



Hepalink

深圳市海普瑞药业集团股份有限公司 Shenzhen Hepalink Pharmaceutical Group Co., Ltd.

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

(於中華人民共和國註冊成立的股份有限公司)

Stock Code 股份代號 : 9989



Environmental, Social
and Governance Report
環境、社會及管治報告

2025

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BOARD STATEMENT

Shenzhen Hepalink Pharmaceutical Group Co., Ltd. (the “Company” or “Hepalink”) and its subsidiaries (the “Group”, “we”, “our” or “us”) is pleased to issue the sixth Environmental, Social and Governance Report (the “Report”) of the Group, which aims to explain the Group’s policy development and performance in ESG aspects in 2025 (the “Reporting Year” or “Reporting Period”) in response to the concerns and expectations of stakeholders for the sustainable development management and information disclosure of the Group. The Board of Directors (the “Board”) understands the importance of sustainability risk management, and strives to meet the expectations of stakeholders through communication and cooperation. The Group is always committed to perform its social responsibilities and the Board will give full support to and take the responsibility for the implementation of issues related to sustainability.

The Board is responsible for formulating the ESG strategies and reporting of the Group, as well as monitoring and managing ESG-related risks. The Board understands that risk management is the key to the sustainability of the Company. To facilitate a unified corporate risk management of the Group, we have established a risk management and internal control system. The Board reviews the effectiveness of the system through the Audit Committee every year and the system encompasses major control measures, including controls on finance, operation and compliance. In addition, the Group also engages external independent professionals to assist in identifying and assessing the risks of the Group through interviews. The current internal control and risk management system is effective and sufficient.

The Group places great importance on communication and engagement with its stakeholders. During the reporting period, the Group conducted an ESG stakeholder engagement survey. Through the survey, the Group aims to assist the Board of Directors and management in assessing its current performance in relation to ESG and climate-related matters. In the reporting year, the Group, for the first time, incorporated the principle of double materiality into its stakeholder engagement process. This enabled the Group to compare stakeholders' expectations regarding its ESG and climate-related performance, while at the same time assessing the financial impacts of ESG-and climate-related issues on the Group's operations and benchmarking them against market standards and expectations. The outcomes of this process will support the Group in further refining its sustainability strategies and policies, enabling it to better address stakeholder expectations and enhance its long-term sustainable development.

董事會聲明

深圳市海普瑞藥業集團股份有限公司（「本公司」、「公司」或「海普瑞」）及其附屬公司（「本集團」或「我們」）欣然發佈本集團第六份環境、社會及管治(ESG)報告（「本報告」），旨在闡述本集團於二零二五年在履行環境與社會責任方面的制度建設和績效表現，以回應持份者對於本集團可持續發展管理及信息披露的關注與期望。海普瑞的董事會理解可持續發展風險管理的重要性，並透過與持份者溝通合作，致力達成各持份者的期望。本集團從不間斷地實踐社會責任，董事會將予以全力支持，亦肩負切實執行可持續發展相關事宜的責任。

本集團的董事會負責制定和報告有關環境、社會和管治策略，並監察和管理相關風險。董事會深知風險管理對企業的可持續發展至關重要。為了確保企業內統一的風險管理，本集團已建立了風險管理和內部監控系統。董事會每年透過審核委員會審查系統的執行效果和涵蓋重大監控措施，包括財務、運營和合規控制。此外，本集團也委託外部獨立專業人士通過訪談幫助識別和評估本集團的風險。目前，本集團的內部監控和風險管理系統是有效和充分的。

本集團一直非常重視與持份者的溝通和互動，在報告期內進行了ESG持份者參與的問卷調查。本集團希望透過問卷調查，協助董事會和管理層評估目前的ESG及氣候相關的表現。此外，本集團於本報告年首次結合雙重重要性原則進行持份者參與，比較持份者對本集團在ESG及氣候相關表現方面的期望，同時了解ESG及氣候相關的議題對本集團營運的財務影響，並與市場標準和期望進行對比。這將有助於本集團優化未來的可持續發展政策，以滿足持份者的需求。

Environmental, Social and Governance Report

環境、社會及管治報告

In recent years, all sectors of society, including consumers, investors and business partners, have paid more and more attention to corporate social responsibility, and sustainable development has become an increasingly important social issue. As a responsible enterprise, the Group has been paying continuous attention to the social responsibility performance within the enterprise and related supply chains. While pursuing innovation and providing high-quality products and services, we also endeavour to make contribution to the sustainable development of the community. During the Reporting Period, we actively implemented existing environmental and social policies and measures to fulfil our corporate responsibility to the environment and society. In terms of employment, the Group attaches great importance to the health and safety of employees, and invites third-party occupational health assessment units to conduct safety assessments on the current status of occupational hazards, so as to actively protect the well-being and safety of employees. In addition, the development and training of employees are crucial to the development of the Group. We have a comprehensive online learning platform in place that notifies employees to participate in learning and training in a timely manner, so as to continuously improve their competitiveness. In terms of environment, the Group strictly complies with the relevant policies and measures formulated, aiming to improve the efficiency of resource utilisation, reduce emissions, and expects to reduce the impact on the surrounding environment of the place where it operates.

As an established multinational pharmaceutical company in the pharmaceutical industry for 28 years, the Group has been fully supporting the sustainable development of education and research and development in the biopharmaceutical industry in Shenzhen, and is committed to business development and community care. During the year, Hepalink actively carried out community activities, including organizing volunteer activities and thematic learning and education programmes. The Group's unremitting efforts in contributing to the community have also been recognised by the society.

近年來，社會各界包括消費者、投資者及商業夥伴均日益增加對企業社會責任的關注，可持續發展已成為愈趨重視的社會問題。本集團作為負責任的企業，一直持續關注企業內部及相關供應鏈的社會責任表現。在追求創新及提供優質產品服務的同時，亦竭力為社區可持續發展作出貢獻。在報告期內，我們積極實施現有的環境和社會政策及措施，以履行企業對環境和社會的責任。在僱傭方面，本集團非常重視員工的健康和安全，定期邀請第三方職業健康評估單位進行職業危害現狀安全評估，積極保障員工的福祉和安全。此外，員工的發展和培訓對本集團的發展至關重要，我們設有完善的線上學習平台，適時通知員工參與學習和培訓，持續提升競爭力。在環境方面，本集團嚴格遵守已制定的相關政策和措施，旨在提高資源利用效率，減少排放物，並期望減少對營運所在地周邊環境的影響。

作為一家深耕醫藥行業逾二十八載的跨國藥企，本集團一直全力支持深圳市在生物醫藥產業教育及研發的持續發展，致力於業務發展同時關懷社區。年內海普瑞積極開展社區活動，包括組織志願活動、主題學習教育活動等。本集團對社區貢獻的努力不懈亦獲得社會認可。



Environmental, Social and Governance Report 環境、社會及管治報告

Over the past year, the global economic recovery remained clouded by uncertainty, while geopolitical tensions continued to escalate. Intensifying competition between major economies has further fragmented global trade, leaving the market environment shrouded in significant volatility. Against this backdrop, Hepalink maintained a steady pace, proactively navigating external challenges to seek breakthroughs amidst a changing landscape. By continuously enhancing our operational management and market competitiveness, the Group has achieved remarkable results. During the reporting period, the Group successfully expanded into emerging markets such as Argentina and South Africa, and this milestone once again underscores our robust capabilities in quality systems, supply chain management, and global regulatory compliance. Looking ahead, we remain committed to achieving sustainable growth in our performance. We will persevere through the fluctuating market conditions across various regions, ensuring steady expansion and prudent resource management. The Board will also conduct regular reviews of our ESG policies to seize strategic opportunities for business expansion and reinforcement. We remain fully confident in our future prospects. This report was reviewed and approved by the Board in April 2026.

過去一年，全球經濟復甦仍未明朗，地緣政治緊張局勢持續加劇，加上主要經濟體之間的博弈升溫，令全球貿易進一步走向碎片化，市場環境依然面臨高度不確定性。在此背景下，海普瑞保持穩健步伐，積極應對外部挑戰，在變局中尋求突破，持續提升經營管理能力與市場競爭力，並取得顯著成果。在本報告年度內，本集團更成功拓展阿根廷及南非等新興市場，再次印證本集團在質量體系、供應鏈管理及全球合規能力方面的強大實力。展望未來，我們會堅持實現業績的穩健增長，並在各地區反覆多變的市場環境中迎難而上，繼續穩步擴展，妥善管理資源。董事會亦將定期審視環境、社會及管治相關政策，把握合適機遇積極拓展及不斷強化現有業務。我們對未來前景充滿信心。本報告已於二零二六年四月獲董事會確認及批准。

Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT HEPALINK

關於海普瑞



Our Mission 我們的使命

Be responsible for the health of the patients, explore, develop and provide drugs and medical services that are safe, effective and of high quality, to safeguard their health
以患者之需為己任，探索、開發並提供高質量的安全有效藥物和服務，護佑健康



Our Vision 我們的願景

Become a world leading innovation-driven international pharmaceutical company
成為全球領先的創新型
跨國製藥企業



Our Values 我們的價值觀

Scientific Thinking,
Superb Performance,
Being Innovative, Diversification
科學實證、高效卓越
創新進取、多元融合

Hepalink was established in Shenzhen, China in 1998. It is a global pharmaceutical company. "Responsible for bringing hope to patients and becoming a leading international pharmaceutical company" is the original intention of our founder to establish Hepalink. Our businesses include the manufacture and sales of pharmaceutical products, Contract Development and Manufacturing Organisation (CDMO) services and innovative drugs. Our sales of pharmaceutical products consist of (i) finished dose pharmaceutical products, which mainly include enoxaparin sodium injection; (ii) active pharmaceutical ingredient ("API") products, which mainly include heparin sodium API and enoxaparin sodium API; and (iii) other products, which mainly include pancreatin API. We operate a CDMO business providing research and development ("R&D"), manufacturing, quality management and programme management services, through our wholly-owned subsidiaries Cytovance Biologics, Inc. ("Cytovance"), which specializes in the development and manufacture of recombinant pharmaceutical products and critical non-viral vectors and intermediates for gene therapy, and SPL Acquisition Corp. ("SPL"), which provides services in the development and manufacture of naturally derived pharmaceutical products. In addition, the Group has obtained exclusive development and commercial rights in Greater China for certain clinical stage innovative drug candidates.

海普瑞於一九九八年在中國深圳成立，是一家全球製藥公司，「以為患者帶來福音為己任，成為國際領先製藥企業」是我們創始人成立海普瑞的初心。我們的業務範圍涵蓋藥品生產及銷售、CDMO服務及創新藥開發。我們銷售的藥品包括(i)藥物製劑(主要包括依諾肝素鈉注射液)；(ii)API產品(包括肝素鈉API、依諾肝素鈉API)；及(iii)其他產品(主要包括胰酶API)。我們通過全資子公司Cytovance Biologics, Inc(「賽灣生物」)(該公司專門開發及生產重組藥品及臨界非病毒載體以及基因治療的中間體)及通過全資子公司SPL Acquisition Corp(「SPL」)(該公司為天然衍生藥品的開發和生產提供服務)經營CDMO業務，提供研發、生產、質量管理及程序管理服務。此外，本集團已在大中華區獲得若干臨床階段創新候選藥物的獨家開發及商業化權利。



Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THIS REPORT

The Report discloses the actions and achievements of the Group in environmental, social and governance issues in the past year. The Report is prepared pursuant to the mandatory and the “comply or explain” provisions set out in the Environmental, Social and Governance Reporting Code (the “ESG Reporting Code”) contained in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”). It also adheres to the requirements of the Self-Regulatory Guidelines for Listed Companies No. 3 – Preparation of Sustainability Reports (the Sustainability Reporting Guide) and the Self-Regulatory Guidelines for Listed Companies No. 17 – Sustainability Report (Trial) (the Sustainability Reporting Guideline) issued by the Shenzhen Stock Exchange (the “SZSE”). In addition to the aforementioned guidelines, the climate-related disclosures in this report have been aligned and prepared in accordance with IFRS S2 Climate-related Disclosures and the new climate disclosure requirements published by the Hong Kong Stock Exchange.

SCOPE OF THE REPORT

The Group is a leading global pharmaceutical company with pharmaceutical, CDMO businesses and innovative biotech globally. Content of this Report covers the information and operating activities of the Group’s headquarters and industrial park in Shenzhen (Shenzhen Hepalink Pharmaceutical Group Co., Ltd., Shenzhen Techdow Pharmaceutical Co., Ltd., Shenzhen Techdow Pharmaceutical Co., Ltd. Nanshan Branch), and the industrial park in the United States of America (Cytovance, SPL) which are financially significant and operationally influential to the Group. The reporting period began on 1 January 2025 and ended on 31 December 2025, same as the reporting period of our Annual Report.

關於本報告

本報告披露了本集團於過去一年在環境、社會及管治議題方面的行動與成績。本報告乃遵守香港聯合交易所有限公司(「香港聯交所」)證券上市規則(「上市規則」)附錄C2《環境、社會及管治報告守則》(「ESG報告守則」)載列的強制性及不遵守就解釋級別的條文及深圳證券交易所(「深交所」)發報的《深圳證券交易所上市公司自律監管指南第3號——可持續發展報告編製》(《可持續發展報告指南》)與《深圳證券交易所上市公司自律監管指引第17號——可持續發展報告(試行)》(《可持續發展報告指引》)的要求編製。本報告有關氣候相關披露部分除根據指引要求外，亦同時按照國際財務報告準則(IFRS)S2《氣候相關披露》和香港聯交所發布的新氣候披露要求進行調整和準備。

匯報範圍

本集團是領先的全球製藥公司，在製藥領域、CDMO領域及創新生物科技領域擁有全球業務。本報告內容涵蓋對本集團有財務重要性及營運影響力的業務，包括位處深圳的總部及產業園(深圳市海普瑞藥業集團股份有限公司、深圳市天道醫藥有限公司、深圳市天道醫藥有限公司南山分廠)，以及位處美國的產業園(賽灣生物、SPL)。報告期為二零二五年一月一日至十二月三十一日，與年報的財政期間相同。

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REPORTING PRINCIPLES

This Report follows the ESG Reporting Guide and applies the following principles:

Materiality: In order to identify and assess the material concerns of our stakeholders, we have conducted materiality assessment surveys through a number of stakeholder engagement activities to determine the factors that have material impacts on our sustainable growth.

Quantitative: The quantitative principle applies to all information in this Report. All performance indicators are provided with clear definition and unit measurement is clearly stated.

Balance: The source of information and cases of this Report was mainly derived from the statistical reports obtained, relevant documents and internal communication documents of the Company for 2025. The Group undertakes that this Report does not contain any false information or misleading statement, and accept responsibility for the contents of this Report as to its authenticity, accuracy and completeness.

Consistency: We prepared this Report in accordance with the Environmental, Social and Governance Reporting Document/Sustainability Reporting Document published by the Hong Kong Stock Exchange and SZSE. Should there be any changes in the future that may affect the comparison with previous reports, footnotes will be added by the Group in the corresponding sections of the Report.

FEEDBACK

The Group welcomes stakeholders' feedback on our ESG approach and performance. Please give your suggestions or share your views with us via email at stock@hepalink.com.

匯報原則

本報告依循ESG報告指引及可持續發展報告指引，應用以下原則：

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

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

平衡性：本報告的資料和案例主要來源於二零二五年度公司統計報告、相關文檔及內部溝通文件。本集團承諾本報告不存在任何虛假記載及誤導性陳述，並對內容真實性、準確性和完整性負責。

一致性：我們遵循香港聯交所及深交所所公佈的環境、社會及管治／可持續發展報告文件進行匯報。未來若有任何可能影響與過往報告作比較的變更，本集團會於報告相應內容中加入註解。

意見反饋

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

SUSTAINABILITY GOVERNANCE

Governance Structure and Responsibilities

The Board of the Group holds ultimate responsibility for climate-related risks and opportunities, sustainability, and ESG matters. The Board is responsible for formulating and reporting on ESG and climate-related strategies, as well as monitoring, identifying issues, assessing, and managing relevant risks. These efforts ensure that operations remain in continuous compliance with local laws and regulations, while safeguarding the interests of the Group and its stakeholders and enhancing corporate brand image. Recognizing that risk management is essential to the Company's sustainability, the Board has established a Group-wide risk management and internal control framework covering all matters and issues (including sustainability) in accordance with the Group's Comprehensive Risk Management and Internal Control Management System. Furthermore, the Board, through the Audit Committee, conducts an annual review of the system's effectiveness and key control measures, encompassing financial, operational and compliance controls.

A four-tier framework has been adopted by the Group for risk governance. Through various functional departments and working groups, ESG-related information is collected on a regular basis, which is then consolidated, analyzed and disclosed in the ESG report. During the Board's meetings, members review the performance disclosed in the ESG report and conduct comprehensive assessments of climate-related risks and opportunities. The Board evaluates their alignment with the Group's business strategies and compliance status, and identifies the potential impacts of material sustainability issues on the Group and its stakeholders to facilitate informed decision-making.

可持續發展管治

管治架構及責任

本集團的董事會為氣候相關風險及機會、可持續發展、環境、社會及管治的最高負責機構，負責制定和報告有關ESG及氣候相關策略，並監察、識別議題、評估和管理相關風險，確保營運持續遵守業務當地的法律法規，同時維護本集團及其持份者的利益，並提升企業的品牌形象。董事會深知風險管理對企業的可持續發展至關重要，因此依據本集團的《全面風險管理與內部控制管理制度》建立覆蓋全集團所有事項及議題（包括可持續發展）的風險管理與內控架構。董事會每年亦透過審核委員會審查系統的執行效果和涵蓋重大監控措施，包括財務、運營和合規控制。

本集團採用四層級風險治理架構，透過不同的職能部門及工作小組，定期收集環境、社會及管治資訊；然後匯總、分析及披露績效於ESG報告內；於董事會會議中，董事會成員審視在ESG報告中所披露的績效，全面評估氣候相關風險與機會，評審與本集團業務策略的合適性及合規狀況，及識別對本集團及其持份者有重要性的可持續發展議題的潛在影響，從而作出合適決策。

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The Board and the Audit Committee

They serve as the highest decision-making and oversight bodies for risk management and internal control. They are responsible for approving risk management systems, assessing material risks, and reviewing annual risk management and internal control evaluation reports. They conduct an annual review, at a minimum, to ensure the effectiveness and adequacy of the risk management and internal control systems. The scope of this review encompasses significant changes in risks, the quality of management's monitoring, material internal control deficiencies, financial reporting controls, and compliance with the Listing Rules.

Furthermore, the Board's leadership in ESG and climate-related issues includes, but is not limited to, the following responsibilities:

- Approving climate and ESG-related targets (including carbon reduction targets, scenario analysis results, and net-zero pathways);
- Regularly reviewing reports from the Comprehensive Risk Management and Internal Control Working Group and various departmental units to oversee the implementation and effectiveness of climate and ESG strategies;
- Approving the climate and ESG disclosures in the annual ESG report, as well as the results of materiality assessments and stakeholder engagement plans;
- Ensuring that climate-related risks are appropriately integrated into the Enterprise Risk Management (ERM) framework and are assessed and prioritized alongside other principal risks (such as geopolitics, market volatility, and anti-corruption);
- Explicitly considering climate-related financial effects when approving major capital expenditures, mergers and acquisitions (M&A), and investment portfolio adjustments.

董事會及審計委員會

為風險管理及內部監控之最高決策及監督機構，負責批准風險管理制度、評估重大風險、審視年度風險管理報告與內控評估報告，並至少每年檢視風險管理與內控系統是否有效及足夠。檢視範圍包括重大風險變化、管理層監察質量、重大監控缺口、財務報告控制及遵循上市規則之情況。

另外，董事會在 ESG、氣候議題的領導上包括但不限於下列權責：

- 審批氣候及 ESG 相關目標 (包括減碳目標、情景分析結果及淨零路徑)；
- 定期檢討全面風險管理與內控工作小組及各部門小組的匯報，監督氣候及 ESG 策略執行成效；
- 審批年度 ESG 報告中氣候及 ESG 披露內容、重要性評估結果及持份者參與計劃；
- 確保氣候相關風險已適當納入企業風險管理(ERM)框架，並與其他重大風險 (如地緣政治、市場波動、反貪污) 同等評估及優先排序；
- 在審批重大資本開支、併購及投資組合調整時，明確考慮氣候相關財務影響。

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<p><u>Risk Management and Internal Control Working Group</u></p> <p>全面風險管理與內控工作小組</p>	<p>It is comprised of the Chairman of the Board and senior management, and is responsible for driving risk management strategies at the Group level. Its mandates include reviewing systems, assessing material risks, fostering an internal control culture, and providing strategic guidance on contingency plans in response to emergency risk events.</p> <p>由董事長及高階管理層組成，負責推動集團層面的風險管理策略、制度審核、重大風險評估、內控文化建設，以及在緊急風險事件發生時指導制定應急方案。</p>
<p><u>Internal Audit Department</u></p> <p>內部審計部門</p>	<p>It acts as the lead department for risk management. It is tasked with formulating systems, spearheading annual risk assessments and internal control self-evaluations for the Company and its subsidiaries, and consolidating material risks for the submission of annual internal control reports to the Audit Committee. The Internal Audit Department is granted the authority to report directly to the Board or the Audit Committee upon the identification of any material risks or internal control deficiencies.</p> <p>為風險管理工作牽頭部門，負責制定制度、主導公司及子公司年度風險評估、自我內控評價、匯總重大風險，並向審計委員會提交年度內控報告。如發現重大風險或內控缺陷，內部審計部門有權直接向董事會或審計委員會報告。</p>
<p><u>Business and Functional Departments/Subsidiaries</u></p> <p>各業務及職能部門／子公司</p>	<p>They serve as the primary units of responsibility for risk management. They are responsible for identifying risks within daily operations, monitoring control points, and formulating and implementing risk mitigation measures. Furthermore, they are required to report to the Internal Audit Department regarding their annual performance in risk management and internal control execution.</p> <p>為風險管理的第一責任單位，負責於日常營運中識別風險、監察控制點、制定及落實風險應對措施，並就年度風險管理及內控執行情況向內部審計部門報告。</p>

The Group also engages qualified accounting firms on an annual basis to audit the effectiveness of its internal controls, assisting in the identification of material risks and the enhancement of internal control mechanisms, thereby effectively enhancing the objectivity of internal assessments.

本集團亦每年度聘請具備資歷的會計師事務所對本集團的內部控制有效性進行審計，協助識別重大風險並強化內控機制，有效補充內部評估之客觀性。

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Risk Management and Internal Control

To ensure alignment between risk management and corporate strategy, the Group implements a value-chain-wide risk management process based on institutional frameworks. This process includes setting risk management objectives, gathering initial risk management information, conducting risk assessments, formulating risk management strategies and related implementation plans, as well as monitoring and continuous improvement. The Group has also established a risk database to keep its material risk information updated on an ongoing basis, and incorporate such risk management results into senior management's consideration and Board decision-making process.

Our internal control system covers all core operational phases, including organizational structure, procurement, treasury, asset management, R&D, production, sales, contract management and financial reporting. Internal control measures include segregation control of incompatible duties, authorization and approval controls, accounting system controls, asset protection controls, budgetary controls, operational analysis controls, performance evaluation controls, as well as remediation and follow-up review of internal control deficiencies. The Group conducts a self-evaluation and issues an Internal Control Assessment Report each year in accordance with the Basic Standard for Enterprise Internal Control and Internal Audit work plans, which is reviewed and approved by the Board for public disclosure. The Group also places strong emphasis on cultivating the risk management culture, integrating risk management and internal control principles into all aspects of corporate culture development, thereby establishing sound risk management and internal control mindsets and further enhancing staff awareness in these areas.

風險管理及內部監控

為確保風險管理與企業策略一致，本集團依據制度文件推行涵蓋整個價值鏈的風險管理流程，包括確定風險管理目標、收集風險管理初始資訊、進行風險評估、制定風險管理策略與相關的實施方案，以及監督與改進。本集團亦建立風險資料庫，持續更新本集團的重大風險資訊，並將風險管理結果納入高層管理審議及董事會決策。

本集團的內控體系覆蓋所有核心運營環節，包括組織架構、採購、資金、資產管理、研發、生產、銷售、合同管理、財務報告等領域。內控措施涵蓋：不相容職務分離控制、授權與審批控制、會計系統控制、財產保護控制、預算控制、營運分析控制、績效考評控制，以及內控缺陷整改與後續檢視。每年，本集團會依據《企業內部控制基本規範》及內部審計部門的工作方案，完成自我評價並出具年度內部控制評價報告，並由董事會審閱與批准後披露。本集團亦重視風險管理文化的培育，將風險管理與內部控制理念融入企業文化建設的全流程，從而樹立正確的風險管理與內控思維，並進一步提升員工在風險管理與內控方面的意識。



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Beyond general risk management and internal control, the Board comprehensively evaluates the potential impacts of climate-related risks and opportunities, as well as other material ESG issues, on the Group's operational resilience, financial performance and long-term value, prioritizing the management of matters with significant impact. The Group is actively exploring the integration of climate-related risks and opportunities into its strategic oversight and risk management processes. Where applicable, climate factors and related metrics are being incorporated into executive remuneration frameworks and due diligence procedures for major transactions. This strengthens governance incentives and ensures that all significant decisions fully account for potential climate-related impacts.

Based on annual materiality assessment results, integrated with stakeholder feedback and the principle of double materiality, the Board formulates and approves targeted mitigation, prevention, and opportunity-capture measures. These actions ensure that the Group's sustainability trajectory remains consistent with long-term shareholder value. The Group will maintain its established strategies to proactively seize opportunities arising from market shifts and the green transition. Simultaneously, we remain committed to stringent operational cost control and the reinforcement of the Group's full-process risk management and internal control mechanisms, encompassing all ESG and climate-related issues.

在全面風險管理與內控之外，董事會亦全面評估氣候相關風險與機會，以及其他重要ESG議題對本集團營運韌性、財務表現及長期價值的潛在影響，並優先管理具重要性的事項。本集團亦積極探討將氣候風險與機遇納入策略監督及風險管理程序中，並於適用情況下將氣候因素及相關指標納入董事及高級管理層薪酬機制及重大交易審慎評估程序之中，以加強治理激勵並確保所有重大決策均充分考量氣候相關潛在影響。

董事會亦根據年度重要性評估結果，結合持份者意見及雙重重要性原則，制定並審批針對性防控及機遇捕捉措施，確保本集團的可持續發展與長期股東價值一致。本集團將延續既定策略，積極把握市場及綠色轉型機遇，同時嚴格控制運營成本、強化本集團全流程（包括ESG及氣候相關議題）的風險管理與內部監控機制。

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ESG and Climate-related Capacity Building

The Board collectively possesses the requisite skills to effectively oversee the Group's ESG and climate-related risks, while providing strategic guidance to capitalize on emerging opportunities. Recognizing that continuous learning and professional development are essential to bolstering the Board's sustainability competencies, we complement our existing professional knowledge through ongoing engagement. To this end, the Board and the management team maintain regular knowledge-sharing and exchange sessions on ESG matters, with a specific focus on the implications of climate-related risks.

The Group is committed to further strengthening its internal training programs, covering key areas such as climate risk identification, IFRS S2 disclosure requirements, the application of the TCFD framework, and green product design. These initiatives ensure that our employees possess the professional knowledge and competencies required to navigate complex challenges in the ESG, sustainability landscape and climate-related risks. During the year, the Group actively participated in various training sessions and seminars organized by professional institutions, including the specialized training on the new climate-related disclosure requirements of Hong Kong Stock Exchange and SZSE which aimed at enhancing our capacity to interpret and implement the latest regulatory standards; and the comprehensive climate risk management training at the Group level which was designed to elevate the awareness and understanding of climate risks among senior management and across all functional departments, enabling the Board and management to more effectively guide the Group's sustainable development strategy.

ESG 及氣候相關能力建設

董事會整體擁有必要的技能，有效監督本集團的ESG及氣候相關風險，為把握機遇提供指引。除既有的專業知識外，我們認為持續學習和發展以增強董事會的可持續發展技能屬不可或缺的要素。為此，董事會與管理團隊持續就ESG議題(包括氣候相關風險的影響)進行分享與交流。

本集團將進一步強化內部培訓計劃，涵蓋氣候風險識別、IFRS S2披露要求、TCFD框架應用及綠色產品設計等領域，確保員工具備應對複雜ESG、可持續發展領域及氣候挑戰的專業知識和能力。本年度，積極參與由專業機構組織的各類培訓和研討會，主題包括香港聯交所及深交所的新氣候信息披露規定培訓，以加強理解、詮釋和實施新的氣候要求；以及針對集團層面的氣候風險管理綜合培訓，以提升高級管理層及各部門對氣候風險的認識和理解，有助於董事會及管理層能更有效地指導本集團的可持續發展策略。

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STAKEHOLDER AND DOUBLE MATERIALITY ASSESSMENT

We conduct constructive communication with stakeholders (including our shareholders, customers, employees, suppliers, regulatory authorities and the public) to adopt their views and protect their interests, so as to set the long-term development direction and maintain close engagement with them. The operating data and overall performance of the Group are summarised in the Company's interim report and annual report semi-annually and reported to investors through the Company's official website (www.hepalink.com).

持份者參與及雙重重要性評估

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

The communication methods between the Group and stakeholders are as below:

本集團與持份者的溝通方式如下：

Major stakeholders 主要持份者	Communication means 溝通方式
 <p>Investors 投資者</p>	<p>Maintain close, transparent and efficient communication with shareholders through regular investor meetings, annual general meetings, emails, investor relations hotline and investor mailbox and announcements.</p> <p>通過定期投資者會議、股東周年大會、電郵、投資者關係熱線及投資者信箱及公告等形式，與持份者保持緊密、透明及高效溝通。</p>
 <p>Employees 員工</p>	<p>Set up a customer service hotline for customers to express their opinions. Where a complaint is received, customer service staff shall give the customer a proper reply as soon as possible.</p> <p>設立顧客服務熱綫供顧客表達意見，若有投訴個案，服務部職員必定盡快給予顧客適當的回覆。</p>
 <p>Customers 客戶</p>	<p>Develop employment and employee benefits systems, and strengthen employees' awareness of occupational safety and health through training.</p> <p>制定僱傭及員工福利制度，透過培訓加強員工對職業安全及健康之意識。</p>
 <p>Suppliers 供應商</p>	<p>Achieve mutual benefit and win-win results with suppliers through emails, meetings, review and evaluation processes, as well as open and transparent procurement policies.</p> <p>透過電郵、會議、審核及評估流程，以及公開透明的採購政策，與供應商互利共贏。</p>

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To uphold our commitment to sustainable business practices, Hepalink Group engages with stakeholders annually to collect feedback and conduct comprehensive materiality assessments, ensuring that our operations align with prioritized ESG strategies. For the current reporting year, the Group has, for the first time, disclosed ESG-related information in accordance with the Sustainability Reporting Guidelines of the SZSE. In line with these requirements, we have adopted the double materiality principle for stakeholder engagement. This assessment process involves a dual perspective: evaluating the impacts of the Hepalink Group's operations on the economy, society, and the environment, while simultaneously identifying the financial effects of various ESG issues on the Group's business performance. This approach allows us to holistically address the ESG concerns of diverse stakeholders while disclosing the Group's ESG development direction. To effectively disclose sustainability issues most relevant to our key stakeholders, the Board first conducted an internal assessment to shortlist issues highly pertinent to our business and identify key stakeholder groups. Subsequently, we invited these stakeholders to participate in a materiality assessment via survey questionnaires. The survey covered 22 ESG-related issues, which respondents rated on a scale of 1 to 5 based on their impact on the Group's operations, their overall importance, and the degree of stakeholder concern. This materiality assessment aims to gather both qualitative and quantitative insights, providing a basis for the Group's reasonable determination of priority rankings for ESG issues. The following diagram illustrates the Group's specific assessment steps:

為履行可持續業務的實踐，海普瑞集團每年與持份者保持互動，收集意見，並進行全面的重要性評估，確保本集團能夠配合優先的ESG策略。本集團於本報告年首次按「深交所」的可持續發展報告指南與可持續發展報告指引披露ESG相關訊息，並按要求採用雙重重要性原則進行持份者參與。在重要性評估過程中，一方面評估海普瑞集團營運行為對經濟、社會及環境的影響，另一方面則關注不同ESG議題對本集團營運的財務影響，以全面回應不同持份者對本集團的ESG關注，同時亦披露了本集團的ESG發展方向。為了有效披露與主要持份者密切相關的可持續發展議題，本集團董事會首先進行內部評估，篩選與本集團業務高度相關的議題並識別主要持份者。隨後，我們邀請主要持份者參與實質性評估，透過問卷調查收集意見。問卷一共涵蓋22項ESG相關議題，受訪者根據各議題對本集團營運的影響、重要性及相關持份者的關注程度，以1至5分進行評估。此重要性評估旨在收集定性與定量意見，為本集團合理確定各ESG議題的優先排序提供依據。下圖顯示本集團具體的評估步驟：

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Step 1 第一步

Identifying ESG Material Issues

ESG重要性議題識別

- Identifying relevant stakeholder groups
- Reviewing issues of importance to various stakeholders in the past
- Establishing issues with reference to industry characteristics and relevant standards
- Identifying 22 ESG issues that are most relevant and important to the Group's business and stakeholders
- 確定相關持份者的組別
- 審視以往不同持份者所重視的議題
- 參考行業特點及相關準則確立議題
- 識別對集團業務和持份者最為相關和重要的22項ESG議題

Step 2 第二步

Relevant Stakeholder Survey

相關持份者調研

- Collecting opinions from stakeholders, including the Board, employees, suppliers and customers, in the form of questionnaires
- Stakeholders evaluated the importance of the 22 ESG issues from the perspectives of "financial materiality" and "impact materiality" respectively
- 以問卷調查形式向持份者，包括董事會、員工、供應商及客戶，收集意見
- 持份者分別從「財務重要性」及「影響重要性」評價22項ESG議題的重要程度

Step 3 第三步

Double Materiality Assessment

雙重重要性評估

- Tabulating the survey results and plotting the double materiality assessment matrix
- Identifying and prioritizing material issues
- 統計調研結果並繪製雙重重要性評估矩陣
- 識別並為具重要性議題優先排序

Step 4 第四步

Confirmation and Response to Materiality

確認及重要性回應

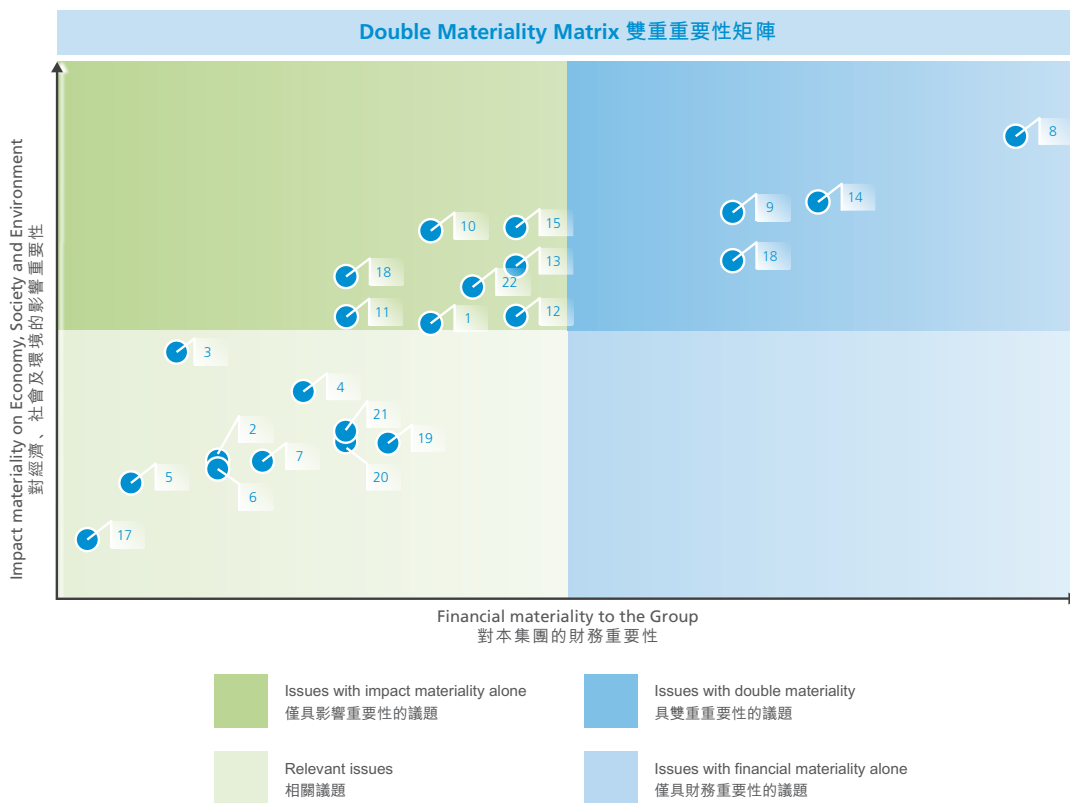
- The final assessment results will be reviewed and confirmed by the ESG Working Group and reported to the Board
- Determining the disclosure focus of the ESG Report for the year
- The Board will formulate plans for future ESG work with reference to the assessment results to respond to the concerns of stakeholders
- 最終評估結果會由ESG工作小組進行審視及確認，並匯報予董事
- 確定本年度ESG報告披露重點
- 董事會將參考評估結果，為未來ESG工作作出計劃，回應持份者關注

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The Group's "Double Materiality Matrix" presents the relative prioritization of 22 material issues based on two dimensions: their financial significance on the Group (such as whether an issue is expected to have a material impact on the Group's business model, operations, development strategy, financial position, operating results, cash flows, and access to or cost of financing over the short, medium, and long term) (X-axis) and their impacts on the economy, society and environment (Y-axis). Based on the assessment results, 4 issues were identified as having high financial materiality and high impact materiality, 8 issues were identified as having impact materiality only.

