伴及供應商	- Maintain good and stable cooperation relationship - Ensure pharmaceutical compliance - Timely communication and coordination with upstream and downstream players to achieve mutual benefits - 維持良好穩定的合作關係 - 確保藥品合規 - 及時與上下游企業溝通協調，實現共贏	- Regular exchange and communication - Working meetings, phone calls and correspondences - Company website, hotline and email - 定期交流和溝通 - 工作會議、電話和信件 - 公司網站、熱線及電子郵箱

Stakeholders identified 已識別利益相關者	Purpose of communication 溝通目的	Communication channels 溝通渠道
Media 媒體	- Maintain open and transparent information disclosure - Keep good interaction with media - 維持公開透明的信息披露 - 與媒體保持良好互動	- Press release and information - Phone interviews and correspondences - Featured articles - 新聞發佈及報道 - 電話訪談和信件 - 專題文章
Industry peers 同行企業	- Fair competition among peers to promote healthy industrial development - Contribution to industrial development - 同行公平競爭，促進行業健康發展 - 為行業發展作出貢獻	- Industrial conferences - Industrial organisations - Public information disclosure - 行業會議 - 行業組織 - 公開信息披露
Local community 當地社區	- Emphasise the impact of manufacturing and operation activities on the local community - Drive local economic development and provide assistance to the disadvantaged groups - Promote health education and help patients - Enhance recycling of product packaging and waste to reduce environmental pollution - 重視製造和營運活動對當地社區的影響 - 推動當地經濟發展及向弱勢群體提供協助 - 促進健康教育和幫助患者 - 加強產品包裝及廢棄物的循環利用，以減少環境污染	- Participate in community welfare events - Company website - Involved in events organized by governments - 參與社區福利活動 - 公司網站 - 參與政府組織的活動

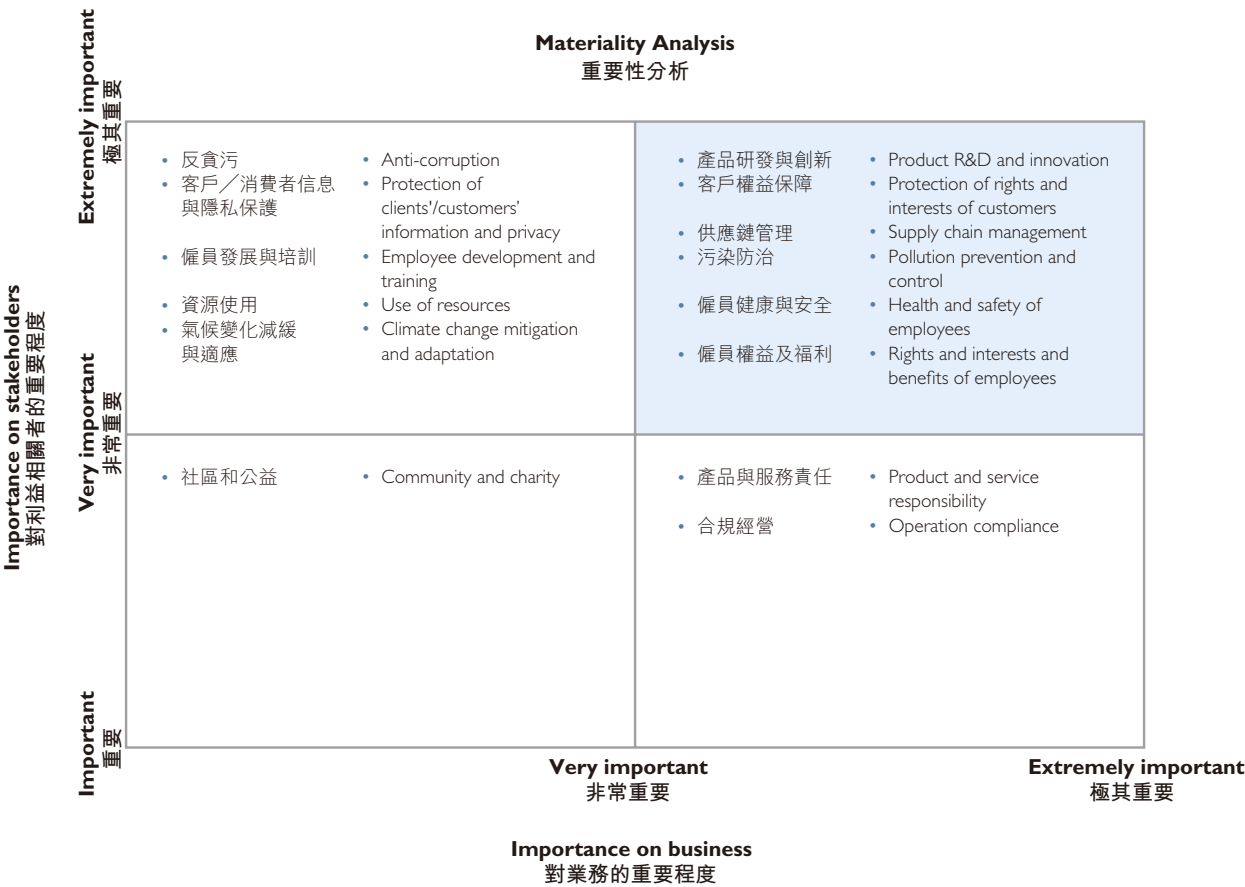


Analysis and Management of Material Topics

Through exchanges and communication with the stakeholders from the eight key sectors as outlined above, and in combination with industry hot spots and counterparts benchmarking, we have identified the substantive issues for the Group in 2024 in accordance with the ESG Reporting Guide. We prioritised the substantive issues based on their importance to the sustainable development of the Company and to stakeholders. This Report provides disclosure and explanations about each substantive issue.

重要議題分析與管理

通過與上述八個關鍵領域利益相關者的溝通交流，並結合行業熱點及對標同行業公司，我們遵循《ESG報告指引》的要求，確定了本集團2024年度的實質性議題。我們從對本公司可持續發展的重要性及對利益相關者的重要性兩個維度出發，對實質性議題進行排序。本報告針對各項實質性議題進行披露與說明。



Environmental Responsibility

Abiding by the rules and regulations as stipulated in Law of Environmental Protection of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Water Pollution, Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution and Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes, the Group upholds the concept of ensuring effective governance of pollutants and compliance with the standards of pollutant emission and preventing the occurrence of environmental pollution accidents, and adhered to the corporate environmental protection principles of placing environmental friendliness as the first priority, taking precaution as the main measure, adopting comprehensive rectification and management, and implementing energy-saving and emission reduction in the production process, in order to ensure that the Group's production complies with laws and regulations and assume our corporate social responsibility. During the Year, the Group continued to strengthen the control of the source of pollutants, optimized the process of end treatment and reduced pollutant emissions. The Group increased its investment to constantly improve, renovate and upgrade the enterprise protection equipment pursuant to new standards and requirements on safety and environmental protection to ensure wastewater, waste gas and waste discharge are up to standard.

Product and Service Responsibility

In consideration of drug safety for patients and in accordance with the relevant provisions of good manufacturing practices (GMP), the Group upholds the principle of "premium products and services" in quality testing and management, and has formulated corresponding sampling procedures, quality standards and inspection operation specifications for materials, intermediates and end products.

Employee Responsibility

The Group strictly protects the legitimate rights and interests of employees, attaches importance to employee development, and is committed to building harmonious and friendly labor relations.

環保責任

本集團遵守《中華人民共和國環境保護法》、《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棄物污染環境防治法》等法律法規要求，確保污染物得到有效治理及達標排放，防止發生環境污染事故，堅持在生產過程中將環保優先、預防為主、綜合治理、節能減排作為企業環保工作方針，確保本集團生產的合法合規，切實履行企業的社會責任。於本年度，本集團持續加強污染物源頭控制，優化末端處理工藝，減少污染物排放。針對安全環保的新標準和要求，本集團加大安全環保投入力度，不斷完善、改造、升級企業安全環保設備設施，確保廢水、廢氣及廢棄物達標排放。

產品及服務責任

基於對患者用藥安全的考慮，根據良好製造規範(GMP)相關規定，本集團在質量檢測和管理中堅持「優質的產品及服務」的原則，並針對物料、中間體、產成品均制定了相應的取樣規程、質量標準與檢驗操作規範。

僱員責任

本集團嚴格保障僱員合法權益，注重僱員發展，並致力於構建和諧友善的勞動關係。



Community Responsibility

With the mission of “serving society and building up community health”, the Group is committed to drug R&D and innovation to provide more and better drugs to benefit patients. In addition, the Group proactively carries out charitable activities, including medical assistance and science and technology promotion, so as to achieve the common development and prosperity between the enterprise and society and contribute to society in good faith.

EMISSIONS

The Group strictly abides by the Environmental Protection Law of the People's Republic of China, the Law on the Prevention and Control of Environmental Pollution by Solid Wastes of the People's Republic of China and other laws and regulations in our daily operation. The Group has complied with all relevant laws and regulations that have a significant impact on it relating to (i) air and greenhouse gas emission; and (ii) the generation of hazardous and non-hazardous waste. During the Year, there was no incidents of non-compliance of relevant laws and regulations that have a significant impact on the Group relating to emissions.

The calculation methods and emission factors of gas emissions that are used in this section are based on the “How to Prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs” issued by HKEX, the “2019 Baseline Emission Factors for Regional Power Grids in China for Emission Reduction Projects” and the “Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Enterprises in Other Industries (Trial)” issued by the National Center for Climate Change Strategy and International Cooperation. Global warming potential is referenced from the Fifth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC).