本集團的「雙重重要性矩陣」會根據議題對自身的財務重要性(X軸)，如議題是否預期在短期、中期和長期內對本集團的商業模式、業務運營、發展戰略、財務狀況、經營成果、現金流、融資方式及成本等產生重大影響；以及對經濟、社會及環境的影響重要性(Y軸)，展示了22項重要性議題的相對排序。其中，一共4項議題被評定為具有財務及影響雙重重要性的議題；8項為僅具有影響重要性的議題。



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Categorization of Material Issues (Ranked by Materiality Scores)

重要性議題分類圖例(按重要性評分排列)

Issues with double materiality 具雙重重要性的議題	Issues with financial materiality alone 僅具財務重要性的議題	Issues with impact materiality alone 僅具影響重要性的議題	Relevant issues 相關議題
8 Product Quality and Safety Management 產品質量與安全管理	None 無	15 Business Ethics and Compliance 商業道德與合規	19 Sustainable Development Due Diligence 可持續發展盡職調查
14 Supply Chain Safety Management 供應鏈安全管理		13 Employee Rights Protection 員工權益保障	4 Energy Management 能源管理
9 Customer Service Management 客戶服務管理		10 Occupational Safety and Health 職業安全及健康	21 Stakeholder Communication 利益相關者溝通
18 Innovation-Driven Development and Technology Ethics 創新驅動及科技倫理		12 Employee Training and Development 僱員培訓與發展	20 Equal Treatment of SMEs 平等對待中小企
		22 Drug Accessibility 藥物可及性	3 Waste Management 廢棄物管理
		1 Pollutant Discharge Management 污染物排放管理	7 Climate Change Response 應對氣候變化
		16 Data Security and Privacy Protection 數據安全與私隱保護	2 Water Resource Management 水資源管理
		11 Anti-discrimination, Equal and Diverse Employment Environment 反歧視、平等和多元化僱傭環境	6 Efficiency in the Use of Other Resources and the Circular Economy 其他資源的使用效益及循環經濟
			5 Ecosystems, Biodiversity and Natural Resources 生態、生物多樣性及天然資源
			17 Community Investment and Rural Revitalization 社區投資及鄉村振興

The Group has implemented corresponding measures to address the material issues identified through the assessment, the details of which are elaborated in the subsequent sections of this Report. As always, the Group remains steadfast in its commitment to maintaining diversified, transparent, ethical, and accurate communication channels. These channels serve as an essential foundation for the ongoing refinement and execution of the Group's ESG strategies.

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

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ANALYSIS OF NEGATIVE IMPACTS AND RISKS RELATED TO MATERIAL ISSUES

With respect to the issues identified as having double materiality, the Group has conducted an analysis of the potential negative impacts and risks arising therefrom, and the relevant assessment results are set out in the table below. Specific management of various impacts, risks, and opportunities will be described separately in the corresponding sections for each issue.

重要性議題相關負面影響與風險分析

針對被識別為具有雙重重要性的議題，本集團已就其可能產生的負面影響與風險進行分析，相關評估結果如下表所示。至於各項影響、風險與機遇的具體管理情況，則將在相應的議題章節中分別說明。

Double Materiality Issues 雙重重要性議題	Type of Impact 影響類型	Analysis of Negative Impacts 負面影響分析		Time Horizon ¹ 時間範圍 ¹	Analysis of Risks 風險分析	
		Scope of Impact 影響範圍	Description 描述		Major Potential Financial Impacts 主要潛在財務影響	Description 描述
Product Quality and Safety Management 產品質量與安全管理	Negative 負面	The entire value chain and the enterprise itself 價值鏈全流程及企業自身	<p>Value chain level: If raw material suppliers are unable to provide qualified materials in a stable manner, the risk of producing non-conforming products will increase, triggering a chain reaction of quality issues. Should adverse events occur involving medical institutions or patients due to product issues, not only could trust be undermined and customers lost, but legal liabilities may also be incurred, ultimately affecting overall public health and safety.</p> <p>價值鏈層面：若原料供應商無法穩定供應合格原料，將增加生產不合格產品的風險，進而引發連鎖質量問題。一旦醫療機構或患者因產品問題發生不良事件。不僅可能動搖信任、流失客戶，更可能面臨法律責任，最終影響整體社會健康安全。</p> <p>The enterprise itself: If the Company fails to conduct production and testing in strict accordance with Good Manufacturing Practice (GMP) for drugs or international regulatory requirements, this may lead to unsafe or substandard products entering the market, endangering patient health, triggering recall events, and damaging public trust in pharmaceuticals.</p> <p>企業自身：如公司未能嚴格按照藥品生產質量管理規範或國際監管要求進行生產與檢測，可能導致不安全或不合格產品流入市場，危害患者健康、引發召回事件，並損害公眾對藥品的信任。</p>	Short-to medium-term 短中期	Increased operating and legal costs 營運及法律成本上升	If product safety and quality control mechanisms are not adequately robust, non-compliant products that fail to meet regulatory or technical standards may enter the market, triggering regulatory investigations, legal disputes, and compensation liabilities, thereby elevating the enterprise's compliance and financial risks. Furthermore, quality-related issues will erode customer and end-user confidence in the products, leading to customer loss and damage to brand reputation, which in turn will negatively impact the Company's revenue performance, market penetration, and medium- to long-term market share.

¹Short-term: refers to within one year after the end of the reporting period (i.e. 2026);
 Medium-term: refers to two to five years after the end of the reporting period (i.e. 2027 to 2030);
 Long-term: refers to more than five years after the end of the reporting period (i.e. 2031 and thereafter).

¹短期：指報告期結束後一年內(即2026年)；
 中期：指報告期結束後兩年至五年(即2027年至2030年)；
 長期：指報告期結束後超過五年(即2031年及以後)。

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Analysis of Negative Impacts 負面影響分析				Analysis of Risks 風險分析		
Double Materiality Issues 雙重 重要性議題	Type of Impact 影響類型	Scope of Impact 影響範圍	Description 描述	Time Horizon ¹ 時間範圍 ¹	Major Potential Financial Impacts 主要潛在 財務影響	Description 描述
Supply Chain Safety Management 供應鏈安全 管理	Negative 負面	Upstream suppliers, production and logistics, and the global supply chain 上游供應商、生 產及物流，及全 球供應鏈	<p>Value chain level: Improper supply chain management leading to unstable raw material supply, such as heparin raw materials being affected by fluctuations in the live pig market or animal epidemics, may result in raw material shortages and sharp cost increases; delivery delays will affect the treatment plans of hospitals and product distributors, weakening customer trust and reducing future order volumes.</p> <p>價值鏈層面：供應鏈管理不當，導致原料供應不穩，如肝素原料受生豬市場波動或動物疫情影響，可能導致原料短缺、成本急升；交付延誤將影響醫院與產品經銷商的治療計畫，削弱客戶信任，降低未來訂單量。</p> <p>The enterprise itself: Supply disruptions will cause delays in production plans and insufficient production capacity, increase coordination costs, and even force the enterprise to delay deliveries.</p> <p>企業自身：供應中斷會造成生產計畫延誤、產能不足，增加調配成本，甚至迫使企業延後交付。</p>	Short-to medium-term 短期至中期	Revenue declines, production delays, and capacity insufficiency, and the attendant debt risks 因收入下降、 生產延誤及產 能不足，進而 衍生相關債務 風險	Issues such as instability in the supply of raw materials or delivery delays directly result in production delays, hindered deliveries, and a decline in revenue, and represent the core risks with the most significant financial impact. 原料供應不穩或交付延誤等問題直接造成生產延遲、交付受阻與營業收入下滑，是最具財務衝擊性的核心風險。

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Double Materiality Issues 雙重 重要性議題	Type of Impact 影響類型	Analysis of Negative Impacts 負面影響分析			Time Horizon ¹ 時間範圍 ¹	Analysis of Risks 風險分析	
		Scope of Impact 影響範圍	Description 描述	Major Potential Financial Impacts 主要潛在 財務影響		Description 描述	
Customer Service Management 客戶服務 管理	Negative 負面	The entire value chain and the enterprise itself 價值鏈全流程及企業自身	<p>Value chain level: If product descriptions and clinical support documents are insufficient, the quality of the enterprise's back-end medical institution education and customer support will be affected; a lack of correct product usage guidelines for hospitals, doctors, or patients may result in improper use, reduced therapeutic effects, and additional risks, affecting product utilization rates and market acceptance.</p> <p>價值鏈層面：若產品說明資料、臨床支持文件不足，將影響企業後端的醫療機構教育和客戶支援質量；醫院、醫生或患者因缺乏正確產品使用指引，可能造成不當使用、降低治療效果並產生額外風險，影響產品使用率與市場接受度。</p> <p>The enterprise itself: Failure to properly handle customer complaints, product usage inquiries, or reports of adverse reactions may lead to the escalation of negative incidents, resulting in upgraded complaints and reputation risks.</p> <p>企業自身：未能妥善處理客訴、產品使用諮詢或不良反應回報可能導致負面事件擴大，形成投訴升級與聲譽風險。</p>	Medium-term 中期	Decrease in revenue and lower market penetration rate 收入下降，市場滲透率降低	Delayed or inadequate adverse event reporting and technical support responses will undermine user confidence, leading not only to reduced procurement by medical institutions and damage to brand reputation, but also adversely affecting the company's sales growth and market share. 不良反應回報或技術支持回應若未能及時且完善，將削弱使用者信心，不僅造成醫療機構減少採購、品牌口碑受損，更將對公司銷售增長與市場占有率產生不利影響。	

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Analysis of Negative Impacts 負面影響分析

Analysis of Risks 風險分析

Double Materiality Issues 雙重重要性議題	Type of Impact 影響類型	Scope of Impact 影響範圍	Description 描述	Time Horizon ¹ 時間範圍 ¹	Major Potential Financial Impacts 主要潛在財務影響	Description 描述
Innovation-driven Development 創新驅動	Negative 負面	The entire value chain and the enterprise itself 價值鏈全流程及企業自身	<p>Value chain level: The innovative R&D process (such as synthetic biology and microbial fermentation technology) relies on upstream supplies such as high-precision scientific research materials, specialized enzymes, and microbial strains. If technical requirements increase, this may intensify raw material dependence and increase supply chain vulnerability. In addition, if cooperation with scientific research institutes/universities is not properly managed, disputes may arise regarding the ownership of intellectual property rights and the distribution of results.</p> <p>價值鏈層面: 創新研發過程(如合成生物學、微生物發酵技術)需依賴高精度科研材料、專項酶類、微生物菌株等上游供應品,若技術要求提高,可能加劇原料依賴,提高供應鏈脆弱度。另外,與科研院所/高校的合作若未妥善管理,可能出現知識產權歸屬、成果分成等爭議。</p> <p>The enterprise itself: The process and outcomes of innovative drug research and development involve a high degree of uncertainty. Innovation requires high-frequency interaction among multiple departments such as marketing, R&D, clinical, and regulatory; if collaboration is not smooth, this may cause project delays. When translating R&D results into industrial manufacturing, issues such as instability in pilot/scale-up tests and loss of cost control may arise.</p> <p>企業自身: 創新藥研發的過程和結果具有高度不確定性。創新驅動下需市場、研發、臨床、法規等多部門高頻互動,若協作不暢,可能造成項目延遲。研發成果轉化為工業化製造時,可能出現中試/放大試驗不穩定、成本失控等問題。</p>	Medium-to long-term 中期至長期	Increased compliance and trial costs; increased demand for human resources for innovation 合規及試驗成本上升;針對創新的人力資源需求增加	The innovative research and development process involves multiple challenges such as technical uncertainties, compliance requirements, process scale-up, and market acceptance, which may lead to delays in research and development progress, increased costs, hindered commercialisation of results, and commercialisation outcomes falling below expectations, thereby affecting the long-term competitiveness and operating performance of the Company. 創新研發過程涉及技術不確定性、合規要求、工藝放大與市場接受度等多重挑戰,可能導致研發進度延誤、成本上升、成果轉化受阻及商業化成效低於預期,進而影響公司長期競爭力與營運表現。

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Double Materiality Issues 雙重 重要性議題	Type of Impact 影響類型	Analysis of Negative Impacts 負面影響分析			Time Horizon ¹ 時間範圍 ¹	Analysis of Risks 風險分析	
		Scope of Impact 影響範圍	Description 描述	Major Potential Financial Impacts 主要潛在 財務影響		Description 描述	
Technological Ethics 科技倫理	Negative 負面	Downstream value chain and the enterprise itself 價值鏈下游及企 業自身	<p>Value chain level: If ethical review is insufficient or animal welfare control is improper, this will result in the invalidation of clinical data or suspension of trials; non-compliant clinical data may affect future marketing approval of drugs, delay the timing of product commercialisation, and directly postpone market revenue.</p> <p>價值鏈層面: 若倫理審查不足或動物福利管控不當，將造成臨床資料失效或試驗暫停；不合規的臨床資料可能影響日後藥品上市審批，延後產品商業化時間，直接拖延市場收入。</p> <p>The enterprise itself: If clinical research fails to comply with norms such as the Declaration of Helsinki or the Measures for the Ethical Review of Science and Technology (for Trial Implementation), it may lead to suspension of trials, delays in research and development, invalidation of data, or even legal litigation.</p> <p>企業自身: 臨床研究若未符合赫爾辛基宣言或《科技倫理審查辦法(試行)》等規範，可能導致試驗中止、研發延誤、資料作廢甚至法律訴訟。</p>	Medium-to long-term 中期至長期	Increased research and development costs 研發成本 增加	<p>If clinical research fails to comply with relevant regulations, it may trigger intervention by regulatory authorities, leading to the suspension of trials and delays in approvals, which would directly prolong the research and development cycle, increase costs, and postpone product commercialisation; delays in product launch would result in deferred revenue and a decline in market trust, affecting the long-term revenue and international strategic layout of the enterprise.</p> <p>若臨床研究未遵從相關規範，可能引發監管機構介入，導致試驗中止、審批延後，直接延長研發週期，成本增加，推遲產品商業化，產品上市延遲造成收入延後並令市場信任度下降，影響企業長期收入與國際化布局。</p>	

ENVIRONMENT-RELATED ASPECTS

ENVIRONMENTAL COMPLIANCE MANAGEMENT

The Group strictly complies with the Environmental Protection Law of the People's Republic of China, the Environmental Impact Assessment Law of the People's Republic of China, and other relevant laws and regulations. Upholding the principles of "protection first, prevention foremost, comprehensive management, employee participation and liability for damages", the Group has formulated internal policies and systems for environmental management, including the Environmental Protection Management Standard, Environmental Protection Management Operating Guidelines, Energy Management System and Solid Waste Management Standard. These cover the Group's environmental protection objectives and principles, the scope of environmental management, division of responsibilities, management of wastewater and exhaust emissions, disposal of solid waste and hazardous waste, and requirements for environmental incident prevention and emergency response plans. The identification, prevention, and control of environmental risks are fully integrated into daily operations and management, standardizing environmental and sanitation management requirements for the Group's production and office areas to reduce consumption of the environment and natural resources and continuously enhance environmental governance efficiency and management effectiveness. The Group has established a sound management framework in accordance with the ISO14001 Environmental Management System Standard and successfully obtained ISO14001 certification for its Shenzhen headquarters, factories and Shenzhen Techdow Pharmaceutical Co., Ltd Nanshan Branch. The Group also appoints qualified third-party institutions to conduct on-site audits every year to ensure the continuous applicability, effectiveness and improvement of the management system. In addition, the Group organises annual internal audits and management reviews of the environmental management systems of each factory by the persons-in-charge, management representatives and internal auditors of the factory environmental management systems, so as to manage potential environmental risks in a more systematic manner. Furthermore, in the field of energy management, the Group's Shenzhen headquarters and factories passed the ISO 50001 Energy Management System certification during the year. Through the coordinated operation of the ISO 14001 and ISO 50001 management systems, the Group has further improved energy and resource utilisation efficiency, strengthened full-process environmental performance, and promoted the transformation of production and operation models towards green, low-carbon and high-efficiency development. The Group will continue to improve various environmental management measures and adopt a scientific, institutionalised and forward-looking environmental governance model to reduce the environmental impact of operations, promote resource conservation and recycling, and support the Company's long-term goal of green, low-carbon and sustainable development through concrete actions.

環境相關維度

環境合規管理

本集團嚴格遵守《中華人民共和國環境保護法》《中華人民共和國環境影響評價法》等相關法律法規，秉持「保護優先、預防為主、綜合治理、員工參與、損害擔責」的原則，制定環境管理相關的內部政策與制度，包括《環保管理規範》《環保管理操作指導書》《能源管理制度》及《固體廢物管理規範》等，內容涵蓋本集團環境保護的目的與原則、環境管理範疇、職責分工、污水與廢氣排放管理、固體廢物及危險廢物處置、環境事故預防與應急救援預案等要求，將環境風險的識別、預防與控制全面融入日常營運與管理中，規範本集團生產辦公區域的環保衛生管理要求，以減低對環境及自然資源的消耗，不斷提升環境治理效率與管理成效。本集團已依據ISO 14001環境管理體系標準建立完善的管理框架，並成功在本集團的深圳總部、廠房及天道醫藥南山分廠取得ISO 14001認證。本集團亦每年委託具資質的第三方機構進行現場審查，確保管理體系的持續適用性、有效性與改進性；同時，我們每年度均組織工廠環境管理體系的負責人、管理者代表及內部審核員，對各工廠的環境管理體系進行內部審核及管理評審，以更系統化地管控潛在環境風險。此外，在能源管理領域，本集團深圳總部及廠房亦於年內通過ISO 50001能源管理體系認證。透過ISO 14001與ISO 50001兩大管理體系的協同運作，本集團進一步提升能源與資源利用效率，強化全流程環境表現，並推動生產與營運模式向綠色、低碳和高效方向轉型。本集團將持續完善各項環境管理措施，並以科學化、制度化及前瞻性的環境治理模式，降低營運對環境的影響，推動資源節約與循環利用，以實際行動支援企業邁向綠色低碳及可持續發展的長期目標。

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環境、社會及管治報告

The Group has clearly defined environmental management responsibilities and established a top-down environmental management structure with clear authority and accountability to ensure the effective implementation of various environmental protection measures. At the Group level, we have established Safety Committee responsible for decision-making on major safety matters, including environmental management, with the Safety Centre serving as the Group's supervisory and management body for daily safety production. Each functional department and controlled subsidiary fulfills its primary safety responsibilities in accordance with the Group's safety management policies, while receiving supervision and guidance from the Safety Centre. At the professional management level, the Group has established an Environmental Protection Management Department responsible for the operation and maintenance of sewage and waste gas treatment equipment, and continuously improving the environmental protection management system, including regular system reviews, effectiveness assessments and internal audits, to ensure the efficient and compliant operation of various environmental protection measures. The Environmental Protection Management Department is headed by the Group's Vice President as the primary responsible person, who takes overall charge of environmental protection and governance. To strengthen responsibility implementation, the Group has incorporated environmental performance indicators into the performance appraisal mechanism of the person-in-charge of the Environmental Protection Management Department, further enhancing the sense of responsibility and closely integrating environmental management performance with corporate operational performance. At the operational level, each production factory has established an environmental management organizational structure, comprising the plant manager together with engineering and environmental management personnel, responsible for carrying out day-to-day environmental management work to ensure production operations comply with environmental regulatory requirements. In addition, the Leading Group for the Investigation and Management of Environmental and Safety Hazards, headed by the Group's environmental protection principal, is fully responsible for the investigation and rectification of environmental and safety hazards of the Company, and has established a working mechanism of "self-inspection, self-reporting, self-correction and self-verification" to ensure timely detection, handling and effective closure of hazards. Through the above hierarchical management structure, the Group has formed a closed-loop management at the three levels of governance decision-making, management execution and operational implementation, built an institutionalised, systematic and continuously improving environmental management system, and comprehensively enhanced the Group's environmental governance capacity and management efficiency.

本集團已明確劃分環境管理職責，建立由上而下、權責清晰的環境管理架構，以確保各項環境保護措施得到有效落實。在集團層面，我們設立了安全委員會，負責包括環境管理在內的重大安全事項決策，並由安全中心作為本集團日常安全生產的監督與管理機構。各職能部門及各控股子公司依照本集團的安全管理制度履行安全主體責任，同時接受安全中心的監督與指導。在專業管理層面，本集團設立了環保管理部，負責污水及廢氣處理設備的運維管理，並持續完善環保管理體系，包括制度的定期審查、效果評估及內部審核等，以確保各項環保措施高效、合規運作。環保管理部由本集團副總裁擔任第一責任人，全面負責環境保護與治理工作。為強化責任落實，本集團亦將環境績效指標納入環保管理部負責人的績效考核機制，進一步提升責任意識，將環境管理績效與企業營運績效緊密結合。於營運層面，各生產工廠均設立環保組織架構，成員涵蓋工廠廠長及工程與環保管理相關人員，負責開展日常環境管理工作，確保生產營運符合環保法規要求。另外，由本集團的環保負責人擔任組長的環境安全隱患排查與治理領導小組，全面負責本公司環境安全隱患的排查與整改工作，並建立「自查、自報、自改、自驗」的工作機制，以確保隱患能夠及時發現、及時處置與有效閉環。透過上述分層管理架構，本集團得以在治理決策、管理執行與操作落實三個層面形成閉環管理，構建制度化、系統化與持續改進的環境管理體系，全面提升本集團的環境治理能力與管理效能。



Environmental, Social and Governance Report 環境、社會及管治報告

In terms of capacity building, the Group strictly complies with relevant laws, regulations, and supervisory requirements, and regularly organises employees to participate in training courses on environmental protection knowledge, compliance requirements and disaster prevention and response, so as to enhance all employees' understanding and sense of responsibility for environmental protection, extreme weather, pollution prevention and environmental management, as well as safety awareness and adaptability. Meanwhile, the Group actively encourages employees to participate in environmental protection, energy conservation and emission reduction activities organised by government departments, industry associations and other third-party professional institutions, strengthening employees' understanding of environmental regulations and promoting the formation of a green culture. During the Reporting Period, the Shenzhen Techdow Pharmaceutical Co., Ltd. Nanshan Factory arranged for relevant post employees to participate in environmental protection, energy conservation and emission reduction training courses organised by environmental protection authorities and the Shenzhen Municipal Bureau of Industry and Information Technology, and obtained corresponding training certificates. This not only strengthened employees' professional knowledge of environmental management, but also improved the factory's overall management capacity in environmental compliance, risk prevention and pollution prevention.

能力構建方面，本集團嚴格遵照相關法律法規與監管要求，定期組織員工參與環境保護知識與合規要求的培訓及防災應對培訓課程，以提升全體員工對環境保護、極端天氣、污染防治及環境管理工作的理解與責任，及安全意識與應變能力。同時，本集團積極鼓勵員工參加由政府部門、行業協會及其他第三方專業機構所舉辦的環保與節能減排活動，強化員工對環境法規的認識並推動綠色文化的形成。於本報告期內，天道醫藥南山工廠已安排相關崗位員工，參加由環保主管部門及深圳市工業和信息化局主辦的環境保護及節能減排相關培訓課程，並取得相應的培訓合格證書。此舉不僅強化員工的環境管理專業知識，也提升了工廠在環境合規、風險預防與污染防治方面的整體管理能力。

Environmental, Social and Governance Report

環境、社會及管治報告

For environmental-related risks and other health and safety risks, the Group has formulated the Safety Risk Assessment Process and Environmental and Safety Hazard Investigation and Remediation System to systematically standardise the implementation of environmental and safety responsibilities, identification of environmental hazards, risk assessment and classification, as well as the formulation and implementation of environmental and safety risk control and hazard management measures at various operating sites. In terms of identifying environmental hazards, the Group reviews from multiple dimensions, including resource use, production input and output, and possible impacts on society and the public. For various risks, the Group assesses their likelihood, frequency and impact degree as the basis for subsequent risk classification and governance decisions. Based on the assessment results, the Group promotes hazard rectification in accordance with the "Six Definites" principle (definite hazard item, definite measures, definite responsible person, definite time limit, definite quality requirements, definite acceptance department) and the "Five Prohibitions"² work requirements. The Environmental Protection Management Department is responsible for coordinating rectification supervision and acceptance to ensure the implementation of rectification measures; for major hazards, production suspension for rectification or reporting to competent authorities will be initiated if necessary, and professional personnel will be arranged for re-inspection and closure management. Meanwhile, the Group also formulates corresponding risk control and prevention measures and develops emergency plans to reduce the possibility of environmental incidents and enhance the ability to respond to emergencies. During the Reporting Period, the Shenzhen Techdow Pharmaceutical Co., Ltd Nanshan Branch under the Group voluntarily appointed a third party with professional background to conduct an environmental safety management risk assessment and obtained an official risk assessment report. This further strengthened the Group's depth in environmental risk identification, external professional review and continuous improvement, ensuring that the Group's environmental safety governance continues to improve in an institutionalised, scientific and forward-looking manner.

針對環境相關風險及其他健康與安全風險，本集團制定了《安全風險評估流程》及《環境安全隱患排查治理制度》，以系統化方式規範各營運點的環境安全責任落實情況、環境危害因素識別、風險評價與分級判定，以及環境安全風險控制與隱患治理措施的制定與執行。在環境危害因素識別方面，本集團從多個維度進行審視，包括資源使用、生產投入與產出，以及對社會與公眾可能產生的影響。針對各類風險，本集團會評估其發生可能性、頻率與影響程度，以作為後續風險分級與治理決策之依據。基於評估結果，本集團依循「六定」原則（定隱患項目、定措施、定責任人、定期限、定質量要求、定驗收部門）及「五不準」²工作要求推動隱患整改。環保管理部負責統籌整改督辦及驗收，確保整改措施落實到位；對於重大隱患，必要時將啟動停產整改或向主管部門報告，並安排專業人員開展復查及銷號管理。同時，本集團亦會同步制定相應的風險控制與防範措施，並編制應急預案，以降低環境事件發生的可能性並提升突發事件的應對能力。於本報告期內，本集團旗下的天道醫藥南山分廠更自願委託有專業資歷的第三方開展環境安全管理風險評估，並取得正式風險評估報告。此舉進一步強化了本集團在環境風險識別、外部專業審視及持續改進方面的深度，確保本集團的環境安全治理持續朝向制度化、科學化及前瞻性方向提升。

² The "Five Prohibitions": Any issue that can be rectified by an individual must not be passed on to the team, the next shift, the workshop, or the company; any issue that can be rectified immediately must not be delayed.

² 五不準：凡個人能整改的，不得推諉至班組、不得推給下一班次、不得上推至車間、不得上推至公司及；凡能立即整改的，不得拖延時間。

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To prevent and control environmental risks and effectively respond to sudden environmental incidents, the Group has formulated corresponding management measures and operational requirements based on various environmental factors. The Group strictly complies with the requirements of the Work Safety Law of the People's Republic of China, the Emergency Response Law of the People's Republic of China, the Interim Measures for the Emergency Management of Sudden Environmental Events and other relevant laws and regulations, and has formulated the Accident Prevention and Emergency Rescue Plan and Sudden Environmental Event Emergency Plan, implementing management and emergency measures based on assessment results, for example:

為預防及控制環境風險，並有效應對突發性的環境事件，本集團已根據各類環境因素制定相應的管理措施及操作要求。本集團嚴格遵守《中華人民共和國安全生產法》《中華人民共和國突發事件應對法》《突發環境事件應急管理暫行辦法》等相關法律法規的要求，制定了《事故預防及應急救援預案》及《突發環境事件應急預案》，並依循已評估結果開展管理與應急措施，例如：

Environmental factors

環境因素

Sewage Treatment Risk Management
污水處理風險管理

Measures

措施

- Strengthen the operation management of sewage treatment: operators must strictly follow operating procedures and closely monitor sewage treatment conditions. If any abnormality is found, drainage shall be stopped immediately, sampling and testing shall be conducted, and the Engineering Operation Department Manager shall be reported to initiate investigation procedures and implement corresponding remedial and preventive measures. Discharge may be resumed only after testing confirms that sewage meets standards.
加強污水處理作業管理：污水處理操作人員須嚴格依照操作規程進行作業，並密切監測污水處理狀況。若發現異常，應立即停止排水、進行取樣檢測，並向工程運行部經理報告，以便啟動調查程序並落實相應的補救與防範措施。經檢測確認污水達標後方可恢復排放作業。
- Emergency measures for substandard water quality: if monitoring results show that sewage quality is substandard, drainage shall be stopped immediately and diverted to the emergency tank, and the Engineering Operation Department Manager shall initiate investigation and formulate rectification measures. Sewage may be re-discharged only after being treated and tested qualified. If the capacity of the emergency tank is insufficient, the production department shall be notified immediately to suspend production to prevent the accumulation of wastewater awaiting treatment.
水質不合格的應急措施：如監測結果顯示污水水質不達標，應立即停止排水並導入應急池，並由工程運行部經理啟動調查及制定整改措施。污水經處理後須檢測合格方可重新排放。如應急池容量不足，應即時通知生產部門暫停投產，以免造成待處理的廢水積壓。

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Environmental factors

環境因素

Measures

措施

Hazardous Chemicals Management and Accident Prevention 危險化學品管理與事故防範	<ul style="list-style-type: none">During the transfer and use of hazardous chemicals, operators must first check whether the chemical packaging is intact. In case of dumping or leakage, handling must be carried out in accordance with the Special Emergency Rescue Plan and On-site Disposal Plan for Work Safety Accidents to prevent employee injury or environmental pollution caused by chemical volatilisation or diffusion. 在危化品轉移及使用過程中，操作人員須首先檢查化學品包裝是否完好。若發生傾倒或泄漏情況，必須依照《安全生產事故專項應急救援預案及現場處置方案》的要求執行，以防止化學品揮發或擴散造成員工傷害或環境污染。
Guarantee for Environmental Protection Equipment Operation 環保設備運行保障	<ul style="list-style-type: none">The Group requires all in-use environmental protection facilities and equipment to have an annual maintenance plan to ensure that the equipment is always in a safe and normal operating condition. No environmental protection facility may be dismantled, shelved or decommissioned at will, and routine inspections and maintenance shall be carried out in accordance with the equipment management system to ensure that the pollution prevention capacity is not affected. 本集團要求所有在用環保設施與設備均須制定年度維護計劃，確保設備始終處於安全、正常運行狀態。任何環保設施不得隨意拆除、擱置或停用，並應按照設備管理制度進行例行巡檢與維護，以確保污染防治能力不受影響。

In addition, the Group's emergency plan policies also formulate special emergency response plans for climatic factors such as extreme or severe weather including typhoons, rainstorms and high temperatures. In the event of severe weather such as typhoons, rainstorms and extreme heat, the Group will activate corresponding levels of emergency response measures according to the warning levels issued by the government to ensure employee safety and controllable operational risks. The Group's Safety Centre continuously monitors natural disaster warning information issued by government departments, notifies all departments of dynamic information in a timely manner, and guides all units to organise disaster prevention work in accordance with plan requirements. Meanwhile, daily safety inspections are strengthened, and necessary emergency equipment and materials are allocated to ensure the personal safety of employees in extreme weather. To reduce the possible impact of natural disasters on corporate assets and operations, the Group has also purchased corporate property accident insurance as a risk diversification measure to further buffer losses caused by natural disasters and enhance the Group's overall emergency resilience.

此外，本集團制定的應急預案政策，亦對颱風、暴雨、高溫等極端或惡劣天氣等氣候因素制定了專項緊急應變計劃。當遇上颱風、暴雨與酷熱等惡劣天氣時，本集團將根據政府發布的預警級別，啟動相應等級的緊急應變措施，確保員工安全及營運風險可控。本集團安全中心持續監測政府部門發布之自然災害預警資訊，並在第一時間將動態訊息通報予各部門，指導各單位按預案要求組織防災工作。同時加強日常安全巡查，並配置必要的應急設備與物資，以保障員工在極端天氣下的人身安全。為降低自然災害可能對企業資產與營運造成的影響，本集團亦購買公司財產意外保險作為風險分散措施，使天災可能帶來的損失獲得進一步緩衝，提升本集團整體應急韌性。

Environmental, Social and Governance Report

環境、社會及管治報告

Case – Activation of Special Emergency Plan and Defence Actions for Typhoon “Ragasa”

On 22 September 2025, Super Typhoon “Ragasa” approached the southeast coast of China with extreme rainstorms. In accordance with the provisions of the Accident Prevention and Emergency Rescue Plan, the Group quickly established the “Ragasa” Typhoon Defence Emergency Team, closely tracked meteorological developments, and coordinated typhoon prevention deployment and emergency arrangements for the three major parks in Shenzhen to ensure the safety of park facilities and employees’ lives.

During the critical period before the typhoon landed, the Group Safety Committee organised comprehensive and detailed safety inspections of public areas and construction areas of each park. Relevant work included: reinforcing doors, windows and outdoor equipment, pruning and strengthening tree supports, pre-allocating emergency materials such as flood control sandbags, water baffles and water pumps, and implementing various risk prevention measures and emergency plans one by one before the typhoon.

On 23 September, Shenzhen activated a Level I emergency response for typhoon and flood prevention and implemented the “Five Suspensions³” measures across the city. The Group also issued a work suspension notice to employees in the Shenzhen area at noon on the same day to reduce personnel risks during extreme weather.

To ensure park safety and basic operation maintenance, the Group set up emergency inspection teams in each park, continuously inspected key areas, timely detected and reported abnormal situations, and quickly activated corresponding safety emergency disposal measures. Relevant work effectively ensured the uninterrupted operation of park infrastructure and minimised the possible adverse impacts of the typhoon.

During the Reporting Period, the Group strictly complied with national and local environmental management laws and regulations, and no administrative penalties, civil compensations or other legal liabilities arising from violations of environmental protection requirements were incurred, nor were there any cases of criminal responsibility being pursued. All relevant operations remained legal and compliant.

案例－颱風「樺加沙」專項應急預案啟動與防禦行動

2025年9月22日，超強颱風「樺加沙」攜超級暴雨逼近中國東南沿海地區。本集團依照《事故預防及應急救援預案》的規定，迅速成立「樺加沙」颱風防禦應急小組，密切追蹤氣象動態，並統籌深圳三大園區的防颱部署及應急安排，以確保園區設施安全與員工生命安全。

在颱風登陸前的關鍵時段，本集團的安全委員會組織對各園區的公共區域及施工區域開展全面且細緻的安全巡檢。相關工作包括：加固門窗及戶外設備、修剪並加強樹木支撐、提前配置防汛沙袋、擋水板、水泵等應急物資，並逐項落實颱風來臨前各項風險預防措施與應急預案。

9月23日，深圳市啟動防颱風和防汛一級應急響應，並在全市實施「五停³」措施。本集團亦同步於當日向深圳地區員工發布停工通知，減少極端天氣期間的人員風險。

為確保園區安全與營運基本維持，本集團在各園區設立應急巡查小組，持續巡視關鍵區域，及時發現並上報異常情況，並迅速啟動相應的安全應急處置措施。相關工作有效確保園區基礎設施運行不間斷，並最大程度減輕颱風可能造成的不利影響。

於本報告期內，本集團嚴格遵守國家及地方各項環境管理相關法律法規，未發生任何因違反環境保護要求而須承擔行政處罰、民事賠償或其他法律責任之情形，亦無任何被追究刑事責任之個案，相關營運活動均保持合法合規。

³ The “Five Suspensions”: work stoppage, business closure, market shutdown, transport suspension, and class suspension.

³ 五停：停工、停業、停市、停運及停課。

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環境、社會及管治報告

POLLUTANT EMISSIONS

In terms of pollutant emission management, the Group strictly monitors waste gas and sewage emissions in factory areas to ensure that all emission activities comply with laws, regulations and environmental standards. The Group not only strictly abides by the relevant requirements of the Environmental Protection Law of the People's Republic of China and the Environmental Impact Assessment Law of the People's Republic of China, but also fully complies with the Air Pollution Prevention and Control Law of the People's Republic of China, the Production Safety Law of the People's Republic of China, Guangdong Provincial Air Pollution Prevention and Control Regulations, Water Pollution Prevention and Control Law of the People's Republic of China, Regulations on the Administration of Pollutant Discharge Permits and other national and local environmental laws and regulations for air and water pollutant emissions. Meanwhile, in accordance with internal management systems such as the Environmental Protection Management Standard and Environmental Protection Management Operating Guidelines, the Group strictly regulates the treatment, monitoring and emission processes of waste gas and sewage, ensuring the effective operation of pollution control facilities, controlled emission indicators and accurate and reliable monitoring data. All emissions must meet or exceed national and local emission standards, thereby reducing environmental risks, maintaining the continuous compliance of corporate operations, and protecting the surrounding environmental quality and community health. Through the above institutionalised management and strict implementation, the Group ensures that pollutant emissions are up to standard and controlled, laying a solid foundation for the Company's sustainable, stable and responsible production and operation.

For new construction, reconstruction and expansion projects, the Group strictly implements the environmental protection "Three Simultaneities" system in accordance with the relevant provisions of the Environmental Impact Assessment Law of the People's Republic of China and the Regulations on the Administration of Environmental Protection of Construction Projects, i.e. environmental protection facilities must be designed, constructed and put into use simultaneously with the main project. Relevant requirements ensure effective control of pollutant emissions from the initial stage of project construction, minimise environmental impacts and meet national environmental protection requirements. All construction projects must pass environmental impact assessment and compliance approval procedures of competent authorities, and accept regular monitoring and on-site inspections during the construction and operation stages to ensure the implementation of environmental protection measures and emissions comply with national and local standards, further strengthening the Group's commitment to compliant operation and environmental governance.

污染物排放

在污染物排放管理方面，本集團對廠區的廢氣與污水排放實施嚴格監控，確保各項排放活動符合法律法規及環境標準。本集團不僅嚴格遵守《中華人民共和國環境保護法》《中華人民共和國環境影響評價法》的相關要求，亦就空氣污染物及水污染物排放，全面依循《中華人民共和國大氣污染防治法》《中華人民共和國安全生產法》《廣東省大氣污染防治條例》《中華人民共和國水污染防治法》《排污許可管理條例》等國家與地方環保法律法規，同時依據《環保管理規範》《環保管理操作指導書》等內部管理制度，對廢氣與污水的處理、監測及排放流程進行嚴格規範，確保污染治理設施有效運行、排放指標受控及監測數據準確可靠。所有排放均須達到或優於國家及地方排放標準，藉此降低環境風險，維護企業營運的持續合規性，並保障周邊環境質量與社區健康。藉由上述制度化之管理與嚴格執行，本集團得以確保污染物排放達標受控，為企業持續、穩定且負責任之生產營運奠定堅實基礎。

對於新建、改建及擴建項目，本集團嚴格依據《中華人民共和國環境影響評價法》與《建設項目環境保護管理條例》的相關規定，全面落實環境保護「三同時」制度，即環保設施需與主體工程同時設計、同時施工、同時投入使用。相關要求確保項目自建設初期即對污染物排放進行有效控制，將環境影響降至最低，並符合國家環保要求。所有建設項目均須通過環境影響評估及主管部門合規審批程序，並在施工與運營階段接受定期監測與現場檢查，以確保環保措施落實到位、排放符合國家及地方標準，進一步強化本集團在合規經營及環境治理方面的承諾。



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The Group aims for full compliance with regulatory requirements in emission management and strictly abides by all applicable environmental protection laws and regulations. During the Reporting Period, the Group did not receive any major administrative penalties or criminal liabilities for illegal pollutant emissions, and pollutant emissions did not cause adverse effects on employees or residents of surrounding communities. The Group also believes that the current environmental monitoring programme and risk management measures operate well with no major defects found. Building upon the stable operation of the current regulatory and governance mechanism, the Group commits to regularly reviewing relevant policies, procedures and management measures to continuously improve environmental governance capacity, ensure long-term compliance of operations, and demonstrate the Group's firm commitment to environmental responsibility and sustainable development.

本集團以完全符合法規要求為排放管理目標，並嚴格遵守所有適用的環境保護法律及法規。於本報告期內，本集團未發生任何因污染物排放違規而受到重大行政處罰或被追究刑事責任的情況，且污染物排放亦未對員工或周邊社區居民造成不良影響。本集團亦認為現行的環境監測方案與風險管理措施運作良好，尚未發現重大缺陷。本集團在現行監管與治理機制運行穩健的基礎上，將定期檢視相關政策、程序及管理措施，以持續完善環境治理能力，確保運營活動長期合規，展現本集團在環境責任與可持續發展方面的堅定承諾。

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Air Pollutants

The Group strictly requires all production departments involved in waste gas emissions to operate in accordance with the Standard Operating Guidelines for the Operation and Maintenance of Industrial Waste Gas Treatment Systems formulated by the Group, ensuring proper equipment maintenance and prohibiting unauthorised dismantling or idling of waste gas pollution prevention facilities in factory areas. Any problems found must be resolved immediately to ensure that waste gas emissions meet the standards stipulated in the Air Pollution Prevention and Control Law of the People's Republic of China. For vehicle exhaust emissions, the Group has also formulated a series of regulations and rules to reduce emissions in strict accordance with the relevant provisions of the Hong Kong Road Traffic Ordinance. The Group will continue to strengthen compliance approval and monitoring to ensure all prevention measures meet national and local standards, and promote the continuous improvement of the environmental management system through regular inspections and performance assessments, demonstrating corporate responsibility and commitment to compliant operation and environmental protection.

Some branches under the Group have also actively taken measures to continuously optimise treatment processes and reduce air pollutant emissions. At the Shenzhen Techdow Pharmaceutical Co., Ltd Nanshan Branch,, the waste gas treatment process in preparation production was upgraded from a single water spray method to a water spray combined with activated carbon adsorption process to improve pollutant removal efficiency. In addition, the Shenzhen Techdow Pharmaceutical Co., Ltd Nanshan Branch added a 2.3-ton low-nitrogen gas-fired boiler to replace the original 6-ton low-nitrogen gas-fired boiler, reducing nitrogen oxide emissions at the Nanshan facility by nearly 70%. At the Group's Pingshan Branch, water spray is used to treat waste gas from fume hoods in production, R&D and testing processes; for malodorous waste gas from sewage stations and production processes, multiple processes such as water spray combined with UV photolysis and activated carbon adsorption are adopted to ensure discharge after meeting standards. In addition, Pingshan Branch continuously upgrades equipment and processes during operation, such as adding a tail gas collection and treatment device for the breathing port of solvent storage tanks, collecting unorganised volatile organic compound gases, and discharging them after treatment by spray and activated carbon adsorption to meet standards. These measures not only significantly reduce pollutant emissions, but also reflect the Group's firm commitment to environmental protection, compliant operation and continuous improvement, and will continue to promote technological upgrading and alignment with international standards to minimise the environmental impact of operations.

空氣污染物

本集團嚴格要求所有涉及廢氣排放的生產部門，必須依照本集團制定的《工業廢氣處理系統運行及維護標準操作指導書》進行操作，確保設備維護保養到位，並禁止在廠區內擅自拆除或閒置廢氣污染防治設施。如發現任何問題，須立即採取措施予以解決，以確保廢氣排放達到《中華人民共和國大氣污染防治法》規定的標準。針對汽車廢氣排放，本集團亦制定了一系列條例和規則以減少排放，嚴格依據《香港道路交通條例》的相關規定。本集團將持續加強合規審批與監測，確保所有防治措施符合國家及地方標準，並透過定期檢查與績效評估，推動環境管理體系的持續改進，展現企業在合規經營與環境保護方面的責任與承諾。

本集團旗下部分分廠亦積極採取措施，持續優化處理工藝，減少空氣污染物排放。在天道醫藥南山分廠，我們將制劑生產過程所產生的廢氣處理工藝，由單一水噴淋方式升級為水噴淋結合活性炭吸附工藝，以提升污染物去除效率。此外，天道醫藥南山分廠新增配置一台2.3噸低氮燃氣鍋爐，替代原有6噸低氮燃氣鍋爐，使南山分廠的氮氧化物排放量降低接近70%。在本集團的坪山分廠，我們採用水噴淋方式處理生產、研發及檢測過程中通風櫥所產生的廢氣；對於污水站及生產過程中產生的惡臭廢氣，則採用水噴淋結合UV光解及活性炭吸附等多重工序，確保達標後排放。此外，坪山分廠在營運過程中持續提升設備與工序，例如新增溶媒儲罐呼吸口尾氣收集處理裝置，將無組織揮發性有機化合物氣體收集後，經噴淋及活性炭吸附處理達標排放。這些措施不僅顯著降低污染物排放，亦體現本集團在環境保護、合規經營及持續改進方面的堅定承諾，並將持續推動技術升級與國際標準接軌，確保營運過程對環境影響降至最低。

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The Group strictly controls waste gas emissions from equipment and processes in accordance with national standards such as the Boiler Air Pollutant Emission Standard and Volatile Organic Compound Emission Control Standard for Industrial Enterprises to ensure emissions meet standards. To strengthen monitoring and compliance, the Group regularly appoints qualified third-party institutions to conduct emission index testing and regularly samples waste gas outlets to monitor pollutant concentration and evaluate emission reduction effects. Meanwhile, the Group continuously strengthens the maintenance and management of waste gas treatment facilities to ensure efficient operation and that factory air pollutant emissions fully comply with relevant laws and regulations. The Group's waste gas emission compliance rate for the Reporting Year was 100%.

本集團嚴格依據《鍋爐大氣污染物排放標準》及《工業企業揮發性有機物排放控制標準》等國家標準，對設備及工藝過程中產生的廢氣排放進行嚴格管控，確保排放達標。為強化監測與合規，本集團定期委託具備資質的第三方機構進行排放量指標檢測，並對廢氣排放口進行定期採樣，監測污染因子濃度，以評估減排成效。同時，我們持續加強廢氣治理設施的維護與管理，確保設備高效運行，並確保工廠空氣污染物排放量完全符合相關法律法規要求。本集團於本報告年度內的廢氣排放達標率為100%。

The following chart sets out the air pollutant emissions data of the Group for the Reporting Year:

下圖展示了本集團於本報告年的空氣污染物排放量數據：

Pollutants 污染物指標	Emissions in 2024 (kg) 二零二四年排放量(千克)	Emissions in 2025 (kg) 二零二五年排放量(千克)
Nitrogen Oxides (NO _x) 氮氧化物(NO _x)	3,942.3	456.5
Sulphur Dioxide (SO _x) 硫氧化物(SO _x)	5.3	1.3
Particulate Matter (PM) 顆粒物(PM)	291.1	41.0

Notes:

- Air emissions are calculated based on "How to Prepare an Environmental, Social and Governance Report?" published by HKEX Appendix 2: Reporting Guidance on Environmental KPIs".
- The Group's primary sources of air pollutant emissions are from mobile emission sources. Fuel consumption and mileage for all mobile emission sources decreased significantly during the Reporting Year, resulting in substantial reductions in the aforementioned pollutant emissions. Fuel consumption decreased by approximately 75% compared to the previous year, while mileage decreased by approximately 42%. This was primarily attributable to improved operational efficiency at the Group's various operating facilities, phased adjustments in related business activities, and vehicle fleet reconfigurations, leading to reduced transportation frequency.

附註：

- 廢氣排放乃根據香港交易所刊發的《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》計算。
- 本集團的主要空氣污染物排放源來自移動排放源，所有移動排放源的燃料使用量及行走距離在本報告年內均大幅度減少，因而導致上述的污染物排放量大幅減少。燃料使用量比上年減少約75%，行走距離則減少約42%。主要原因為本集團各營運廠房營運效率提升、相關業務活動階段性調整及車輛配置調整，導致運輸頻率減少。

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Wastewater Discharge

With respect to wastewater discharge management, the Group has formulated the Wastewater Treatment Operating Procedures to regulate the discharge and treatment of both industrial and domestic wastewater. Operators are strictly required to adhere to these standardized protocols, which encompass wastewater process flows, treatment procedures, and the operation of exhaust gas purification systems for wastewater treatment. Wastewater generated during production processes and domestic sewage are through our on-site wastewater treatment facilities to ensure compliance with relevant discharge standards before being discharged into the municipal sewage network for further treatment at municipal plants. To ensure rigorous monitoring, Shenzhen Techdow Pharmaceutical Co., Ltd Nanshan Branch has installed an online monitoring system for pollutant factors at the discharge outlets of our wastewater treatment stations, which collects and analyzes water samples on an hourly basis. Furthermore, the facility has entered into service agreements with CMA-certified independent testing agencies to conduct quarterly sampling and testing of pollutant factors in our effluent. Additionally, the Group has entered into periodic testing agreements with qualified units holding CMA certification to conduct quarterly sampling and testing of pollutants in discharged water. The online wastewater discharge monitoring system is maintained by qualified third-party organizations to ensure stable equipment operation. Simultaneously, another qualified third-party agency is engaged to conduct quarterly data cross-validation to verify the accuracy and stability of the online monitoring data. All real-time data is uploaded to the government's Smart Environmental Protection Platform, enabling environmental regulatory authorities to monitor the data and ensuring that all wastewater discharges strictly comply with statutory discharge standards. During the Reporting Year, the Group's Shenzhen Techdow Pharmaceutical Co., Ltd Nanshan Branch achieved a 100% compliance rate for wastewater discharge, while the Pingshan Plant achieved zero discharge of production wastewater.

污水排放

在污水排放管理方面，本集團已編製了《污水處理操作規程》以監管生產污水及生活污水排放和處理，並要求污水處理的操作人員必須嚴格按照規程進行操作。《污水處理操作規程》涵蓋污水工藝流程、污水處理程序、污水的廢氣淨化處理系統操作程序。生產過程中產生的污水及生活污水會經由我們自建的污水處理站進行處理，確保達到相關標準後再通過市政污水管網排入污水處理廠。在監察方面，天道醫藥南山分廠在污水處理站的排放口安裝了污染因子線上監測系統，每一小時採集水樣本進行檢測。此外與獲得CMA認證的合格單位簽訂了定期檢測協議，每季對排水中的污染因子進行採樣檢測。此外與獲得CMA認證的合格單位簽訂了定期檢測協議，每季對排水中的污染因子進行採樣檢測。而污水排放線上監測系統，則委託具備資質的第三方單位進行維護，確保線上監測系統設備穩定運行。同時，另請了第三方有資質單位每季做一次資料比對，確認線上監測資料準確穩定性。上述線上數據會上傳至政府環保監管智慧環保平台，以便環保監管部門監測數據，並確保所排放的污水符合法例的排放標準。本集團的天道醫藥南山工廠於本報告年度內的污水排放達標率為100%，坪山工廠更實現生產廢水零排放。



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During the Reporting Year, the sewage treatment station of Shenzhen Techdow Pharmaceutical Co., Ltd Nanshan Branch under the Group added a roots blower, which was successfully installed, commissioned and put into operation in December 2025. After being put into use, the roots blower not only provides stable and efficient aeration and oxygenation for the sewage treatment system, improving biochemical treatment efficiency, but also reduces manual maintenance requirements and further lowers operation and maintenance costs. The new equipment operates stably with the characteristics of simple structure, stable air volume, low pressure pulsation and high reliability, which can effectively improve the overall operation efficiency of sewage treatment facilities. The commissioning of this facility not only helps enhance sewage treatment capacity and pollutant removal efficiency, but also strengthens the factory's management level in emission compliance, environmental compliance and pollution prevention, thus more comprehensively ensuring that the environmental impact of the Group's operations is under control.

During the Reporting Period, the total volume of production sewage and domestic sewage discharged by the Group was approximately 167,904 cubic meters. Due to the fact that wastewater discharge from the US Cytovance facility is managed by a third-party environmental services provider, the Group was unable to obtain relevant discharge data independently; accordingly, such data does not include the US Cytovance facility. The Group will actively explore more comprehensive methods for monitoring and recording wastewater discharge data, and will report on this in subsequent reporting years.

本集團旗下天道醫藥南山分廠的污水處理站在本報告年內增設了一台羅茨鼓風機，並於2025年12月順利完成施工安裝及設備調試運行。羅茨鼓風機投入使用後，不僅能為污水處理系統提供穩定且高效的曝氣增氧功能，提升生化處理效率，同時亦減少了人工維護需求，進一步降低運維成本。新設設備運行穩定，具備構造簡單、氣量穩定、壓力脈動小、可靠性高等特點，可有效提升污水處理設施的整體運行效能。該設施的投入使用不僅有助於增強污水處理能力，提高污染物去除效率，亦可強化廠區在排放達標、環境合規與污染防治方面的管理水平，從而更全面地保障本集團營運過程對環境的影響處於可控範圍內。

於本報告期內，本集團的生產污水及生活污水排放總量為約167,904立方米。因美國賽灣生物廠房的污水排放由第三方環保服務機構管理，本集團未能單獨獲得相關排放數據，因此數據未能包括美國賽灣生物廠房。本集團將會積極探討更完善的污水排放數據監察及記錄方法，並在往後的報告年度匯報。

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環境、社會及管治報告

WASTE TREATMENT

The Group attaches great importance to solid waste treatment and has established a sound institutionalised control framework to ensure that solid waste generated by operating factories during production complies with laws and regulations in all links including generation, storage, transfer and final disposal. The Group strictly abides by the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste and relevant laws and regulations, and has formulated management systems such as the Environmental Protection Management Standard and Solid Waste Management Standard, clarifying the classification standards, operational processes and division of responsibilities for solid waste, implementing environmental prevention responsibilities from the source to ensure proper, safe and compliant disposal of waste.

In terms of waste identification, the Group first classifies solid waste in accordance with the National Catalogue of Hazardous Wastes (2025) and relevant identification standards and methods to determine whether it is hazardous waste. General solid waste generated from production and operation mainly includes centrifugal impurities, waste filter membranes, packaging waste, scrapped facilities and domestic waste; hazardous waste includes chromium-containing waste acid liquid from cleaning test equipment, expired waste reagents and waste organic solvents, waste chemical reagent packaging, waste activated carbon from replacement of waste gas purification towers, UV lamp tubes, and waste nitric acid from pipeline passivation.

For non-hazardous or general solid waste, the Group has set up special collection points and containers with clear signs in factory areas, ensuring that centralized storage sites meet legal requirements. Domestic waste is also sorted and placed in accordance with local domestic waste classification regulations, and supervised by designated company personnel for clearance and disposal by sanitation departments in accordance with the Urban Waste Clearance Contract. Meanwhile, the Group's Safety Centre regularly provides training to all employees to promote the importance and operational requirements of solid waste classification, ensuring that recyclables are recycled, and solid waste with no recycling value is entrusted to qualified third-party institutions for disposal in accordance with laws and regulations. For hazardous waste, the Group strictly carries out identification and classified management in accordance with the requirements of the National Catalogue of Hazardous Wastes (2025) and relevant laws and regulations, sets up special containers and temporary storage areas, and implements management measures such as warning signs and leakage protection. All hazardous waste is entrusted to professional qualified units for harmless disposal, and declaration and filing are completed with the ecological environment competent authority where the enterprise is located through the National Hazardous Waste Information Management System. During the Reporting Year, the Group's waste emission compliance rate was 100%.

廢棄物處理

本集團高度重視固體廢棄物處理，並已建立完善的制度化管控框架，確保各營運工廠在生產過程中產生的固體廢棄物於產生、貯存、轉移及最終處置等各環節均符合法律法規要求。本集團嚴格遵守《中華人民共和國環境保護法》《中華人民共和國固體廢棄物污染環境防治法》及相關法律法規，並制定《環保管理規範》《固體廢棄物管理規範》等管理制度，明確固體廢棄物的分類標準、作業流程及責任分工，從源頭落實環境防治責任，確保廢棄物得到妥善、安全且合規的處理。

在廢棄物識別方面，本集團先依據《國家危險廢物名錄（2025年版）》及相關鑒別標準與方法對固體廢棄物進行分類，判定其是否屬於危險廢物。生產營運過程產生的一般固體廢棄物主要包括離心雜質、廢濾膜、包裝廢物、報廢設施及生活垃圾等；危險廢物則包括清洗試驗器具產生的含鉻廢酸液、過期廢試劑與廢有機溶劑、廢化學試劑包裝、廢氣淨化塔更換產生的廢活性碳、UV燈管，以及管道鈍化過程所產生的廢硝酸等。

對於無害廢棄物或一般固體廢棄物，本集團於廠區內設置標示清晰的專用收集點及收集容器，並確保集中貯存場所符合法定要求。生活垃圾亦依照地方生活垃圾分類規定進行分類投放，並由公司指定人員按照《城市垃圾清運合同書》監督環衛部門進行清運處置。同時，本集團的安全中心定期向全體員工提供培訓，宣導固體廢棄物分類的重要性與操作要求，確保可回收物得以循環利用，而無回收價值的固體廢棄物則委託具備相應資質的第三方機構依法依規進行處置。對於危險廢物，本集團嚴格依循《國家危險廢物名錄（2025年版）》及相關法律法規要求，開展危險廢物的鑒別、分類管理，設置專用容器及臨時貯存區，並落實警示標識、洩漏防護等管理措施。所有危險廢物均委託具備專業資質的單位進行無害化處置，並通過國家危險廢物信息管理系統向企業所在地生態環境主管部門完成申報及備案。於本報告年度內，本集團的廢棄物排放達標率為100%。

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In addition, the Group actively promotes a full-staff participation waste classification management mechanism, allocates corresponding classification collection containers and centralized storage points in various production and office premises, and guides employees to strictly abide by waste classification requirements and develop correct disposal habits through warning signs, operating procedures and regular training, while improving protection and disposal records to further enhance the transparency, standardisation and environmental performance of waste management.

此外，本集團積極推動全員參與的廢棄物分類管理機制，於各生產及辦公場所配置相應的分類收集容器及集中貯存點，並透過警示標識、操作規程與定期培訓，引導員工嚴格遵守廢棄物分類要求，養成正確投放習慣，同時完善防護與處置記錄，以進一步提升廢棄物管理的透明度、規範性與環境績效。

Environmental objectives 環境目標	Directional description 方向性陳述	Measures taken during the Year 本年度所採取的措施
Reduce of waste 減少廢棄物	Use of recyclable products, recycled materials or materials from waste 循環再用產品、再造物料或廢品中的物料	<ul style="list-style-type: none"> Over 90% of the laser toner cartridges used by the Group were recyclable 本集團使用的鐳射打印碳粉盒，逾90%均為可循環再用種類 Purchase reusable stationery 採購可重複使用之文具用品
	Reduction of paper waste 減少紙質廢棄物	<ul style="list-style-type: none"> Enhanced electronic operations and file management to reduce paper consumption 加強電子化的營運及檔案管理，減少紙張的用量 Sent internal documents and letters with recycled envelopes and temporary folders 循環使用信封和暫用檔案夾，發送內部文件及書信 Used both sides of the paper for printing and photocopying, and use the blank side of the paper for drafting, printing and receiving faxes 雙面使用紙張列印和影印；以及使用紙張未用過的一面，作草擬、列印及接收傳真用途
	Employee Education 員工教育	<ul style="list-style-type: none"> Regularly promote the “Reduce–Reuse–Recycle” concept to raise employees’ awareness of circular economy 定期宣導「減少–再用–回收」概念，提高員工對循環經濟的認知 Encourage departments to share idle items (e.g., filing cabinets, display racks, computer peripherals) to reduce demand for new purchases 鼓勵部門間共享閒置物品（如文件櫃、展示架、電腦週邊等），降低新物品採購需求

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The hazardous and non-hazardous waste generated by the Group during the Reporting Year is as follows:

本集團在本報告年內的有害及無害廢棄物產生量如下：

Type of waste	2024 Annual generation (tonnes) 二零二四年 年產生量(噸)	2025 Annual generation (tonnes) 二零二五年 年產生量(噸)
Hazardous waste 有害廢棄物	135.7	156.1
Hazardous waste density (per RMB million revenue) 有害廢棄物密度(按百萬元人民幣營收數目計)	0.03	0.03
Non-hazardous waste 無害廢棄物	2,270.6	2,103.4
Non-hazardous waste intensity (per RMB million revenue) 無害廢棄物密度(按百萬元人民幣營收數目計)	0.43	0.38

During the Reporting Period, the Group was not subject to any significant administrative penalties or criminal liability due to non-compliant waste disposal, nor did its waste disposal measures cause any adverse impact on employees or residents of surrounding communities.

於本報告期內，本集團未發生任何因廢棄物處理違規而受到重大行政處罰或被追究刑事責任的情況，且廢棄物處理措施亦未對員工或周邊社區居民造成不良影響。

USE OF ENERGY

The Group has always managed various types of energy and resources in a prudent and responsible manner, and continuously evaluates and adopts multiple energy conservation and emission reduction measures to reduce the negative environmental impact of operations. The Group strictly abides by the Energy Conservation Law of the People's Republic of China, and to further strengthen energy use management, has formulated and implemented a sound Energy Management System covering energy supply, use, metering management and electricity and steam conservation, clarifying relevant requirements for energy monitoring, control and efficiency improvement to comprehensively promote energy conservation, consumption reduction, clean production and fulfil energy conservation commitments.

能源利用

本集團一貫以審慎、負責任的態度管理各類能源與資源，並持續評估及採用多項節能減排措施，以降低營運對環境造成的負面影響。本集團嚴格遵守《中華人民共和國節約能源法》，並為進一步強化能源使用管理，制定及實施了完善的《能源管理制度》，涵蓋能源供應、使用、計量管理及節電與節汽等環節，明確能源監測、控制及效率提升的相關要求，以全面推動節降耗與清潔生產工作及落實節能承諾。

During the Reporting Year, Shenzhen Hepalink Factory successfully passed the ISO 50001 Energy Management System certification. Through scientific and institutionalised energy management methods, it continuously reduces environmental risks, improves energy use efficiency, promotes the Company's development towards green and low-carbon, and achieves long-term sustainable operation. In daily production and office activities, as the Group mainly uses energy resources such as electricity, it gives priority to selecting energy-saving, high-efficiency and environment-friendly equipment that meets national and industry recommended standards in equipment procurement and use, and actively introduces energy conservation and emission reduction processes and technologies. Meanwhile, various energy-saving measures are deployed according to energy conservation requirements to improve resource utilisation efficiency.

於本報告年度內，深圳海普瑞廠房已順利通過ISO 50001能源管理體系認證，透過科學化、制度化的能源管理方法，持續降低環境風險、提升能源使用效率，推動企業向綠色低碳方向發展，實現長期可持續經營。在日常生產與辦公活動中，由於本集團主要使用電力等能源資源，因此在設備採購及使用方面，本集團會優先選用符合國家及行業推薦標準之節能、高效及環保型設備，並積極引入節能減排工藝與技術。同時，亦根據節能要求部署各項節能措施，以提高資源利用效率。

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To ensure the effective operation of the management system, the Group appoints qualified third-party institutions to conduct on-site audits and maintenance evaluations every year to ensure systematic grasp of energy use status and control of possible negative environmental impacts. Meanwhile, the Group continuously pays attention to energy and environmental protection-related policies and technological developments, and updates current measures in a timely manner to continuously improve environmental performance and reduce pollution emissions.

During the Reporting Year, the Group implemented multiple energy-saving measures to control power consumption, including but not limited to equipment renewal and optimisation, improvement of air conditioning and lighting system efficiency, standardisation of energy consumption management processes, and strengthening of employee energy conservation awareness promotion, thereby effectively reducing overall energy consumption and improving green operation levels.

為確保管理體系之有效運作，本集團每年聘請具備資質的第三方機構進行現場審查與維護評估，確保以系統化方式掌握能源使用狀況並控制對環境可能造成的負面影響。同時，本集團亦持續關注能源與環保相關政策及技術發展，並適時更新現行措施，以持續改善環境績效，減輕污染排放。

於本報告年度內，本集團推行了多項節能措施以控制耗電量，包括但不限於設備更新優化、提升空調與照明系統效率、規範能耗管理流程，以及加強員工節能意識宣導等，從而有效降低整體能源消耗、提升綠色營運水平。

Environmental objectives 環境目標	Energy saving strategy 節能策略	Energy saving measures 節能措施
Reduce Energy Use and Consumption 減少能源使用及消耗	Introduce energy-saving technologies and optimise equipment 導入節能技術與優化設備	<ul style="list-style-type: none"> Adopt suspended air blowers for aerobic biological treatment to effectively reduce energy consumption 採用懸浮空氣鼓風機處理好氧生化以技術，從而有效降低能耗 Recover waste heat from steam condensate of production equipment to reduce energy waste: recover and reuse waste heat from steam condensate generated in the whole factory production process as process heat sources or system preheating, reducing new heat source demand and total energy consumption, improving overall energy conversion efficiency and reducing steam supplement to achieve energy conservation and consumption reduction 回收生產設備蒸汽冷凝水餘熱以減少能源浪費：針對全廠區生產製程中產生的蒸汽冷凝水餘熱進行回收與再利用，將其作為製程熱源或系統預熱用途，不僅可降低新熱源需求與總能耗，亦能提升能源整體轉化效率，減少蒸汽補充量，達成節能降耗目的 Prioritise environmentally friendly equipment, e.g., variable frequency air conditioners and refrigerants with reduced ozone depletion potential 優先選用較環保的設備，例如：可變頻空調設備及使用減低損壞臭氧層的冷媒

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Environmental objectives 環境目標	Energy saving strategy 節能策略	Energy saving measures 節能措施
Reduce Energy Use and Consumption (Continued) 減少能源使用及消耗(續)	Reduce energy consumption in offices and daily operations 辦公室及營運點日常層面減少能耗	<p>Lighting 電燈使用</p> <ul style="list-style-type: none"> • Turn off lighting when not needed, and post “Save Energy” stickers near switches as reminders 如沒需要，應把照明關掉，並在開關掣附近貼上「節約能源」的貼紙，以作提示 • Turn off excessive lighting in areas with strong natural light 在自然光線過強的地方，應關閉過量的照明設備 • Turn off unnecessary lights in public areas (e.g., receptions, corridors, elevator lobbies) outside office hours 在非辦公時間，關掉公用地方（例如接待處、走廊、升降機大堂等）不必要的電燈 • Replace with energy-saving lighting fixtures such as LEDs for higher energy efficiency 更換節能的照明燈具，如發光二極管(LED)，以達至較高能源效益 <p>Air-conditioning 空調使用</p> <ul style="list-style-type: none"> • Optimise air conditioning zone control, adjust centralised control to independent control for rooms and equipment rooms on different floors to improve energy use efficiency 優化空調區域控制，將不同樓層的房間及機房由集中式控制調整為獨立控制，以提升能源使用效率 • The air-conditioning should be turned off immediately after using the office/conference room and during non-office hours. An “energy saving” sticker is placed at the exit of the room as a reminder 在辦公室／會議室等房間使用完畢後及非辦公時間，應立即關掉空調設備。並在房間出口貼上「節約能源」標貼以作提示 • Keep the temperature of air conditioning device at 26℃ 保持空調設置溫度不低於26℃ • When feasible, open windows to allow air to circulate naturally and reduce the use of air conditioning 在可行的情況下，打開窗戶，讓空氣自然流通，減少空調使用 <p>Computer 電腦使用</p> <ul style="list-style-type: none"> • Turn off the computer during non-office hours or when leaving the workplace to reduce power consumption 在非辦公時間或需要離開工作間時，應將電腦關掉，以減少耗電量 • According to individual circumstances, the computer should be put into a sleep or hibernate mode through the “power management” function 按個別情況，應透過「電能管理」功能使電腦進入靜止或休眠設定模式 • Turn off non-mandatory servers during night time and public holidays 在夜間和公眾假期，關掉並非必需的伺服器

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The Group's Pingshan facility has also set an environmental target of "comprehensive energy consumption per unit output value to decrease year-on-year by $\geq 1\%$ " with corresponding energy conservation and emission reduction targets established at the departmental, product, and equipment levels to drive energy efficiency improvements throughout the value chain. During the Reporting Year, the Pingshan facility achieved an actual year-on-year reduction of 12.07% in comprehensive energy consumption per unit output value, significantly exceeding the annual target, reflecting the good effectiveness of the Group's measures in energy management, process optimisation and equipment energy-saving transformation, effectively enhancing operational energy efficiency and environmental performance, and further supporting the Company's continuous progress towards green and low-carbon transformation.

The Group regularly reviews energy conservation measures and actively promotes energy conservation and emission reduction. Through multi-level electricity metering, periodic data monitoring, and correlation analysis between energy consumption and production output, the Group is able to gain real-time insights into energy usage patterns. This enables the timely implementation of regulatory and control measures, effectively reducing overall energy consumption and enhancing energy management performance. During the first half of the year, Shenzhen Techdow Pharmaceutical Co., Ltd Nanshan Branch successfully completed the construction and commissioning of the chiller unit energy-saving retrofit project, and passed the commissioning acceptance procedures. It has been verified that the functional parameters of the energy-saving control system strictly adhere to the User Requirement Specifications (URS). The system ensures that the refrigeration station equipment operates in a stable and high-efficiency state, maintaining the temperature and pressure of the supplied chilled water to meet stringent production process requirements. In the performance tests conducted prior to formal system acceptance, results demonstrated that the system achieved an average energy-saving rate of 13.02%, successfully meeting and fulfilling the project's predetermined energy-saving targets. This achievement further validates the effectiveness of the Group's initiatives in energy management and technical innovation.

To promote the Group's green energy transformation and low-carbon development plan, the Group continuously evaluates the application scenarios of renewable energy in production and operation links, and gradually implements multiple green energy construction and substitution measures to reduce dependence on traditional fossil energy and improve the cleanliness of the energy structure. Firstly, in terms of clean energy lighting, the Group plans to install photovoltaic street lamps in the Pingshan factory area, replacing part of lighting electricity with solar energy to realise green substitution of the public lighting system and reduce traditional power consumption from the source. Secondly, the Group plans to build a distributed photovoltaic power generation system on the roof of the Pingshan factory for self-consumption purposes in 2026. After completion, the photovoltaic power station will provide considerable annual power generation to meet part of the electricity demand for production and office operations, thereby reducing dependence on traditional electricity and accelerating the transformation of the enterprise's energy structure towards green and low-carbon. Looking ahead, Shenzhen Heparlink also plans to gradually purchase green electricity to continuously increase the proportion of green power use, further optimise the Group's overall electricity structure, reduce carbon emissions and help achieve the Group's medium and long-term carbon reduction targets.

本集團的坪山工廠亦設定「單位產值綜合能源消耗同比下降 $\geq 1\%$ 」的環保目標，其部門級、產品級及設備級均設定了相應的節能減排目標，以推動價值鏈全流程的能源效率提升。於本報告年度內，本集團的坪山工廠實際錄得12.07%的單位產值綜合能源消耗同比下降幅度，顯著超越年度目標，反映本集團在能源管理、工藝優化及設備節能改造方面的措施取得良好成效，並有效強化營運的能源效率與環境績效，進一步支撐企業向綠色低碳轉型持續邁進。

本集團定期檢視並持續優化節能措施，積極推動節能減排工作。透過多級別用電計量、定期資料監測及能耗與產量匹配分析，本集團得以及時掌握能源使用情況並採取相應調控措施，有效降低整體能耗，提升能源管理績效。於本年度上半年，天道醫藥南山分廠順利完成冷水機組節能改造專案之施工與調試並通過調試驗收程序。經確認，該節能控制系統各項功能均符使用者需求說明(URS)要求，可保障制冷站設備於穩定、高效的狀態下運行，並確保所供應之冷凍水溫度與壓力滿足生產工藝需求。在系統正式驗收前所進行的性能測試中，結果顯示該系統之平均節能率達13.02%，符合並達成專案既定的節能目標，進一步印證本集團在能源管理與技術改造方面的成效。

為推進本集團的綠色能源轉型及低碳發展計劃，本集團持續評估可再生能源於生產與營運環節的應用場景，並逐步推行多項綠色能源建設與替代措施，以降低對傳統化石能源的依賴，提升能源結構的潔淨度。首先，在清潔能源照明方面，本集團於坪山廠區規劃安裝光伏路燈，以太陽能取代部分照明用電，實現公共照明系統的綠色替代，從源頭減少傳統電力消耗。其次，本集團計劃於2026年，在坪山廠房屋頂建設分佈式光伏發電系統，用以自發自用。該光伏電站建成後，可提供可觀的年發電量，以滿足部分生產及辦公營運的用電需求，從而降低對傳統電力的依賴，並加速推動企業能源結構向綠色低碳轉型。展望未來，深圳海普瑞亦計畫逐步採購綠色電力，持續提升綠電使用比例，以進一步優化本集團整體用電結構、減少碳排放並助力達成本集團的中長期減碳目標。

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The Group's total energy consumption during the Reporting Year is set out below:

本集團於本報告年度內的耗能量如下：

Type of Energy 能源種類	Consumption in 2024 二零二四年耗量		Consumption in 2025 二零二五年耗量	
	kWh in '000s 千個千瓦時	tce 噸標準煤	kWh in '000s 千個千瓦時	tce 噸標準煤
Total Energy Consumption 總能源耗量	134,642.7*	16,538.8	118,895.3	14,604.5
Direct Energy Consumption 直接能源耗量	69,039.4*	8,480.5	49,524.4	6,083.3
– Non-renewable Fuel: Petrol – 不可再生燃料：燃油	3,943.7	484.4	3,829.2	470.4
– Non-renewable Fuel: Natural gas – 不可再生燃料：天然氣	65,094.9	7,995.9	45,695.2	5,613.0
– Non-renewable Fuel: liquefied petroleum gas – 不可再生燃料：液化石油氣	0.8	0.1	–	–
Indirect Energy Consumption 間接能源耗量	65,603.3	8,058.4	69,370.9	8,521.2
– Purchased Energy: Electricity – 購買能源：電力	65,603.3	8,058.4	68,230.3	8,381.1
– Purchased Energy: solar energy# – 購買能源：太陽能#	–	–	11.3	1.4
– Purchased Energy: wind power# – 購買能源：風能#	–	–	991.6	121.8
– Purchased Energy: nuclear power# – 購買能源：核能#	–	–	137.7	16.9
Intensity of Energy Consumption (By the number of RMB million revenue) 能源耗量密度(按百萬元人民幣營收數目計)	25.0*	3.1	21.7	2.7

Note:

附註：

- Energy data is converted into kWh with reference to lower calorific value. Fuel includes unleaded gasoline and diesel.
 - * Readjust the natural gas consumption and related emissions data for 2024 based on the actual situation.
 - # During the Reporting Period, the Group improved its data collection system, which enabled the import of more complete data to reflect the Group's actual energy consumption profile.
 - To simultaneously meet the reporting requirements of the Hong Kong Stock Exchange and the SZSE, energy consumption for the Reporting Year is disclosed in thousand kilowatt-hours and tonnes of standard coal equivalent.
 - Approximately 1% of the Group's energy use during the Reporting Year came from clean energy sources.
- 能源數據參考較低熱值換算為千瓦時。燃油包括無鉛汽油及柴油。
 - *按實際情況重新調整2024年的天然氣消耗及相關排放數據。
 - #本集團於本報告期完善了數據收集系統，因此能導入更完整的數據，以反映本集團的實際能源使用概況。
 - 為同時符合香港聯交所及深交所匯報要求，本報告年度的能源耗量分別以千個千瓦時及噸標準煤作披露。
 - 本集團於本報告年度的能源使用中，約1%來自清潔能源。



Environmental, Social and Governance Report

環境、社會及管治報告

USE OF WATER RESOURCES

The Group mainly relies on the municipal water supply pipeline systems of each operating site as a stable and compliant main water intake source in production and daily operations. The Group's water uses include process water for production equipment and machinery operation, employee domestic water, office cleaning and public facility maintenance. To ensure the rational use of water resources and water supply safety, the Group has established clear management processes at all operating sites to ensure water source safety, stable water supply and meeting production and operation requirements.

In terms of water resource management, the Group strictly abides by the Water Law of the People's Republic of China and other relevant laws and regulations on energy, water resource utilisation and environmental protection, and incorporates compliance requirements into daily operation mechanisms. In addition, the comprehensive Energy Management System established by the Group not only covers energy use, metering and efficiency management, but also clearly regulates water intake, use, water-saving measures, equipment management, monitoring and control, forming an overall management framework across energy and water resources to ensure effective management of water resources in all operational links.