社區責任

在「服務社會、促進社區健康」的使命驅動下，本集團致力於藥物研發創新，促進更多、更好的藥品惠及病患，同時在助醫和推廣科技等領域積極開展社會公益活動，努力實現企業與社會的共同發展繁榮，真誠回報社會。

排放

本集團於日常運營中嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國固體廢物污染環境防治法》及其他法律法規。本集團已遵守所有對其有重大影響的相關法律及法規，涉及以下方面：(i) 氣體及溫室氣體排放；及(ii) 產生有毒及無毒廢物。於本年度內，並無發生就排放違反相關法律及法規而對本集團造成重大影響的事件。

本節所用氣體排放量的計算方法及排放因子乃基於香港交易所發佈的《如何編備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》以及國家應對氣候變化戰略研究和國際合作中心頒佈的《2019年度減排項目中國區域電網基準線排放因子》及《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》。全球變暖潛能值參考《政府間氣候變化專門委員會(IPCC)第五次評估報告》。



EMISSIONS 排放

The Company also adopts the following emission standards in respect of particular types of emission:

- Particulates and non-methane hydrocarbons: Emission Standard of Air Pollutants for Pharmaceutical Industry (GB37823-2019), Table 2 Standard
- Methane: Emission Standard of Volatile Organic Compounds for Chemical Industry of Jiangsu Province (DB323151-2016) Table 2 Standard
- Ammonia: Emission Standards for Odor Pollutants (GB14554-93), Table 2 Standard

Overall Emission Reduction Target

We have achieved the emission reduction target for 2024.

In 2024, the Company's products were in or before phase III clinical trials. Currently, as the Company is in the development stage, based on the energy consumption data accumulated in 2023–2024, we had set the energy-saving plan goal for 2025 by the end of 2024. Our current emission reduction target is set at 1–2%. The target and expected results are to ensure that the energy consumption of electric energy, tap water and natural gas shall be within our set target range by making full use of staggered peak operation, optimizing production scheduling, temperature and humidity control in non-critical areas, automatic switching settings for high-power and low-power equipment, and closing low-utilization office areas. The expected target completion time would be the end of December 2025.

本公司亦針對特定排放類型採納下列排放標準：

- 顆粒物及非甲烷碳氫化合物：《製藥工業大氣污染物排放標準》(GB37823-2019)表2標準
- 甲烷：《江蘇省化學工業揮發性有機物排放標準》(DB323151-2016)表2標準
- 氨：《惡臭污染物排放標準》(GB14554-93)表2標準

整體減排目標

我們已達成了2024年的減排目標。

2024年本公司的產品處於III期或之前臨床試驗，目前由於本公司處於發展階段，我們通過2023–2024年積累的能耗數據，已於2024年底設定了2025年的節能計劃目標。我們目前的減排目標設定為1–2%，目標預期結果為通過充分利用错峰運行、優化排產方案、非關鍵區的溫濕度控制、大功率和小功率設備的自動切換設定、關閉利用率低的辦公區域等，確保電能、自來水、天然氣的能耗在我們的設定目標範圍內，預計目標達成時間為2025年12月底。



Greenhouse Gas Emissions

In 2024, the greenhouse gas emissions of the Group are mainly from (i) gasoline consumption of vehicles (Scope 1); and (ii) indirect greenhouse gas generated by natural gas consumption used for staff canteen and consumption of electricity (Scope 2).

溫室氣體排放

於2024年，本集團溫室氣體排放主要來源於(i)汽車汽油消耗(範圍1)；及(ii)用於員工食堂的天然氣消耗及用電間接產生的溫室氣體(範圍2)。

Type of emissions	排放類型	2023 2023年	2024 2024年
Total greenhouse gas emissions (Scope 1 & Scope 2) (ton)	溫室氣體總排放 (範圍1及範圍2)(噸)	3,719.63	3,012.05
— Direct greenhouse gas emissions (Scope 1) (ton)	— 溫室氣體直接排放 (範圍1)(噸)	5.71	6.09
— Indirect greenhouse gas emissions (Scope 2) (ton)	— 溫室氣體間接排放 (範圍2)(噸)	3,713.92	3,005.96
Greenhouse gas emissions per employee (ton/employee)	每名僱員溫室氣體排放 (噸／僱員)	16.53	17.93

Goal and measure

The Group is committed to reducing greenhouse gas emissions. Through energy saving policies and green measures, it aims to realise the goal of maintaining or reducing the total emissions intensity of greenhouse gas within the next reporting year based on the 2024 benchmark.

目標及措施

本集團致力減少溫室氣體排放，通過節能政策及綠色措施，旨在實現以2024年度為基準，在下個報告年度內維持或減少溫室氣體總排放量密度的目標。

Implementation status

In 2024, the total greenhouse gas emission decreased due to the reduction of energy consumption and food consumed in the Company's cafeteria due to decrease in number of employees.

實施狀況

於2024年，溫室氣體總排放下降主要由於僱員人數減少，本公司食堂的能源消耗和食物消耗也相應減少。

Exhaust Gas Emissions

In 2024, the exhaust gas emissions of the Group were mainly from (i) the volatilisation of particulates, methanol, non-methane hydrocarbons, ammonia, acetonitrile, dichloromethane and others during our laboratory experiments, which were collected and treated in an orderly way to reduce the impact of emissions on the environment; and (ii) particulates, NO_x and SO_x from the use of our vehicle.

廢氣排放

於2024年，本集團廢氣排放主要來自(i)於我們實驗室試驗產生的顆粒、甲醇、非甲烷碳氫化合物、氨、乙腈、二氯甲烷及其他物質的揮發，本集團有序收集及處理該等廢氣以減輕排放對環境的影響；及(ii)使用交通工具所產生的顆粒、氮氧化物及硫氧化物。

Type of emissions	排放類型	2023 2023年	2024 2024年
Particulates (ton)	顆粒物(噸)	0.006	0.006
Methanol (ton)	甲醇(噸)	0.005	0.004
Non-methane hydrocarbons (ton)	非甲烷碳氫化合物(噸)	0.231	0.231
Ammonia (kg)	氨(千克)	0.012	0.010
Acetonitrile (ton)	乙腈(噸)	0.003	0.002
Dichloromethane (ton)	二氯甲烷(噸)	0.017	0.015
Ethyl acetate (ton)	乙酸乙酯(噸)	0.010	0.010
Petroleum ether (ton)	石油醚(噸)	0.020	0.020
Tetrahydrofuran (ton)	四氫呋喃(噸)	0.025	0.022
Methyl tertiary-butyl ether (ton)	甲基叔丁基醚(噸)	0.012	0.011
NO _x (g)	氮氧化物(克)	5,605.4	7,120.7
SO _x (g)	硫氧化物(克)	110.3	123.3

Goal and measure

The Group completed an environmental inspection and entered normal operation in 2023. The current goal is in compliance with applicable standards in respect of pollutant discharge, and the stable and normal operation of pollutant disposal facilities.

The measures taken for this goal include (i) providing training to relevant operators and conducting all harmful operations in fume hoods to minimise the direct exposure of pollutants; (ii) formulating relevant management systems and operating procedures; (iii) continuous monitoring measures in the design and daily operation of employee equipment to ensure the stable and reliable operation of the equipment; and (iv) regular monitoring of pollutant emissions.

Implementation Status

In 2024, adjustments to production and R&D activities lead to the fluctuation of the level of pollutant emission.

目標及措施

本集團於2023年完成環保驗收並進入正常運行，目前目標是污染物達標排放，污染物處置設施穩定和正常運行。

為此目標採取的措施包括(i)對相關操作人員進行培訓，盡量減少污染物的直接暴露，有害作業全部在通風櫥中作業；(ii)制定相關管理制度和操作規程；(iii)在員工設備的設計和日常運行過程中採取持續的監控措施，確保設備穩定和可靠運行；及(iv)定期對污染物排放情況進行檢測。

實施狀況

於2024年，生產及研發活動的調整導致污染物排放的波動。



Solid Waste

In 2024, the non-hazardous wastes generated by the Group include domestic garbage, packaging waste during production process and waste aluminum cover. The hazardous wastes generated by the Group include medical wastes, waste organic solutions, collected dust waste materials unqualified products, waste activated carbon, disposable inspection supplies, waste packaging bottles, waste glass packaging, waste plastics.

固體廢棄物

於2024年，本集團產生的無害廢棄物包括生活垃圾、生產過程中產生的包裝廢棄物及廢鋁蓋。本集團產生的有害廢棄物包括醫療廢棄物、廢有機溶劑、收集粉塵廢物料不合格品、廢活性炭、一次性檢驗用品、廢包裝瓶、廢玻璃包裝、廢塑料。

Type of emissions	排放類型	2023 2023年	2024 2024年
Total hazardous waste emissions (ton)	有害廢棄物總排放量(噸)	45.954	31.096
Hazardous waste emissions per employee (ton/employee)	每名僱員有害廢棄物排放量 (噸／僱員)	0.204	0.185
Total non-hazardous waste emissions (ton)	無害廢棄物總排放量(噸)	0.821	1.443
Non-hazardous waste emissions per employee (ton/employee)	每名僱員無害廢棄物排放量 (噸／僱員)	0.004	0.009

Goal and measure

The Group has utilised different methods to manage its hazardous waste and non-hazardous waste in a more environmental-friendly manner. Our goals are to minimise waste in both manufacturing and business operation levels. When waste could not be avoided, we strive to identify options for reuse and recycle. All hazardous wastes will be sent to qualified third party service provider for incineration and disposal. In accordance with the requirements of the Environmental Protection Department of Jiangsu Province, the Group will report to the Suzhou Industrial Park Land and Environmental Protection Bureau on a monthly basis and will transfer the hazardous wastes to the relevant qualified third parties to properly dispose of. All non-hazardous waste will be sent to qualified third party service provider for recycling.

目標及措施

本集團已採用不同方法以更加環保的方式管理其有害及無害廢棄物。我們的目標是盡量減少製造和業務運營層面的廢棄物。當無法避免產生廢棄物時，我們努力確定再利用及回收方案。所有有害廢棄物將被送至合資格的第三方服務提供商進行焚燒及處置。根據江蘇省環境保護廳的要求，本集團將每月向蘇州工業園區國土及環保局匯報，並將有害廢棄物轉移給相關合資格第三方進行適當處置。全部無害廢棄物將被送至合資格第三方服務提供商進行回收利用。

Our measures for solid waste minimization include the reasonable and full utilisation of resources, source separation of general and hazardous waste, reduction in generation of hazardous waste and training on the operation skills of staff to reduce the production of man-made hazardous waste. Waste cardboard boxes are reused and general waste is sent to qualified service providers for recycling.