During the Reporting Year, there were no difficulties in water intake or supply interruptions at any of the Group's operating sites, and water sources required for production and operation activities were effectively guaranteed, reflecting the Group's good management capacity in water intake management, equipment maintenance and operation planning.

To strengthen water use efficiency, the Group continuously monitors Use of Water Resources in different operational links and reduces unnecessary waste through equipment maintenance, process optimisation and implementation of water-saving measures to improve water resource use efficiency. The Group also continuously pays attention to the operation of local water supply systems and strengthens communication and coordination with municipal water supply units to ensure water supply stability and water quality safety.

水資源利用

本集團在生產及日常營運中主要依賴各營運點的市政供水管道系統，作為穩定且合規的主要取水來源。本集團用水用途涵蓋生產設備與機械運行所需的工藝用水、員工生活用水及辦公場所清潔與公共設施維護等多項需求。為確保水資源的合理使用及供水安全，本集團在各運營點均設有明確的管理流程，以確保水源安全、供水穩定並滿足生產與營運要求。

在水資源管理方面，本集團嚴格遵守《中華人民共和國水法》以及其他相關能源、水資源利用及環境保護法規，並將合規要求納入日常運作機制。此外，本集團建立的綜合性《能源管理制度》不僅涵蓋能源使用、計量與效率管理，同時亦對水資源的取水、使用、節水措施、設備管理、監測與管控提出明確規範，形成跨能源與水資源的整體管理框架，確保水資源在各營運環節均得到有效管理。

於本報告年度內，本集團在所有營運點均未出現取水困難或供水中斷的情況，生產及營運活動所需的水源均能得到有效保障，反映本集團在取水管理、設備維護及營運規劃方面具備良好管理能力。

為強化用水效率，本集團持續監控不同營運環節的用水量，並透過設備維護、流程優化及節水措施推行等方式減少不必要的浪費，提升水資源使用效益。本集團亦持續關注地方供水系統運行情況，加強與市政供水單位的溝通協調，確保供水穩定性與水質安全。

Environmental, Social and Governance Report

環境、社會及管治報告

Environmental

objectives

環境目標

Management strategy

管理策略

Management measures

管理措施

Reduce Water Resource Consumption
減少消耗使用水資源

Promote water resource recycling
推動水資源循環利用

- Adopt steam condensate reuse technology to recover condensate generated in the production process to replace part of process water and make-up water, reducing steam and process energy consumption while reducing tap water usage and improving dual efficiency of energy and water resources
採用蒸汽冷凝水回用技術，回收生產過程中產生的冷凝水，用以替代部分工藝用水與補充水，不僅降低蒸汽及製程能耗，同時減少自來水用量，提升能源與水資源雙重效率
- Establish advanced production sewage treatment processes, treat biochemical effluent from in-factory sewage stations through multi-stage advanced treatment such as ultrafiltration, reverse osmosis and evaporation to meet Class III standards of the Environmental Quality Standards for Surface Water, which can be reused as cooling tower make-up water and waste gas treatment circulating spray make-up water, effectively achieving zero discharge of production sewage and improving closed-loop utilisation of water resources
建置生產污水深度處理工藝，將廠內污水站的生化處理出水經「超濾、反滲透及蒸發」等多級深度處理，使其水質達到《地表水質量標準》III類標準，可重新用作冷卻塔補水及廢氣處理循環噴淋補水，有效實現生產污水零排放目標，提升水資源閉環利用水平
- Adopt cooling tower circulating water treatment technology, replacing single chemical water treatment with scientific circulating water management to improve cooling system efficiency and reduce sewage discharge frequency, saving make-up water demand and further reducing overall Use of Water Resources
採用冷卻水塔循環水處理技術，以科學化循環水管理取代單一化學水處理方式，提升冷卻水系統效率並降低排污頻率，從而節省補充水需求，進一步減少整體用水量

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環境、社會及管治報告

Environmental

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環境目標

Management strategy

管理策略

Management measures

管理措施

Reduce Water Resource Consumption (Continued)
減少消耗使用水資源(續)

Implement process and equipment transformation
推行工藝與設備改造

- Replace workshop condensate collection storage tanks with stainless steel high-temperature water tanks to improve durability and tightness, prevent leakage and ensure stable and safe operation of the condensate recovery system
更換車間冷凝水收集儲罐為不銹鋼高溫儲水箱，以提升耐用性與密封性，防止滲漏並確保冷凝水回收系統的穩定與安全運行
- Centralise recovery of condensate hot water generated in workshops and introduce it into the air conditioning heat exchange system for reuse as a heat source, improving energy conversion efficiency while effectively reducing fresh make-up water demand to achieve dual benefits of water saving and emission reduction
將車間產生的冷凝熱水集中回收並導入空調熱交換系統再利用，將其作為熱能來源，提高能源轉化效率，同時有效降低新鮮補水需求，達到節水與減排的雙重效益

Educate employees to enhance overall water resource awareness
教育員工，提升全員水資源意識

- Promote the concept of water conservation in operating premises, post “Save Water” slogans in appropriate areas to remind employees to turn off taps immediately after daily operations to avoid unnecessary Use of Water Resources and reduce waste from the source to improve water use efficiency
在營運場所積極推行節約用水概念，於適當區域張貼「節約用水」標語，提醒員工在日常操作後應立即關閉水龍頭，避免不必要的耗水情況，從源頭減少浪費並提升用水效率
- Encourage internal and external stakeholders to jointly improve water resource utilisation efficiency, promote the establishment of a water-saving corporate culture, making water-saving behaviour a daily habit of all employees and relevant partners to further consolidate the overall effectiveness of the Group’s water-saving management
鼓勵內外部持份者共同提升水資源利用效益，推動建立節約用水的企業文化，使節水行為成為全體員工及相關合作方的日常習慣，進一步鞏固本集團節水管理的整體成效

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The Group regularly monitors and analyses monthly use of water resources in daily operations to identify potential water-saving improvement spaces and formulate more targeted water-saving measures to improve water resource use efficiency. Meanwhile, the Group actively prepares annual water use plans and submits them to the water affairs department for review and approval to ensure forward-looking and institutionalised water management. In addition, Shenzhen Techdow Pharmaceutical Co., Ltd Nanshan Branch of the Group successfully completed and passed the water balance test during the Reporting Year. Through the test, the factory can more accurately grasp the flow and consumption of each water use link, providing an important basis for formulating subsequent water resource management improvement plans and medium and long-term water-saving planning. In the future, the Group will continue to improve water resource management systems, evaluate the feasibility of water-saving technology applications, and promote water resource use efficiency improvement combined with green manufacturing requirements to reduce the Group's dependence on urban water resources and improve corporate environmental performance.

The use of water resources of the Group during the Reporting Year was as follows:

本集團於日常營運中，會定期監察及分析每月用水量，藉此識別可能的節水改善空間，並制定更具針對性的節水措施，以提升水資源使用效率。同時，本集團亦積極編制年度用水計劃，並提交水務部門審核及批准，確保用水管理具備前瞻性與制度化。此外，本集團的天道醫藥南山分廠於本報告年度內，順利完成並通過水平衡測試。透過測試，工廠能更準確掌握各用水環節的流向與消耗情況，為制定後續的水資源管理改進方案及中長期節水規劃提供重要依據。未來，本集團將持續完善水資源管理制度、評估節水技術應用可行性，並結合綠色製造需求推動水資源使用效率提升，以降低營運對城市水資源的依賴並提升企業環境績效。

本集團於本報告年度內的耗水量如下：

	Consumption in 2024 (tonnes) 二零二四年耗量(噸)	Consumption in 2025 (tonnes) 二零二五年耗量(噸)
Total consumption 總耗水量	795,802	851,088
Intensity of water (per RMB million revenue) 耗水量密度(按百萬元人民幣營收數目計)	151	155

USE OF MATERIAL AND CIRCULAR ECONOMY

In addition to the prioritized management of electricity and water resources, the Group also places high importance on the stewardship of other resources utilized during production and operations, including packaging materials such as plastics, paper, metals, and wood. To effectively minimize resource consumption and enhance material utilization efficiency, the Group continuously promotes the management philosophy of "Reduction, Reuse, and Recycling" (the "3Rs"). We integrate these principles into our production processes and packaging procurement to drive the establishment of a circular economy.

物料利用及迴圈經濟

本集團除重點管理電力與水資源外，亦十分重視其他生產及營運過程中所使用的資源，包括包裝相關的塑膠、紙張、金屬及木材等物料。為有效降低資源消耗並提升物料使用效率，本集團持續推行減量化、再利用及資源化的管理理念，並在生產工藝及包裝物料採購中落實相關措施，推動循環經濟的建立。

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The Group strictly adheres to the Circular Economy Promotion Law of the People's Republic of China and other relevant laws and regulations in its material management practices. We are committed to enhancing resource utilization efficiency, protecting and improving the environment, and achieving sustainable development. Regarding packaging material management, the Group gives priority to environmentally friendly packaging materials on the premise of meeting quality standards, and reduces energy consumption and environmental burden during the production process through packaging structure optimization and material selection improvements. To further enhance overall material efficiency, the Group regularly monitors the usage of production materials and conducts rolling reviews of material optimization initiatives, such as continuously refining product packaging designs and eliminating unnecessary materials. Furthermore, the Group has formulated the Material Supplier EHS Management Standards, requiring suppliers to provide materials that comply with Environment, Health, and Safety (EHS) requirements. During the procurement process, priority is given to recyclable or reusable packaging. For instance, anti-scaling agents used in cooling water system maintenance must be supplied in reusable drums, and sodium hypochlorite chemicals used for environmental treatment must also utilize packaging materials that meet reuse requirements, ensuring reduced environmental impact throughout the product life cycle. Detailed environmental requirements for supply chain management are further disclosed in the section "Responsible Procurement and Equal Treatment of SMEs."

The packaging materials used by the Group during the Reporting Period primarily consist of paper, plastics, metals, and wood, the vast majority of which are renewable materials. The following table presents the consumption of packaging materials during the Reporting Period:

本集團在物料管理方面嚴格遵守《中華人民共和國循環經濟促進法》及其他相關法律法規，致力提升資源利用效率，保護及改善環境，實現可持續發展。在包裝物料管理方面，本集團在符合質量標準的前提下，優先採用環保包材，並透過包裝結構優化與材料選擇改善，減少生產過程中的能耗和環境負荷。為進一步提升整體物料使用效率，本集團亦定期監察生產物料使用情況，並滾動檢視物料優化計劃，例如持續改善產品包裝設計、減少不必要用料等。此外，本集團制定《物料供應商EHS管理規範》，要求供應商提供符合健康、安全及環境(EHS)要求的材料，並在採購過程中優先選擇可循環使用或可重複使用的包裝，例如冷卻水系統維護所用的防垢劑及阻垢劑需採用可重複使用的桶裝物料，環保處理使用的次氯酸鈉藥劑亦須使用符合重複利用要求的包材，確保物料在全生命週期範圍內均能降低環境影響。詳細之供應鏈管理環保要求強化在「負責任採購與中小企業平等對待」章節披露更多。

本集團於本報告期內所使用的包裝物料主要為紙類、塑料、金屬及木類等，絕大部分之物料均為可再生物料。以下為本報告期內的包裝物料使用量：

	Consumption in 2024 (tonnes) 二零二四年使用量(噸)	Consumption in 2025 (tonnes) 二零二五年使用量(噸)
Total Consumption of Packaging Materials 使用的包裝物料總量	43.2	46.2
Consumption Intensity of Packaging Materials (by number of RMB million revenue) 使用的包裝物料密度(按百萬元人民幣營收數目計)	0.01	0.01

Environmental, Social and Governance Report 環境、社會及管治報告

The Group also actively promotes a circular economy model, currently mainly implementing an open circular economy model. Firstly, the Group insists on reducing the use of all disposable consumables. In production operations, we continuously promote electronic operation and file management to reduce paper usage. We also actively drive material recycling and reuse. For materials with recycling value such as cardboard, plastics, iron, and copper, as well as domestic waste generated during operations, the Group collects these centrally and delivers them to qualified resource recovery units for disposal, while establishing complete resource recovery records to improve resource recycling effects. For the internal closed circular economy model, the Group has carried out systematic recycling management of ethanol (alcohol solution) widely used in the production process. To reduce the purchase volume of virgin ethanol, lower chemical use intensity and reduce environmental load, the Group's Pingshan Factory has built three ethanol recovery systems to purify and recover used ethanol through distillation technology for recycling. To ensure the safety, stability and quality consistency of ethanol recovery operations, the Group has formulated and implemented corresponding standard operating procedures covering daily management requirements such as operation control of the ethanol recovery system, storage methods after ethanol recovery, circulation management, equipment maintenance and system environmental cleaning. Meanwhile, the Group has also established relevant quality standards and strictly adheres to related requirements to ensure effective production quality assurance. The Group has not only effectively reduced the use of virgin ethanol, helping to lower operating costs, but also simultaneously reduced the pressure of waste liquid disposal and promoted the closed-loop recycling of resources, reflecting the Group's ongoing commitment to promoting a circular economy, improving resource utilisation efficiency and reducing its environmental footprint. In the future, the Group will actively explore expanding application pathways for circular economy, to product packaging recycling, and collaborate with customers and other stakeholders to broaden the scope of the circular economy, so as to improve material reuse efficiency and reduce the consumption of additional resources.

本集團亦積極推動迴圈經濟模式，現時主要實施開放式迴圈經濟模式。首先，本集團堅持減少使用所有一次性的消耗品。在生產運作中，我們持續推行電子化的營運及檔案管理，減少紙張的用量。我們亦積極推動物料的回收利用，例如對於具有回收再利用價值的紙皮、塑膠、鐵及銅等物料，以及營運時所產生的生活廢棄物，本集團將統一收集後交由具備資質的資源回收單位處置，同時建立完整的資源回收記錄，以提升資源循環利用效果。針對內部的閉合式迴圈經濟模式，本集團特別針對生產過程中大量使用的乙醇(酒精溶液)開展系統化的回收管理。為減少原生乙醇採購量、降低化學品使用強度及減輕環境負荷，本集團的坪山工廠建置了三套乙醇回收系統，以蒸餾技術對使用後的乙醇進行提純回收，並循環使用。為確保乙醇回收作業的安全性、穩定性與質量一致性，本集團已制定並實施相應的標準化作業程序，涵蓋乙醇回收系統的運行控制、乙醇回收後的儲存方式、流轉管理、設備維護及系統環境清潔等日常管理要求。同時，本集團亦建立了相應的質量標準，並嚴格依照相關要求進行把關，以確保生產質量得到有效保障。本集團不僅有效減少新鮮乙醇用量，有助於降低營運成本，亦同步減輕廢液處置壓力，促進資源閉環循環使用，體現本集團在推行循環經濟、提升資源利用效率及降低環境足跡方面的持續承諾。未來，本集團會積極研究拓展迴圈經濟的應用路徑，與客戶及其他持份者協力擴大迴圈經濟範圍，以提升物料再利用效率，減少對額外資源的消耗。

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Hepalink has established basic indicators and targets for promoting circular economy practices to strengthen resource reuse and advance sustainable development. During the Reporting Period, the Group recycled a total of 1,440 tonnes of open-loop recyclables, representing a recycling rate of 75%. The qualitative targets are as follows:

海普瑞針對推動迴圈經濟實踐而訂立了基本的指標及目標，加強資源再利用，推動可持續發展。本集團於本報告期內回收開放式回收物達1,440噸，回收率高達75%；定性目標如下：

Indicator 指標	Target 目標
Improve resource use efficiency 提升資源使用效率	<ul style="list-style-type: none"> Gradually reduce reliance on virgin materials and increase the proportion of recycled or recyclable materials used 逐步減少原生物料的依賴，提高再生或可循環物料的使用比例 Continuously optimise production processes to improve conversion efficiency of energy, water and materials, and reduce resource waste 持續優化生產工藝，提高能源、用水及物料的轉換效率，降低資源浪費
Scope of production material recycling and reuse 生產物料回收再利用範圍	<ul style="list-style-type: none"> Systematically operate the ethanol recovery system to ensure the quality of recycled ethanol is stable and safe for reintegration into production 系統化運作乙醇回收系統，確保回收乙醇之質量穩定、可安全再投入生產 Promote the recycling and reuse of reusable materials such as packaging materials, metals, plastics and paper 推動包裝材料、金屬、塑膠、紙類等可再利用物料的回收與再生利用
Supply chain circularity 供應鏈循環化	<ul style="list-style-type: none"> Require suppliers to provide reusable or eco-friendly packaging materials and comply with the Group's EHS requirements 要求供應商提供可重複使用包材或環保材料，並遵守本集團的EHS要求 Researching ways to increase the proportion of recyclable packaging materials used 研究提高循環包材之使用比例

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環境、社會及管治報告

ECOSYSTEMS AND BIODIVERSITY CONSERVATION

The Group deeply understands that the pharmaceutical industry relies heavily on healthy and resilient natural Ecosystems and biodiversity in raw material sourcing, R&D activities, production and operations.

Although the Group's production lines and operating sites are not located within ecological protection red lines, and there are no ecologically important or sensitive and fragile areas nearby, the Group still strictly complies with domestic and international laws, regulations and policies related to ecological protection, including the Environmental Protection Law of the People's Republic of China, the Environmental Impact Assessment Law of the People's Republic of China and the international Convention on Biological Diversity. This ensures that raw material procurement, R&D processes, production activities and emission management do not damage Ecosystems or generate negative impacts.

In addition, the Group has formulated and implemented the Environmental Protection Management Standard, setting clear requirements for daily environmental management processes such as air pollution control, waste disposal and wastewater treatment, to ensure no adverse impacts on Ecosystems and biodiversity. To strengthen and cultivate employees' understanding of biodiversity conservation concepts and knowledge, the Group will actively arrange training and volunteer activities related to Ecosystems restoration and biodiversity conservation in the future, such as tree planting or beach cleaning, to help employees better understand the importance of nature. The Group actively fulfils its ecological protection responsibilities, reduces the direct and indirect impacts of operations on the natural environment, and continuously promotes the supply chain and relevant stakeholders to jointly improve biodiversity conservation performance.

During the Reporting Year, the Group did not cause any significant impacts on ecological resources, habitats or biodiversity.

生態系統和生物多樣性保護

本集團深切了解製藥產業在原材料取得、研發活動及生產營運等環節中，均高度依賴健康且具韌性的自然生態系統與生物多樣性。

儘管本集團的生產線及營運場址均未位於生態保護紅線內，且周邊亦無具有重要生態功能或屬生態敏感脆弱區域的空間，本集團仍嚴格遵循國內外與生態保護相關的法律法規與政策要求，包括《中華人民共和國環境保護法》《中華人民共和國環境影響評價法》及國際《生物多樣性公約》等，確保原料採購、研發流程、生產活動及排放管理均不對生態系統造成破壞或產生負面影響。

此外，本集團制定並實施了《環保管理規範》，對空氣污染控制、廢棄物處置、污水處理等日常環境管理流程作出明確要求，確保不對生態系統與生物多樣性造成不利影響。為加強及建立海普瑞員工對生物多樣性保護理念和知識，本集團在未來亦會積極安排與生態系統復育及生物多樣性保護相關的培訓及志願活動，如植樹或淨灘活動等，讓員工更了解大自然的重要性。本集團積極落實生態保護責任，降低營運對自然環境的直接與間接影響，並持續推動供應鏈及相關利益相關方共同提升生物多樣性保護水平。

於本報告年度內，本集團沒有對任何生態資源、棲息地及生物多樣性造成重大影響。

RESPONSE TO CLIMATE CHANGE

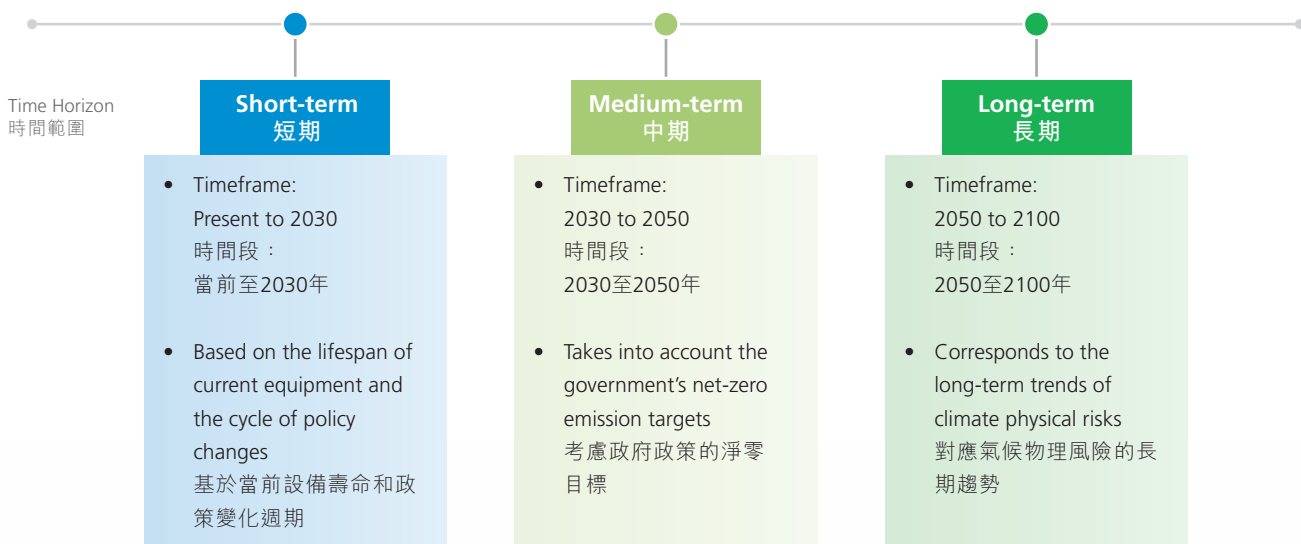
Climate-related Strategies

The Group has been closely monitoring climate change issues, recognizing them as a critical concern. We fully understand that climate change can lead to extreme weather events, which may pose short-, medium-, and long-term impacts on our business operations, value chain, strategic decision-making, and financial performance. Consequently, we are committed to conducting scenario analysis across various time horizons to identify and evaluate climate-related physical risks and opportunities. This enables us to monitor and assess potential impacts on the Group, while formulating and implementing specific mitigation and adaptation measures. Through these strategies, we strive to reduce greenhouse gas emissions from our operations and minimize any adverse effects on the Group.

The Group conducted climate-related scenario analysis under two scenarios and three time horizons to identify physical risks and transition risks. Physical risks include acute and chronic risks, which under extreme weather and climate change conditions may respectively exert immediate and long-term impacts on the Group's operations. Transition risks include regulatory, technological, market and reputational risks arising from the implementation of stringent climate laws and regulations.

Time Horizons

The time horizons are selected based on the nature of the industry and the Group's climate targets, for the assessment of climate-related risks, setting of targets and strategic decision-making, ensuring that the time horizons are aligned with our comprehensive climate adaptation measures and directions. The time horizons are defined as follows:



應對氣候變化

氣候策略

本集團一直關注氣候變化議題，我們認為氣候變化是一個關鍵問題，深明氣候變化可引致惡劣的天氣情況，對業務營運、價值鏈、戰略決策和財務績效產生短期、中期和長期影響。因此我們致力於在不同時間範圍進行情景分析，識別和評估與氣候相關的物理風險和機遇，以監測和評估對本集團可能的影響，制定和應用具體的緩解和適應措施和戰略，減少業務營運所帶來的溫室氣體排放以減少對本集團的負面影響。

本集團根據兩種情景和三種時間範圍開展了氣候相關情景分析，以確定物理風險、轉型風險。物理風險包括急性和慢性風險，在極端天氣和氣候變化下，這些風險可能分別對本集團運營產生立即和長期的影響。轉型風險包括因為實施嚴格、嚴格的氣候法規和法律而帶來的監管、技術、市場和聲譽風險。

時間範圍

根據行業本質和本集團氣候目標，選擇時間範圍，評估氣候相關風險、設定目標和戰略決策，確保時間範圍符合我們全面的氣候適應措施和方向。時間範圍的定義如下：

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Risk Identification

In accordance with the Hong Kong Stock Exchange reporting framework and extensive industry research, the Group regularly conducts climate-related risk assessments by detailed risk categories. On this basis, we analyze the short-, medium-and long-term impacts of each risk category in light of the Group's business conditions and development strategy, as well as the concerns of internal and external stakeholders.

Climate-related risks are divided into two major categories: risks associated with the transition to a low-carbon economy and risks associated with physical impacts under climate change, as follows:

Transition Risks

轉型風險

- Policy and legal
政策及法律
- Technological
科技
- Market
市場
- Reputational
聲譽

Physical Risks

物理風險

- Acute
急性
- Chronic
慢性

Overall, the Group has not identified any significant high risks in either the physical risk or transition risk dimensions.

Climate Scenarios

The Group has conducted climate-related scenario analysis using the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report's Shared Socioeconomic Pathways (SSP) and the International Energy Agency (IEA)'s Global Energy and Climate Model (GEC Model) for physical risk analysis and transition risk analysis respectively, to assess climate resilience. Scenario analysis evaluates the Group's climate adaptability and helps to understand conditions that may alter the Group's financial position and operations due to climate change, enabling us to identify our climate vulnerabilities and develop safeguards and strategies to enhance the resilience of our business model and value chain.

風險識別

依據香港聯交所匯報框架和廣泛的同業調研，本集團定期按照詳細的風險類型開展氣候相關風險的評估，在此基礎上，我們根據本集團業務狀況和發展戰略，以及內部和外部利益相關方關注點，分析了每個風險類型與短期、中期和長期影響。

氣候相關風險分為兩大類：與低碳經濟轉型相關的風險及與氣候變化下物理影響的相關風險，如下所示：

整體來說，本集團在物理風險及轉型風險兩個維度，均沒有發現重大的高風險。

氣候情景

本集團已經通過使用聯合國政府間氣候變化專門委員會（「IPCC」）第六次評估報告《共享社會經濟路徑》（「SSP」）和國際能源署（「IEA」）的《全球能源與氣候模型》（「GEC模型」）分別進行氣候相關情景分析，以分別進行物理風險分析和轉型風險分析，以評估氣候恢復力。情景分析評估本集團的氣候適應能力，並有助於瞭解由於氣候變化而可能改變本集團財務狀況和業務的情況，以便我們能夠確認我們的氣候缺陷，並制定防範措施和策略，以提高我們的業務模式和價值鏈的彈力。

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Conducting Climate Change Scenario Analysis

進行氣候變化情景分析

- Define two climate scenarios: low-emission and high-emission
定義低排放和高排放兩種氣候情景
- Analyze using public scenario models
結合公開情景模型進行分析
- Obtain quantitative/qualitative parameters for both scenarios respectively
分別得到兩個情境下的定量/定性參數

Assessing the Timing and Extent of Climate Change Impacts on Company Operations

評估氣候變化對公司經營的影響時間與程度

- Based on scenario analysis results, assess the short-, medium- and long-term impacts of climate-related risks and opportunities in light of the business characteristics and geographical locations of the Group and its member enterprises
根據情景分析結果，基於集團和各成員企業業務特點及地理位置，評估氣候相關風險和機遇的短期、中期及長期影響

Scenario Analysis Principles

To more accurately assess climate-related physical risks and transition risks, the Group adopts a multi-scenario analysis framework to conduct forward-looking assessments of potential risks in the Group's major operating regions under global warming scenarios of 1.5°C and 3°C, covering the short-term (2030), medium-term (2050) and long-term (2100).

For physical risk assessment, we have selected representative IPCC Shared Socioeconomic Pathways (SSPs) scenarios:

- SSP1-2.6: Represents a sustainable development pathway with active emission reduction, highly aligned with the 1.5°C temperature control target of the Paris Agreement;
- SSP3-7.0: Represents a scenario of intensified regional competition and high greenhouse gas emissions, corresponding to severe physical risks under higher warming (close to 3°C or above).

For transition risk assessment, we mainly refer to two core scenarios from the International Energy Agency (IEA)'s Global Energy and Climate Outlook:

- Net Zero Emissions by 2050 Scenario (NZE): Outlines the possible pathways for the world to achieve net-zero emissions by 2050 and their profound impacts on energy, finance and industries, highly consistent with the Group's climate transition plan and carbon reduction commitments;
- Stated Policies Scenario (STEPS): Reflects the actual implementation results of current implemented and announced policies, used to examine the potential exposure to transition risks under the Group's existing policy environment and business conditions.

情景分析原則

為更精準評估氣候相關物理風險及轉型風險，本集團採用多情景分析框架，對本集團主要運營區域在全球溫升1.5°C及3°C情境下的潛在風險進行前瞻性評估，時間跨度涵蓋短期（2030年）、中期（2050年）及長期（2100年）。

在物理風險評估方面，我們選取了具代表性的IPCC共享社會經濟路徑(SSPs)情景：

- SSP1-2.6：代表積極減排、與《巴黎協定》1.5°C溫控目標高度一致的可持續發展路徑；
- SSP3-7.0：代表區域競爭加劇、溫室氣體高排放的情景，對應較高溫升（接近3°C或以上）下的嚴重物理風險。

在轉型風險評估方面，我們主要參考國際能源署(IEA)《全球能源與氣候展望》(Global Energy and Climate Outlook)中的兩個核心情景：

- 淨零排放情景(Net Zero Emissions by 2050 Scenario, NZE)：闡述全球於2050年實現淨零排放的可能路徑及對能源、金融、產業的深遠影響，與本集團氣候過渡計劃及減碳承諾高度契合；
- 現有政策情景(Stated Policies Scenario, STEPS)：反映當前已實施及已宣布政策的真實執行結果，用以檢視在本集團現有政策環境與業務條件下，過渡風險的潛在暴露程度。

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The selection of the above scenarios ensures that the risk assessment results are highly consistent with the Group's business planning, strategic direction, climate transition plan and publicly announced medium-and long-term carbon reduction targets, providing a scientific and robust analytical basis for the subsequent formulation of targeted climate adaptation and mitigation strategies.

上述情景的選擇，確保了風險評估結果與本集團的業務規劃、戰略方向、氣候轉型計劃及已公開的中長期減碳目標保持高度一致，為後續制定具針對性的氣候適應與減緩策略提供科學、穩健壯的分析基礎。

Low-Emission Scenario 低排放情景

High-Emission Scenario 高排放情景

Scenario Definition 情景定義

Ambitious climate action limits global warming to 1.5°C or well below 2°C, achieving carbon neutrality (net-zero emissions) by 2050
具有雄心的氣候行動使全球變暖被限制在1.5°C或遠低於2°C。在2050年達到碳中和(淨零排放)

Global climate policy is nearly stagnant; the economy is highly dependent on fossil fuels, clean technology development lags severely, greenhouse gas emissions remain high, and warming exceeds 3°C by the end of the century

全球氣候政策幾近停滯，經濟高度依賴化石燃料，清潔技術發展嚴重落後，溫室氣體排放持續高企，本世紀末升溫超過3°C

Rationale for Selection 選擇理由

To achieve net-zero greenhouse gas emissions by 2050 and limit the temperature rise to within 1.5°C above pre-industrial levels by 2100

This scenario is selected to assess the impact of ambitious climate action required to meet the Paris Agreement's 1.5°C or well-below 2°C target, with a focus on transition risks.

到2050年實現溫室氣體淨零排放，到2100年將氣溫升幅控制在比工業化前水準高1.5°C以內選擇此情景以評估為了實現《巴黎協定》1.5°C或遠低於2°C目標而進行的具有雄心的氣候行動的影響，在該情景下，我們將更加關注轉型風險。

To maintain greenhouse gas emission levels stable by 2050, reduce emissions by 2100, and result in a temperature rise exceeding 3°C

As a worst-case stress test, this scenario is used to evaluate the maximum impact of extreme physical risks on the asset portfolio, supply chain and operating sites when international cooperation collapses and transition stagnates, ensuring the Group's resilience under the harshest conditions.

到2050年維持溫室氣體排放水平穩定，到2100年降低排放水平，並將溫度升幅超過3°C作為最壞情況壓力測試，用以評估國際合作崩解、轉型停滯時，極端物理風險對資產組合、供應鏈及營運據點的最大衝擊，確保本集團在最嚴峻條件下仍具備韌性。

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Low-Emission Scenario 低排放情景

High-Emission Scenario 高排放情景

Scenario Narrative 情景敘述

The world recognizes the severity of climate change; countries scale up climate action and immediately implement stringent policy measures to reduce emissions, aiming to limit global warming to 1.5°C or well below 2°C by the end of the century. Technological progress and heightened awareness drive the transition to low-carbon, low-energy consumption, while markets shift toward more climate-friendly production and consumption. Pressure from civil society and consumers on corporate climate action also increases.

全世界意識到氣候變化的嚴峻性，各國加大氣候行動力度，立即使用嚴厲的政策措施減少排放，以期將本世紀末全球變暖控制在1.5°C或遠低於2°C。技術進步和意識提升促進低碳、低能耗轉型，同時市場也轉向更加氣候友好的生產和消費。公民社會和消費者對企業氣候行動的壓力也在增加。

International climate agreements fail; countries restart coal, oil and gas extraction, and carbon pricing and emission reduction policies are abolished.

Technological innovation deviates from low-carbon pathways, and population and resource demand surge. Frequent extreme weather, sea-level rise and Ecosystems collapse pose significant physical risks to the Group's Asia-Pacific operating bases and investment portfolio.

國際氣候協定失效，各國重啟煤炭與油氣開採，碳定價與減排政策被廢除。技術創新偏離低碳路徑，人口與資源需求激增。極端天氣、海平面上升與生態崩潰頻發，對本集團亞太營運基地與投資組合構成重大物理風險。

Key References 主要參考

IPCC SSP1-2.6: The world adopts strong climate policies and technological innovation, prioritizes clean energy, and achieves the 1.5°C or well-below 2°C temperature control target.

IPCC SSP1-2.6：全球採取強有力的氣候政策和技術創新，以清潔能源為主，實現1.5°C或遠低於2°C的溫控目標。

IEA NZE: The energy system decarbonizes rapidly, relying on renewable energy, electrification and technological breakthroughs, supported by strong international policies. Global carbon neutrality is achieved by 2050.

IEA NZE：能源系統快速脫碳，依賴可再生能源、電氣化和技術突破，並需強有力的國際政策支持。全球在2050年實現碳中和。

IPCC SSP3-7.0: Climate policy is nearly stagnant. The economy is highly dependent on fossil fuels, greenhouse gas emissions remain high, and warming exceeds 3°C by the end of the century. Risks of extreme climate events, sea-level rise and Ecosystems collapse are extremely high.

IPCC SSP3-7.0：氣候政策幾近停滯。經濟高度依賴化石燃料，溫室氣體排放持續高企，本世紀末升溫超過3°C。極端氣候、海平面上升與生態系統崩潰風險極高。

IEA STEPS: New climate policies are introduced, and emission levels remain stable or decline slightly by 2050, but fall far short of net-zero targets. Global warming trends toward 3°C or higher, exacerbating physical risks.

IEA STEPS：引入新的氣候政策，排放水平在2050年維持或略有下降，但遠未達淨零目標。全球變暖趨向3°C或更高，物理風險加劇。

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Resilience to climate change

The Group's management has identified and prioritized the assessment of climate-related risks, and conducted questionnaire surveys based on the selected scenario analysis to understand the impact extent and time horizon of such risks. Discrepancies in the survey results may arise from differences in management's awareness of climate issues and professional judgment criteria. To address this issue, the Group will continue to strengthen climate awareness among the management and employees.

Through discussions on climate scenarios, the Group has identified the following short-term (1–3 years), medium-term (3–5 years) and long-term (5–10 years) climate-related risks across the two dimensions of transition risks and physical risks, and analyzed their potential impacts on the Group's operations. We have formulated targeted adaptation and mitigation measures for specific risks. The table below outlines the survey findings.

對氣候變化的抵禦力

本集團管理層已識別並優先評估氣候相關的風險，基於選定情景分析通過問卷調查以瞭解其影響程度及時間範圍。調查結果存在的差異可能源於管理人員對氣候問題的認知程度及專業判斷標準不同所致。為解決此問題，本集團將持續加強管理層及員工的氣候意識。

通過氣候情景討論，本集團在轉型風險和物理風險兩個維度識別出了以下短期(1–3年)、中期(3–5年)和長期(5–10年)的氣候相關風險及它們對本集團運營的潛在影響進行了分析。我們針對性地制訂具體風險的適應與緩解措施。下表概述調查結果。

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Risk types 風險類型	Risk 風險	Scenario 情景	Time Horizon 時間範圍			Potential Financial Impact 潛在財務影響	Mitigation/Adaptation Measures 緩解/適應措施
			Short-term 短期	Medium-term 中期	Long-term 長期		
Climate-Related Transition Risks							
氣候相關轉型風險							
Policies and Laws Risks 政策及法律	Increase in carbon price 碳價格提高	1.5℃	Medium 中	Medium 中	Medium 中	Stricter energy management requirements lead to higher compliance costs and carbon price adjustments, resulting in increased overall production/operating costs 由於能源管理要求趨嚴，增加合規成本及碳價格調整，導致總體生產/營運成本增加	To alleviate future carbon tax burdens, the Group is implementing/ planning to adopt the following measures: 為減輕未來碳稅負擔，集團正/計畫採用以下措施： <ul style="list-style-type: none"> Prioritize local and nearby suppliers when developing new suppliers to reduce carbon emissions in the value chain, improve procurement efficiency and lower procurement material costs 開發新供應商時優先選用本地和距離較近的供應商，減少價值鏈碳排放、提高採購效率、降低採購物料成本 Promote emission reduction through supplier evaluation and participation; formulate the EHS Management Specification for Material Suppliers, requiring material suppliers to have environmental protection systems, procedures, environmental emergency response plans, environmental impact assessments, environmental risk assessments and corresponding control measures 透過供應商評價與參與推動減排，制定了《物料供應商EHS管理規範》，要求物料供應商有環保相關制度、流程、環保應急預案及環評、環保風險評估及對應管控措施 Prioritize the use of more environmentally friendly equipment, purchase energy-labeled equipment, and use energy-saving lighting fixtures 優先選用較環保的設備，購買附有節約能源標籤的設備、使用節能的照明燈具 Reduce greenhouse gas emissions from business travel and related transportation 減少商旅出差及其相關交通運輸產生的溫室氣體 Plan to purchase green/low-carbon energy to increase the proportion of green electricity usage 計畫購買綠色/低碳能源，提升綠電使用比例
		3℃	Low 低	Low 低	Low 低		

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Risk types 風險類型	Risk 風險	Scenario 情景	Time Horizon 時間範圍			Potential Financial Impact 潛在財務影響	Mitigation/Adaptation Measures 緩解/適應措施
			Short-term 短期	Medium-term 中期	Long-term 長期		
Policies and Laws Risks (continued) 政策及法律(續)	Strengthened emission reporting requirements 加強排放報告的 要求	1.5℃ 3℃	Medium 中	Medium 中	Medium 中	Increasing regulatory and industry requirements for calculating greenhouse gas emissions across the value chain, stricter climate-related disclosure and energy management requirements lead to higher compliance and operating costs in the value chain. Calculation of greenhouse gas emissions across the value chain, stricter climate-related disclosure and energy management requirements lead to higher compliance and operating costs in the value chain. The supervision and industry requirements are increasing day by day, and the requirements for climate-related disclosure, energy management requirements are increasing, increasing compliance and operating costs.	<ul style="list-style-type: none"> Conduct a comprehensive climate risk and vulnerability assessment of operations, supply chains and geographical locations; invest in R&D of sustainable technologies; establish a complete emissions database; optimize climate-related reporting processes; participate in reporting standards training; meet requirements of Hong Kong Stock Exchange, SZSE, and IFRS S2, avoiding penalties such as fines 對營運、供應鏈及地理位置進行全面氣候風險與脆弱性評估、投資研發可持續技術、建立完整排放數據庫、優化與氣候相關的報告流程、優化與氣候相關的報告流程、參加報告準則培訓、確保滿足香港聯交所、深交所與IFRS S2要求，避免罰款等處罰 Conduct annual carbon emission verification of major operating factories including Hepalink and Shenzhen Techdow Pharmaceutical Co., Ltd to evaluate carbon reduction effectiveness and explore carbon reduction opportunities 每年度對海普瑞、天道醫藥等主要的運營工廠碳排放情況進行核查，以評估減碳成效，探索減碳機會 Engage professional environmental consulting firms to conduct risk assessments on environmental safety management covering emission control and emergency response to identify potential risks and formulate improvement measures to enhance compliance 邀請專業環保諮詢公司對環境安全管理進行風險評估，涵蓋排放控制及緊急應變等範疇，以識別潛在風險並制定改善措施，提升合規性 Establish a Safety Committee responsible for making decisions on major environmental management safety matters; set up environmental protection management structures at each factory; carry out daily environmental management to ensure production and operations comply with environmental laws and regulations 成立安全委員會，負責決策環境管理的重大安全事務、成立各工廠環保管理組織架構、開展環保日常管理，確保生產運營符合環保法規要求 Enhance the Company's understanding of the impact of climate-related risks on business operations through training courses; meanwhile, encourage employees to participate in various environmental protection activities to raise employee awareness of environmental protection and management 通過培訓課程，增進公司對氣候相關風險對業務運營的影響的理解。同時，鼓勵員工參與各類的環保活動，以提升員工環境保護與管理的意識

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			Short-term 短期	Medium-term 中期	Long-term 長期		
Technology Risks 技術風險	Costs of transitioning to lower-emission technologies 轉型至較低排放技術的成本	1.5°C	Medium 中	Medium 中	Medium 中	Stricter climate-related disclosure and energy management requirements necessitate transition to low-carbon emission technologies, leading to increased costs for the installation of high-efficiency equipment and procurement of green power/new technologies 由於氣候相關披露、能源管理要求趨嚴，需轉型至低碳排放技術，導致高效設備安裝的實施、綠色電力/新技術的採購成本增加	<ul style="list-style-type: none"> Plan to install photovoltaic panels for self-consumption to reduce long-term costs 計劃鋪設光伏板，自發自用，以降低長期成本 Invest in R&D of sustainable technologies and provide sustainability training for employees to cultivate energy-saving awareness 投資可持續技術研發、為員工提供可持續發展培訓，培養節能意識 Prioritize the procurement of energy-saving, high-efficiency and environmentally friendly equipment meeting national and industry recommended standards, and actively introduce energy-saving and emission-reduction processes and technologies 優先採購符合國家及行業推薦標準之節能、高效及環保型設備，積極引入節能減排工藝與技術
		3°C	Low 低	Low 低	Low 低		
Reputation Risks 聲譽風險	Increased stakeholder attention or negative stakeholder feedback 持份者的關注程度提高或持份者的負面回饋	1.5°C	Low 低	Medium 中	Medium 中	Increased stakeholder attention and opinions, or reputational damage due to inadequate climate change response actions, leading to investor divestment and reduced capital availability 持份者的關注及意見增加，或因缺乏應對氣候變化的行動而造成聲譽損害，導致投資者撤資，資本可用性減少	<ul style="list-style-type: none"> Communicate regularly with stakeholders on the Company's proactive climate change mitigation initiatives to improve ESG ratings and brand attractiveness, avoiding customer churn and divestment pressure 與持份者定期溝通公司應對氣候變化減緩的積極舉措，提升ESG評級及品牌吸引力，避免客戶流失、撤資壓力
		3°C	Low 低	Low 低	Low 低		

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			Short-term 短期	Medium-term 中期	Long-term 長期		
Climate-Related Physical Risks 氣候相關物理風險							
Acute Risks 急性風險	Occurrence of extreme weather events 極端天氣事件的發生	1.5℃	Low 低	Low 低	Low 低	Supply chain disruptions, production interruptions, asset damage, operational disruptions and rising insurance premiums resulting in direct economic losses 供應鏈中斷、生產中斷、資產損壞、營運中斷及保險費用上升，導致直接經濟損失	<ul style="list-style-type: none"> Integrate climate risks into financial planning, stress testing and scenario analysis; conduct vulnerability assessments of geographical locations and develop mitigation/adaptation measures 將氣候風險納入財務規劃、壓力測試與情景分析、對地理位置進行脆弱性評估，建立緩解/適應措施 Purchase corporate property casualty insurance to reduce the impact of climate risks on assets and operations 購買公司財產意外保險，降低氣候風險對資產與營運造成的影響 Establish the Accident Prevention and Emergency Rescue Plan and develop emergency response plans for extreme or severe weather such as typhoons, rainstorms and high temperatures. In the event of severe weather including typhoons, rainstorms and extreme heat, corresponding emergency response measures will be activated based on the early warning level to ensure business continuity and significantly reduce losses and insurance costs 建立《事故預防及應急救援預案》，實施針對颱風、暴雨、高溫等極端或惡劣天氣建立緊急應變計畫。如遇上颱風、暴雨及酷熱等惡劣天氣，將根據相應的預警等級啟動相對應的緊急應變措施，確保業務連續性並大幅降低損失與保險成本 Strengthen building structures/reinforce greening trees; conduct regular safety inspections and maintenance on exterior walls of production and office areas; regularly arrange cleaning of sewage pumps and drainage pipe outlets 強化建築物結構/加固綠化樹木，定期對生產辦公區域外牆安全檢查維護、定期安排排汙泵、排水管道排汙口清理 Organize regular disaster prevention and fire evacuation drills, strengthen daily safety inspections, and equip emergency equipment and facilities to ensure employee safety 定期組織防災應對、消防疏散演習，加強日常安全檢查，並配備應急設備設施以保障員工安全 Implement the ISO14001 Environmental Management System to regulate and control environmental impacts 實施ISO14001環境管理體系，以規範和控制環境影響
	3℃	Low 低	Medium 中	Medium 中			

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			Short-term 短期	Medium-term 中期	Long-term 長期		
Acute Risks (continued) 急性風險(續)	Occurrence of extreme weather events (continued)	1.5℃	Low 低	Low 低	Low 低	Supply chain disruptions, production interruptions, asset damage, operational disruptions and rising insurance premiums resulting in direct economic losses (continued) 供應鏈中斷、生產中斷、資產損壞、營運中斷及保險費用上升，導致直接經濟損失(續)	<ul style="list-style-type: none"> Engage professional consultants to provide training for relevant personnel on climate-related risk and opportunity management to enhance understanding of climate-related risks and opportunities and climate analysis capabilities 邀請專業顧問對相關人員進行氣候相關風險與機遇管理方面的培訓，增進對氣候相關風險與機遇的理解、氣候分析能力 Continuously promote material diversification, domestic substitution and development of alternative single suppliers to improve supply chain resilience and delivery stability 持續推進物料多元化、國產化替代與單一供應商開發，提升供應鏈韌性與交付穩定性 Vertically integrate the entire heparin industrial chain to facilitate industrial synergy, ensure supply chain stability and safety on the basis of effective cost control, and mitigate the impact of extreme weather on the supply chain 已垂直打通肝素全產業鏈，有利產業協同，在有效管控成本的基礎上保證供應鏈的穩定、安全，減緩極端天氣對供應鏈的影響 Strengthen sales-production-supply synergy; establish a safe and healthy inventory management mechanism through market insight, supply-demand analysis, dynamic monitoring, rational production scheduling and optimized management of the supplier resource pool; implement early warning and regulation measures to maintain inventory levels within a healthy and reasonable range; avoid high-inflation goods, materials and resources caused by frequent extreme weather and high market demand, and ensure timely and safe product delivery 加強銷產供協同，通過市場洞察、供需分析、動態監測、合理排產、優化管理供應商資源庫，建立制定安全、健康庫存管理機制，實施預警及調控舉措，將庫存水準控制在健康合理範圍內，避免因頻繁極端天氣和市場需求高而產生高通脹率的貨物、材料和資源，確保產品及時、安全交付
	極端天氣事件的發生(續)	3℃	Low 低	Medium 中	Medium 中		

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			Short-term 短期	Medium-term 中期	Long-term 長期		
Chronic Risks 慢性風險	Average temperature rise 平均升溫	1.5℃	Low 低	Low 低	Low 低	Increased energy use, e.g., higher cooling demand leading to greater air conditioning usage, rising electricity costs or increased operating expenses from cooling-related measures 能源使用增加，例如冷卻需求增加，導致空調使用增加，電費上升或為降溫採取相關措施導致運營費用增加	<ul style="list-style-type: none"> Implement energy-saving practices, turn off unnecessary lights and air conditioners, optimize air conditioning zone control by changing centralized air conditioning control to independent control for rooms and equipment rooms on different floors 實施節能的慣例，關掉並非必需的電燈及空調、開展優化空調區域控制，將不同樓層房間、機房的空調由集中控制改為獨立控制 Implement the High Temperature Prevention Emergency Plan, distribute heatstroke prevention and cooling medicines to personnel in relevant departments, strengthen safety inspections of power supply systems and outdoor facilities to prevent fires caused by overheated equipment, enhance management of outdoor working hours and supervision of outdoor workers to prevent incidents such as heatstroke among employees due to prolonged outdoor work 實施《預防高溫應急預案》，向有需要的部門人員發放防暑降溫藥品、加強供電系統、室外設施的安全檢查力度，防止出現因設備溫度過高引發火災、加強對戶外作業時間的管理和戶外作業人員的監管，防止員工因長時間在戶外作業發生中暑等事故 Implement the ISO50001 Energy Management System to reduce energy consumption 實施ISO50001能源管理體系降低能源消耗
		3℃	Low 低	Low 低	Low 低		



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Limitations

For the fiscal year 2025, the Group has developed its climate disclosure framework by reference to Hong Kong Stock Exchange ESG Code, SZSE requirements on sustainability report preparation, and IFRS S2 requirements, integrating industry practices and the latest scientific research. Nevertheless, scenario analysis has inherent limitations; it cannot fully encompass all potential climate risks, and its outcomes are affected by data quality, the accuracy of assumptions and technical conditions. We will continue to monitor emerging risks, optimize the analysis process, and welcome valuable feedback from stakeholders to enhance the accuracy and reliability of future disclosures.

Future Improvements

Based on the climate scenario analysis conducted during the reporting period and the financial impact assessment for the current reporting year, no material climate risks or quantifiable financial impacts were identified. In accordance with the materiality principle advocated by the climate-related disclosure requirements of the Hong Kong Stock Exchange and SZSE, the Group considers that the disclosure of climate scenario analysis, transition plans and opportunity-related information in the absence of material risks would be immaterial to stakeholders. Accordingly, we have focused disclosure on the results of scenario analysis to improve transparency at the outcome level. Furthermore, the Group is in the early stages of climate-related disclosure. This report does not currently provide quantitative assessments of the short-, medium- and long-term financial impacts of climate risks (e.g., carbon tax burdens) and opportunities (e.g., solar industry expansion). Going forward, we will strengthen our scenario analysis capabilities and gradually introduce quantitative models to assess the magnitude and probability of potential financial impacts. We will also explore the flexibility of financial resources and develop response strategies targeting the key impacts identified through analysis. On this basis, we will formulate a comprehensive climate transition plan to enhance the Group's climate adaptation and resilience, ensuring sustainable business development.

Current Financial Impact

The Group has translated scenario analysis results into sensitivity tests on key economic variables to assess the potential impact of climate-related risks and opportunities on its financial position. For the fiscal year 2025, following a comprehensive assessment, it is confirmed that climate-related risks (including floods, typhoons, increases in carbon taxes or carbon pricing mechanisms) have not yet had a material current impact on the Group's financial position, operating results or cash flows.

限制

於2025財年，本集團參考香港聯交所ESG守則、深交所關於可持續發展報告編制要求及IFRS S2要求，整合行業慣例及最新科學研究制定氣候披露框架。然而，情景分析存在固有限制，無法全面涵蓋所有潛在氣候風險，且其結果受數據質量、假設準確性及技術條件影響。我們將持續監察新興風險，優化分析流程，並歡迎持份者提供寶貴反饋，以提升未來披露的精確性和可靠性。

未來改進

跟據在報告期內進行的氣候情景分析及當個報告年財務影響評估，沒有發現重大的氣候風險及量化財務影響。按照香港聯交所以及深交所的氣候相關披露要求提倡的重要性原則，本集團認為在不重要風險情況下披露的氣候情景分析、轉型計劃及機遇相關信息均為對持份者的不重要信息。所以，我們重點地披露了情景分析結果，以提升結果層面的透明度。此外，本集團正處於氣候相關披露的早期階段，本報告暫未提供氣候風險（如碳稅負擔）及機遇（如太陽能產業擴張）對短期、中期及長期財務影響的定量評估。未來，我們將強化情景分析能力，逐步引入量化模型，評估潛在財務影響的規模與概率。我們亦將探討財務資源的靈活性，針對分析識別的關鍵影響制定應對策略。在此基礎上，我們將制定全面氣候過渡計劃，提升本集團的氣候適應與韌性，確保業務可持續發展。

當前財務影響

本集團已將情景分析結果轉化為對主要經濟變量的敏感性測試，用以評估氣候相關風險與機遇對財務狀況的潛在影響。於2025財年內，經全面評估後確認：氣候相關風險（包括洪水、颱風、碳稅或碳定價機制上升等）尚未對本集團的財務狀況、經營業績或現金流量構成重大當前影響。

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During the reporting period, the Group did not record material asset losses arising from extreme weather events, nor did it realize significant gains in the current period from green technology or sustainable investment projects. The Group will continue to closely monitor the impact of climate factors on financial performance and commits to gradually introducing more refined quantitative disclosures in future reports; any material financial impact will be promptly disclosed in compliance with regulatory requirements.

Projected Financial Impact

The Group has conducted multi-scenario analysis and made initial attempts to map physical and transition risks to financial impacts. However, constrained by uncertainties in external scenario parameters (including variability in policy pathways, technology cost curves and regional climate projections), internal data granularity and the current maturity of models, we consider that a sufficiently robust foundation is not yet available at this stage to make specific quantitative forecasts or range estimates of future financial impacts. Accordingly, this report does not currently disclose the projected financial impact amounts of climate-related risks and opportunities on the profit and loss account, balance sheet, cash flows or capital requirements in the medium and long term.

The Group will adopt a prudent and gradual approach to continuously improve its methodology, focusing on:

- Further improving the correlation analysis between historical loss data and climate events;
- Strengthening model benchmarking with international peers and professional institutions;
- Introducing quantitative results in an orderly manner only when internal and external conditions are more mature and the uncertainty of key assumptions is significantly reduced.

報告期內，本集團未錄得因極端天氣事件導致的重大資產損失，亦無因綠色技術或可持續投資項目而在當期實現顯著收益。本集團將持續密切監測氣候因素對財務表現的影響，並承諾於未來報告中逐步引入更精細的量化披露；一旦出現重大財務影響，將按監管要求及時披露。

預計財務影響

本集團已開展多情景分析，並初步嘗試將物理風險與轉型風險映射至財務影響。然而，受限於外部情景參數的不確定性（包括政策路徑、技術成本曲線及區域氣候投影的變動性）、內部數據精細度以及當前模型成熟度，我們認為現階段尚未具備足夠穩健的基礎，對未來財務影響作出具體的量化預測或區間估計。因此，本報告暫不披露氣候相關風險及機遇在中期及長期對損益、資產負債表、現金流或資本需求的預計財務影響金額。

本集團將採取審慎漸進的做法，持續改進方法學，重點包括：

- 進一步完善歷史損失數據與氣候事件的關聯性分析；
- 加強與國際同業及專業機構的模型對標；
- 待內外部條件更為成熟、主要假設的不確定性顯著降低後，再有序引入量化結果。

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We commit to maintaining the highest standards of transparency and prudence. Once a reliable and verifiable quantitative foundation is established, relevant projected financial impacts will be disclosed in due course in subsequent reports. At the current stage, we remain focused on qualitative analysis and treat climate-related uncertainties as an important consideration in strategic planning and risk management.

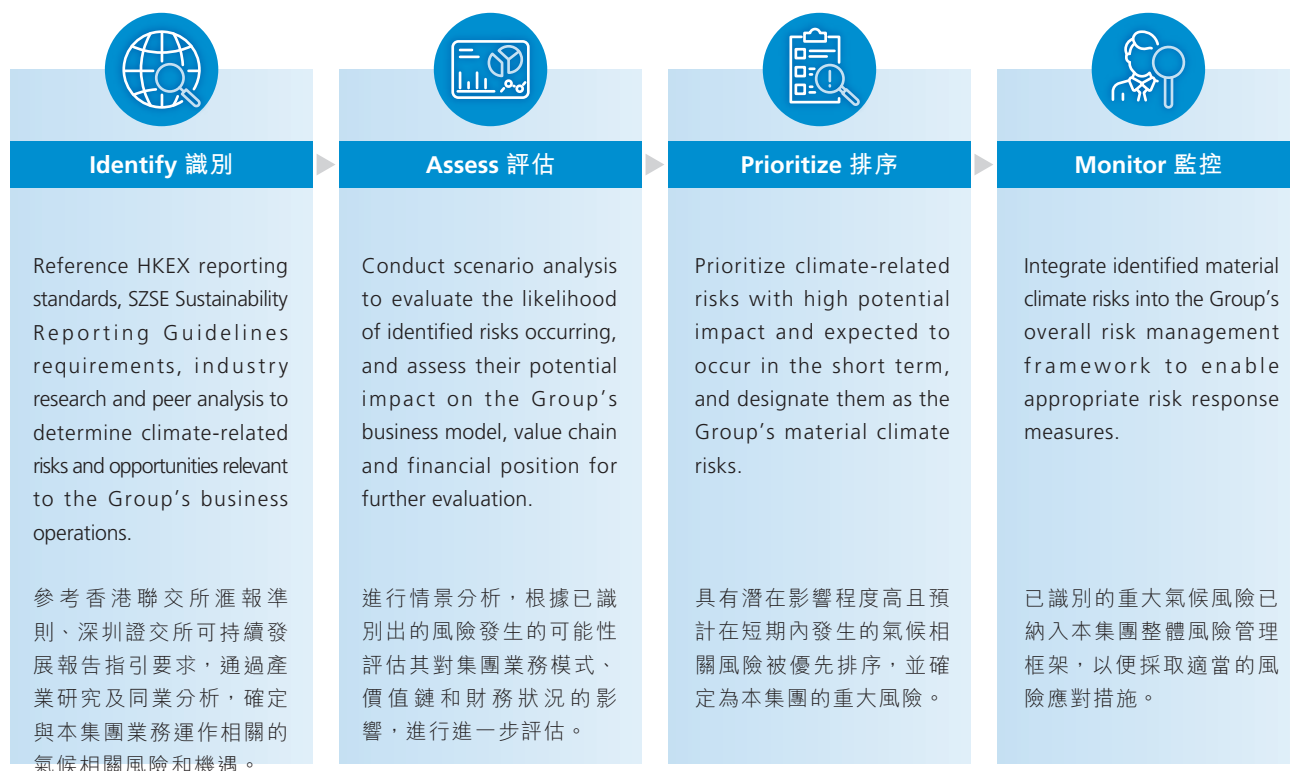
CLIMATE RISK MANAGEMENT

The Group has established a comprehensive risk management framework to regularly monitor, manage and review climate-related risks. The analysis is performed annually, with the results submitted to the Board of Directors for review. During the reporting period, we identified six physical and transition risks with a relatively significant impact on our business. The Sustainability Task Force manages climate-related risks through the approaches described below.

我們承諾保持最高標準的透明度與謹慎性，一旦具備可靠、可驗證的量化基礎，將於後續報告中適時披露相關預計財務影響。現階段，我們仍以定性分析為主，並將氣候相關不確定性作為戰略規劃與風險管理的重要考慮因素。

氣候風險管理

本集團制定了綜合風險管理框架，以定期監控、管理和審查氣候相關風險。該分析每年進行一次，並將結果提交給董事會審閱。於報告期間，我們識別出六種對我們的業務有較大影響的物理及轉型風險。可持續發展工作組採取如下所述的方法來管理與氣候相關風險。



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CLIMATE INDICATORS AND TARGETS

The Group has established various climate indicators and targets for GHG emissions and energy consumption to effectively track performance against climate-related risks and opportunities, monitor the progress of managing such risks and opportunities, help the Group align with international climate goals, and contribute to the transition to a low-carbon economy.

Targets

We have set carbon reduction targets to be achieved by or before 2030 (short-term target year), 2035 (medium-term target year) and 2050 (long-term target year), with fiscal year 2025 as the baseline, and the scope is generally consistent with this report. Corresponding management strategies have been formulated to achieve the carbon reduction targets. To demonstrate our commitment to the transition to a low-carbon economy, we will gradually reduce greenhouse gas emissions and contribute to the global effort to limit the temperature rise to below 1.5°C.

Greenhouse Gas Management Targets

	Unit 單位	Target Year 目標年	Target 目標*	2025 Progress 2025年進度
Greenhouse Gas Emission Intensity	tonnes of CO ₂ equivalent per million RMB of revenue	2030	Reduce by 2%	2025 as the baseline year
溫室氣體排放密度	噸二氧化碳當量／百萬元營收	2035	Reduce by 5%	2025為基線年
		2050	Reduce by 10%	減少10%

Note:

* Baseline year (2025): 9.2 tonnes of CO₂ equivalent per million RMB of revenue

氣候指標及目標

本集團已就溫室氣體排放和能源消耗生成建立了不同的氣候指標和目標，以有效跟蹤氣候相關風險和機遇的表現，並監控此類風險和機遇的管理進度，幫助本集團符合國際氣候目標，為向低碳經濟過渡做出貢獻。

目標

我們已設定於2030年(短期目標年)、2035年(中期目標年)及2050年(長期目標年)或之前實現的減碳，以2025財年為基準，範圍基本與本報告一致。我們已制定相應的管理策略以實現減碳目標。為體現我們向低碳經濟轉型的決心，我們將逐步減少溫室氣體排放量，為全球努力將溫度上升控制在1.5°C以下作出貢獻。

溫室氣體管理目標

附註：

* 基線年(2025年)：9.2噸二氧化碳當量／百萬元人民幣營收



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Indicators

GHG Emissions

The Group has long been concerned about climate change issues, actively responding to the national policy of developing a low-carbon economy, and strictly complying with relevant laws and regulations in the regions where it operates, such as the Energy Conservation Law of the People's Republic of China, and has formulated a series of regulations and rules to reduce emissions. To effectively identify carbon emission sources, we have identified operational activities that generate Scope 1 (direct) and Scope 2 (energy indirect) greenhouse gas emissions in accordance with the definitions set out in Appendix 2: Guidelines for Reporting Environmental Key Performance Indicators issued by the Hong Kong Exchange and SZSE disclosure requirements regarding greenhouse gas emissions, details of which are set out in the notes to the table below.

Greenhouse gas emissions are systematically managed through identifying carbon emission sources, calculating emissions, setting emission reduction targets, and regularly evaluating effectiveness. The quantification process is conducted in reference to international standards for greenhouse gas accounting to ensure data accuracy and credibility. In addition, considering that Scope 3 calculation involves data collection from upstream and downstream activities in the value chain, which is extensive in scope and requires the cooperation of stakeholders such as suppliers and customers, the Group considers it appropriate to apply reasonable data exemptions. The Group's greenhouse gas emissions are calculated as follows:

指標

GHG 排放

本集團一直關注氣候變化議題，積極響應國家低碳經濟發展的方針，嚴格遵照營運當地的相關法律法規，如《中華人民共和國節約能源法》，制定了一系列條例和規則，以減少排放。為有效識別碳排放源，我們根據香港交易所發佈的附錄二：環境關鍵績效指標匯報指引；以及深交所關於溫室氣體排放量的披露要求，對直接（範圍一）及能源間接（範圍二）溫室氣體排放的定義，識別哪些營運活動導致溫室氣體（範圍一）及（範圍二）的排放，詳情可參閱下表附註。

通過識別碳排放源、計算排放量、訂立減排目標以及定期評估成效，系統化管理溫室氣體排放。本集團在量化的過程中參照溫室氣體核算體系的國際標準進行，以確保數據的準確性與可信度。另外，考慮到範圍三計算的數據收集涉及價值鏈的上游及下游活動，範圍龐大之如，亦需要持份者如供應商、客戶的配合，本集團認為採用合理資料寬免較恰當。本集團的溫室氣體排放量計算如下：

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Scope	2024 Emissions (tonnes of CO ₂ equivalent) 二零二四年排放量 (噸二氧化碳當量)	2025 Emissions (tonnes of CO ₂ equivalent) 二零二五年排放量 (噸二氧化碳當量)
範圍		
Total GHG Emissions (Scope 1 & 2) 總溫室氣體排放量(範圍一及範圍二)	47,018.9*	50,270.5
Direct Emissions (Scope 1) 直接排放(範圍一)	13,689.3*	13,482.8
Energy Indirect Emissions (Scope 2) 能源間接排放(範圍二)	33,329.7	36,787.7
Total GHG Emission Intensity (per million RMB of revenue) 總溫室氣體排放量密度(按百萬元人民幣營收數目計)	8.9*	9.2

Notes:

- Calculations are based on the Guidelines for Reporting Environmental Key Performance Indicators issued by the Hong Kong Exchange, Self-Regulatory Guidelines No. 3 for Companies Listed on Shenzhen Stock Exchange – Sustainability Report Preparation issued by SZSE, the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, the IPCC Sixth Assessment Report, the Guidelines for Accounting and Reporting of Greenhouse Gas Emissions by Chinese Enterprises: Power Generation Facilities (2023 Revised Edition), and the U.S. EPA Grid Emissions Database and Kyoto Protocol;
- Scope 1 includes fixed combustion emissions from diesel, natural gas and acetylene, mobile source direct combustion emissions from diesel and unleaded gasoline, fugitive emissions from refrigeration equipment, and fire suppression equipment; and
- Scope 2 includes energy indirect emissions from purchased electricity
- Prior year data has been adjusted to reflect actual operations

附註：

- 計算乃基於香港聯交所發佈的《環境關鍵績效指標報告指引》、深交所所發佈的《上市公司自律監管指南第3號——可持續發展報告編制》、《二零零六年IPCC國家溫室氣體清單指南》、《IPCC第六次評估報告》中國企業溫室氣體排放核算方法寫報告指南發電設施(二零二三年修訂版)《美國環境保護署電網數據庫》《京都議定書》;
- 範圍一包括柴油、天然氣與乙炔的固定燃燒排放、柴油與無鉛汽油的移動源直接燃燒排放及製冷設備的逸散排放與滅火設備；以及
- 範圍二包括源自外購電力的能源間接排放
- *按實際操作對上一報告年的數據作調整

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We conduct annual carbon emission verifications for major operating factories including Heparlink and Shenzhen Techdow Pharmaceutical Co., Ltd, and compile an annual greenhouse gas quantification report, which is submitted to a third party designated by the environmental protection authority for review to assess carbon reduction effectiveness. To reduce emissions, the Group has adopted and implemented a series of measures:

我們會每年度對海普瑞、天道醫藥等主要的運營工廠碳排放情況進行核查，並編製年度溫室氣體量化報告，提交環保主管機關指定的第三方進行複查，以評估減碳成效。針對減少產生排放物，本集團採納及實踐一系列的措施：

Environmental

Targets

環境目標

Directional Statements

方向性陳述

Emissions Reduction Measures

減排措施

Reduce emissions
減少排放物

Reduce non-essential business travel
減少非必要商務出行

- Provide online office platforms and encourage employees to use video and teleconferencing systems for daily communication, improving work efficiency while reducing greenhouse gas emissions from business travel and related transportation
提供線上辦公平台，並鼓勵員工在日常辦公場景多使用視頻及電話會議系統溝通，提高工作效率的同時，減少商旅出差及其相關交通運輸產生的溫室氣體

Support local procurement
支持本地採購

- Prioritize local suppliers to reduce energy consumption and greenhouse gas emissions arising from additional transportation
優先選用本地供應商，以減少因額外的運輸過程而增加的能源消耗及溫室氣體的排放

Promote green energy management and equipment upgrade
推動綠色能源管理與設備升級

- Prioritize energy-saving and environmentally friendly equipment, such as energy-saving lamps, variable-frequency air conditioners and refrigerants with reduced ozone depletion potential; replace gas-fired equipment with electromagnetic cookers
優先選用較節能環保的設備，例如：使用節能燈、可變頻空調設備及使用減低損壞臭氧層的冷媒；改用電磁爐具，以取代使用煤氣的設備

The Group will continue to monitor energy use and carbon emissions, and mitigate the environmental impact of its operations and slow climate change by improving energy efficiency and implementing energy conservation measures.

本集團將持續關注能源使用及碳排放情況，並透過提升能效及推動節能措施，以減少業務營運對環境的影響，減緩氣候變化。

Assets Vulnerable to Climate-Related Transition and Physical Risks

易受氣候相關轉型和物理風險影響的資產

The Group has conducted an assessment of climate-vulnerable assets and identified no material proportion or amount of vulnerable assets.

本集團進行了氣候脆弱資產評估，並沒有發現重大脆弱資產佔比及金額。

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Business Activities Involving Climate-Related Opportunities

During the reporting year, the Group did not obtain green product certifications and had no revenue from green products.

涉及氣候相關機遇的業務活動

於報告年，未獲得綠色產品認證，沒有來自於綠色產品的收入。

Capital Deployment

During the reporting year, the Group's expenditures and financing for climate-related risks were as follows:

資本運用

在報告年度中，本集團為氣候相關風險的支出和融資如下：

Relevant Project Expenditures (RMB: yuan)	相關項目開支(人民幣)	2025	2024 ⁴
Expenditures resulting from extreme weather	由於極端天氣造成的開支	32,225.5	-
Expenditures for addressing climate-related risks	用於應對氣候相關風險的開支	32,225.5	-

During the Reporting Year, the Group did not undertake any green or sustainable financing. As key emission units in Shenzhen, Hepalink and Shenzhen Techdow Pharmaceutical Co., Ltd annually fulfill their carbon emission quotas in full within the specified time limit each year in accordance with the carbon emissions verified by the competent authorities, with no record of tax arrears or penalties. The Group will further strengthen carbon reduction measures to lower its overall carbon footprint.

在報告年度內，本集團未有進行綠色或可持續融資。海普瑞及天道作為深圳市重點排放單位，每年均按主管部門核定的當年碳排放量，在規定時限內足額履約，無需補繳稅款或受罰記錄。本集團將進一步強化減碳措施，降低整體碳足跡。

Internal Carbon Price

The Group is actively exploring the application of an internal carbon price mechanism to support the financial assessment of climate-related risks and opportunities and facilitate the transition to a low-carbon economy.

內部碳價格

本集團正積極探索內部碳價格機制的應用，以支持氣候相關風險與機遇的財務評估，促進低碳經濟轉型。

Remuneration

The Group is actively considering integrating climate-related performance into its remuneration policy to incentivize management and employees to advance sustainable development goals.

報酬

本集團積極考慮於將氣候相關績效融入薪酬政策，以激勵管理層及員工推動可持續發展目標。

⁴ No relevant data collection system in 2024.

⁴ 2024年未有相關數據收集系統。

SOCIAL-RELATED ASPECTS

WORKFORCE EMPLOYMENT

Human resources are an important cornerstone for the sustainable development and business vitality of Hepalink. The Group recognises the importance of human resources to corporate development and has always insisted on ensuring all employees are treated fairly since its establishment. "Diversity and Inclusion" is one of the core values upheld by the Group. With employees located across the globe, the Group is firmly opposed to any form of discrimination and is committed to treating all employees fairly and equally, regardless of race, colour, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion or marital status. The Group endeavours to provide an inclusive and diverse workplace environment. To this end, the Group has established a comprehensive set of employment-related policies aimed at safeguarding employees' rights and interests, offering flexible working arrangements, and fostering a positive and harmonious working environment.

- **Recruitment Management Process:** Standardise the entire recruitment management process, including release of recruitment information, evaluation of interview, recruitment and determination of salary, confirmation of onboarding and summary. The interviewer will also evaluate the applicants through various methods to evaluate the degree of matching between the applicants and the recruitment position. The Group provides competitive remuneration packages in the market and signs labour contracts with employees in accordance with the law.
- **General Rules for Performance Management:** A scientific and systematic management foundation as well as regular employee' performance review has been established as the basis for employee promotion, salary adjustment, development and other aspects, so as to realise the management expectations of the Company and employees for mutual promotion and development.
- **Job Transfer Process:** Standardise the management of job transfer including promotion, standardise the management of employee job transfer based on business needs, work arrangements and personal performance, and provide clear promotion conditions for employees. The Group has established the E-HR system to record the personal rank and position of employees, and regularly records the annual performance of employees to manage the process of employee promotion and transfer.

社會相關維度

員工 僱傭

人力資源是海普瑞持續發展和業務保持活力的重要基石。本集團深明人力資源對企業發展的重要性，自成立以來一直堅持確保所有員工均受公平對待。「多元融合」是本集團堅守的企業價值觀之一，本集團的員工遍佈全球，我們反對任何歧視，包容及平等對待不同人種、膚色、年齡、性別、性取向、種族、殘疾、懷孕、信仰或婚姻狀況的員工，提供包容性及多樣性的工作環境。本集團已經建立了一系列僱傭相關政策，以切實保障員工利益，為員工提供彈性的工作環境並維繫員工與本集團關係的構建發展，當中包括：

- **《招聘實施管理流程》：**規範整個招聘管理過程，包括招聘信息發佈、面試評估、錄用定薪、確認入職以及總結等環節。面試官亦會通過多種方式評估應聘者，以考察應聘者與招聘崗位的匹配程度。本集團提供市場上具有競爭力的薪酬待遇，並依法與員工簽訂勞動合同。
- **《績效管理總則》：**通過規範化的績效管理建立科學系統的管理基礎，定期對員工進行績效考評，作為員工晉升、調薪、發展等方面的依據，以實現公司和員工相互促進發展的管理期望。
- **《崗位調動流程》：**規範包括晉升在內的崗位調動管理，基於業務需求、工作安排和個人履職情況，規範員工崗位調動管理，並給予員工明確的晉升條件。本集團設有E-HR系統記錄員工個人職級、職等，並定期記錄員工年度績效表現，管理員工晉升調任過程。

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- **Attendance Management Process:** The Group implements standard flexible shifts for employees working in designated office locations. Provided that operational efficiency and work requirements are maintained, employees are granted the flexibility to adjust their daily check-in and check-out times by up to one hour.
- In addition, the Group has established institutional documents such as the Annual Personnel Acquisition and Planning Process, the Talent Inventory Management Process, the Recruitment Management Process, the Management Process for Recruitment Demand, the General Rules for Remuneration Management, the Management Process for Remuneration Adjustment and the Employee Offboarding Management Process, to standardise performance assessment and talent management by establishing a reasonable and sustainable employment management process system.
- **《考勤管理流程》:** 在固定辦公場所的區域實施標準彈性班次，員工在確保工作不受影響的前提下，上下班出勤時間可彈性延後1小時。
- 本集團另設有《年度人員獲取規劃流程》《人才盤點管理流程》《招聘實施管理流程》《招聘需求管理流程》《薪酬管理總則》《薪酬調整管理流程》《員工離職管理流程》等制度文件，形成一套合理且可持續發展的僱傭管理流程體系，規範績效考核和人才管理。

The Group's remuneration system is anchored in the core principle of "Position-based Grading and Grade-based Pay." We conduct comprehensive evaluations considering employees' job responsibilities, performance outcomes, relevant experience, and professional background to ensure that compensation fully reflects both positional value and individual contributions, while guaranteeing that employee wages are not lower than local minimum wage standards. By performing systematic job value assessments, the Group categorizes diverse positions into corresponding grades based on their scope of responsibility and qualification requirements, establishing consistent and equitable salary ranges for each grade. To maintain market competitiveness, the Group periodically reviews and adjusts the entry-level salary ranges for different grades, benchmarking against industry and regional compensation standards. These adjustments are integrated with the Group's operational performance and talent development objectives to formulate a robust salary adjustment mechanism. Furthermore, to attract and retain high-potential and high-performing talent, the Group has implemented broadband salary management, specialized incentive bonuses, and personalized remuneration adjustment schemes. These initiatives are designed to enhance employee motivation and overall morale, thereby strengthening the stability and competitiveness of our workforce.