我們最小化固體廢棄物之措施包括資源的合理和充分利用、一般廢棄物和有害廢棄物源頭分類、減少產生有害廢棄物和培訓員工操作技能，以減少人為原因所產生的有害廢棄物。廢紙箱會循環利用，而一般廢棄物則會交給合資格的服務提供商進行回收。

Implementation Status

In 2024, the hazardous waste emissions per employee decreased by 9.31% whilst the non-hazardous waste emissions per employee showed an increase by 125.00%.

We believe that the decrease in total hazardous waste emissions was due to adjustments to production and R&D activities.

Separately, the significant increase in total non-hazardous waste emissions was due to our arrangement for the return of cosmetic products in 2024, which leads to an increase in waste packaging paper boxes.

實施狀況

於2024年，每名僱員有害廢棄物排放量下降9.31%，而每名僱員無害廢棄物排放量上升125.00%。

我們認為有害廢棄物總排放量下降是由於生產及研發活動的調整。

另外，無害廢棄物總排放量大幅上升是由於2024年我們安排化妝品產品退貨導致廢棄包裝紙箱增加。

USE OF RESOURCES AND IMPACT ON THE ENVIRONMENT AND RESOURCES

資源使用以及對環境和資源的影響



USE OF RESOURCES AND IMPACT ON THE ENVIRONMENT AND RESOURCES

Our production activities do not have significant impact on the environment and natural resources. Notwithstanding that, the Group has been improving its energy and resources management. In accordance with the relevant provisions of the Energy Conservation Law of the PRC and the Recycling Economy Promotion Law of the PRC, the Group increases the efficiency of energy and resources consumption through management improvement and technology innovation as well as taking energy conservation performance as a major indicator for the annual ESG performance evaluation.

- **Promoting environmental awareness:** the Group promoted the wise use of resources of business operations by taking precautionary measures to reduce discharge of pollutants and minimize damages to the environment. The Group implemented various policies to improve environment and resources management by providing trainings to employees at all levels to enhance environment awareness, ensuring proper sorting and disposal of garbage, engaging specialists to collect, manage, reuse and recycle non-hazardous wastes and sending hazardous wastes to qualified third parties for treatment.
- **Management for energy conservation:** to optimize the energy efficiency in production and operation process, the Group introduces new environmental equipment and gradually phases out energy-intensive facilities and updates technologies for energy conservation and environmental protection, such as centralized energy supply and energy recycling, to extensively explore energy conservation potentials. Specific examples are as follows:
 - I. The brand new air conditioning and ventilation system of production workshops and laboratories are equipped with a glycol solution energy recovery device in the fresh air system. This innovative device automatically recovers energy based on the ambient temperature, ensuring optimal efficiency. During cold winters, it harnesses the thermal energy from the exhaust air of the air conditioning system to preheat the fresh air, maintaining a comfortable indoor temperature. In hot summers, it efficiently recovers cooling

資源使用以及對環境和資源的影響

我們的生產活動不會對環境及天然資源產生重大影響。儘管如此，本集團不斷完善其能源和資源管理，按照《中華人民共和國節約能源法》及《中華人民共和國循環經濟促進法》的相關規定，通過管理提升和技術革新，將節能環保績效作為年度ESG工作考核的主要依據，從而提升能源和資源的使用效益。

- **提升環保意識：**本集團通過採取預防措施以減少污染物排放並最大程度地減少對環境的損害，促進了業務運營資源的明智使用。本集團通過實施為各級僱員提供培訓以提高環保意識、確保垃圾妥為分類及處理、聘請專家收集、管理、再利用及回收無害廢棄物並將有害廢棄物送至合資格第三方處理等各種政策，改善環境及資源管理。
- **節能管理：**為優化生產和運營過程能效，本集團通過引入新型環保設備、逐步淘汰高能耗設施以及更新節能環保技術，如採用集中供能、循環利用等，深挖節能潛力。具體例子如下：
 - I. 生產車間和實驗室的全新空調排風系統上採用乙二醇溶液能量回收裝置預熱或冷卻新風。這種創新裝置能夠根據環境溫度自動回收能量，確保最佳效率。在寒冷冬季，它利用空調系統排氣的熱能預熱新鮮空氣，保持舒適的室內溫度。在炎熱夏季，它有效地從排氣中回收冷卻能力，降低新鮮空氣的溫度，營造宜人的室內環境。從

capacity from the exhaust air, lowering the temperature of the fresh air and creating a pleasant indoor environment. This approach effectively minimizes cooling and heating load losses, resulting in reduced steam and electricity consumption, and significant energy savings.

2. Our public system integrates energy-efficient equipment, including class 1 energy-efficient inverter chillers and class 2 energy-efficient inverter-controlled motors for air compressors and cooling water pump. Pump loads are equipped with class 2 or higher energy-efficient devices, while the variable refrigerant volume air conditioners are of class 2 or above in energy efficiency. These advanced devices automatically adjust their power according to real-time demand, ensuring stable operations while minimizing unnecessary energy waste. In areas such as offices, Computerized Numerical Control areas, and R&D zones, we installed variable refrigerant volume air conditioning systems, and energy-saving measures are implemented in the air-conditioning system through precisely controlling the refrigerant flow, temperature locks, scheduled machine on/off cycles, and timed control of lighting. Additionally, automated control mechanisms further optimize energy usage, add through intelligent management of the public system. By real-time monitoring of equipment operation and adjusting various parameters, our public system can operate at optimal conditions, thereby reducing energy losses.
3. We continuously optimize our control strategies by flexibly adjusting equipment configurations during periods of low plant loads. For instance, we strategically switch from multiple high-powered equipment to fewer or single low-powered devices, such as chillers, and we would shut down non-essential equipments during production breaks to meet production demands while maximizing energy efficiency. This meticulous management approach not only results in energy and maintenance cost savings but also extends the lifespan of our equipment.

而有效地減少製冷和供暖負荷損失，最終減少蒸汽和電力消耗，顯著節約能源。

2. 我們的公共系統整合了節能設備，包括I級能效的變頻冷凍機和II級能效的空壓機和冷水輸送泵變頻控制電機。泵負載均採用II級或以上能效設備，而變製冷劑流量空調系統均採用II級或以上能效的空調。這些先進的設備會根據實時需求自動調整功率，確保穩定運行的同時減少不必要的能源浪費。在辦公室、計算機數控區域和研發辦公室等區域，我們採用了變製冷劑流量空調系統，通過精準控制冷媒的流量、溫度鎖定、計劃機器開／關週期和定時控制照明等措施，在空調系統中實施節能措施。此外，自動化控制機制進一步優化了能源使用，對公共系統進行智慧管理。透過即時監控設備運作狀況並調節各項參數，公共系統能夠在最佳狀態下運行，從而減少了能源損失。
3. 我們通過在工廠負荷較低時靈活調整設備配置不斷優化控制策略。例如，我們會有策略地從多台大功率設備切換至少數或單台小功率運行設備，如冷凍機等。另外，我們也通過在生產間隙時暫停部分非必要設備設施的運行，在滿足生產需求的同時最大化能源效率。這種精細的管理方法不僅節省了能源和維護成本，還延長了我們設備的使用壽命。



4. To account for seasonal temperature variations, we have established reasonable temperature settings in areas like offices and central control rooms. During summer, the air conditioning temperature is set to approximately 26° C, while in winter, it is adjusted to around 20° C. Furthermore, temperature lock settings and timed on/off functions are applied to the air conditioning systems in these areas, ensuring precise control and avoiding unnecessary energy waste. Intelligent lighting control devices are also employed, utilizing time control mechanisms to effectively conserve energy, including streetlight management.
5. Reflecting our commitment to energy conservation, our engineering department carefully reviews user requirements and strictly prohibits the procurement and use of high-energy-consuming and outdated electromechanical equipment. This ensures that our equipment selection prioritizes the optimal combination of energy savings and economic benefits.
6. We have made significant improvements to our sewage treatment model by replacing the original reverse osmosis (RO) and secondary evaporation systems with resin exchange technology. This upgraded treatment process includes biochemical treatment and a membrane bioreactor (MBR) tank, followed by resin exchange to meet discharge standards. The new technology not only enhances efficiency and environmental friendliness but also significantly reduces steam and electricity consumption, resulting in cost savings for waste liquid treatment. By promoting the concept of water conservation and reducing wastewater discharge at the source, we actively contribute to sustainable practices.

- **Management for water conservation:** the Group attaches great importance to the rationality and efficiency of water consumption. On one hand, we make plans for water consumption at their source and improve the efficiency of cooling water to reduce water consumption; on the other hand, we reuse clean water, such as steam condensate water, post-purification primary and secondary concentrated water, in order to enhance the efficiency of water recycle and reuse and make the best of water. The Group implements a well-planned production schedule to ensure optimal resource utilisation. During production gaps, the operation of non-essential

4. 為了應對季節性溫度變化，我們在辦公區和中央控制室等區域設定合理的溫度。夏季，空調溫度設置為約 26° C；冬季，則調整到約為 20° C。此外，這些區域的空調系統還應用了溫度鎖定設置和定時開／關功能，確保精確控制並避免不必要的能源浪費。我們還採用了智能照明控制設備，利用時間控制機制有效節約能源，包括街燈管理。
5. 反映我們對節能的承諾，我們的工程部門會仔細審查用戶需求，並嚴格禁止採購及使用高能耗和過時的機電設備。確保我們的設備選擇會優先考慮節能和經濟效益的最佳組合。
6. 我們通過用樹脂交換技術替換原有的反滲透(RO)和二次蒸發系統，對我們的污水處理模式進行了重大改進。升級處理過程包括生化處理和膜生物反應器(MBR)池，然後進行樹脂交換以滿足排放標準。新技術不僅提高了效率和環境友好性，而且顯著減少了蒸汽和電力消耗，為廢液處理節約了成本。通過推廣水資源保護的理念並減少源頭的廢水排放，我們積極地為可持續發展做出貢獻。

- **節水管理：**本集團重視用水量是否合理不浪費。一方面，通過從源頭規劃用水和提升冷卻水使用效率等措施減少水資源使用；另一方面，對蒸汽冷凝水、純淨水的一級和次級濃縮水等進行回收再利用，提高水回收利用效率，善用水資源。本集團實施了周密的生產計劃，以確保資源的最佳利用。於生產空檔期，非必要設備和設施暫停運行，有效促進了能源節約和排放減少。這一積極措施符合本集團對環境可持續性發展的承諾，並體現了我們對負責任

equipment and facilities is temporarily suspended, effectively contributing to energy savings and emissions reduction. This proactive measure aligns with the Group's commitment to environmental sustainable development and demonstrates our dedication to responsible resource management. By strategically managing equipment usage, we minimize unnecessary energy consumption and mitigate our environmental impact, fostering a greener and more sustainable operational framework. Also, the Group raises the awareness of water conservation of employees by providing trainings and posting publicity signs of "Save Water" and "Regulate Water Use" at eye-catching places such as chemical industrial areas and office areas. The Group faces no issues in sourcing water that is fit for purpose, and all of its offices have stable water supply to meet daily operational needs.