The Group attaches great importance to the inheritance of corporate culture and the protection of employee rights. Each employee receives the Employee Handbook upon onboarding and is required to sign an acknowledgment of receipt after review. Concurrently, the Group provides detailed explanations of the handbook contents during orientation training to assist employees in fully understanding the company's cultural philosophy, management systems, and code of conduct. The handbook covers key provisions of policies and regulations governing human resources management, financial management, quality management, and safety management, providing employees with clear operational norms and behavioral guidelines. Furthermore, the Group provides an electronic version of the handbook for convenient access and offers advisory support through the Human Resources Department to ensure that employees receive necessary information in a timely manner.

本集團的薪酬制度以「以崗定級、以級定薪」為核心原則，綜合考量員工的工作職責、績效表現、相關經驗及專業背景，確保薪酬能充分反映崗位價值與員工貢獻，並確保員工工資不低於當地最低工資標準。本集團透過對崗位價值進行系統化評估，依據職責範圍與任職資格將不同崗位劃分至相應職級，並為同一職級設定一致且合理的薪酬區間。為保持薪酬在市場中的競爭力，本集團定期評估及調整不同職級的起薪範圍，參考同地區、同行業的薪酬水準，並結合本集團的經營情況與人才發展需求制定調薪機制。同時，為吸引及保留高潛力與卓越績效人才，本集團亦設有薪酬寬頻管理、專項激勵獎金及個性化薪酬調整方案，以提升員工積極性與整體士氣，進一步強化人才隊伍的穩定性與競爭力。

本集團重視企業文化傳承與員工權益保障，每位員工在入職時均會獲發員工手冊，員工查閱後需簽署員工手冊確認書。同時，本集團會在入職培訓期間對手冊內容進行詳細講解，協助員工充分了解公司的文化理念、管理制度及行為準則，內容涵蓋了人力資源管理、財務管理、質量管理、安全管理等規章制度的主要內容，為員工提供清晰的工作規範及行為指引。本集團亦提供《員工手冊》電子版本供員工隨時查閱，並由人力資源部提供諮詢支援，以確保員工能在第一時間獲得必要資訊。

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As an enterprise steadfast in the value of “Diversity and Integration,” the Group explicitly stipulates in the Employee Handbook that no individual shall engage in insults, intimidation, harassment, threats, libel, slander, discrimination, suppression, or any other misconduct against colleagues based on ethnicity, nationality, region, age, skin color, gender, religious belief, sexual orientation, marital status, physical or mental disability, or other differences. The Group adopts a zero-tolerance policy toward such behaviors. All grievances are handled in accordance with the Group’s Supervision, Complaint, and Whistleblowing Management System. Upon verification – regardless of whether the act was intentional – disciplinary actions ranging from demerits to summary dismissal will be imposed based on the severity of the case. These measures are strictly enforced to ensure that every employee works in a fair, safe, and respectful environment.

The Group strictly complies with relevant national laws and regulations on remuneration and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare, such as the Labour Law of the People’s Republic of China and Labour Contract Law of People’s Republic of China. There was no violation of such laws or regulations by the Group which resulted in fines or prosecution during the Reporting Period.

Number of employees of the Group by different categories as below:

作為堅守「多元融合」價值觀的企業，本集團亦在《員工手冊》中明確規定，不得因民族、國籍、地域、年齡、膚色、性別、宗教信仰、性取向、婚姻狀況、身心障礙或其他差異，對同事作出侮辱、恐嚇、騷擾、威脅、誹謗、污衊、歧視、打壓或其他不當行為。本集團對上述行為採取零容忍態度，並按本集團的《監察投訴舉報管理制度》予以處理，一經查證，無論行為是否出於故意，均會視情節嚴重程度給予記過直至解除聘用的處分，以保障每位員工在公平、安全及受尊重的工作環境中工作。

本集團嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》及其他各國勞動法律法規規定，包括薪酬及解僱、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，在本報告期年度內並未未有違規情況。

本集團按不同類別劃分的僱員人數如下：

Figures for 2024 (pax) **Figures for 2025 (pax)**
二零二四年數字 二零二五年數字
(人) (人)

Category	分類	二零二四年數字 (人)	二零二五年數字 (人)
By Gender	按性別劃分		
Male	男性	1,108	1,256
Female	女性	752	894
By Employment Type	按僱傭類型劃分		
Full-time	全職	1,767	2,071
Part-time	兼職	0	0
Temporary	臨時工	0	0
Apprentices and interns	學徒和實習生	86	79
Contract ⁵	合約 ⁵	7	0
By Age Group	按年齡組別劃分		
Below 25	25歲以下	270	387
25–34	25至34歲	665	700
35–44	35至44歲	559	650
45–54	45至54歲	266	292
55–64	55至64歲	87	106
Above 65	65歲或以上	13	15
By Region	按地區劃分		
China	中國內地	1,469	1,668
North America	北美	391	426
Other Regions (HK, China and Europe)	其他地區(中國香港及歐洲)	–	56

⁵ Contract employees are presented only in the data by employment type.

⁵ 合約員工僅在按僱傭類型劃分的數據中呈列。

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The employee turnover rate of the Group by category is as follows:

本集團按不同類別劃分的僱員流失比率如下：

Category	分類	Employee Turnover Rate in 2024 (%) 二零二四年 僱員流失率 (%)	Employee Turnover Rate in 2025 (%) 二零二五年 僱員流失率 (%)
By Gender	按性別劃分		
Male	男性	23	20
Female	女性	26	18
By Age Group	按年齡組別劃分		
Below 25	25歲以下	43	43
25-34	25至34歲	27	20
35-44	35至44歲	17	9
45-54	45至54歲	9	7
55-64	55至64歲	26	17
Above 65	65歲或以上	100	33
By Region	按地區劃分		
HK, China	中國香港	-	50
China	中國內地	19	21
North America	北美	42	14
Europe	歐洲	-	4



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DEVELOPMENT AND TRAINING

The Group consistently regards human capital as the core asset for its sustainable development. We continuously invest resources in employee training and further education, establishing a progressive and systematic talent development framework. This framework provides employees with diversified and scalable learning and growth opportunities to comprehensively enhance their professional competence and vocational literacy. Regarding pre-job training, the Group has established the New Employee Induction Training Management Process. All new hires are required to complete pre-employment training to gain a thorough understanding of the Group's management systems, corporate culture, and job requirements, thereby accelerating their integration into the Heparlink team. Furthermore, the Probationary Management Process stipulates the assignment of a "Navigator" (Mentor) to each new employee. Through guidance and mentorship, the Navigator assists the employee in adapting to the work environment, ensuring they can independently fulfill their positional duties upon the completion of the onboarding phase. For on-the-job development, the Group has constructed a robust in-service training system guided by the Training Planning Management Process, Specialized Training Design and Management Process, Training Implementation and Evaluation Process, and Internal Instructor and Curriculum Development Process. The curriculum encompasses professional skills training, general workplace competency programs, and management and leadership development courses to support the Group's business expansion and talent strategy.

The Human Resources Department of the Group conducts research on employee training needs every year, collects training needs from various departments, and formulates training plans based on the Group's business strategies and plans and employee feedback. Training types include induction training, executive leadership training, job skills training, general capabilities training, etc. Training types cover orientation training, job-specific skills training, general competency enhancement, and executive leadership development. In terms of on-the-job training, employees in various departments receive relevant professional knowledge and skills training based on their business scope to enhance their job performance capabilities and ensure work quality. All internal and external training programs are subject to Group review, with external training supported by the "Staff Education Fund" to encourage employees' continuous professional development. The Group has set up an online learning platform for employees, which sends training notices to employees through internal communications so that employees can conduct online learning.

發展及培訓

本集團始終視人才為企業可持續發展的核心資產，並持續投入資源於員工培訓與持續教育，建立遞進式、系統化的人才發展體系，為員工提供多元且具延展性的學習與成長機會，以全面提升其專業能力與職業素養。在崗前培訓方面，本集團設立《新員工入職培訓管理流程》，所有新進員工須完成入職培訓，以充分了解本集團的管理制度、企業文化及職責要求，加速融入海普瑞團隊。同時，《試用管理流程》規定為每位新員工指派「導航人」，透過陪伴與指導協助其適應工作環境，確保員工於導入期結束後能獨立勝任崗位任務。在在職培訓方面，本集團依據《培訓規劃管理流程》《培訓專項設計與管理流程》《培訓實施和評估流程》及《內部講師建設與課程開發流程》等制度，構建完善的在職培訓系統，內容涵蓋專業技能課程、職場所需通用能力訓練，以及管理與領導力發展課程，以支持本集團的業務擴展與人才發展策略。

本集團人力資源部每年針對員工培訓需求進行系統化調研，收集各部門之專業與能力發展需求，並結合本集團業務策略、年度計畫及員工回饋制定年度培訓計畫。培訓類型涵蓋入職培訓、崗位技能培訓、通用能力提升、高管領導力培訓等。在崗位培訓方面，各部門員工將根據其業務範疇接受相應的專業知識與技能培訓，以提升其履職能力並確保工作質量。所有內部與外部培訓方案均需經本集團審核，外部培訓由「職工教育經費」提供資源支持，鼓勵員工持續進修。本集團亦設有線上學習平台，透過內部通訊推送課程與通知，讓員工可按自身節奏自主學習。

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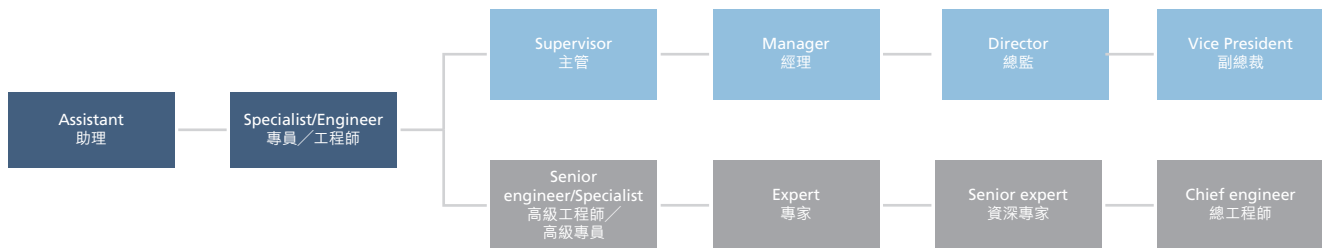
環境、社會及管治報告

The Group prioritizes the personal growth and professional advancement of our employees, striving to align their individual career aspirations, expertise, and interests with the Group's strategic development needs. To support long-term career planning, the Group offers a "dual-pathway" development model, comprising a Professional Track and a Management Track. In accordance with individual aspirations and competencies, the Group assists employees in formulating Individual Development Plans (IDPs) and provides opportunities to participate in core strategic projects, empowering them to achieve continuous growth in both technical expertise and managerial leadership. Furthermore, we provide tailored executive leadership programs for senior management to cultivate highly capable and high-potential leaders who can effectively steer the Group's evolving development. The Group encourages employees to engage in continuous learning and knowledge sharing, actively participate in various training, seminars, and exchange activities that promote mutual growth for both individuals and the enterprise, and provides appropriate incentives for internal trainers.

本集團重視員工的個人發展，並希望將員工的職業發展目標、特長及興趣，與企業的發展需求配合。為協助員工實現長期職涯規劃，本集團提供「專業發展」與「管理發展」雙通道，並依員工個人意願與能力制定個人發展計畫，提供參與核心專案的機會，支持員工於專業及管理層級上持續成長。此外，本集團亦提供為高級管理層定制的高管領導力專項培訓，以培育更多優秀及有潛質的領導者，更有效適應公司的發展。本集團鼓勵員工持續學習與知識分享，積極參與各類促進個人與企業雙向成長的培訓、研討與交流活動，並為內部講師提供適當的激勵。

"Profession" and "management", twin-pronged development path:

「專業」與「管理」的雙通道發展通道：



During the reporting year, the Group invested over RMB1.2 million in organizing more than 100 training sessions. These programs covered a wide spectrum of essential topics, including Occupational Health and Safety (OHS), Anti-corruption and Integrity, Product and Service Knowledge, Data Security and Privacy, Climate Change and Carbon Management, Risk Management, Quality Control, Supplier Management, as well as Leadership, Communication, and Negotiation Skills. Furthermore, the Group maintains annual collaborations with numerous higher education institutions to recruit fresh undergraduate and postgraduate talents, continuously expanding and cultivating our reserve talent pool. During the reporting year, through a combination of online and offline campus recruitment presentations, the Group successfully recruited 202 fresh graduates. This initiative has injected new vitality into the enterprise and further strengthened our long-term talent pipeline construction.

本集團於本報告年度，投放超過120萬元人民幣，組織過百場培訓。當中涵蓋的主題包括：職業、健康與安全、反貪污、公司的產品或服務、數據安全、氣候變化與碳管理、風險管理、質量控制、供應商管理、領導技巧、溝通技巧，以及談判技巧等。此外，本集團每年與多所高校合作，招募應屆本科生與研究生，持續擴展與培養儲備人才隊伍。於本報告年度，本集團透過線上與線下校園宣講會成功吸納202位應屆畢業生，為企業注入新生力量並強化長期人才梯隊建設。

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The Group's percentage of employees trained in each category and the average number of training hours completed by each employee are as below:

本集團按不同類別劃分的受訓僱員百分比及每名僱員完成受訓的平均時數如下：

Category	分類	Percentage of Trained Employees in 2024 (%)	Percentage of Trained Employees in 2025 (%)	Average Number of Training Hours Completed by Each Employee in 2024 (Hour)	Average Number of Training Hours Completed by Each Employee in 2025 (Hour)
		二零二四年受訓僱員百分比(%)	二零二五年受訓僱員百分比(%)	二零二四年每名僱員完成受訓的平均時數(小時)	二零二五年每名僱員完成受訓的平均時數(小時)
By Gender	按性別劃分				
Male	男性	60	58	94	79
Female	女性	40	42	74	67
By Employee Category	按僱員類別劃分				
Senior Management	高級管理層	3	2	29	22
Middle Management	中級管理層	7	7	36	30
Supervisor	主管	8*	9	55	37
General Staff	一般員工	82	82	96	83

Note:

附註：

– * Data is subject to fine-tuning based on actual circumstances.

– * 數據按實際情況以作微調。

The following table sets out the number of training hours conducted by the Group by topic during the Reporting Year:

以下為本集團於本報告年度內按不同主題進行培訓的相關時數(小時)：

	Occupational Health and Safety	Anti-Corruption	Company's Products or Services	Data Security	Climate Change and Carbon	Risk Management	Quality Control	Supplier Management	Leadership Skills	Communication Skills	Negotiation Skills	Human Resources
	職業、健康與安全	反貪污	公司的產品或服務	數據安全	氣候變化與碳	風險管理	質量控制	供應商管理	領導技巧	溝通技巧	談判技巧	人力資源
Hours: 時數(小時):	15,572	3,973	20,014	8,437	732	7,760	79,636	4,360	10,308	5,755	1,890	165

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LABOUR STANDARDS

The Group specifically forbids forced labour and child labour, and takes its prevention very seriously. The Group has established the Management Process of Recruitment Demand. The recruitment demand must comply with the requirements of the laws and regulations of the place where the position and the candidate is located. Any discrimination based on race, nationality, religion, identity, health status, gender, sexual orientation, labour union membership or political relationship is prohibited, violations of laws and regulations such as employment of child labour are not tolerated.

The Group strictly reviews age-related information and implements effective identity verification measures before hiring any candidate to ensure that all personnel meet the statutory minimum working age. We have integrated mandatory age validation rules into our human resources management system, requiring all candidates to submit valid identity documents and identification numbers. The system automatically cross-references and verifies dates of birth; individuals below the legal working age are systematically blocked from completing the onboarding process. Furthermore, the Group executes employment contracts in accordance with local laws and regulations, clearly stipulating the rights and obligations of both parties to ensure employees receive statutory protections. The Group resolutely prohibits all forms of forced labour. All employees work on a voluntary basis, and the use of slave labour, indentured labour, corporal punishment, imprisonment, or threats of violence is strictly forbidden. To prevent illegal employment practices, the Group has established reporting and response mechanisms for child labour and forced labour. Employees who identify suspected cases can report them via an anonymous reporting hotline, email, or internal communication platforms. All reported information is kept strictly confidential. The Human Resources Department, in collaboration with the Compliance Department, will provide an initial response within 48 hours and, if necessary, initiate an independent third-party investigation to ensure that the process remains impartial and transparent.

勞工準則

本集團堅決不招聘、不使用、不容忍任何形式的強迫勞動工作及童工並重視預防工作，並建立《招聘需求管理流程》，招聘需求需符合崗位及候選人所在地區法律、法規的規定，杜絕任何基於種族、國籍、宗教、身份、健康狀況、性別、性別取向、工會會員資格或政治關係的歧視行為，杜絕僱傭童工等違法違規行為。

本集團在聘用任何應徵者前，均會嚴格審核其年齡相關資料，並採取有效措施核實身份，以確保所有入職人員均達到法定勞動年齡。本集團於人力資源管理系統中設置了強制性年齡校驗規則，所有候選人必須提交有效身份證明文件及證件號碼，系統會自動比對並驗證出生日期；任何未滿法定工作年齡者將無法完成入職流程。同時，本集團依據當地法律法規制定僱傭合約，清晰列明僱傭雙方的權利與義務，確保員工享有應有保障。本集團堅決禁止任何形式的強迫勞動，所有員工均基於自願原則工作，嚴禁使用勞役、契約式勞工、體罰、監禁或暴力威脅等不當做法。為防止非法用工，本集團設立了童工及強制勞工的舉報與響應機制。若員工發現疑似童工或強制勞動情形，可透過匿名舉報熱線、電子郵件或內部溝通平台進行反映；所有舉報資訊均會獲嚴格保密。人力資源部將與合規部門於48小時內作出初步回應，必要時啟動第三方獨立調查，以確保處理公正透明。



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The Group strictly adheres to relevant local regulations and contributes to the statutory social insurance schemes for all employees in accordance with local requirements, including pension insurance, medical insurance, maternity insurance, work-related injury insurance, unemployment insurance and housing provident fund, ensuring that employees receive basic social security at different stages of life. Specifically, in compliance with the Social Insurance Law of the People's Republic of China, the Regulations on Work-related Injury Insurance of Guangdong Province, the Measures of Shenzhen Municipality on Social Medical Insurance and other relevant laws and regulations, the Group pays work-related injury insurance in full for all employees, providing comprehensive coverage for medical treatment, disability benefits, rehabilitation services and death compensation in cases of work-related injury, disability or death. Meanwhile, out of humanitarian concern, the Group has established multiple care and condolence measures, including subsidies for employees suffering from critical illnesses, care and bereavement payments for non-work-related deaths, and condolences and necessary support for employees or their family members affected by accidents, assisting employees and their families through sudden hardships. To ensure that employees enjoy stable and reliable pension protection after retirement, the Group contributes to basic pension insurance for employees in accordance with the law, while actively implementing the policy spirit of "gradual delay of retirement" and "flexible retirement". With full respect for individual employees' wishes, the Group supports eligible employees in making reasonable arrangements for delayed retirement, enabling them to plan their careers and retirement schedules more flexibly within the policy framework. The Group remains committed to safeguarding employees' living security and long-term wellbeing, and to fostering a more stable and supportive working environment through institutionalised and compliant social security arrangements.

本集團嚴格遵循各地相關法規，為所有在職員工依法繳納當地規定的社會保險，包括養老保險、醫療保險、生育保險、工傷保險、失業保險及住房公積金，確保員工在不同人生階段均能獲得基本社會保障。其中，本集團依《中華人民共和國社會保險法》《廣東省工傷保險條例》《深圳市社會醫療保險辦法》等相關法律法規，為全體員工足額繳納工傷保險，全力覆蓋因工受傷、致殘或死亡情況下的醫療救治、傷殘補助、康復服務及工亡撫卹等法定保障；同時，出於人道關懷立場，本集團設立了多項關懷與慰問措施，涵蓋員工罹患重大疾病時的關懷補助、員工非因工死亡時的關懷與撫恤，以及員工本人或家屬遭遇意外事故時的慰問與必要支持，協助員工及其家庭渡過突發困難。為確保員工在退休後能獲得穩定可靠的養老保障，本集團依法為員工繳存基本養老保險，同時積極落實「漸進式延遲退休」與「彈性退休」等政策精神。在充分尊重員工個人意願的前提下，本集團支援符合條件員工作出合理的延退安排，使其能在政策框架內更靈活地規劃個人職涯與退休節奏。本集團始終致力於保障員工生活安全與長期福祉，並透過制度化、合規化的社會保障安排，打造更具穩定性、支持性的工作環境。

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The Group provides a diverse and comprehensive range of welfare measures in accordance with national laws, regulations, and corporate policies. These initiatives encompass meal subsidies, housing security (including employee dormitories, relocation housing subsidies, self-built talent apartments, and talent housing allowances), annual medical examinations, and statutory leave benefits (such as annual leave, monthly rest days for management, compensatory leave, paternity leave, prenatal check-up leave, and marriage leave). Furthermore, the Group offers maternity and birthday gifts, departmental team-building activities, heatstroke prevention subsidies, nursing rooms (“Mommy’s Loving Huts”), lactation leave, and various interest clubs. We also implement flexible working arrangements for applicable positions to enhance employees’ life support and their sense of belonging. To alleviate the burden of commuting and ensure travel safety, the Group provides night-time transportation subsidies and business travel allowances. Regarding the protection of female employees’ rights, the Group strictly adheres to the Law of the People’s Republic of China on the Protection of Rights and Interests of Women and the Special Provisions on Labour Protection for Female Employees. We maintain 100% implementation of statutory maternity leave, as well as leave for dystocia, multiple births, and lactation. Practical support for female employees returning to the workforce is further reinforced through newborn care packages and dedicated mother-and-baby rooms. In terms of long-term incentives, the Group has established employee shareholding schemes for core personnel, utilizing equity incentives to strengthen the stability and long-term commitment of key talent, thereby achieving mutual growth for both the enterprise and its employees. The Group also supports the establishment of labour unions in accordance with the law, leveraging their role in safeguarding labour rights, facilitating employer-employee communication, providing employee care, and promoting corporate culture. We are dedicated to fostering a harmonious, respectful, and cohesive work environment.

To promote work-life balance, the Group allows eligible employees to apply for remote working (work-from-home) arrangements based on the nature of their positions and operational requirements, thereby ensuring business continuity. Furthermore, the Group encourages departments to organize appropriate team-building activities and motivates employees to participate in various employee clubs and interest groups, providing dedicated financial support for such initiatives. To effectively gather employee feedback, various functional departments conduct annual employee satisfaction surveys to continuously refine and improve relevant labour practices and measures.

本集團依據國家法律法規及公司制度為員工提供多元且完善的福利措施，涵蓋工作餐或餐費補貼、居住保障（員工宿舍、異地入職住宿補貼、公司自建人才公寓、人才住房補貼等）、年度健康體檢、節假日福利（年假、管理層月休假、調休假、陪产假、產檢假、婚假等）、生日與添丁禮遇、部門團建活動、高溫補貼、媽咪愛心小屋、哺乳假，以及俱樂部與興趣小組活動，並在適用崗位實施彈性工作制，以加強員工的生活支持與歸屬感。同時，本集團提供夜間交通補貼及差旅交通補助，切實降低員工出行負擔，保障夜間通勤與差旅安全。針對女性員工權益，本集團嚴格遵守《中華人民共和國婦女權益保障法》《女職工勞動保護特別規定》等相關法規，100%落實法定產假、難產假、多胞胎假及哺乳時間等保障，並透過新生兒關懷禮包、獨立母嬰室等措施，實質支持女職工的生育與職場回歸。此外，本集團亦為核心員工設立持股計畫，透過股權激勵強化核心人才的穩定度與長期投入，實現企業與員工的共同成長。本集團同時支持員工依法成立工會，充分發揮其在維護勞動權益、促進勞資溝通、提供員工關懷及推動企業文化建設方面的作用，致力營造和諧、尊重且具凝聚力的工作環境。

為推廣生活平衡，本集團亦會根據崗位性質與業務需求，允許符合條件的員工申請居家辦公，以保障業務連續性。另外，本集團鼓勵各部門適當開展團建活動，鼓勵員工參與各類員工俱樂部和興趣小組，並提供經費支援。為更有效收集員工意見，本集團多個職能部門每年定期組織開展面向員工的滿意度調查，藉此改善相關勞工措施。



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The Group strictly adheres to all laws and regulations concerning labour rights, the prevention of child labour, and the elimination of forced labour, including the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, and the Provisions on the Prohibition of Using Child Labour, as well as relevant international standards and the core conventions of the International Labour Organization (ILO). The Group resolutely prohibits the employment of child labour and any form of forced labour. During the reporting period, the Group recorded no incidents of non-compliance with labour-related laws and regulations, ensuring that our employment management is fully compliant, transparent, and aligned with international responsible business standards.

Occupational Health and Safety

Hepalink has always adhered to the core philosophy of "safety first, prevention as the priority, and comprehensive governance", comprehensively promoting production safety and occupational health management, and is committed to ensuring the health and safety of employees in all operational links. The Group strictly complies with the Production Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Labor Law of the People's Republic of China and other applicable laws and regulations, and has formulated various safety management systems such as the "Employee Occupational Health Management Specifications" to protect employees from occupational disease hazards during production and work processes at the institutional level, effectively prevent the occurrence of safety accidents and occupational diseases, and earnestly safeguard the legitimate rights and interests of employees.

The Group's safety management systems and frameworks are comprehensive, covering key areas such as fire safety, management of hazardous and precursor chemicals, construction and laboratory safety, management of specialized operators, pressure vessels and elevator safety, access security, and security standby protocols. These systems set forth explicit requirements for production safety and protective measures. Furthermore, our policies clearly regulate occupational safety responsibilities, production safety, Personal Protective Equipment (PPE), occupational health and safety education, monitoring of occupational disease hazards, health examinations, work-related injury incident management, reporting and disposal procedures, as well as standards for the declaration and handling of occupational diseases, forming a top-down, all-encompassing safety management framework. In terms of management system construction, the Group's subsidiary, Shenzhen Hepalink Pharmaceutical Group Co., Ltd., successfully obtained the ISO45001 Occupational Health and Safety Management System certification during the reporting year. This achievement demonstrates that the Group's safety governance capabilities and management processes have reached international standards. Simultaneously, Shenzhen Techdow Pharmaceutical Co., Ltd. and its Nanshan plant have initiated relevant preparations and plan to undergo the ISO45001 certification in the next reporting year, further driving the enhancement and standardization of safety management across the entire Group.

本集團嚴格遵守與勞工權益、防止童工及杜絕強制勞工相關的法律法規，包括《中華人民共和國勞動法》《中華人民共和國勞動合同法》《禁止使用童工規定》以及相關國際標準和國際勞工組織核心公約，堅決禁止僱用童工及任何形式的強迫勞動。報告期內，本集團未發生任何違反勞工法律法規的情況，全面確保僱傭管理合規、透明並符合國際負責任營運準則。

職業健康與安全

海普瑞始終秉持「安全第一、預防為主、綜合治理」的核心理念，全面推動安全生產與職業健康管理，致力確保員工在所有作業環節中的健康與安全。本集團嚴格遵守《中華人民共和國安全生產法》《中華人民共和國職業病防治法》《中華人民共和國勞動法》及其他適用法律法規，並制定《員工職業健康管理規範》等多項安全管理制度，從制度層面保障員工在生產與工作過程中免受職業病危害因素影響，並有效預防安全事故及職業病的發生，切實維護員工合法權益。

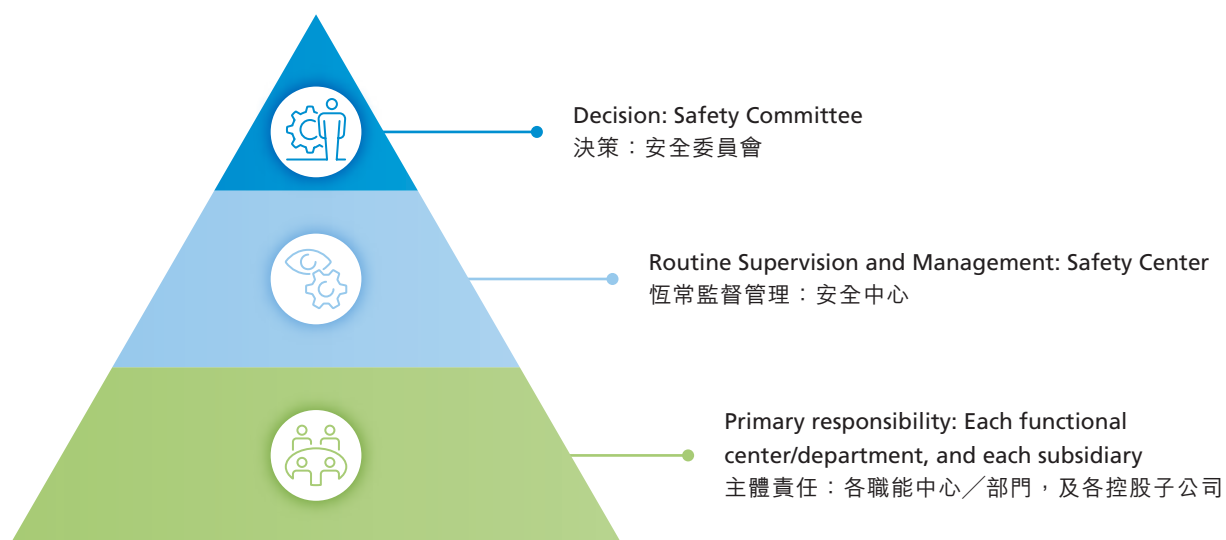
本集團的安全管理制度及體系覆蓋全面，涵蓋消防安全、危險化學品與易制毒化學品管理、施工與實驗室安全、特種作業人員管理、壓力容器與電梯安全、通道安全及安防值班等領域，對安全生產與防護工作提出明確要求。制度亦明確規範安全責任、安全生產、個人防護、職業健康及安全教育、職業病危害因素監測、健康檢查、工傷事故管理、報告與處置流程，以及職業病申報與處理標準，形成自上而下、全覆蓋的安全管理體系。在管理體系建設方面，本集團深圳市海普瑞藥業集團股份有限公司已於本報告年度順利通過ISO45001職業健康安全體系認證，顯示本集團的安全治理能力與管理流程已達國際標準。同時，深圳市天道醫藥有限公司及其南山分廠亦已啟動相關準備工作，計劃於下一報告年度展開ISO45001認證，持續推動全集團安全管理水平的提升與標準化。

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The Group has established a robust organizational structure for safety management, equipped with “three-tier” dedicated safety management personnel who are fully responsible for the supervision, management, and decision-making regarding employees’ occupational health and safety. This three-tier safety management mechanism spans the Group level, department level, and team level, ensuring that production safety responsibilities are clearly defined, effectively managed, and thoroughly implemented:

本集團已建立完善的安全管理組織架構，並配備「三級」專職安全管理人員，全面負責員工職業健康與安全的監督、管理及決策事務。三級安全管理機制涵蓋集團層級、部門層級及班組層級，形成自上而下的安全治理體系，確保安全生產責任清晰、管理有效、落實到位：



Within the Group’s safety management framework, the Safety Committee serves as the core decision-making and coordinating body, comprising a Presidium, Vice Chairpersons, and committee members. The Presidium is co-chaired by the legal representative of the enterprise and the Vice President in charge of Group safety affairs. It is responsible for the deliberation and decision-making of all material safety matters. When necessary, Safety Committee meetings are convened to ensure that relevant decisions are both scientifically grounded and timely. The leadership, organization, and approval of the Group’s daily safety operations are managed by the Vice President overseeing safety affairs. The head of the Safety Center serves as the Vice Chairperson of the Safety Committee, primarily coordinating cross-departmental safety management initiatives. Committee members consist of heads from various functional centers and departments, including production safety management leads, safety engineers, hazardous chemicals management engineers, security supervisors, and dedicated safety officers. Together, they drive the implementation of the Group’s safety governance and ensure rigorous execution at the operational level.

在本集團的安全管理架構中，安全委員會為核心決策與統籌機構，由主席組、副主席及委員共同組成。主席組由企業法定代表人及分管本集團安全事務的副總裁共同擔任，負責審議與決策所有重大安全事務；必要時將召開安全委員會會議，以確保相關決策具時效性與科學性。本集團日常安全工作的領導、組織及審批則由分管安全的副總裁負責。安全委員會副主席由安全中心負責人擔任，主要協調跨部門安全管理工作。委員成員則由各職能中心／部門負責人擔任，涵蓋安全生產管理負責人、安全工程師、危化品管理工程師、安防主管及專職安全員等角色，共同推動本集團安全治理與現場落實。

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Sound risk assessment serves as a vital foundation for minimizing accident probabilities and safeguarding operational safety. The Group's Safety Management Center has established a scientifically-grounded safety management system and conducts ad-hoc evaluations and audits of the production safety status across all units to ensure that potential risks are identified in a timely manner and effectively controlled. In accordance with relevant safety laws, regulations, industry norms, and technical standards, as well as the Group's safety management policies and the Safety Risk Assessment Process, risk assessment personnel perform comprehensive risk identification, evaluation, and management for all workplaces, operational processes, and various task items. Prior to the commencement of high-risk activities, such as demolition works, and new construction/renovation/expansion projects, a thorough risk assessment must be completed. To ensure that high-risk operations remain safe and controllable, the Group implements a series of safety control measures prior to work. These include hazard identification and rectification, identification and hierarchical management of risk sources, risk assessment and approval, formulation of emergency contingency plans, regular emergency drills, and specialized training. Based on these measures, safety risk control schemes are developed and executed. Through these institutionalized processes and pre-emptive controls, the Group provides holistic protection for the health and safety of employees at operational sites. The Safety Management Center also organizes normalized safety inspections and hazard governance. Through a comprehensive inspection mechanism, the Group ensures that safety risks are promptly identified, rectified, and followed up. The forms and frequencies of these safety inspections are as follows:

妥善的風險評估是降低事故發生機率、保障作業安全的重要基礎。本集團的安全管理中心已建立科學化的安全管理體系，並不定期對各單位的安全生產狀況進行評價與審查，以確保潛在風險能及時被識別並有效控制。安全風險評估人員會依據相關安全法律法規、行業規範、技術標準，以及公司安全管理方針、制度和《安全風險評估流程》的要求，對工作場所、作業工序及各類操作項目進行全面的風險辨識、評估與管理。在涉及高風險性活動（例如拆除工程、新建／改建／擴建項目等）開始前，均須先行完成風險評估。為確保高風險作業安全可控，本集團在作業前會開展一系列安全管控措施，包括安全隱患排查與整改、危險源辨識與分級管控、風險評估與審批、應急預案編制、定期應急演練與專項培訓，並據此制定及落實安全風險控制方案。透過上述制度化流程與前置管控，本集團得以全方位保障員工於作業現場的健康與安全。本集團的安全管理中心亦會恆常化組織安全檢查與隱患治理工作，透過全覆蓋的檢查機制，確保安全風險能及時識別、整改與跟進。安全檢查的形式及頻率如下：

Form and frequency of safety inspections 安全檢查的形式及頻率

Company-level comprehensive safety inspections 公司綜合安全檢查	Company-level daily safety inspections 公司日常安全檢查	Department-level comprehensive safety inspections 部門綜合安全檢查	Department-level daily safety inspections 部門日常安全檢查	Special safety inspections 專項安全檢查
At least once every 2 months 至少每2個月1次	Monthly safety patrols, daily fire prevention patrols, and monthly fire prevention inspections 月度安全巡回檢查，每日防火巡查、月度防火檢查	At least once every 2 months 至少每2個月1次	Once per day 每日1次	Ad hoc; for example, during the Reporting Period, the Group carried out special safety inspections for fire and explosion prevention, joint safety inspections for high-temperature weather, special inspections for typhoon weather, and pre-holiday safety inspections.不定期，例如，報告期內本集團開展了防火防爆專項安全檢查、高溫天氣聯合安全檢查、颱風天氣專項檢查、節前安全檢查等

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Should any safety hazards be identified during various safety inspections, the Safety Management Center classifies these hazards in accordance with established systems and formulates corresponding control measures. Inspectors are required to maintain detailed records of the hazard descriptions, rectification requirements, and progress in the Hazard Identification and Rectification Ledger. Prior to the complete elimination of a hazard, the relevant departments must perform a risk analysis of the existing conditions and implement interim safety prevention and control measures to curb the escalation of risks and prevent accidents, ensuring that operational safety remains controllable throughout the rectification period.

Furthermore, the Group periodically reviews its Occupational Health and Safety (OHS) management performance and continuously promotes “5S Management” (Sort, Set in order, Shine, Standardize, and Sustain) to strengthen on-site standardization and lean management. By reinforcing 5S requirements and on-site controls, we progressively cultivate positive safety behavioral habits among our workforce. Simultaneously, through daily inspections, any anomalies related to 5S are rectified promptly, thereby continuously enhancing employees’ safety awareness and the Group’s overall safety management standards.

The Group has implemented a series of occupational health and safety (OHS) measures to prevent work-related injuries and safeguard employee safety during operational processes. These measures include the rigorous application of safety technologies and protective devices, such as shielding equipment, safety interlocks, signaling facilities, and fire and explosion protection systems, effectively mitigating operational risks at the source. To enhance fire safety management, the Group has established a robust fire safety management system and strengthened daily hazard inspections, including daily fire patrols, monthly safety inspections, and the regular maintenance and testing of fire-fighting facilities to ensure optimal system performance. We have formulated standardized institutional documents, such as the Fire Safety Management Operational Guidelines and the Fire-fighting Facilities Management Operational Guidelines. Furthermore, the Group organizes regular fire inspections, system maintenance tests, and encourages employee participation in fire-fighting and evacuation drills and safety training to effectively bolster the fire safety awareness and emergency response capabilities of all staff. Aligned with the Safety Education Management Process of the Safety Management Center, the Group develops an annual safety training plan, allowing functional departments to tailor their safety training schemes based on their specific business scope and operational needs. Our training programs encompass diverse categories, including specialized operation safety training, fire-fighting drills, emergency evacuation exercises, routine departmental safety briefings, pre-shift safety education, and occupational health and safety training. During the reporting year, taking emergency drills as an example, the Group organized a total of 5 fire drills, with a cumulative attendance of over 1,200 person-times, further reinforcing employees’ recognition of fire risks and their practical response skills.