- **Management of packaging materials:** the Group conducts packaging material management mainly by recycling the packaging materials used in our business operations.

的資源管理的追求。透過戰略性管理設備的使用，我們減少了非必要的能源消耗，並減輕了我們對環境的影響，促進了更綠色、更可持續的運營框架。本集團亦通過開展培訓、在化工區、辦公區等顯眼位置張貼「節約用水」、「用水規範」等宣傳標識，提高員工的節水意識。本集團於獲取適合目的水源方面並無面臨任何問題，其所有辦事處均具有穩定供水以滿足日常運營需求。

- **包裝材料管理：**本集團主要從回收利用我們的業務營運所使用的包裝材料方面來進行包裝材料的管控。

Use of Resources

The summary below are the key performance indicators of 2024 in relation to energy consumption for all members of the Group:

資源使用

以下為本集團所有成員公司於2024年的關鍵能耗績效指標概要：

Type of emissions	排放類型	2023 2023年	2024 2024年
Energy consumption	能耗		
Total energy consumption (MWh)	總能耗(兆瓦時)	6,238.9	5,061.6
— Electricity	— 電	6,087.4	4,927.0
— Natural gas	— 天然氣	80.2	60.1
— Gasoline	— 汽油	71.3	74.5
Energy consumption per employee (MWh/employee)	每名僱員能耗(兆瓦時／僱員)	27.7	30.1
Water consumption	耗水量		
Total water consumption (m ³)	總耗水量(立方米)	61,733	26,509
Water consumption per employee (m ³ /employee)	每名僱員耗水量(立方米／僱員)	274.4	157.8
Packaging materials	包裝材料		
Total amounts of packaging materials (ton)	包裝材料總量(噸)	1.2	1.4
Inner packaging materials (ton)	內部包裝材料(噸)	0.6	0.6
Outer packaging materials (ton)	外部包裝材料(噸)	0.7	0.8
Packaging materials used per unit product (kg)	每單位產品所用包裝材料(千克)	0.64	0.64



The decrease of energy consumption level in 2024 was because of (i) the temperature setting of non-GMP air-conditioning system. The default temperature was 21 degree celsius in winter, while default temperature was 26 degree celsius in summer. Such settings reduced the steam consumption in winter, and the electricity consumption in summer; (ii) routine cleaning of the air-conditioning system and cooling tower helped increase equipment efficiency; and (iii) suspension of production lines that were temporarily not in use, reducing electricity consumption.

The decrease of water consumption in 2024 could be attributed to (i) strengthened promotion of water conservation; and (ii) suspension of production lines that were temporarily not in use, reducing water consumption.

The total amounts of packaging materials used during the Year maintained at a similar level as 2023 as the level of production of clinical samples was similar to that in 2023.

2024年能耗水平的降低是因為(i)非GMP空調系統的溫度設定。冬季默認溫度為21度，夏季默認溫度為26度。通過這樣的設置減少了冬季蒸汽消耗和夏季電力消耗；(ii)空調系統和冷卻塔的常規清潔，有助於提高設備效率；及(iii)暫停暫時不使用的生產線的運行，降低了電力消耗。

2024年耗水量的減少可以歸因於(i)節水宣傳的加強；及(ii)暫停暫時不使用的生產線的運行，降低了水消耗。

於本年度，包裝材料總量的使用與2023年基本持平，因為臨床樣本生產水平與2023年相若。



THE ENVIRONMENT AND NATURAL RESOURCES

環境及天然資源

THE ENVIRONMENT AND NATURAL RESOURCES

All of the offices of the Group do not have a particularly material impact on the environment and natural resources in their daily operation. The Group constantly follows the principle of protecting the environment and natural resources in the operation and ensures that it will not cause any significant impact on the environment and overuse natural resources. The Group has formulated policies to monitor its emissions based on the requirements of the applicable laws and regulations and has implemented general staff policies for environment protection and natural resources saving.

CLIMATE CHANGE

To echo with international concerns on climate change, we have included the climate-related risks in ESG topics and made relevant disclosures according to the Recommendations of the Task Force on Climate-related Financial Disclosures.

The potential financial risks brought about by climate change are mainly derived from two major risk factors, which are physical factor and transitional factor. The Group has identified risks that have potential impacts on its business, in which acute physical risk is extreme weather conditions such as fire and intensified floods leading to asset loss or supply chain interruption, and chronic physical risk is continuous high temperature and extreme hot weather leading to increased electricity consumption, consequently affecting operation cost. The transitional risk represents the market risk that consumers begin to actively integrate the concept of environmental protection into products. The Group strictly monitors the process of research and development of drug candidates and is committed to providing high-quality products to meet the expectations of consumers and the market. In order to minimise the physical risk and transitional risk identified, the Company has adopted a series of measures including (i) installation of temperature and humidity detector in the storage area of pharmaceutical raw materials to prevent growth of bacteria and other microorganism that may lead to product contamination; (ii) strengthening the laboratory ventilation system to remove potentially harmful airborne contaminants from the facility; and (iii) incorporating staff shuttle service and encouraging employees to commute by public transport to help reduce carbon emissions in relation to employee commutes.

環境及天然資源

本集團的所有辦事處在其日常營運中不會對環境及天然資源造成特別重大的影響。本集團在營運中始終遵循保護環境及天然資源的原則，並確保其將不會對環境造成任何重大影響及濫用天然資源。本集團已根據適用法律法規的要求制定政策以監督其排放，並已實施環保及節約天然資源的一般員工政策。

氣候變化

為響應國際對氣候變化的關注，我們已根據氣候相關財務信息披露工作組建議將氣候相關風險納入ESG議題，並作出相關披露。

氣候變化帶來的潛在財務風險主要來源於兩個主要風險因素，分別是實體因素及過渡因素。本集團已識別對其業務有潛在影響的風險，其中急性實體風險表現為極端天氣狀況，如火災及洪水頻發，導致資產損失或供應鏈中斷；而慢性實體風險表現為持續高溫及極端炎熱天氣，導致用電量增加，因而影響經營成本。過渡風險表現為消費者開始主動將環境保護理念揉入產品的市場風險。本集團嚴格監控在研藥物的研發過程，並致力於提供高質量產品以達致消費者及市場的預期。為了最小化已識別的實體風險和過渡風險，本公司採取了一系列措施，包括(i)在醫藥原料儲存區安裝溫濕度檢測器，以防止細菌和其他可能導致產品污染的微生物生長；(ii)強化實驗室通風系統，以清除設施中潛在有害的空氣傳播污染物；及(iii)引入員工班車服務，同時鼓勵員工搭乘大眾運輸通勤，以幫助減少與員工通勤相關的碳排放。

CLIMATE CHANGE 氣候變化



Nevertheless, the Group will also review the potential impact of climate change on its business annually and adopt corresponding measures to reduce any potential risks. In respect of a possible fire, the Group provides training on firefighting facilities for all recruits and employees on an annual basis, our firefighting system has been reviewed by the firefighting unit and our firefighting facilities are regularly inspected and maintained.

EMPLOYMENT

Sustainable development of talents serves as an important guarantee for the Group's ability to accomplish its strategic objectives. The Group works hard to create a fair, diversified and harmonious working environment so that our talents will lay the foundation of the sustainable development of the Group.

Meanwhile, the Group attaches importance to the compliance with the laws and regulations in the process of employment. The Group strictly adheres to relevant provisions of the Labour Law of the PRC and the Labour Contract Law of the PRC. In addition, the Group has formulated and optimised its internal management regulations such as Attendance and Holiday Management System, Business Travel Management System, Recruitment Management System, Admission and Retirement Management System, Salary and Welfare Management System, Training Management System, specifying rules and standards in relation to various procedures for its employees' recruitment and retention, training and development as well as remuneration and performance, ensuring that all employees could fully display their talents after joining the Group.

The calculation methods used in this section are based on the "How to Prepare an ESG Report — Appendix 3: Reporting Guidance on Social KPIs" issued by HKEX.

The Company pays attention to and analyzes employment information using indicators of total number, gender, age, employment types and geographical regions. The Company also pays attention to and analyzes employment turnover rate from perspectives of gender, age and geographical regions.

儘管如此，本集團亦將每年檢討氣候變化對其業務的潛在影響，並採取相應措施以減少任何潛在風險。就可能發生的火災而言，本集團每年對新入職人員以及全體職員進行消防設施培訓，消防系統經過消防單位的審核，消防設施進行定期的檢查和維護。

僱傭

人才的可持續發展是本集團實現戰略目標能力的重要保障。本集團努力創造公平、多元及和諧的工作環境，讓我們的人才能夠為本集團的可持續發展奠定基礎。

同時，本集團重視僱傭過程的依法合規，嚴格遵守《中華人民共和國勞動法》及《中華人民共和國勞動合同法》的相關規定。此外，本集團制定並完善《考勤與假期管理制度》、《差旅管理制度》、《招聘管理制度》、《入職及退休管理制度》、《薪酬福利管理制度》及《培訓管理制度》等內部管理條例，明確在招聘留用、培訓發展、薪酬績效等各環節的規範，確保所有僱員在加入本集團後能夠充分施展其才能。

本節所使用的計算方法乃基於香港交易所發佈的《如何編備環境、社會及管治報告 — 附錄三：社會關鍵績效指標匯報指引》。

本公司分別從總數、性別、年齡、僱傭類型和地區分佈等指標對員工情況進行關注和分析。同時，本公司也非常關注員工的流失率，分別從性別、年齡和地區對流失率進行分析。

EMPLOYMENT 僱傭

Total Number and Classification of Employees

As at 31 December 2024, the Group had a total of 168 employees, details of which are as follows:

僱員總數及分類

截至2024年12月31日，本集團共有168名僱員，詳情如下：

Indicators	指標	Data 數據	
Total number of employees	僱員總數	168	100%
By gender	性別分佈		
Male	男性	62	36.90%
Female	女性	106	63.10%
By age	年齡分佈		
Below 30	30歲以下	29	17.26%
30–50	30歲–50歲	135	80.36%
Above 50	50歲以上	4	2.38%
By employment types	按僱傭類型		
Full-time	全職	168	100%
Part-time	兼職	0	0%
Temporary	臨時	0	0%
By geographical regions	按地區		
Suzhou, Jiangsu	江蘇蘇州	135	80.36%
Shanghai	上海	9	5.36%
Beijing	北京	8	4.76%
United States	美國	3	1.79%
Hong Kong	香港	1	0.60%
Zhuhai, Guangdong	廣東珠海	12	7.14%

Employee Turnover

The Group attaches great importance to its relationship with its employees, and is strictly in compliance with applicable laws and regulations. The Group has formulated an employee promotion mechanism and clearly defined employee promotion paths, so that each employee can seek promotion and long-term career development through work performance. The Group has also formulated an assessment system, pursuant to which it evaluates the work performance of employees on a quarterly/annual basis, to issue quarterly bonuses/year-end bonuses and determine whether the employee is to be promoted. In addition, the Group has formulated

僱員流失

本集團重視與僱員的關係，並嚴格遵守適用法律法規。本集團制定了僱員晉升機制，明確僱員晉升通道，以使每個僱員能夠通過工作表現尋求晉升及職業長遠發展。本集團亦制定考核制度，並在每個季度／年度對僱員的工作表現予以評價，並據此發放季度獎金／年終獎金及確定是否晉升等。此外，本集團制定僱員激勵計劃，工作傑出或長期服務的員工可獲授予本公司股份激勵。我們通過不同方法的組合，減少僱員流失，增加本公司員工的穩定性。人力



an employee incentive scheme pursuant to which outstanding or long-term service employees may be granted the Company's share as incentives. We reduce the turnover of employees and increase the stability of the Company's employees through a combination of different means. The human resource department will arrange exit interviews with departing employees to understand the reasons for their departure and welcome any suggestions for improvement.

資源部將會安排與離職僱員進行離職會談，以了解其離職原因並聽取任何改進意見。

As of 31 December 2024, the detailed information of employee turnover rate of the Group are as follows:

截至2024年12月31日，本集團僱員流失率的詳情如下：

		Data 數據 (total number of employees: 168) (僱員總數：168)
Indicators	指標	
Total number of turnover	總僱員流失率	26.11%
By gender	按性別	
Male	男性	11.11%
Female	女性	15.00%
By age	按年齡	
Below 30	30歲以下	2.78%
30–50	30歲–50歲	22.78%
Above 50	50歲以上	0.56%
By employment types	按僱傭類型	
Full-time	全職	26.11%
Part-time	兼職	0%
Temporary	臨時	0%
By geographical regions	按地區	
Suzhou, Jiangsu	江蘇蘇州	15.00%
Shanghai	上海	1.67%
Beijing	北京	6.67%
United States	美國	0%
Hong Kong	香港	0.56%
Zhuhai, Guangdong	廣東珠海	2.22%

In order to ensure compliance with laws and regulations in respect of employment process and avoid child labour or forced labour, the Group has complied with the relevant regulations and applicable provisions in its human resources system. We require job applicants to present their original identification documents for verification, so as to ensure that they have met the minimum working age requirements for employment. We sign labor contracts with employees in their willingness according to laws, which specify employees' salaries, positions, reasons for dismissal and termination of the contract. Meanwhile, the internal recruitment policy and other human resources management systems of the Group fully safeguard employees' legal rights and interests and prohibit child labour or any forced labour. Employees' requests to work overtime are subject to approval from the department supervisors.

During the Year, there were no non-compliance with relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, child and forced labour, working hours, rest periods, diversity, anti-discrimination and other benefits and welfare.

為確保僱傭過程依法合規，避免使用童工或強迫勞工的情況發生，本集團遵守相關法規及人力資源管理制度中的相應條款。我們要求應聘人士出示身份文件正本進行核實，保證其符合最低工作年齡要求。我們在僱員自願的情況下依法與其簽訂勞動合同，當中明確僱員的薪金、職位、解僱及合同終止理由。同時，本集團內部招聘政策及其他人力資源管理制度充分保障員工的合法權利及權益，禁止使用童工或任何形式的強迫勞工。僱員加班的要求須得到部門主管批准。

於本年度，概無不遵守薪酬及解僱、招聘及晉升、童工及強迫勞工、工作時數、假期、多元化、反歧視以及其他待遇及福利相關法律法規的事件。

HEALTH AND SAFETY 健康與安全



HEALTH AND SAFETY

The Group is dedicated to providing a safe and healthy working environment. The Group strictly complies with the Measures for Supervision and Management of Drug Production, Regulation on the Safety Management of Hazardous Chemicals and other related laws and regulations.

The Group is committed to having continuous risk prevention and improvement to implement the safety production at all level in order to provide safe working environment with proper equipment, and implements measures for safe working behaviors to safeguard occupational health and safety of employees. The Group has set up a safety and environmental protection center with qualified safety administrators for daily management on environment, health and safety, such as security and fire management. For the safety design of production plants, the Group uses closed electrical equipment in the facilities which produce steams, corrosive gas and dust. In the facilities with explosive gas or dust, the Group uses explosion-proof electrical equipment. In the facilities with flammable and explosive or toxic gas, the Group implemented flammable or toxic gas leakage alarms with emergency stop settings.

The above measures cover all employees who are exposed to health hazards and all hazardous units, all of which have received contractual notifications and on-site warnings. The Group has appointed EHS engineer to monitor the R&D and production process to ensure health and safety of our employees.

健康與安全

本集團竭力提供安全及健康的工作環境。本集團嚴格遵守《藥品生產監督管理辦法》、《危險化學品安全管理條例》及其他相關法律法規。

本集團承諾持續進行風險預防和改善，切實履行各級安全生產，以提供安全的工作環境及適當設備，並落實安全工作行為辦法以保障僱員的職業健康及安全。本集團設有安全及環境保護中心，配有合資格安全管理人員，負責環境、健康及安全的日常管理工作，例如安保及消防管理等工作。於生產廠房的安全設計方面，本集團於產生蒸汽、腐蝕性氣體、粉塵等場所採用封閉式電氣設備。於有爆炸危險的氣體或粉塵的作業場所，本集團採用防爆型電氣設備。於涉及易燃易爆或有毒有害氣體的場所，本集團設置有易燃或有毒有害氣體洩漏檢測報警裝置，並設置緊急切斷功能。

上述措施涵蓋所有暴露於健康危害的員工，而所有危險崗位均已收到合同形式的通知及現場警告。本集團已委任EHS工程師監控研發及生產過程，以確保員工的健康與安全。

In order to further foster occupational health and safety measures, the Group has implemented following measures:

- **Risk assessment:** we conduct regular risk assessments in respect of production procedure of factories, production sites, warehouses, construction sites, etc. Once risk is found, ratification shall be implemented within the time specified, and the progress of ratification shall be reported to the headquarter for monitor and control.
- **Safety training:** the Group places great importance on employees' EHS training. We develop practical EHS training materials based on actual work content of each position, conduct targeted safety education, and implement compulsory pre-work training for personnel who are newly recruited, change positions and return to positions. The employees can only be arranged to work after passing the assessment. We also conduct qualification training for special operational personnel to ensure that they work with permits. We enhance the overall awareness of health and safety of employee through EHS education for different levels and types of employees.

為了進一步促進職業健康和安全措施，本集團實施了以下措施：

- **風險評估：**我們對工廠的生產工序、生產場所、倉庫、工程施工場所等定期進行風險評估，一旦發現風險，須在規定時間內落實整改，並將整改情況上報至總部以監督管控。
- **安全培訓：**本集團重視員工的EHS培訓，根據各崗位的實際工作內容制定切合實際的EHS培訓教材，開展有針對性的安全教育工作，對新入職、轉崗、復崗人員實行上崗前強制性培訓，考核合格後方可安排到崗位工作。我們亦對特種作業人員實施資格培訓，確保持證上崗。我們通過對不同層級、類別僱員進行EHS教育，推動全員健康安全意識的整體提升。



Fire evacuation drill
消防疏散演習





- **Occupational health notification:** for positions with occupational health hazards, we inform employees of the specific risks in writing and the adopted occupational disease protection measures before working in the position.
- **Labour protection products:** we equip employees who are exposed to occupational hazards with appropriate and effective personal labour protection equipment and supervise the usage.
- **Occupational health examination:** we organize occupational health examination once a year, and apply for an Occupational Health Guardianship Certificate for employees exposed to occupational hazards, and establish occupational health files and manage the tracking thereof.
- **職業健康告知：**對於存在職業健康危害的崗位，我們在僱員入崗之前即通過書面材料告知該崗位具體風險以及採取的職業病防護措施。
- **勞動防護用品：**我們為暴露於職業危害環境中的僱員配備適宜有效的個體勞動防護用品，並監督使用。
- **職業健康檢查：**我們每年組織一次職業健康檢查，為暴露於職業危害環境中的僱員辦理《職業健康監護證》，建立職業健康監護檔案並進行跟蹤管理。



Occupational health training
職業健康培訓

No work-related fatalities occurred in each of the past three years, including the Year. During the Year, there were no lost days due to work injury in the Group.