如在各項安全檢查中發現安全隱患，安全管理中心將依制度對隱患進行分級，並制定相應的管控措施。檢查人員需在《隱患排查治理台帳》中詳細記錄隱患情況、整改要求與整改進度。在隱患完全消除前，相關部門須對現存風險進行分析，並採取臨時安全防控措施，以遏制隱患擴大並防止事故發生，確保整改期間的作業安全可控。

此外，本集團定期檢視職業健康與安全(OHS)管理績效，持續推行「五常管理」(整理、整頓、清掃、清潔、素養)以強化現場規範化與精益管理。透過強化五常要求與現場管控，逐步形塑良好的安全行為習慣；同時透過日常巡查，對五常相關異常情況即時整改，持續提升員工的安全意識與整體安全管理水平。

本集團採取多項職業安全與健康措施，以預防工傷事故並保障員工在作業過程中的安全。相關措施包括正確使用各類安全技術與防護裝置，如防護設備、保險裝置、信號設施及防火防爆系統等，從源頭降低作業風險。為提升消防安全管理水平，本集團已建立完善的消防安全管理制度，並加強日常消防隱患排查，包括每日防火巡查、月度消防安全檢查及消防設施維護與測試，以確保消防系統運行良好。本集團制定了《消防安全管理操作指導書》及《消防設施管理操作指導書》等制度文件，定期組織消防檢查與系統維保測試，同時安排員工參與滅火、疏散應急演練及安全培訓，有效提升全體員工的消防安全意識與應變能力。本集團同時配合安全管理中心的《安全教育管理流程》，制定年度安全培訓計劃，允許各職能部門根據業務範圍及實際情況制定相應安全培訓方案，相關培訓涵蓋多個類型，包括特種作業安全培訓、消防滅火演習、消防緊急疏散演習、部門例行安全培訓、班前安全教育及職業健康安全培訓等。於本報告年度內，就應急演練為例，本集團共組織了5次防火演練，累計參與人次超過1,200人，進一步強化員工對火災風險的認知與實際應對能力。

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Regarding hardware facilities, the Group has installed fire-resistant doors, smoke extraction systems, evacuation routes, and emergency exits across all production and office floors and fire compartments. Clear and prominent safety directional signage is deployed to ensure rapid personnel evacuation during emergencies, thereby enhancing overall fire safety assurance. To improve the operational environment and mitigate equipment-related risks, Shenzhen Techdow Pharmaceutical Co., Ltd Nanshan Branch, a subsidiary of the Group, completed the installation of new Roots blowers at its wastewater treatment station in December 2025. Following their formal commission, these units have not only improved the efficiency of oxygenation and aeration in wastewater treatment and reduced subsequent maintenance labor but also effectively minimized safety hazards and the probability of accidents during equipment repairs, further strengthening the Group's integrated capabilities in environmental governance and production safety. Based on the characteristics of workplace hazards, the Group provides essential emergency medical supplies and protective equipment at work sites. For instance, Automated External Defibrillators (AEDs) are equipped at the plant security posts. We conduct regular maintenance, overhauls, and performance testing on occupational disease prevention equipment, emergency rescue facilities, and Personal Protective Equipment (PPE) to ensure they remain in optimal condition. Furthermore, the Group provides adequate labour protection gear to employees in positions with occupational disease risks, advocating for their correct usage and promptly rectifying any non-compliant protective measures. To protect employees from accidental injuries during production, the Group has implemented multifaceted occupational health measures to prevent occupational diseases and improve the work environment. These include dust suppression, anti-toxic measures, noise reduction, fire and smoke protection, ventilation, lighting, heating, and cooling, aimed at creating a workplace that meets hygiene standards and safety requirements. All premises maintain regular ventilation and cleanliness. The air conditioning systems operate on fresh air mode, with regular disinfection of air inlets, outlets, and fan coil units to ensure indoor air quality. Carpets in work areas are also cleaned and replaced periodically. During the year, the Group implemented various fire and explosion protection measures, continuously elevating the management standards of safety facilities through equipment upgrades, institutional optimization, and enhanced monitoring.

在硬件設施方面，本集團已於生產及辦公區域各樓層、各防火分區配置防火門、防排煙系統、疏散通道及安全出口，並設置清晰明確的安全指示標識，確保緊急情況下可快速引導人員撤離，提升整體消防安全保障能力。此外，為改善作業環境並降低設備風險，本集團旗下天道醫藥南山分廠於2025年12月亦完成污水處理站羅茨鼓風機的新增工程。設備正式投入運行後，不僅提升污水處理增氧曝氣效率並節約後續維護人力，更有效降低設備維修過程中的安全隱患及事故發生可能性，進一步增強本集團在環境治理與安全生產方面的綜合能力。本集團根據工作危害特性，在工作場所提供常見的應急藥品及防護器材，如於廠區保安室配備AED自動除顫儀，並對職業病防護設備、應急救護設施及個人防護用品進行定期維護、檢修與性能檢測，確保其處於正常狀態。同時，本集團為涉及職業病風險崗位的員工提供充足的勞動防護用品，並倡導正確佩戴與使用，對不符合要求的防護措施將及時制止並予以糾正。為保障員工在生產過程中免遭事故傷害，本集團採取多項職業健康措施，預防職業病並改善工作環境，包括防塵、防毒、防噪音、防火、防排煙、通風、照明、取暖及降溫等，積極創造符合衛生標準與安全要求的作業環境。各場所日常保持通風換氣與清潔衛生，空調系統採用鮮風運行並定期消毒進風口、出風口及風機盤管，確保室內空氣質量；同時定期清潔、更換工作區域地毯。本年度內，本集團亦落實多項防火防爆安全措施，通過設備改造、制度優化及監測強化，持續提升安全設施設備管理水平。

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The Group actively engages qualified third-party occupational health assessment agencies to conduct regular evaluations of the current status of occupational hazards and testing of occupational hazard factors. Based on the risk points identified in these assessment reports, we formulate and strengthen corresponding risk control measures to ensure that our occupational hazard prevention and control work is evidence-based and highly targeted. In accordance with regulatory requirements, the Group arranges pre-employment and on-the-job medical examinations annually for all employees, as well as for personnel in specialized positions with prolonged exposure to occupational hazards or specific operational risks. These examinations are conducted by medical institutions approved by provincial health administrative departments and possessed of occupational health examination qualifications. We have established and maintained comprehensive personal occupational health records to ensure that employees' health status is traceable and monitorable. Should any collective abnormal reactions be identified during medical examinations that may be related to toxic or hazardous operational factors, the Group will immediately launch an investigation into the relevant production sites. In collaboration with competent government authorities, we will research and propose prevention and improvement measures to promptly eliminate potential risks and prevent the further occurrence or expansion of occupational diseases. In the event of a diagnosed occupational disease, the Group will strictly adhere to legal and regulatory requirements. The Safety Management Center will promptly report the case to the local health administrative department and the production safety supervision and management department, ensuring that the incident is handled in a lawful and compliant manner, with the health and rights of our employees as the primary consideration.

The Group attaches great importance to the mental health of our employees. We have developed diversified democratic communication platforms, such as Staff Representative Congresses, online communication portals, and employee grievance channels. These mechanisms safeguard employees' rights to information, participation, expression, and supervision, allowing the Group to extensively gather employee opinions and suggestions, and promote the development of corporate culture and facilitate employee care.

In the past three years (including the current reporting year), the Group recorded zero work-related fatalities. During the Reporting Year, a total of 220 lost working days were recorded due to work injuries. Furthermore, the Group strictly adheres to laws and regulations concerning the provision of a safe working environment and the protection of employees from occupational hazards, such as the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases. There were no incidents of non-compliance during the reporting period. Looking ahead, the Group will continue to elevate its safety management standards and enhance employees' operational safety awareness. We remain committed to strengthening occupational health education, routine risk prevention, and on-site management. Through continuous improvement, the Group strives to ensure a more protective, safer, and healthier working environment for all.

本集團積極委託具資質的第三方職業健康評價機構，定期對企業開展職業危害現狀評價及職業危害因素檢測，並根據評價報告中識別出的風險點制定並加強相應的風險管控措施，確保職業危害防治工作有據可依、針對性強。同時，本集團每年按規定為全體員工以及長期接觸職業危害因素或具有特定作業風險的特殊崗位人員安排職前及在職健康體檢。體檢由省級衛生行政主管部門批准、具備職業健康檢查資質的醫療機構負責，並建立健全個人職業健康檔案，以確保員工健康狀況可追溯、可監控。若在健康體檢中發現群體性異常反應，且可能與有毒有害作業因素相關，本集團將立即對相關生產作業場所展開調查，並會同政府主管部門研究並提出防治與改善措施，及時消除潛在風險，避免職業病進一步發生或擴大。如發生職業病情形，本集團將嚴格依照法律法規要求處置，由安全管理中心及時向所在地衛生行政部門與安全生產監督管理部門報告，確保事件處理合法、合規並以員工健康權益為首要考量。

同時，本集團高度重視員工心理健康，搭建多元化的民主溝通平台，如職工代表大會、在線溝通平台及員工申訴渠道等，保障員工充分行使知情權、參與權、表達權和監督權，廣泛聽取員工意見與建議，促進企業文化建設與員工關懷。

在過去三年（包括本報告年）內，本集團未錄得任何與工作相關的死亡個案。於本報告年度內，合共產生了220個損失工作日。此外，本集團嚴格遵守《中華人民共和國職業病防治法》等有關提供安全工作環境及保障僱員避免職業性危害的法律及規例，報告期內並未有違規情況。展望未來，本集團將持續提升安全管理水平與員工操作安全意識，加強職業健康教育、日常風險防控與現場管理力度，並透過持續改進，確保營造更具保護性、更安全且更健康的工作環境。



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SAFETY AND QUALITY OF PRODUCTS AND SERVICE

The Group strictly complies with the Drug Administration Law of the People's Republic of China and relevant laws and regulations, including the Measures for the Supervision and Administration of Drug Production, the Measures for the Supervision and Administration of Drug Operation and Use Quality, the Good Laboratory Practice for Non-clinical Laboratory Studies, the Good Manufacturing Practice for Drugs, the Good Supply Practice for Drugs, the Good Pharmacovigilance Practice, and the Provisions on the Supervision and Administration of Drug Marketing Authorization Holders in Fulfilling Their Primary Responsibilities for Drug Quality and Safety. It systematically implements the requirements of "safety, efficacy and controllable quality" in all links such as production, quality control, product release, storage and transportation to ensure that all drugs meet their intended uses and registration standards. Adhering to the quality policy of "Quality by Design, Quality in Production, and Commitment to Public Health", the Group has established a sound quality system based on the "Drug Life Cycle Quality Model", covering R&D, technology transfer, commercial production to product discontinuation, with core management elements including process and product quality monitoring systems, corrective and preventive actions (CAPA), change control, and process/product quality reviews. After product launch, the Group has established a product sales information feedback system and strictly handles customer complaints in accordance with the Administrative Procedures for the Investigation and Handling of Customer Complaints. If recall conditions are met, it initiates product recalls, implements hierarchical management and keeps full records in accordance with the Product Recall Management Procedures.

產品和服務安全與質量

本集團嚴格遵守《中華人民共和國藥品管理法》及相關法律法規，包括《藥品生產監督管理辦法》《藥品經營和使用質量監督管理辦法》《藥品非臨床研究質量管理規範》《藥品生產質量管理規範》《藥品經營質量管理規範》《藥物警戒質量管理規範》《藥品上市許可持有人落實藥品質量安全主體責任監督管理規定》等，將「安全、有效、質量可控」的要求系統化落實至生產、質量控制、產品放行、儲存與運輸等各個環節，確保所有藥品符合其預定用途與註冊標準。本集團秉持「質量源於設計，形成於生產，立志於大眾健康」之質量方針，依據「藥品全生命週期質量模型」建立完善之質量體系，貫穿研發、技術轉移、商業生產至產品退市並以工藝與產品質量監控系統、糾正與預防措施(CAPA)、變更管理及工藝/產品質量回顧等管理要素作為核心。產品上市後，本集團建立產品銷售信息反饋制度，對客戶投訴依《客戶投訴調查處理管理規程》嚴格處理；如達召回條件，依《產品召回管理規程》啟動召回、分級管理並全程記錄。

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The Group is committed to maintaining high-quality products and services, and proactively discloses the quality management systems and certification status of its main products and services to ensure sustained compliance and excellent performance. In accordance with the requirements of China's GMP⁶, the United States Current Good Manufacturing Practice (cGMP), the European Medicines Agency (EMA⁷), and the ICH Q7A guidelines recognized by the International Council for Harmonisation, the Group has established a scientific, rigorous and comprehensive quality control and assurance system, and has passed official certifications from the National Medical Products Administration of China, the U.S. Food and Drug Administration and the European Medicines Agency on multiple occasions. All marketed drugs have been approved by local drug regulatory authorities and issued with drug registration certificates based on authentic, sufficient and reliable data and samples, and the production entities have also obtained drug production licenses in accordance with the law. During the reporting year, the newly built preparation production line at the Group's Pingshan Park obtained GMP/EMA certification. The project was officially launched in 2022, with three pre-filled syringe production lines completed in the first phase, with a designed annual production capacity of 330 million units per year. It is designed and constructed in compliance with the pharmaceutical regulatory requirements of China, Europe and the United States for the production of Enoxaparin Sodium Pre-filled Syringes. During the reporting year, Hepalink also obtained the GMP certificate issued by the Polish Health Supervision Authority. Pursuant to the GMP mutual recognition system among EU member states, this certification indicates that the three production lines at Pingshan Park fully comply with EU GMP standards. Subsequently, the Group further obtained an approval letter issued by the EMA, adding the qualification as a finished product manufacturer of Enoxaparin Sodium Injection, marking that the Enoxaparin Sodium Injection produced at Pingshan Park is eligible for commercial marketing in the European Economic Area (EEA).

本集團致力於維持產品與服務的高質量，並主動披露主要產品及服務的質量管理體系與認證情況，以確保持續合規及卓越表現。本集團按照中國GMP⁶規範、美國cGMP規範、歐洲藥品管理局(EMA⁷)以及協同組織認同的ICH Q7A規範等要求，建立了一套科學、嚴格、全面的質量控制和保證體系，並多次通過中國國家藥品監督管理局、美國食品藥品監督管理局及歐洲藥品管理局的官方認證。所有上市藥品均以真實、充分且可靠的資料與樣品取得當地藥監部門核准與藥品註冊證書，生產單位亦依法取得藥品生產許可證。於本報告年度內，本集團坪山園區新建的制劑生產線獲得GMP/EMA認證。該項目於2022年正式啟動，首期建成三條預灌封生產線，設計產能達3.3億支/年，並依據中國及歐美藥政要求設計與建造，用於生產依諾肝素鈉預灌封注射液。於本報告年度內，海普瑞亦獲得波蘭衛生監督機構頒發之GMP證書，依歐盟成員國間之GMP互認制度，本次認證意味坪山園區三條生產線已全面符合歐盟GMP標準。其後，本集團更獲EMA簽發批准通知，新增依諾肝素鈉注射液成品製造商資格，標誌著坪山園區生產之依諾肝素鈉注射液已具備於歐洲經濟區(EEA)上市商業化的資格。

⁶ Good Manufacturing Practice

⁷ European Medicines Agency

⁶ 藥品生產質量管理規範(Good Manufacturing Practice)

⁷ 歐洲藥品管理局(European Medicines Agency)

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Product Safety, Quality and Customer Service Management Strategy

The Group is fully aware that risks associated with product safety, quality and customer service management may have potential impacts on the Company's operations and financial conditions, but they can also drive the enterprise to promote business innovation and create new development opportunities. The Company will systematically identify product quality risks and opportunities in accordance with relevant policy requirements and industry characteristics, and adopt corresponding management measures to improve product quality and safety, so as to achieve effective risk control and seize potential business opportunities.

產品安全與質量及客戶服務管理戰略

本集團清楚了解產品安全與質量及客戶服務管理相關風險可能對公司的營運及財務狀況帶來潛在影響，但同時亦能促使企業推動業務創新並創造新的發展機遇。公司會根據相關政策要求及行業特性，系統性識別產品質量風險與機遇，並採取相應管理措施，以提升產品質量與安全性，從而實現對風險的有效管控並把握潛在的業務機會。

Risk/Opportunity Type 風險/ 機遇類型	Risk/Opportunity Description 風險/ 機遇描述	Impact Level 影響大小	Risk Time Horizon 風險時間範圍	Affected Value Chain Link 影響的價值鏈 環節	Potential Financial Impact 潛在財務影響	Response Measures 應對措施
Legal and Regulatory Risk 法律與法規風險	Changes in product-related laws and regulations affecting compliance 對於產品相關的法律法規變更，影響合規性	High 高	Long-term 長期	Full process 全流程	Input of compliance costs, including human resources; increased production rectification costs 合規成本投入，包括人力資源；生產整改成本增加	<ul style="list-style-type: none"> Strengthen internal verification and self-inspection processes 加強內部驗證、自檢流程 Enhance the process and product quality monitoring system, corrective and preventive actions (CAPA), change control, and process/product quality review management to ensure compliance with GMP requirements 強化工藝與產品質量監控系統、糾正與預防措施(CAPA)、變更管理及工藝/產品質量回顧管理，確GMP要求 Strictly comply with all relevant laws and regulations. 嚴格遵守所有相關法律及法規。

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Risk/Opportunity Type 風險／ 機遇類型	Risk/Opportunity Description 風險／ 機遇描述	Impact Level 影響大小	Risk Time Horizon 風險時間範圍	Affected Value Chain Link 影響的價值鏈 環節	Potential Financial Impact 潛在財務影響	Response Measures 應對措施
External Risk 外部風險	Supply chain disruption caused by geopolitical risks 地緣風險致供應斷鏈	High 高	Medium-term 中期	Supply chain and procurement 供應鏈及採購	Losses arising from production line shutdowns; increased costs for urgent supply guarantee 生產線停頓帶來的損失、急單保供成本上升	<ul style="list-style-type: none"> Proactively explore diversification of key raw materials in the future 在未來會積極探討關鍵物料多元化 Coordinate with relevant departments to understand supplier resilience, and plan to conduct assessments and establish emergency procurement contingency plans. 與相關部門協調了解供應商韌性，及計畫開展評估與設立應急採購預案。
Pharmacovigilance and Customer Complaints Risk 藥物警戒及 客訴風險	Delayed handling of adverse reaction signals or customer complaints after product launch 產品上市後不良反應信號或客訴處理不及時	Medium 中	Short-term 短期	Marketing and customer service (post-purchase process) 市場及客戶服務(購買後流程)	Regulatory inspection risks, additional research costs, decline in market reputation 監管審計風險、追加研究成本、市場聲譽下滑	<ul style="list-style-type: none"> Cross-departmental collaboration for improvement and periodic assessments 跨部門聯動改善、週期性評估 Regularly review and update the Administrative Procedures for the Investigation and Handling of Customer Complaints 定期審視並更新《客戶投訴調查處理管理規程》 Strengthen training for frontline employees on product information. 加強前線員工對產品資訊的培訓

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Risk/Opportunity Type 風險/ 機遇類型	Risk/Opportunity Description 風險/ 機遇描述	Impact Level 影響大小	Risk Time Horizon 風險時間範圍	Affected Value Chain Link 影響的價值鏈 環節	Potential Financial Impact 潛在財務影響	Response Measures 應對措施
Market Expansion Opportunity 市場擴張 機遇	Sustained growth in global healthcare market demand for high-quality injections (especially pre-filled products 全球醫療市場對高質量注射劑(特別是預灌封產品)的需求持續成長	High 高	Long-term 長期	R&D, production, sales 研發、生產、銷售	Increased market share and operating revenue 市場佔有率提升，營運收入增加	<ul style="list-style-type: none"> Enhance internal quality culture, professional training and digital supervision capabilities 提升內部質量文化、專業培訓與數位化監管能力 Proactively expand registration and commercialization channels in more countries and regions 積極拓展更多國家與地區的註冊與商業化途徑 Proactively explore the possibility of further process optimization and additional production lines. 積極探討追加工藝優化及增設產線的可能性
R&D and Product Improvement Opportunity 研發與產品 改良機遇	Improve products and packaging through customer complaints and data feedback 透過客訴與數據反饋改善產品與包裝	Medium 中	Medium-term 中期	R&D, product management 研發、產品管理	Revenue from new product lines, enhancement of product life cycle value 新產品線收入、提升產品生命週期價值	<ul style="list-style-type: none"> Proactively conduct data analysis and clinical demand research in the future 未來可積極進行數據分析及臨床需求調研 Promote induced innovation 推動誘發性創新

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Impact, Risk and Opportunity Management

The Group regards product quality as the core and lifeline of its business operations, and is committed to implementing total quality management, quality control and quality assurance throughout the entire life cycle of drugs to ensure product safety and compliance. To maintain high-quality standards, the Group has formulated and implemented a number of quality management systems and procedures, including conducting at least one management review of the quality system annually. The review is carried out based on annual product review data, and necessary improvement measures are adopted in accordance with the results to ensure continuous optimization of the management system. Meanwhile, in accordance with the Administrative Procedures for Annual Product Quality Review, the Group conducts a comprehensive review of product quality each year, covering in-process batch procedures, finished product quality control, production processes, major changes and other aspects. If quality risks are identified from the review results, preliminary analysis shall be initiated and risk control measures formulated; for risks with higher levels, a formal risk assessment procedure shall be launched pursuant to the Quality Risk Management Procedures. For items requiring rectification, the Group will follow up on improvement measures and evaluate their effectiveness to ensure continuous improvement and compliance. In addition, the Group is subject to various external audits conducted by domestic and foreign pharmaceutical regulatory authorities and clients for specific products, including on-site registration inspections, inspections for changes in production sites, GMP compliance inspections, unannounced inspections, adverse drug reaction monitoring inspections and special inspections for injections. The Group also conducts regular internal quality audits every year to inspect the implementation of the quality management system, identify deviations and deficiencies in a timely manner and take improvement measures to ensure the effective operation of the quality system. To comply with GMP requirements and enhance the quality awareness of all employees, the Group continuously provides training on product quality and pharmaceutical regulatory affairs, including GMP, EHS, pharmaceutical regulations and professional pharmaceutical knowledge. New employees are required to receive quality management-related training upon onboarding, and departments such as production, quality control and quality assurance also receive regular in-depth training to maintain professional competence and compliance standards. The Group also complies with the UN GHS regulations, has formulated the Administrative Procedures for Product Safety Information Management, and continuously updates Material Safety Data Sheets (MSDS/SDS). Production personnel are required to master the safety information of the chemicals used and sign in production records to confirm that they have read the relevant safety materials.

影響、風險及機遇管理

本集團視產品質量為企業營運的核心與生命線，並致力於藥品全生命周期落實全面質量管理、質量控制及質量保證，以確保產品安全與合規。為維持高標準質量，本集團制定並執行多項質量管理制度及規程，包括每年至少進行一次質量管理體系的管理評審。評審依據產品年度回顧數據展開，並依結果採取必要改進措施，以確保管理體系持續優化。同時，本集團依《產品質量年度回顧管理規程》，每年對產品質量進行全面回顧，範圍涵蓋對應批次工藝中間過程、成品質量控制、生產工藝及重大變更等。如回顧結果識別質量風險，將啟動初步分析並制定風險控制措施；若風險等級較高，則依《質量風險管理規程》啟動正式風險評估程序。對需整改之事項，本集團會跟進改善措施並評估其有效性，以確保持續改進與合規。此外，本集團亦接受國內外藥政部門及客戶針對特定產品進行註冊現場核查、變更生產場地核查、GMP符合性檢查、飛行檢查、藥品不良反應報告與監測檢查及注射劑專項檢查等多項外部稽核。本集團每年亦定期開展內部質量稽核，以檢視質量管理體系落實情況，及時發現偏差與不足並採取改善措施，確保質量體系有效運作。為符合GMP要求並提升全員質量意識，本集團持續開展產品質量與藥政相關培訓，包括GMP、EHS、藥政法規及製藥專業知識等。新員工入職須接受質量管理相關培訓，生產、質量控制及質量保證等部門亦定期接受深化培訓，以維持專業能力與合規水準。本集團亦遵循UN GHS管理規定，制定《產品安全信息管理規程》，並持續更新產品安全數據表(MSDS/SDS)。生產人員須掌握所使用化學品的安全信息，並於生產記錄中簽名確認已閱讀相關安全資料。

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The Group has established a complete drug traceability system and provides traceability information in accordance with regulations to ensure full-process traceability of drugs. The Quality Control Department of Heparlink has set up GMP-compliant laboratories (including instrument rooms, physical and chemical laboratories, stability testing laboratories and microbiology laboratories), responsible for the testing of all samples and issuance of test reports. The testing scope covers process media, raw materials, environmental monitoring, in-process product control, finished product testing and stability testing. Quality standards are established for all products in accordance with the pharmacopoeias, national standards and registration requirements of their target markets. Where outsourced testing is required due to equipment limitations or specific situations, legally qualified laboratories are entrusted to ensure accurate and compliant test results.

For non-conforming products, the Group has formulated systems including the Administrative Procedures for Non-Conforming Product Management, and Administrative Procedures for Rework. Products determined as non-conforming due to deviations shall be subject to rework, scrapping, return or exchange in accordance with the procedures. The Group has also formulated the Administrative Procedures for Product Recall, which standardizes recall levels and procedures, and conducts a mock recall at least every two to three years to ensure that the recall procedure can be activated quickly and all affected products can be recalled. If the recall conditions are met, a recall plan shall be initiated in accordance with the procedures and reported to the pharmaceutical regulatory authorities, with detailed records kept of recall progress, product disposal, isolation management and investigation conclusions.

The Group has also established a sound emergency response mechanism for safety incidents and a complaint management and disposal process to protect the rights and interests of customers. The Group has established a pharmacovigilance system covering the entire life cycle of drugs, including operation, training and safety monitoring, to ensure timely reporting and proper disposal of incidents. The Group has set up multiple channels to collect feedback from customers and patients, including customer service hotlines, emails, third-party call centers and medication tracking, forming a comprehensive customer service system; all complaints are managed in accordance with the Administrative Procedures for Investigation and Handling of Customer Complaints and classified by nature, such as quality complaints, adverse reactions, suspected counterfeit drugs and notification complaints. If the investigation indicates potential product defects, the batch scope shall be expanded for review. The complaint investigation and handling process is as follows:



本集團建立並實施藥品追溯制度，依規定提供追溯資訊，確保藥品全流程之可追溯性。海普瑞質量控制部設有符合GMP要求之實驗室(包括儀器室、理化室、穩定性試驗室及微生物室)，負責所有樣品的檢測並出具報告。檢測範圍包括工藝介質、原材料、環境監測、產品中間過程控制及成品檢測或穩定性試驗。所有產品均依其目標市場之藥典、國家標準及註冊要求建立質量標準。若因設備限制或特殊情況需外送檢測，則應委託具有合法資質之實驗室，以確保檢測結果準確合規。

針對不合格產品，本集團已制定《不合格品管理規程》《返工管理規程》等制度。對偏差判定為不合格之產品，將依規程進行返工、報廢或退換貨處理。本集團亦制定《產品召回管理規程》，規範召回級別與程序，並至少每兩至三年開展一次模擬召回，以確保召回程序能快速啟動並召回所有受影響產品。如符合召回條件，將依規程啟動召回計畫並上報藥監部門，並逐項記錄召回進度、產品處置、隔離管理與調查結論等。

本集團亦建立完善之安全事件應急響應機制、投訴管理及處置流程，以保障客戶權益。本集團建立覆蓋藥品全生命周期之藥物警戒體系，包括運營、培訓及安全監測等，確保事件能即時通報與妥善處置。本集團設立多渠道收集客戶及患者反饋，包括客服熱線、郵件、第三方呼叫中心及用藥追蹤等，形成完善的客戶服務體系；所有投訴均依《客戶投訴調查處理管理規程》管理，並依性質分類，如質量投訴、不良反應、疑似假藥及通知類投訴等。若調查顯示產品可能存在缺陷，將擴大批次範圍進行覆核。投訴調查處理流程如下：

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For each customer complaint involving rectification measures, the relevant issue shall not be closed until the completion of rectification is confirmed, and the complaint investigation shall be formally closed. After the handling report is approved, quality system engineers shall organize relevant departments to carry out special training to ensure the full implementation of rectification requirements in all departments. In addition, the Quality Assurance Department regularly conducts an annual review of customer complaints every year, conducting a comprehensive analysis and summary of complaints and their handling during the review period to continuously improve product quality and customer satisfaction.

During the reporting period, the Group received a total of 293 customer complaints, all of which were general complaints without any major customer complaint incidents. All customer complaints were also handled within the reporting period. For the aforementioned general customer complaints, the Group's average handling time was maintained within 20 days, reflecting the Group's continuous improvement and high emphasis on customer complaint management, cross-departmental collaboration and response efficiency.

Indicators and Objectives

Although the Group has not yet established quantitative targets related to product safety, quality management and customer service, we have always promoted quality improvement with a proactive attitude and firmly adhered to the quality policy of "Quality by Design, Quality in Production, and Commitment to Public Health", so that all levels of organizations and all employees within the quality management system can clearly define their own quality responsibilities and commitments. The Group also continuously sets specific qualitative objectives to gradually strengthen its full life cycle quality management capabilities, drive continuous improvement in product safety, quality standards and customer service experience, and ensure the steady growth of the enterprise and its continuous progress towards excellence.

對於每一項客戶投訴，如牽涉到整改措施，相關問題必須在確認整改完成後方可結案，並正式關閉該項投訴調查。處理報告經批准後，質量體系工程師將組織相關部門開展專項培訓，確保整改要求在各部門得到充分落實。此外，質量保證部每年均定期開展客戶投訴年度回顧，對回顧期間的投訴及處理情況進行全面分析與總結，以持續提升產品質量與客戶滿意度。

本集團於本報告期內共接獲293宗客戶投訴，全部均屬於一般類別，並未出現任何重大客訴事件。所有客訴事件亦在報告期內完成處理。針對上述一般客訴個案，本集團的平均處理時間維持在20天以內，體現本集團在客訴管理、跨部門協作及回應效率方面的持續改善與高度重視。

指標與目標

本集團雖尚未設立與產品安全、質量管理及客戶服務相關的定量目標，但我們始終以積極態度推動質量提升工作，並堅定奉行「質量源於設計、形成於生產、立志於大眾健康」之質量方針，使質量管理體系內各級組織與全體員工皆能明確自身的質量責任與承諾。本集團亦持續設定具體的定性目標，以逐步強化全生命週期的質量管理能力，推動產品安全、質量水準及客戶服務體驗不斷提升，確保企業穩健成長並持續向卓越標準邁進。



During the reporting year, the Group did not experience any incidents requiring product recalls due to product safety, health or quality issues.

於本報告年度內，本集團未發生任何因產品安全、健康或質量問題而需召回之事件。

INFORMATION SECURITY AND CUSTOMER PRIVACY PROTECTION

The Group attaches great importance to data security and customer privacy protection. We employ rigorous management systems and technical measures to ensure that all information – throughout the processes of collection, processing, and storage – complies with relevant laws, regulations, and industry standards. To comprehensively standardize our information security management, the Group has formulated a robust framework of policies, including the Information Security Management Manual, Anti-leakage Management Process, Employee Information Security Code of Conduct, Information Asset Management Process, Access Control Management Process, Information Security Incident and Emergency Management Process, Network Security Operations Monitoring and Fortification Management Process, Data Compliance Policy, Sensitive Personal Information Policy, and the Policy on the Compliant Use of HepaT AI Tools. These documents clearly define the division of responsibilities for information security, technical management requirements, and emergency response mechanisms at the institutional level. The aforementioned systems effectively regulate the classification of information assets, access control, processing of sensitive personal data, encryption and backup protection, information system operation and maintenance (O&M) security, network intrusion monitoring, as well as the reporting and emergency procedures for information security incidents. These measures ensure that our employees, customers, suppliers, and the Group itself are protected from risks and damages arising from information leakage, loss, or misuse. Through the continuous refinement of systems, optimization of processes, and reinforcement of technical defense capabilities, the Group steadily elevates its overall cybersecurity and risk response standards, providing a formidable information security guarantee for the Group's steady operations and long-term sustainable development.

Data security and intelligent governance are essential safeguards in the Group's push for digital-intelligent upgrades. To ensure operational safety, customer data confidentiality, and the integrity of production data, the Group has concurrently strengthened its measures in cybersecurity, data governance, and privacy protection. By doing so, we are constructing a sustainable and trusted intelligent manufacturing system.

數據安全與客戶私隱保護

本集團高度重視資料安全與客戶隱私保護，並以嚴謹的管理制度及技術措施確保所有資訊在收集、處理與存儲過程中均符合法律法規及行業標準要求。為全面規範資訊安全管理，本集團制定了《資訊安全管理手冊》《防洩密管理流程》《員工資訊安全規範》《資訊資產管理流程》《訪問控制管理流程》《資訊安全事件及應急管理流程》《網路安全運營監測與加固管理流程》《數據合規政策》《敏感個人資訊政策》及《HepaT AI工具合規使用政策》等多項制度，從制度層面明確資訊安全職責分工、技術管理要求與應急處置機制。以上制度有效規範了資訊資產的分類、存取權限管控、敏感個人資料處理、加密與備份保護、資訊系統運維安全、網路入侵監測，以及資訊安全事件的報告與應急流程，確保員工、客戶、供應商及本集團自身不受資訊洩露、遺失或濫用所帶來的風險與損害。透過持續完善制度、優化流程及強化技術防護能力，本集團穩步提升整體網路安全與風險應對水準，為企業穩健運營與長期可持續發展提供強有力的資訊安全保障。

數據安全與智能治理是本集團推動數智化升級過程中的重要保障。為確保工廠運行安全、客戶資料保密以及生產數據的完整性，本集團同步加強網路安全、數據治理與隱私保護措施，構建可持續、可信任的智能製造體系。

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In strict accordance with the Personal Information Protection Law of the People's Republic of China and other relevant laws and regulations, as well as internal policies such as the Code of Business Conduct and the Data Compliance Policy, the Group conducts activities including the collection, storage, use, processing, transmission, provision, disclosure, and deletion of personal information under the premise of rigorous adherence to data protection principles. Without the explicit consent of the Group, customers, or relevant parties, employees are strictly prohibited from disclosing, transferring, or otherwise disposing of any personal information. During the reporting year, the Group actively employed encryption technologies and access control measures to protect corporate and customer data from unauthorized access, ensuring security during both storage and transmission. For sensitive information stored in electronic formats, the Group implements unified encryption to mitigate the risks of illegal acquisition or misuse. When transmitting data containing sensitive information to external parties, the Group mandates the use of secure transmission protocols, password protection, and other security measures, restricting access solely to authorized recipients. At the system level, encrypted transmission technology such as HTTPS are utilized to safeguard data during network transit. Furthermore, the Group clearly marks the confidentiality attributes of information in external communications, reinforcing the recipient's responsibility for compliant usage. Through the dual approach of institutional governance and technical fortification, the Group has consistently enhanced its protection capabilities for sensitive data, ensuring that all information processing activities align with regulatory requirements.

The Group prioritizes the cultivation of information security awareness among our employees. All new hires are required to undergo information security induction training to ensure a thorough understanding of the Group's confidentiality requirements, operational protocols, and individual responsibilities. Furthermore, the Group regularly conducts information security training and awareness campaigns for all staff, utilizing a range of monitoring and management measures to standardize information-related behavior in daily operations. These measures include routine security behavioral audits (e.g. regular inspections of office areas to verify that computers are locked or shut down when unattended and that physical documents are properly stored); lawful random checks of emails and file transfers when necessary; tracking daily network activities (such as website access, file downloads, and email correspondence) to prevent the spread of malware and data exfiltration; and implementing the principle of least privilege to ensure employees only access resources essential to their specific job functions. The Group also organizes irregular information security drills and specialized assessments to strengthen collective cognitive and response capabilities. During the reporting year, the Group conducted three phishing simulation drills targeting various employee groups. Following these drills, we provided targeted security awareness training covering real-world case studies, secure workstation usage, password management, common information security risks, and demonstrations of non-compliant behaviors. These initiatives have further enhanced our employees' ability to identify and defend against sophisticated cyber-attack techniques.