於過往三年(包括本年度)概無發生因公殉職情況。於本年度，本集團概無因工傷導致的損失天數的情況。

EMPLOYEES' TRAINING

僱員培訓

EMPLOYEES' TRAINING

The Group continues to focus on the skills and essential knowledge of employees and takes skill improvement as the training goal. The direction of the talent training project is to commit professionalism. During the Year, the Group provided a series of comprehensive trainings to all employees at the Group's expenses such as induction training for new employees and specific training in relation to pharmaceutical knowledge, special equipment, occupational health, fire safety, electrical engineering, business etiquette and company welfare and insurance for all employees. During the Year, there were a total of 29 firmwide trainings covering all employees. The training coverage rate of male and female employees reached 100%, with the average training hours per person of 41.5 hours. The training coverage rate of ordinary employees, middle management and senior management reached 100%, with the average training hours per person of 41.5 hours.



僱員培訓

本集團持續關注僱員的技能和基本知識，並將提高技能作為培訓目標。人才培養項目的方向是致力於專業化。於本年度，本集團自費為全體僱員提供一系列綜合培訓，如新僱員入職培訓，以及為全體僱員提供藥物知識、專用設備、職業健康、消防安全、電氣工程、商務禮儀、公司福利及保險等方面的專項培訓。於本年度，共有29項公司全員範圍的培訓。男女僱員培訓覆蓋率達100%，人均培訓時長41.5小時。普通僱員、中級管理層員工和高級管理層僱員的培訓覆蓋率達100%，人均培訓時長41.5小時。



Employees' training
僱員培訓

EMPLOYEES' TRAINING 僱員培訓



The table below sets forth our coverage and training time for our staff trainings.

下表載列我們員工培訓的覆蓋率及培訓時長。

Indicators 指標	Unit 單位	Data 數據	
Coverage of staff training 員工培訓覆蓋率	Person/% 人／%	168	100%
Training coverage of male employees 男性僱員培訓覆蓋率	Person/% 人／%	62	37%
Training coverage of female employees 女性僱員培訓覆蓋率	Person/% 人／%	106	63%
Training coverage of ordinary employees 普通僱員培訓覆蓋率	Person/% 人／%	149	89%
Training coverage of middle management 中級管理層僱員培訓覆蓋率	Person/% 人／%	13	8%
Training coverage of senior management 高級管理層僱員培訓覆蓋率	Person/% 人／%	6	4%
Per capita training time of staff 員工人均培訓時長	Hour 小時	49.68	NA
Per capita training time of male employees 男性僱員人均培訓時長	Hour 小時	48.87	NA
Per capita training time of female employees 女性僱員人均培訓時長	Hour 小時	50.15	NA
Per capita training time of ordinary employees 普通僱員人均培訓時長	Hour 小時	52	NA
Per capita training time of middle management 中級管理層僱員人均培訓時長	Hour 小時	34	NA
Per capita training time of senior management 高級管理層僱員人均培訓時長	Hour 小時	26	NA
Proportion of staff participating in regular performance and career development assessment 接受定期績效及職業發展考評的僱員比例	Person/% 人／%	168	100%



LABOUR STANDARDS

勞工準則

LABOUR STANDARDS

The Group resolutely resists and opposes any form of employment of child labour and forced labour, and strictly complies with the Labour Law of the PRC, the Law on the Protection of Minors of the PRC, the Provisions on the Prohibition of Using Child Labour of the PRC and other applicable laws and regulations when recruiting employees so as to protect their legitimate rights and interests.

The human resources department of the Group strictly monitors the recruitment process, conducts background checks on job applicants and verifies their credentials, and will not employ any candidates if they are found not suitable. Any use of false document will be deemed as fraudulent and any related signed labour contract will be deemed invalid.

During the Year, the Group did not use any child labour or forced labour, or receive any related complaints. If any of our suppliers or other business partners are found to use child or forced labour, we will immediately cease our collaboration with them and cooperate with relevant government authorities to investigate and collect evidence.

SUPPLY CHAIN MANAGEMENT

The majority of the Group's suppliers are located in the PRC. As at 31 December 2024, the Group had 2,259 suppliers, of which 808 were located in Jiangsu, 473 were located in Shanghai, 218 were located in Beijing and 760 were located in other regions.

勞工準則

本集團堅決抵制及反對以任何形式僱用童工及強制勞工，並於招聘僱員時嚴格遵守《中華人民共和國勞動法》、《中華人民共和國未成年人保護法》、中國《禁止使用童工規定》以及其他適用法律及法規，以保護彼等的合法權益。

本集團人力資源部嚴格監察招聘程序，對其求職者進行背景調查，並核實其證書，如認為任何應徵者不合適，將不會僱用。使用任何虛假文件將被視為欺詐，任何相關已簽署的勞動合同將被視為無效。

於本年度，本集團並無任何使用童工或強制勞工的情況或接獲任何相關投訴。倘任何我們的供應商或其他業務夥伴被發現使用童工或強制勞工，我們將立即終止我們與其之間的合作，並配合相關政府當局調查並收集證據。

供應鏈管理

本集團的大部分供應商位於中國。截至2024年12月31日，本集團共有2,259家供應商，其中808家位於江蘇，473家位於上海，218家位於北京及760家位於其他地區。

SUPPLY CHAIN MANAGEMENT 供應鏈管理



The Group has formulated a series of procurement management system and procurement control procedure, and has strictly selected suppliers and monitored the procurement process in accordance with the Drug Administration Law of the People's Republic of China and Good Manufacturing Practice. In selecting suppliers and prior to entering into contracts with them, a due diligence check will be performed and the Group may visit the production plants if necessary. The Group requires the potential suppliers to provide the samples for testing and trial production, the passing of which would entitle the suppliers to become the Group's qualified suppliers. The Group also require the suppliers to provide certification, including but not limited to, Good Distribution Practices Certification for Pharmaceuticals, production permit, medical device registration certificate and product agency authorization to ensure that they meet national and international standards and mitigate risks. In addition, suppliers need to fill in questionnaires on their material suppliers and provide their qualifications.

In 2024, we continued to strengthen the training on supply chain and procurement, including the inclusion of ESG-related criteria in supplier screening, supplier risk assessment, diversified supplier selection, and how to conduct supplier audits, etc.

The Company's procurement team is led by experienced supervisor and is responsible for the selection, management, evaluation of suppliers and daily procurement work of the Group.

At the same time, we also carry out supply chain risk control through diversified geographical distribution, sub-contracting, avoiding the monopoly of a single supplier, and enter into safety agreements with suppliers.

The products purchased by the Group comply with environmental requirements in general. In order to promote environmentally preferable products and services, the Group prefers to procure from suppliers who are proactively reducing environmental impact. We preferentially selects suppliers that are able demonstrate environmental protection grade labels; and materials that help to reduce greenhouse gas emissions, contribute to recycling-oriented manufacturing.

本集團已制定一系列採購管理制度和採購控制程序，並根據《中華人民共和國藥品管理法》和《藥品生產品質管制規範》的規定嚴格選擇供應商及監控採購過程。在選擇供應商並與之簽訂合約之前，本集團將進行盡職調查，並在必要時參觀生產工廠。本集團要求潛在供應商提供測試和試生產所需樣品，通過測試和試生產將使供應商成為本集團的合格供應商。本集團亦要求供應商提供認證（包括但不限於藥品良好分銷規範認證、生產許可證、醫療器械註冊證及產品代理授權），以確保其符合國家和國際標準，並減輕風險。此外，供應商須填寫關於其材料供應商的問卷調查並提供其資質。

在2024年，我們繼續加強在供應鏈採購方面的培訓，內容包括供應商篩選中納入ESG相關準則，供應商風險評估，多樣化供應商選擇以及如何對供應商進行審計等。

本公司採購團隊由經驗豐富的主管帶領，負責供應商的篩選、管理、評估和本集團日常的採購工作。

同時我們也通過多樣化地域分佈、分包、避免單個供應商壟斷、和供應商簽訂安全協議等方式進行供應鏈風險控制。

整體而言，本集團購買的產品遵守環境規定。為推廣環保產品及服務，本集團傾向於向積極減低環境影響的供應商採購。我們優先選擇能夠展示環保等級標籤的供應商；及有助於減少溫室氣體排放及為循環導向製造作出貢獻的材料。

If any special product is required to be purchased, it will be reported to the relevant management unit in advance.

Procurement staff have conducted regular visits to suppliers to maintain close and good cooperation relationships with them. If there is a violation under the health and safety agreement and it is not remedied in a timely manner, the supplier will be punished pursuant to the agreement, such as temporary suspension until compliance is satisfied, or permanent termination of supply. Meanwhile, the quality notices made by suppliers are regularly monitored to ensure all of the raw materials used by the Group are in compliance with the standard requirements and ready for use.

To ensure suppliers' compliance with ESG practices and delivery of quality products and services, we established internal policies to regularly monitor the products' safety and ensure compliance with the environmental standards. In the event the suppliers fail to comply with the environmental standards, we will file a report to the relevant administrative units.

如須購買任何特殊產品，其將提前向相關管理單位匯報。

採購人員定期走訪供應商，以與供應商保持密切良好的合作關係。倘有任何違反健康與安全協定的情況，且並未及時糾正，供應商將根據協定受到懲罰（如暫停供應直至滿足合規性或永久終止供應）。同時，本集團定期監控供應商發出的質量通知，以確保本集團使用的所有原材料符合標準要求並可供使用。

為確保供應商遵守ESG常規並提供優質產品及服務，我們制定內部政策，定期監控產品的安全性，並確保符合環境標準。如供應商未能符合環保標準，我們將向相關行政單位上報。

PRODUCT RESPONSIBILITY

產品責任



PRODUCT RESPONSIBILITY

The production of the Group's drugs are conducted in accordance with relevant rules as required in the Drug Administration Law of the People's Republic of China, Regulations for Implementation of the Drug Administration Law of the People's Republic of China, Good Manufacturing Practice and Norm on Production and Measures for the Administration of the Insert Sheets and Labels of Drug, Interim Measures for the Administration of Censorship of Advertisements on Drugs, Medical Devices, Dietary Supplements and Formula Foods for Special Medical Purposes and Measures for the Administration of Drug Registration, Good Clinical Practice for Drug Trials. During the Year, the Group was not involved in any litigation relating to the advertising, labeling and privacy matters relating to cosmetic products and services provided.

Drug quality correlates with the life safety of patients, and even the lifespan of the enterprise. The Group has fully conducted activities for improvement of quality control by urging for high standard and high quality of products, reducing product errors during production, so as to lower the risk in terms of product quality during production. A system for product return and exchange analysis has been formulated in combination with relevant requirements of refrigeration, cold storage and logistics management of drugs, automatic temperature and humidity monitoring system. Furthermore, modern information technology is used in the collection of adverse reactions, consultations and complaints of drugs, and the information will be analyzed for the continuous improvement of drug quality to ensure the medicine is safe, effective, uniform and stable.

During the Year, we have no drugs approved for commercial sale, and the Group did not receive any cosmetic products and service related complaints.

產品責任

本集團根據《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》、《藥品生產品質管制規範》、《藥品說明書和標籤管理規定》、《藥品、醫療器械、保健食品、特殊醫學用途配方食品廣告審查管理暫行辦法》、《藥品註冊管理辦法》、《藥物臨床試驗質量管理規範》等相關法規的規定進行藥品生產。於本年度，本集團並無就與所提供的化妝品產品及服務有關的廣告、標籤及隱私事宜牽涉任何訴訟。

藥品品質關係著患者的生命安全，更是企業的命脈。本集團全面開展品質控制改進活動，對產品要求高標準及高品質，減少生產過程中的產品誤差，從而降低生產過程中的產品品質風險。本集團結合藥品冷凍、冷藏及物流管理、溫濕度自動監測系統等方面的相關規定製定產品退換分析系統。此外，本集團利用現代化的信息技術收集藥品不良反應、諮詢及投訴並進行資料分析，以持續改善藥品品質，確保藥品安全、有效、質量均一和穩定。

於本年度，本集團並無批准進行商業銷售的藥物，本集團概無接獲任何與化妝品產品及服務有關的投訴。

Management and Protection of Intellectual Property Rights

While continuing innovating new technologies, the Group emphasises the intellectual property rights by seeking patent protection through the Patent Cooperation Treaty ("PCT"). The Group also takes precautionary measures such as patent early warning analysis and operational analysis to prevent third party infringement. In addition to independent research and development, the Group also obtains intellectual property rights through various channels such as cooperative development with external parties and technology transfer.

The Group respects the intellectual property rights and formulates a guiding principle to increase the employees' awareness and consolidate the foundation of intellectual property rights.

The Group collaborates with intellectual property agencies and law firms globally to protect the Group's proprietary technologies and safeguard the intellectual property rights and business interests. The Group's intellectual property team consists of two members with patent agency qualifications and one member with both patent agency qualifications and lawyer qualifications. Such team is responsible for the management and protection of the Group's intellectual property rights. The Group also provides internal training on a regular basis and invite external training providers to hold training sessions for the employees to enhance their awareness of intellectual property.

Quality Assurance Policy

The Quality Control Department is responsible for conducting quality management by taking samples from the warehouse and production plant to the laboratory, in which the laboratory staff would conduct examination of the products with preventive and safety measures such as wearing masks and disposable gloves to protect themselves and minimize damage to the environment. Based on the data rendered from the examination, the Quality Control Department will issue a quality assurance report. After the examination, defective products and hazardous and chemical wastes will be delivered to qualified third party for processing.

知識產權管理與保護

在不斷創新新技術的同時，本集團重視自身的知識產權，通過《專利合作條約》(「PCT」)尋求專利保護。本集團亦採取預防措施，如專利預警分析及營運分析，以防止第三方侵權。除獨立研發外，本集團亦透過各類渠道(例如與外部各方的合作開發及技術轉讓)獲取知識產權。

本集團尊重知識產權，並制定指導方針，以提高員工的知識產權意識，夯實知識產權基礎。

本集團與全球範圍內的知識產權代理機構和律師事務所合作，以保護本集團的專有技術，並保障知識產權和商業利益。本集團的知識產權團隊由兩名具有專利代理資質的成員和一位同時擁有專利代理資質和律師資質的成員組成，負責管理及保護本集團的知識產權。本集團亦定期提供內部培訓，並邀請外部培訓提供商為僱員舉辦培訓課程，以提高僱員的知識產權意識。

品質保證政策

品質控制部門負責進行品質管理，從倉庫及生產車間取樣送往實驗室，而實驗室人員在實驗室對產品進行檢驗，並採取相關防護和安全措施，如佩戴口罩及一次性手套等，以保護自身及盡量減少對環境的破壞。基於檢驗所獲得的數據，品質控制部門將出具品質保證報告。經檢驗後，缺陷產品以及有害及化學廢棄物將送至合資格的第三方處理。



Protection of Customers' Privacy

As the Group mainly engages in drug production and operation, there is less direct access to the end-customers and their private information. Due to the limited privacy safety management risk, the Group also maintains full compliance with applicable provisions in the Constitution of the PRC, the Civil Code of the PRC and the Tort Liability Law of the PRC regarding protection of personal information. This is to protect customer privacy, defend trade secrets and safeguard clients' interest.

Nevertheless, since the Group has conducted various clinical trials, it adopts a strict data protection and privacy policy for data collected for the clinical trials by maintaining full compliance with the Constitution of the PRC, the Civil Code of the PRC, the Tort Liability Law of the PRC, Good Clinical Practice ("GCP") and Declaration of Helsinki regarding protection of personal information. The Group only collects personal data provided by the clinical subjects and their anonymity will be maintained even upon the release of the clinical reports. In cases where the personal information has been exposed, the Group implements appropriate measures such as ceasing to use and removing the personal information of the clinical subjects from the database and the employees who breached the data security compliance will be subject to disciplinary actions.

Further, the Group or the data management vendor will engage data protection personnel to provide advice in relation to data and privacy protection of the clinical subjects and regularly monitor data security compliance.

During the Year, the Group was not involved in any litigation relating to the infringement of customer privacy or loss of customers' information in the Group.

Animal Welfare

The Group is committed to high standards of animal welfare. We strictly comply with all applicable national guidelines for the management and use of research animals, including (i) Laboratory animal-Microbiological and parasitological standards and monitoring (GB 14922-2022); (ii) Laboratory animal — Requirements of environment and housing facilities (GB 14925-2010); and (iii) Laboratory animals — General code of animal welfare (GB/T 42011-2022). We have also obtained approval certificate for the use of research animals from local authority.

保護客戶隱私

由於本集團主要從事藥品生產及經營，本集團較少直接接觸終端客戶及其私人資料。由於隱私安全管理有限的風險，本集團亦全面遵守《中華人民共和國憲法》、《中華人民共和國民法典》和《中華人民共和國侵權責任法》中有關個人信息保護的適用規定。此舉旨在保護客戶隱私，維護商業秘密及保障客戶利益。

儘管如此，由於本集團已進行多項臨床試驗，本集團就臨床試驗收集的數據採取嚴格的數據保護和隱私政策，在個人信息保護方面全面遵守《中華人民共和國憲法》、《中華人民共和國民法典》、《中華人民共和國侵權責任法》、《藥物臨床試驗質量管理規範》(「GCP」)及《赫爾辛基宣言》。本集團僅收集臨床受試者所提供的個人資料，並在發佈臨床報告後繼續維持該等資料的匿名狀態。在個人信息遭洩露的情況下，本集團將採取適當措施，如停止使用並從資料庫中刪除臨床受試者的個人信息，而違反資料安全合規的員工將受到紀律處分。

此外，本集團或資料管理公司將聘請資料保護人員就臨床受試者的資料和隱私保護提供建議，並定期監控資料安全合規情況。

於本年度，本集團並未牽涉與侵犯客戶隱私或遺失本集團客戶信息有關的任何訴訟。

動物福利

本集團致力於高標準的動物福利。我們嚴格遵守所有適用的國家研究動物管理和使用標準，包括(i)實驗動物-微生物、寄生蟲等級及監測(GB 14922-2022)；(ii)實驗動物 — 環境及設施(GB 14925-2010)；及(iii)實驗動物 — 福利通則(GB/T 42011-2022)。我們還獲得了地方政府頒發的使用研究動物的批准證書。

In December 2020, we established the Institutional Animal Care & Use Committee (IACUC) with a chairman and several members, whose main responsibilities include setting up an approval system for applications of utilisation of animals, ethical review and supervision of the welfare of experimental animal husbandry and utilisation, as well as the health, safety and training of personnel.

ANTI-CORRUPTION

The Group, committed to pursuing operation in good faith, constantly enhances internal control and monitoring mechanism within the enterprise, and stringently observes the rule on fair competition. The Group encouraged the employees to report commercial bribery and other actions of unfair competition to the office of general manager. Employees are required to strictly comply with provisions in relation to prohibition of commercial bribery acts under the Law Against Unfair Competition of the People's Republic of China, Criminal Law and Company Law, and all of the relevant management rules on integrity and self-discipline as stipulated by the Company. The Group strongly opposes to the acceptance of commercial bribery and other improper commercial acts, and establishes policies and measures on capital management to prevent money laundering. The Company will promptly denounce and report to the relevant department for suspected personnel. There were no commenced or concluded legal cases regarding corrupt practices brought against the Group and its employees during the Year.

The Group has implemented the "Anti-Corruption and Anti-Bribery Policy", providing internal guidelines and policies against unethical behaviours, such as any forms of bribery, soliciting advantages from any person in connection with the Group's business, accepting advantages and gifts offered in private or any occasions or engaging in other immoral business activities that would amount to a conflict of interests. The Policy applies to all subsidiaries and controlled affiliates of the Group, where every Director and employee is required to strictly adhere to the Policy. In the event that the behaviours are ruled as a violation of ethical standards, employees in question would be subject to disciplinary actions. Employees are prohibited from accepting gifts. Each department head is responsible for monitoring the integrity of the relevant department. We have also set up a reporting channel for anti-fraud, anti-money laundering, and anti-corruption matters. Any third party could report potential fraud, money laundering, and corruption actions of the Company and its subsidiaries to the Group via email (Anti-EMC@kintor.com.cn).

在2020年12月，我們已成立了動物管理與倫理委員會(IACUC)，設置主席及幾名成員，主要職責包括：對於動物使用申請設置審批制度；實驗動物飼養和使用的福利倫理審查和監管工作；以及人員健康、安全、培訓等。

反貪污

本集團不斷加強企業內部控制及監督機制，始終誠信經營，嚴格遵守公平競爭規則。本集團鼓勵員工向總經理辦公室報告商業賄賂和其他不正當競爭行為。要求員工嚴格遵守《中華人民共和國反不正當競爭法》、《刑法》和《公司法》等有關禁止商業賄賂行為規定及本公司制定的所有廉潔自律相關管理規定。本集團堅決拒絕商業賄賂及其他不正當商業行為，並設有對資金管理的制度及措施以防止洗黑錢。對於涉嫌犯罪的人員，本公司將及時向相關部門檢舉和報告。於本年度，概無針對本集團及其僱員提出或審結的貪污訴訟案件。

本集團已制定《反貪污及反賄賂政策》，提供內部指引及政策，打擊不道德行為，例如任何形式的賄賂、向任何與本集團業務有關的人士索取利益、接受私下或任何場合提供的利益和禮物，或從事其他構成利益衝突的不道德的商業活動。該政策適用於本集團所有附屬公司及受控聯屬公司，要求每名董事及僱員嚴格遵守該政策。如果行為被裁定為違反道德標準，相關員工將受到紀律處分。禁止員工接受禮物。各部門主管負責監督相關部門的誠信情況。我們亦已設置反舞弊、反洗錢、反腐敗舉報渠道，任何第三方均可通過電郵方式(Anti-EMC@kintor.com.cn)向本集團舉報本公司及其附屬公司潛在的舞弊、洗錢及貪污行為。

ANTI-CORRUPTION 反貪污



In order to strengthen the internal monitoring mechanism, the Group has an internal whistleblowing policy which encourages the employees to report any violation of the Anti-Corruption and Anti-Bribery Policy. The Group offers anti-corruption training courses and anti-corruption related trainings to suppliers, new employees and employees at all levels on an annual basis to promote ethical and responsible conduct. In addition, the main person in charge of each department of the Company shall be the first person responsible for building integrity in the Company and the department, and has the responsibility of supervision on a level-by-level basis. During the Year, the Company also provided anti-corruption training to the Directors by providing reading and video materials relating to ethical challenges faced by company directors.

During the Year, the Group strictly complied with the Prevention of Bribery Ordinance and other relevant national laws and regulations against corruption. The Group was not aware of any violations of relevant laws and regulations that have a significant impact on the Group relating to bribery, fraud, extortion and money laundering and the Group was not involved in any corruption cases.

為加強內部控制機制，本集團制定了內部舉報政策，鼓勵員工舉報任何違反《反貪污及反賄賂政策》的行為。本集團每年為供應商、新員工及各級員工提供反貪污培訓課程以及和反貪污相關的培訓，以宣揚道德及責任操守。此外，本公司各部門主要負責人是本公司和部門廉政建設第一責任人，負有逐級監督責任。於本年度，本公司亦通過提供與公司董事所面臨的道德挑戰有關的閱讀材料和視頻資料向董事提供反貪污培訓。

於本年度，本集團嚴格遵守《防止賄賂條例》及其他有關反貪污的國家法律法規。本集團並無發現任何與賄賂、欺詐、勒索及洗錢有關的對本集團造成重大影響的違反相關法律和法規的行為，並且本集團概無牽涉任何貪污案件。

The Group, whilst creating value for shareholders, has proactively engaged in public service sector, especially the healthcare sector. As an innovative pharmaceutical company, the Group is committed to fulfilling unmet clinical needs, building a multi-product pipeline through continuous investment in research and development, and focusing on collaborating with other pharmaceutical companies, to jointly take up the social responsibility that pharmaceutical companies have in promoting population health. During the Year, the Group actively participated in various international medical exchange academic conferences, such as American Association for Cancer Research (AACR) Annual Meeting, European Society for Medical Oncology (ESMO) Annual Meeting, etc., to share cutting-edge clinical treatment practices and research on diseases. The Group believes that participating in such research can promote the development of advanced clinical treatments, which promotes greater good of the society. Also, the Group acknowledges the importance of giving back to the society and spares no effort in providing support. The Group encourages employees to participate in community services to build a more sustainable and harmonious society.

本集團在為股東創造價值的同時，積極投身公共服務領域，尤其是健康領域。本集團作為創新藥企，致力於滿足未獲滿足的臨床需求，通過持續的研發投入，打造多產品管線，並注重與其他藥企合作開發，共同承擔藥企在促進人群健康方面的社會責任。於本年度，本集團積極參加各類國際醫藥交流學術會議，如美國癌症研究協會(AACR)年會、歐洲腫瘤內科學會(ESMO)年會等，分享前沿的疾病臨床治療的實踐和研究。本集團相信，參與此類研討可促進先進臨床治療手段的發展，造福社會。此外，本集團認識到回饋社會的重要性，並不遺餘力地提供支持。本集團鼓勵員工參與社區服務，以建立一個更可持續、更和諧的社會。

ESG REPORTING GUIDE INDEX

環境、社會及管治報告指引索引



Key Performance Indicators 關鍵績效指標	Description 描述	Corresponding Sections 相關章節
Aspect AI: Emissions 層面AI：排放物		
General Disclosure 一般披露	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。	Emissions 排放
KPI AI.1 關鍵績效指標AI.1	The types of emissions and respective emission data. 排放物種類及相關排放數據。	Emissions 排放
KPI AI.2 關鍵績效指標AI.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity. 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。	Greenhouse Gas Exhaust Gas Emissions 溫室氣體排放 廢氣排放
KPI AI.3 關鍵績效指標AI.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生有害廢棄物總量(以噸計算)及(如適用)密度。	Solid Waste 固體廢棄物
KPI AI.4 關鍵績效指標AI.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量(以噸計算)及(如適用)密度。	Solid Waste 固體廢棄物
KPI AI.5 關鍵績效指標AI.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。	Emissions 排放
KPI AI.6 關鍵績效指標AI.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。	Solid Waste 固體廢棄物

Key Performance Indicators 關鍵績效指標	Description 描述	Corresponding Sections 相關章節
Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露	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 and Impact on the Environment and Resources 資源使用以及對環境和資源的影響
KPI A2.1 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／或間接能源消耗總量及密度。	Use of Resources 資源使用
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Use of Resources 資源使用
KPI A2.3 關鍵績效指標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 and Impact on the Environment and Resources 資源使用以及對環境和資源的影響
KPI A2.4 關鍵績效指標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. 描述獲取適用水源上是否存在任何問題，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 and Impact on the Environment and Resources 資源使用以及對環境和資源的影響
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及(如適用)每生產單位佔量。	Use of Resources 資源使用
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及天然資源
KPI A3.1 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。	The Environment and Natural Resources 環境及天然資源



Key Performance Indicators 關鍵績效指標	Description 描述	Corresponding Sections 相關章節
Aspect A4: Climate Change 層面A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 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已採取管理有關影響的行動。	Climate Change 氣候變化
Aspect B1: Employment 層面B1：僱傭		
General Disclosure 一般披露	Information on: (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. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Total Number and Classification of Employees 僱員總數及分類
KPI B1.2 關鍵績效指標 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。	Employee Turnover 僱員流失

Key Performance Indicators 關鍵績效指標	Description 描述	Corresponding Sections 相關章節
Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (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. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康與安全
KPI B2.1 關鍵績效指標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)每年因工作關係而死亡的人數及比率。	Health and Safety 健康與安全
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，及相關執行及監察方法。	Health and Safety 健康與安全
Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure 一般披露	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。	Employees' Training 僱員培訓
KPI B3.1 關鍵績效指標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。	Employees' Training 僱員培訓
KPI B3.2 關鍵績效指標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。	Employees' Training 僱員培訓



Key Performance Indicators 關鍵績效指標	Description 描述	Corresponding Sections 相關章節
Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工及強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Labour Standards 勞工準則
KPI B4.1 關鍵績效指標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。	Labour Standards 勞工準則
KPI B4.2 關鍵績效指標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。	Labour Standards 勞工準則

Key Performance Indicators 關鍵績效指標	Description 描述	Corresponding Sections 相關章節
Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure 一般披露	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。	Supply Chain Management 供應鏈管理
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, 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。	Supply Chain Management 供應鏈管理
KPI B5.3 關鍵績效指標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。	Supply Chain Management 供應鏈管理
KPI B5.4 關鍵績效指標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。	Supply Chain Management 供應鏈管理



Key Performance Indicators 關鍵績效指標	Description 描述	Corresponding Sections 相關章節
Aspect B6: Product Responsibility 層面 B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (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. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任
KPI B6.1 關鍵績效指標 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。	Product Responsibility 產品責任
KPI B6.2 關鍵績效指標 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。	Product Responsibility 產品責任
KPI B6.3 關鍵績效指標 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。	Management and Protection of Intellectual Property Rights 知識產權管理與保護
KPI B6.4 關鍵績效指標 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。	Quality Assurance Policy 品質保證政策
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	Protection of Customers' Privacy 保護客戶隱私

Key Performance Indicators 關鍵績效指標	Description 描述	Corresponding Sections 相關章節
Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-Corruption 反貪污
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Year and the outcomes of the cases. 於本年度對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-Corruption 反貪污
KPI B7.2 關鍵績效指標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。	Anti-Corruption 反貪污
KPI B7.3 關鍵績效指標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。	Anti-Corruption 反貪污
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	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發行人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。	Community 社區
KPI B8.1 關鍵績效指標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)。	Community 社區
KPI B8.2 關鍵績效指標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)。	Community 社區



開拓藥業有限公司*

KINTOR PHARMACEUTICAL LIMITED