本集團依據《中華人民共和國個人信息保護法》等相關法律法規，以及《員工商業行為準則》《數據合規政策》等內部制度的要求，在嚴格遵循個人信息保護原則的前提下，對個人信息進行收集、存儲、使用、加工、傳輸、提供、公開及刪除等處理活動。未經本集團、客戶及相關人士明確同意下，員工不得披露、轉移或以其他方式處置任何個人信息。本集團於本報告年度積極採用加密技術及訪問控制措施，以保護本集團及客戶資料免受未經授權的存取，確保資料在儲存及傳輸過程中的安全性。對於電子形式存儲的敏感資訊，本集團統一採取加密處理，降低資料被非法獲取或濫用的風險。在需要向外部傳輸含敏感資訊的資料時，本集團要求使用加密傳輸、密碼保護等安全措施，並僅限授權接收方存取。系統層面亦使用HTTPS等加密傳輸技術，保護資料於網路傳輸過程中的安全。此外，本集團在對外通信中明確標示資訊的保密屬性，強化接收方的合規使用責任，從制度與技術層面共同提升敏感資料的安全保護能力，確保資訊處理過程符合合規要求。

本集團重視員工的信息安全意識培育，所有新入職員工均須接受資訊安全相關培訓，了解公司的保密要求、操作規範及個人責任。此外，本集團亦定期為全體員工開展資訊安全培訓與宣導，並透過多項監控及管理措施規範員工在日常工作中的資訊行為，包括：定期開展安全行為檢查（如巡查辦公區域、確認離席時電腦是否鎖屏或關機、紙質資料是否妥善存放等）；必要時依法進行電子郵件與文件傳輸抽查；透過網路安全監控追蹤日常網路行為（例如網站訪問、檔案下載、郵件往來等），以防止惡意軟件傳播與資料外洩；同時加強員工權限管理，確保員工僅能訪問其工作所需之資源。本集團並不定期組織信息安全演練及專項考核，以強化全員資訊安全認知與應對能力。於本報告年度內，本集團已面向不同崗位群體共開展三次釣魚郵件演練，並在演練後提供信息安全意識培訓，內容涵蓋真實案例解析、辦公電腦使用安全、密碼管理、常見資訊安全風險及不良行為示範等主題，進一步提升員工對網路攻擊手法的辨識能力與防範意識。



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In addition to monitoring and managing employee information behavior, the Group has advanced a series of information security management measures across three dimensions: institutional, technical, and managerial, progressively establishing a comprehensive information security defense system. The Group continuously refines its information security management systems and operational workflows, establishing dedicated positions with clearly defined roles and responsibilities. Furthermore, regular security awareness training and drills are conducted to enhance the safety accountability and response capabilities of all staff. Regarding institutional construction, the Group has formulated the Employee Information Security Code of Conduct, which explicitly outlines behavioral requirements for information processing, data confidentiality, equipment usage, and external communication, reinforced through periodic training and assessments. Concurrently, the Group maintains an information asset inventory to comprehensively identify and confirm the ownership of information assets, performing asset evaluations and formulating corresponding security control measures for subsequent hierarchical management and risk prevention. In terms of access management, the Group has developed and implemented access control rules based on business sensitivity and the classification of information assets. We control system and data access privileges at both physical and logical levels, ensuring that employees only access information assets essential to their job functions, thereby preventing unauthorized access or misuse. Regarding operational security and data protection, the Group conducts regular backups of critical data within formal production environments and on key terminals. In alignment with emergency response requirements, we have formulated disaster recovery plans and conduct regular drills to ensure that business continuity remains unaffected by incidents. Simultaneously, the Group employs encryption protection for corporate and customer data to safeguard information from leakage or illicit theft during storage and transmission. For threat monitoring and risk control, the Group utilizes real-time monitoring and early-warning technologies to continuously observe network behavior and system security status, while performing risk assessments, security fortification, and continuous improvement. Through periodic audits of information technology controls, data processing practices, and security policies, we ensure that the confidentiality, integrity, and availability (CIA) of information assets are effectively protected. Furthermore, the Group has established an information security incident emergency response mechanism to ensure rapid problem localization, risk containment, system recovery, and impact mitigation in the event of a security incident. Through these comprehensive management measures, the Group continuously strengthens its information security governance, mitigates information security risks, and safeguards the stability and reliability of corporate operations.

除了監督及管理員工的信息行為外，本集團亦著手從制度、技術與管理三個層面推進一步系列資訊安全管理措施，逐步建立全面的資訊安全防禦體系。本集團持續完善資訊安全管理制度與作業流程，設立專責崗位並明確角色與職責，同時定期開展安全意識培訓及演練，以提升全體員工的安全責任意識與應對能力。在制度建設方面，本集團制定《員工資訊安全規範》，明確員工在資訊處理、資料保密、設備使用及外部溝通等方面的行為要求，並透過定期培訓及測評加強全員遵循。同時，本集團建立資訊資產清單，全面盤點及確認資訊資產權屬，開展資產評估並制定對應的安全控制措施，以便於後續進行分級管理與風險防控。在存取管理方面，本集團依據業務敏感度與資訊資產等級制定並實施訪問控制規則，從物理與邏輯兩個層面控制系統及資料存取權限，確保員工僅能接觸其職務所需的資訊資產，防止未經授權的存取或濫用。在營運安全與資料保護方面，本集團對正式運行環境及關鍵終端上的重要資料進行定期備份，並依據應急響應要求制定災難恢復計畫並定期演練，以保障業務持續性不受事故影響。同時，本集團對企業與客戶資料採取加密保護措施，確保資料在存儲及傳輸過程中避免洩露或被非法竊取。在威脅監測與風險控制方面，本集團運用即時監測與預警技術，持續監察網路行為與系統安全狀態，並進行風險評估、安全加固與持續改進。透過對資訊技術控制、資料處理實務、安全政策與流程的定期檢查，確保資訊資產的機密性、完整性與可用性得到有效保護。此外，本集團已建立資訊安全事件應急響應機制，確保在發生安全事件時能迅速定位問題、控制風險、恢復系統並減少可能造成的影響。透過上述全面性的管理措施，本集團持續強化資訊安全治理能力，降低資訊安全風險，並保障企業運營的穩定性與可靠性。

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To preemptively mitigate data security risks, the Group has established the Information Security Incident and Emergency Management Process to standardize its emergency response and handling mechanisms. This framework facilitates a closed-loop management system encompassing incident reporting, remediation, post-incident review, and continuous improvement, effectively lowering the Group's information security risk profile. Upon the occurrence of a security incident, the IT Data Center immediately verifies and categorizes the event based on its type and severity. Following standardized procedures, the incident is escalated to management while corresponding emergency countermeasures are activated. These measures cover a wide array of common security threats, including Denial-of-Service (DoS) attacks, backdoor attacks, vulnerability attacks, network scanning and eavesdropping, and phishing. Following the resolution of an incident, the Group conducts a post-incident debriefing to analyze root causes and formulate improvement plans, thereby fortifying future defense capabilities. Furthermore, the Group has established a robust data backup management mechanism and introduced professional backup systems utilizing the "3+2+1"⁸ backup strategy to standardize data backup processes and enhance data security resilience. Simultaneously, the Group regularly conducts data recovery drills to verify the effectiveness of backups and disaster recovery capabilities. This ensures the rapid restoration of data and critical system operations in the event of major incidents, establishing a final and reliable line of defense for the Group's data security.

The Group conducts regular data security audits to identify and mitigate potential risks of data leakage, thereby safeguarding the information security and privacy of Hepalink and its customers. The Internal Audit Department is responsible for organizing and implementing information system audits, aiming to provide independent and objective supervision and evaluation of the information system's compliance, reliability, confidentiality, effectiveness, and security in areas such as physical environment control, operation and maintenance (O&M), development and change management, and data management. During the audit process, the Internal Audit Department examines the information systems for vulnerabilities or deficiencies in usage and management, identifies any illicit or erroneous processing activities, and detects weaknesses within the control environment. Concurrently, Internal Audit provides constructive recommendations for improvement to assist the Group in strengthening information system management and refining system functionalities. These efforts ensure the security and integrity of data and funds while effectively preventing fraud and malpractice conducted through computer systems.

為防範資料安全事故，本集團已建立《資訊安全事件及應急管理流程》，用以規範資訊安全事件的應急響應與處理機制，形成事件上報、事件處置、事後復盤及持續改進的閉環管理，有效降低資訊安全風險。一旦發生資訊安全事件，資訊科技數據中心將立即確認並分類事件，依事件類型與嚴重程度進行分級，並按程序逐級上報管理層，同時啟動相應的應急處置措施，涵蓋拒絕服務攻擊、後門攻擊、漏洞攻擊、網路掃描與竊聽、網路釣魚等多類常見安全威脅。事件處置完成後，本集團將組織事後復盤，分析事件成因並制定改進方案，以強化未來的防禦能力。此外，本集團已建立資料安全備份管理機制，並引入專業備份系統，採用「3+2+1」⁸備份策略，規範資料備份流程並提升資料安全韌性。同時，本集團定期開展資料恢復演練，以驗證備份有效性及災難恢復能力，確保在發生重大事故時能迅速恢復資料與關鍵系統運作，為公司資料安全建立最後一道可靠的防線。

本集團定期開展資料安全審計，以識別並降低資料外洩的潛在風險，以保障海普瑞及客戶的資料安全與私隱。內審部門負責組織和實施資訊系統審計工作，旨在就資訊系統在物理環境控制、運行維護、開發變更及資料管理等方面的合規性、可靠性、機密性、有效性與安全性進行獨立且客觀的監督與評估。在審計過程中，內審部門將檢查資訊系統在使用與管理過程中是否存在漏洞或缺陷，並識別是否存在非法或錯誤的處理行為，以及控制環節中的薄弱點。同時，內審亦會提出具建設性的改進意見，以協助本集團強化資訊系統管理、完善系統功能，確保資料與資金的安全與完整性，並有效防範利用電腦系統進行的欺詐及舞弊行為。

⁸ 3+2+1: 3 storage locations + 2 media types + 1 off-site backup

⁸ 3+2+1 : 3個儲存位置+2種媒介+1個異地備份



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During the reporting year, the Group strictly adhered to the Cybersecurity Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China, the Data Security Law of the People's Republic of China, the General Data Protection Regulation (GDPR⁹), and other relevant laws and regulations in the jurisdictions where it operates. During the period, there were no recorded incidents related to information or cybersecurity, nor were there any cases of customer privacy leakage.

INNOVATION-DRIVEN DEVELOPMENT AND TECHNOLOGY ETHICS

The Group always takes patients' unmet clinical medical needs as the starting point for R&D, focuses on the investment, exploration, development and commercialization of differentiated innovative drugs, and gradually builds a clinical R&D pipeline with high innovation potential. To ensure the compliance and scientificity of R&D activities, in the process of new drug discovery and clinical research, the Group strictly complies with the Drug Administration Law of the People's Republic of China, the Good Clinical Practice and other relevant laws, regulations and technical guidelines, ensuring that all R&D activities are conducted according to statutory requirements and ethical norms. Innovative R&D is a key link and important driving force in the Group's core business operation model. The Group has obtained the High-Tech Enterprise Certificate jointly accredited by the Shenzhen Municipal Science and Technology Innovation Commission, the Shenzhen Municipal Finance Bureau and the Shenzhen Taxation Bureau of the State Taxation Administration.

本報告年度內，本集團嚴格遵守《中華人民共和國網絡安全法》《中華人民共和國個人信息保護法》《中華人民共和國數據安全法》《通用數據保護條例(GDPR⁹)》及各經營所在地的相關法律法規要求，期間未曾發生任何與資訊及網絡安全相關的事務，亦無客戶隱私洩露事件。

創新驅動及科技倫理

海普瑞以患者未被滿足的臨床需求為出發點，專注於差異化創新藥物的投資、探索、研發與商業化，並已建立高度創新的臨床研發管線。為確保研發活動的合規性與科學性，本集團在新藥探索與臨床研究過程中，嚴格遵守《中華人民共和國藥品管理法》《藥物臨床試驗管理規範》等相關法律法規及技術指導原則，確保所有研發行為均符合法定要求與倫理準則。創新研發是本集團核心業務經營模式中的關鍵環節與重要驅動力。本集團已獲得深圳市科技創新委員會、深圳市財政局及國家稅務總局深圳市稅務局頒發的《高新技術企業證書》。

⁹ General Data Protection Regulation (GDPR)

⁹ General Data Protection Regulation (GDPR)

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The Group also regards intellectual property rights as important assets constituting its innovation capacity and core competitiveness, including copyrights, patents, trademarks, design rights and trade secrets. To safeguard the security of trade secrets and standardize intellectual property management, the Group strictly complies with the Patent Law of the People's Republic of China, Copyright Law of the People's Republic of China, Trademark Law of the People's Republic of China and other relevant laws and regulations, and has established internal management systems such as the Trademark Management Process, Patent Application Management Process and Patent Maintenance Management Process to ensure that the application, use and maintenance of intellectual property rights comply with laws, regulations and corporate requirements. Employees shall ensure that the Group's intellectual property is properly, securely, and effectively protected, and shall not infringe upon the intellectual property rights of others; any unauthorized use of the Group's intellectual property rights or infringement of others' intellectual property rights discovered shall be reported immediately to the Legal and Compliance Department. The Group owns the ownership of work results completed by employees during their employment, and through a sound management system and supervision and review mechanism, ensures that all drugs put into production and sale are independently developed products or have been legally authorized by the obligees.

In terms of scientific and technological ethics, the Group recognizes that ethics constitute a fundamental requirement for pharmaceutical and biotechnology research and development, and has incorporated this principle into the core of its R&D management system. When conducting clinical research and animal experiments, the Group comprehensively considers ethical and social values to ensure that all research activities comply with domestic and international ethical standards for medical research and development, effectively safeguarding the legitimate rights and interests of subjects and related individuals. The Group has established ethics committees at each research center, and entrusts external research institutions with qualified credentials to conduct clinical trials involving subjects. All trials are required to submit necessary documentation for ethical review in accordance with laws and regulations, including clinical protocols, investigator brochures, and informed consent forms, and must verify the qualifications of ethics committees and their approval documents to ensure that research activities are grounded in a sound ethical foundation.

本集團同時亦視知識產權為核心競爭力的重要資產，涵蓋著作權、專利權、商標權、設計權及商業秘密等。為保障商業機密安全及規範知識產權管理，本集團嚴格遵守《中華人民共和國專利法》《中華人民共和國著作權法》《中華人民共和國商標法》等相關法律法規，並建立《商標管理流程》《專利申請管理流程》《專利維護管理流程》等內部管理制度，以確保知識產權的申請、使用、維護均符合法規及公司要求。員工應確保本集團知識產權得到妥善、安全、有效的保護，且不得侵犯他人的知識產權；若發現任何未經授權使用本集團知識產權或侵犯他人知識產權的情況，應立即向法務合規部門報告。本集團對員工於任職期間完成的工作成果享有所有權，並通過完善的管理體系及監管審核機制，確保投產與銷售的所有藥品均為自主研發產品或已獲得權利人合法授權。

在科技倫理治理方面，本集團深知倫理是製藥與生物科技研發的根本要求，並將其納入研發管理體系的核心。在開展臨床研究及動物實驗時，本集團全面考量倫理與社會價值，確保所有研究活動均符合國內外醫藥研發倫理規範，切實保障受試者與相關個體的合法權益。本集團於各研究中心設置倫理委員會，並將涉及受試者的臨床試驗委託具備資質的外部研究機構進行；所有試驗均須依法依規提交倫理審查所需文件，包括臨床方案、研究者手冊與知情同意書，並需審核倫理委員會的資質及其批件，以確保研究活動具備充分倫理基礎。



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All clinical research conducted by Heparlink strictly follows the Good Clinical Practice (GCP) guidelines, the Drug Administration Law of the People's Republic of China, the Declaration of Helsinki, and the Measures for Scientific and Technological Ethics Review (Trial Implementation). Any conduct that violates ethics is strictly prohibited. Heparlink consistently prioritizes the protection of participant rights, ensuring that all participants engage in studies under safe, transparent and compliant conditions. The Company safeguards participants' rights to informed consent, privacy, and medication safety, thereby establishing its R&D activities on a foundation of responsible Scientific.

Through a science-oriented, demand-oriented and compliance-driven R&D strategy, we continuously optimize the Innovative R&D and Technology Ethics Governance System, promote the whole-process development of innovative drugs from early research to clinical and commercialization, provide patients with treatment options with greater clinical value, and consolidate the Group's long-term competitiveness and sustainable development capacity.

Innovative R&D Strategy

The Group regards innovation-driven development as an important engine for promoting sustainable growth and enhancing core competitiveness. We focus on the innovative R&D of drugs and regard the development of innovation capacity as a key component of the corporate governance system. In daily operation and R&D governance processes, the Group regularly identifies and assesses risks and opportunities that may arise in the process of R&D and innovation, covering technical feasibility, changes in market demand, R&D compliance requirements, resource allocation and product launch cycles, so as to ensure that innovation activities are carried out in a compliant, safe and efficient manner.

Based on the above risk and opportunity assessment results, the Group continuously improves innovation-related management policies and technical support measures, including optimizing R&D processes, enhancing research infrastructure capabilities, strengthening data management and intellectual property protection, improving the R&D project approval system, and enhancing cross-departmental collaboration mechanisms. Through an institutionalized and forward-looking innovation management framework, the Group can allocate R&D resources more rationally, improve R&D efficiency and reduce operational risks arising from innovation uncertainties.

本集團所有臨床研究均嚴格依循《藥物臨床試驗質量管理規範(GCP)》《中華人民共和國藥品管理法》《赫爾辛基宣言》及《科技倫理審查辦法(試行)》等規範，嚴禁任何違反倫理的行為。我們始終將受試者權益保護置於首位，確保其在安全、透明與合規的條件下參與試驗，並保障其知情權、隱私權與用藥安全，確保研發活動建立在負責任的科技治理基礎之上。

我們透過科學導向、需求導向與合規導向的研發策略，持續優化創新研發與科技倫理治理體系，推進創新藥物從早期研究到臨床與商業化的全流程發展，為患者提供更具臨床價值的治療選擇，並鞏固本集團的長期競爭力與可持續發展能力。

創新研發戰略

本集團視創新驅動為推動企業可持續增長及核心競爭力提升的重要引擎。我們重視藥品的創新研發，並將創新能力建設視為企業治理體系的重要組成部分。在日常營運與研發治理流程中，本集團會定期識別與評估研發創新過程中可能面臨的風險與機遇，涵蓋技術可行性、市場需求變化、研發合規要求、資源投入配置及產品上市周期等方面，從而確保創新活動在合規、安全與高效的條件下推進。

基於上述風險與機遇評估結果，本集團持續完善創新相關的管理政策與技術支持措施，包括優化研發流程、提升研究基礎設施能力、強化資料管理與知識產權保護、完善研發項目審批制度，以及加強跨部門協作機制等。透過制度化及前瞻性的創新管理框架，本集團得以更合理地配置研發資源、提升研發效率及降低創新不確定性所帶來的營運風險。

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In terms of technology ethics, the Group attaches great importance to the ethical responsibilities inherent in life sciences and pharmaceutical research and development, and regards technology ethics governance as a critical pillar of R&D management. We conduct systematic risk analysis across multiple dimensions including research design, subject rights protection, data security, partner institution compliance, and animal experimentation ethics, to ensure that all research activities are founded on transparent, prudent, responsible, and law-based principles. To strengthen technology ethics governance, we continuously enhance internal ethics management systems, elevate training standards for research and clinical teams, strengthen compliance review and auditing of external research centers, establish more rigorous data protection procedures, and promote cross-departmental ethical risk reporting and improvement mechanisms.

Through the synergistic advancement of innovation-driven development and technology ethics governance, the Group is committed to building a scientific, transparent, responsible, and forward-looking life sciences R&D environment, ensuring that innovative achievements are solidly grounded on compliance and ethical foundations, continuously enhancing R&D quality, strengthening market trust, and laying a solid foundation for the enterprise's long-term competitiveness and sustainable development.

在科技倫理方面，本集團高度重視生命科學與醫藥研發所承載的倫理責任，並將科技倫理治理視為研發管理的重要支柱。我們從研究設計、受試者權益保護、資料安全、合作機構合規性以及動物實驗倫理等多個層面進行系統性風險分析，確保所有研究活動建立於透明、審慎、負責及符合法規的基礎之上。為強化科技倫理治理，我們持續完善內部倫理管理制度、提升研究及臨床團隊培訓水平、加強外部研究中心的合規審查與稽核、建立更嚴謹的資料保護流程，以及推動跨部門倫理風險通報與改善機制。

透過創新驅動與科技倫理治理的協同推進，本集團致力於構建科學、透明、負責任且具前瞻性的生命科學研發環境，確保創新成果在合規與倫理基礎上穩健落地，並持續提升研發質量、強化市場信任，為企業長期競爭力與可持續發展奠定堅實基礎。

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Risk/Opportunity Type	Risk/Opportunity Description	Impact Level	Risk Time Horizon	Affected Value Chain Link	Potential Financial Impact	Response Measures
風險/機遇類型	風險/機遇描述	影響大小	風險時間範圍	影響的價值鏈環節	潛在財務影響	應對措施
R&D Failure Risk 研發失敗風險	<p>New drug R&D is a high-investment, long-cycle, and high-risk systematic undertaking. Throughout the entire process from laboratory research to final market launch, various stages are subject to multiple uncertainties spanning technical, clinical, and regulatory dimensions, with the risk of R&D failure potentially arising at any phase.</p> <p>新藥研發是一項高投入、長周期且高風險的系統工程。從實驗室研究到最終上市的全過程中，各環節均存在技術、臨床及監管等多方面的不確定性，任何一個階段均可能面臨研發失敗的風險。</p>	Medium to High 中高	Medium to Long Term 中長	Clinical R&D, Registration 臨床研發、註冊	Cost increases, cash flow pressure, valuation and brand fluctuations 成本上升、現金流壓力、估值與品牌波動	Diversify risks through multi-model portfolio; lean clinical design and outsourcing management 多模式組合分散風險；精益臨床設計與外包管理
R&D Investment Efficiency Risk 研發投入效率風險	<p>As the R&D pipeline continues to expand and human resource investment steadily increases, the company is facing dual challenges of declining input-output ratios and rising organizational coordination complexity.</p> <p>隨著研發管線的持續擴張及人力投入的不斷增加，公司正面臨投入產出比下降與組織協同難度上升的雙重挑戰。</p>	Medium 中	Short to Medium Term 短中期	R&D Management, Finance 研發管理、財務	Elevated expense ratio, declining return on invested capital 費用率提高、投入資本回報率下滑	Strengthen rolling review of project portfolio and resource allocation, and determine R&D priorities and resource input based on importance, returns and market demand 加強項目組合資源配置滾動評審，並按重要性、回報及市場需求決定研發優先及資源投入

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Risk/Opportunity Type	Risk/Opportunity Description	Impact Level	Risk Time Horizon	Affected Value Chain Link	Potential Financial Impact	Response Measures
風險／機遇類型	風險／機遇描述	影響大小	風險時間範圍	影響的價值鏈環節	潛在財務影響	應對措施
Subject Rights and Ethics Compliance Risks 受試者權益及倫理合規風險	Failure to implement informed consent, ethics committee approval, or adequate risk disclosure in clinical trials may result in infringement of subject rights 臨床試驗如未落實受試者告知同意、倫理委員會審批、風險告知不足，可能導致侵犯受試者權益	Medium 中	Medium to Long Term 中長	Clinical Research, Pharmaceutical Development, Legal Compliance 臨床研究、醫藥開發、法務合規	Regulatory fines, trial suspension, approval delays, reputational damage, potential legal liability 監管罰款、試驗叫停、審批延期、聲譽受損、潛在法律責任	Adherence to national Good Clinical Practice (GCP) and relevant international management standards; all research subject to ethics committee approval; establishment of standardized informed consent procedures 依循國家《藥物臨床試驗質量管理規範》及其他相關國家的管理規範；所有研究須經倫理委員會審批；建立標準化告知同意流程
Opportunity for enhancing R&D Organizational Capability 研發組織力提升機遇	With the advancement of inclusive healthcare, and in light of market medical needs, deepen cooperation with relevant stakeholders to promote clinical value-oriented innovation and resource synergy, generating innovation momentum. 隨普惠醫療的推進，結合市場的醫療需求，與相關持份者深化合作，推動臨床價值導向的創新與資源協同，帶來創新動能。	High 高	Long Term 長期	R&D Management 研發管理	Shortened R&D cycle, driving growth in operating revenue 研發週期縮短，帶動營業收入增加	Talent structure optimization and training; promote and deepen cooperation with universities and research institutions, fully integrate external scientific research forces to improve R&D efficiency, accelerate key technological breakthroughs and overcome key technical bottlenecks. 人才結構與培訓；推動並深化與高校及科研機構的合作，充分整合外部科研力量，以提升研發效率，加速技術攻關，並突破關鍵技術瓶頸。



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Impact, Risk and Opportunity Management

The Group's innovative R&D strategy takes clinical and patient needs as the core anchor. Through a diversified collaborative R&D model, cutting-edge technology platform construction, global and regional rights layout, and the dual-wheel drive of R&D and quality control systems, the Group has gradually built an innovative drug R&D system with global vision, technological depth and commercialization potential.

To ensure that the R&D direction is consistent with market demand, the Group has established a cross-departmental collaboration mechanism. A project task force jointly formed by the R&D department and the marketing department conducts market research, competitor analysis and clinical demand insight, and assesses the opportunities and risks of R&D projects accordingly. The final project approval and resource allocation decisions are coordinated by the management to ensure that R&D investment is aligned with the Group's long-term development strategy.

In terms of R&D model, the Group has formed a collaborative system of "independent R&D + cooperative R&D + project introduction" based on the characteristics of new drug development, so as to balance R&D risks and efficiency and enhance the breadth and depth of the pipeline.

Independent R&D: The internal team is responsible for new drug seed discovery, pharmacodynamic and toxicological research, safety evaluation and process development (e.g., Project H1710).

Cooperative R&D: The Group has established in-depth cooperation with a number of universities and research institutes, such as the "SZPU-Hepalink Heparin Derivatives New Drug R&D Center" jointly established with Shenzhen Polytechnic University. Collaborative R&D projects include the heparin precursor synthesis and glycan multi-site structural modification research project, as well as the quantitative characterization technology research project on adverse reactions of animal-derived heparin polysaccharides and their structural relationships.

Project Introduction: Priority is given to varieties related to the internal circulation system and those addressing unmet clinical needs. Secondary consideration is given to products that demonstrate synergistic effects with the Group's existing pipeline. Introduced projects include RVX-208, Oregovomab, and AR-301.

影響、風險及機遇管理

本集團的創新研發戰略以臨床與患者需求為核心錨點，透過多元協同研發模式、前沿技術平台建設、國際化與區域化權益佈局，以及研發與質控體系的雙輪驅動，逐步構建具全球視野、技術深度與商業化潛力的創新藥研發體系。

為確保研發方向與市場需求保持一致，本集團建立跨部門協作機制，由研發部門與市場部門共同組成項目工作小組，開展市場調研、競品分析及臨床需求洞察，並據此評估研發項目的機遇與風險。最終項目立項及資源配置決策由管理層統籌，以確保研發投入與本集團的長期發展策略相匹配。

在研發模式方面，本集團依據新藥開發的特性，形成「自主研發+合作研發+項目引進」的協同體系，以平衡研發風險與效率、提升管線的廣度與深度。

自主研發：內部團隊負責新藥種子探索、藥效與毒理研究、安全性評估及工藝開發（如H1710項目）。

合作研發：本集團與多家高等院校及科研院所建立深度合作，如與深圳職業技術大學共建「深職大—海普瑞肝素衍生物新藥研發中心」。合作研發項目包括肝素前體合成及糖鏈多位點結構修飾研究項目以及動物源肝素多糖不良反應與相關結構關係之計量表徵技術研究項目。

項目引進：優先引進與內循環系統相關、臨床需求未被滿足的品種；其次選擇與本集團現有管線具協同效應的品種。引進項目包括RVX-208、Oregovomab以及AR-301。

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In terms of resource allocation and R&D organizational capability construction, the Group adheres to the principles of “rational investment, effective allocation, forward-looking planning and refined management”, continuously increases investment in innovative R&D, and takes the pilot scale-up, process scale-up and industrialization maturity of projects as key milestones to ensure that innovative achievements can be effectively transformed into sustainable competitiveness. During the reporting year, the Group had a total of 479 R&D personnel (accounting for 22.28% of the total employees), with an annual R&D investment of approximately RMB227 million, accounting for 4.13% of operating revenue, fully demonstrating the Group’s high emphasis on innovation-driven and long-term value creation.

The table below presents the data related to innovative R&D of the Group for the reporting year:

在資源配置與研發組織能力建設方面，本集團秉持「理性投入、有效配置、前瞻規劃、精細管理」的原則，持續加大創新研發投入，並依據項目的中試放大、工藝放大與產業化成熟度作為關鍵里程碑，確保創新成果能有效轉化為可持續競爭力。於本報告年度內，本集團共有479名研發人員（佔員工總數22.28%），年度研發投入約2.27億元人民幣，佔營收比例4.13%，充分展現本集團對創新驅動與長期價值創造的高度重視。

下表為本集團於本報告年的創新研發相關數據：

	2024 二零二四年	2025 二零二五年
Number of R&D personnel (Person) 研發人員數量(人)	474	479
Proportion of R&D personnel 研發人員數量佔比	24.61%	22.28%
Educational Background Structure of R&D Personnel 研發人員學歷結構		
Bachelor’s Degree 本科	273	294
Master’s Degree 碩士	76	100
Others 其他	125	85
Age Structure of R&D Personnel 研發人員年齡結構		
Under 30 years old 30歲以下	210	163
30–40 years old 30-40歲	162	182
Others 其他	102	134
R&D Investment 研發投入情況		
Amount of R&D investment (RMB) 研發投入金額(人民幣元)	213,580,723.2	226,504,686.0
Proportion of R&D investment in revenue 研發投入佔營收比例	4.04%	4.13%
Capitalized amount of R&D investment (RMB) 研發投入資本化金額(人民幣元)	1,545,082.8	346,272.3
Proportion of capitalized R&D investment in total R&D investment 資本化研發投入佔研發投入的比例	0.72%	0.15%



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Moreover, the Group identifies and evaluates potential ethical impacts, risks, and opportunities in its R&D activities through institutionalized processes. These assessments cover three core areas: animal welfare, protection of participant rights, and professional competence of research personnel. Regarding animal welfare, Hepalink continuously identifies and assesses potential ethical concerns and risks arising from the use of experimental animals, including unnecessary suffering and overuse. These evaluations are conducted in accordance with national animal welfare regulations, the review requirements of institutional animal care and use committees, and the 3R principles (Reduction, Replacement, Refinement). The Company also evaluates how insufficient animal welfare measures may affect its reputation, regulatory compliance, and R&D progress. With respect to participant rights, the Group identifies ethical risks related to informed consent, data privacy, and medication safety in line with domestic and international ethical standards, including Good Clinical Practice (GCP) and the Declaration of Helsinki. The Company assesses potential compliance and financial impacts that may arise during study design, participant recruitment, and data management, including risks of trial suspension or regulatory sanctions. Concerning research personnel, Hepalink identifies operational deviations and ethical risks that may occur if staff involved in animal experiments or clinical research lack appropriate qualifications or ethical awareness. The Company regularly evaluates training gaps and their potential impact on research quality and regulatory compliance. Finally, Hepalink analyzes these identified risks based on their potential impact, likelihood of occurrence, and the affected segments of the value chain, including R&D, clinical trials, and biobank management. The Company prioritizes risks according to their significance to ensure that ethical governance is effectively integrated throughout the entire R&D process.

The Group has established comprehensive ethical management and monitoring mechanisms that cover the entire R&D process. The Group institutionalizes, digitalizes, and normalizes regulatory requirements to ensure that ethical risks in pharmaceutical and biotechnology research are effectively managed through early identification, continuous monitoring, and ongoing improvement. Through the review systems of the animal research ethics committees and clinical ethics committees, all research projects must obtain ethical committees approval before initiation. Hepalink continuously monitors the conditions of animal experiments, including housing environments, anesthesia and pain mitigation measures, animal health, and overall compliance. In clinical research, the Company regularly evaluates participant informed consent, data confidentiality, medication safety, and adverse event reporting to ensure that participant rights are fully protected.

此外，本集團透過制度化流程全面識別及評估研發活動中可能產生的倫理相關影響、風險與機遇，涵蓋動物福利、受試者權益保護及科研人員專業能力三大範疇。在動物福利方面，本集團持續識別與評估使用實驗動物可能引發的倫理爭議與風險（如不必要的痛苦與過度使用），並依據國家動物福利法規、研究機構實驗動物飼養管理與使用委員會的審查要求及3R原則（減少、替代、優化）進行評估，同時審視動物福利措施不足時對企業聲譽、法規遵循及研發進程的影響；在受試者權益方面，本集團依《藥物臨床試驗質量管理規範》及《赫爾辛基宣言》等國際與國內倫理規範識別知情同意、資料隱私保護、用藥安全等方面的倫理風險，並評估試驗設計、招募及資料管理過程中可能帶來的合規與財務影響，包括研究叫停或監管處罰；在人員能力方面，本集團識別動物實驗與臨床研究相關工作人員若缺乏合格資格或倫理認知所造成的操作偏差或倫理違規風險，並定期評估培訓缺口對研究質量與合規性的影響。最終，本集團將上述風險依其影響程度、發生可能性及受影響的價值鏈環節（如研發、臨床試驗、生物樣本管理等）進行分析，並依重要性劃定風險管理優先級，確保倫理管理有效融入研發全流程。

本集團已建立貫穿研發全流程的科技倫理管理與監測機制，並將各項監管要求制度化、資訊化及常態化，確保製藥及生物科技相關倫理風險在早期識別、全程監控及持續改善的框架下得到有效管理。透過實驗動物倫理委員會及臨床倫理委員會的審查制度，所有研究項目均須經倫理委員會批准方可開展，同時持續監測動物實驗環境、麻醉與減痛措施、動物健康情況及研究合規性；臨床研究則定期評估受試者知情同意、資料保密措施、用藥安全及不良事件上報，確保受試者權益獲得全面保護。

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The Group also employs digital tools to document and track animal experiment procedures, clinical ethics approvals, staff training, and adverse event records. By systematically monitoring R&D processes and ethical risks, the Company enhances data accuracy, integrity, and traceability. To continuously improve ethical management effectiveness, Hepalink conducts annual internal audits and self-assessments of R&D ethics and dynamically updates systems and procedures in line with new regulatory requirements and industry best practices. In terms of animal welfare protection, Hepalink strictly complies with animal welfare protection laws and ethics committee requirements, fully implementing the 3R principles (Reduction, Replacement, Refinement) to minimize, replace, and optimize animal use. The Company also ensures the “Five Freedoms” of experimental animals: freedom from hunger and thirst, discomfort, pain or injury, fear and distress, and the ability to express normal behavior. Regarding participant rights, the Group strengthens data protection, medication safety monitoring, and adverse event reporting in strict compliance with Good Clinical Practice (GCP) guidelines, Measures for the Administration of Adverse Drug Reaction Reporting and Monitoring and the Declaration of Helsinki. To ensure professional competence, all personnel involved in animal experiments are certified and undergo regular training in GCP, research ethics, and clinical standards. In 2025, a total of 10 clinical research personnel completed relevant courses at the National Medical Products Administration Institute of Executive Development and obtained certificates.

Indicators and Objectives

To strengthen innovation-driven capabilities and enhance the scientificity and forward-looking nature of R&D management, the Group has set clear objectives for R&D direction, pipeline layout, cooperation strategy and achievement transformation, so as to respond to changing market demand and continuously improve innovation mechanisms. Concurrently, the Group has also set comprehensive technology ethics management objectives to comprehensively elevate the ethical and compliance standards of R&D activities, covering core areas including animal welfare, subject rights protection, research personnel ethics competency, and data management. Through the dual-track advancement of these R&D strategies and technology ethics governance measures, the Group not only strengthens the reliability and safety of R&D work and enhances institutional execution in technology ethics governance, but also further fosters trust among regulatory authorities and external partners, while effectively mitigating potential risks arising from ethical risks, compliance incidents, or research deviations.

本集團亦運用資訊化工具記錄並追蹤動物試驗流程、臨床倫理審批、員工培訓及不良事件資料，透過系統化監控研發流程與倫理風險，強化資料真實性與可追溯性。為持續提升倫理管理成效，本集團每年開展研發倫理自查與內部稽核，並依據監管新規與行業最佳實踐動態更新制度與流程。在動物福利保護方面，本集團嚴格遵循動物福利保護法律法規及倫理委員會要求，全面落实3R原則，並保障實驗動物的「五大自由」；受試者權益方面則嚴格遵循《藥物臨床試驗質量管理規範》《藥品不良反應報告和監測管理辦法》與《赫爾辛基宣言》要求加強資料保護、用藥安全監測、不良事件上報。為確保人員專業能力，本集團要求所有動物實驗相關人員持證上崗，並定期開展GCP、科研倫理與臨床規範培訓，2025年共計10名臨床研究人員完成國家藥監局高研院相關課程並獲得證書。

指標與目標

本集團為強化創新驅動能力並提升研發管理的科學性與前瞻性，已就研發方向、管線佈局、合作策略及成果轉化制定明確目標，以因應多變的市場需求並持續完善創新機制。同時，本集團亦設立完善的科技倫理管理目標，全面提升研發活動的倫理與合規水準，涵蓋動物福利、受試者權益保護、科研人員倫理能力以及資料管理等核心領域。透過上述研發策略與科技倫理治理措施的雙軌並進，本集團不僅強化研發工作的可靠性與安全性，提升科技倫理治理的制度執行力，更進一步增進監管機構與外部合作夥伴的信任，並有效降低因倫理風險、合規事件或研究偏差所可能帶來的潛在風險。

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Indicator 指標	Objective 目標
Focus on unmet clinical needs as the orientation of innovative R&D 聚焦於未被滿足的臨床需求作為創新研發導向	Continuously optimize the R&D portfolio to ensure that each new variety corresponds to a clear disease gap or has clinical differential advantages 持續優化研發組合，確保每一新增品種均能對應明確疾病缺口或具有臨床差異化優勢
Diversification and balance of pipeline 管線多元化與平衡	Maintain a sound combination of the three R&D models (the trinity of "independent R&D + collaborative R&D + project introduction") to ensure a balanced distribution of the pipeline at different stages and in different fields 保持三類研發模式（「自主研發+合作研發+項目引進」的三位一體）的良性組合，確保管線具備不同階段、不同領域的平衡分佈
Global and regional layout 國際化與區域化的布局	Strengthen regional implementation capabilities, deepen cooperation with international pharmaceutical enterprises, and enhance commercialization preparation 強化區域落地能力，並提升與國際藥企的合作深度，並加強商業化準備
External scientific research cooperation and achievement transformation 外部科研合作與成果轉化	Continuously deepen cooperation with universities and research institutes, strengthen alliances with domestic and foreign scientific research institutions, and enhance the transformation speed and application depth of technological achievements 持續深化與高校及科研院所合作，加強與國內外科研機構的聯盟，強化技術成果的轉化速度與應用深度
Data breaches and privacy violations in clinical trials 臨床試驗資料外洩及侵犯隱私事件	Zero incidents. 0宗相關案件
All animal studies designed and conducted in accordance with the 3R principles (Reduction, Replacement, Refinement) 所有動物研究均按3R原則（減少、替代、優化）進行設計與執行	Ensure that all animal research is conducted ethically, legally, and with respect for animal life. Continuously optimize animal care, anesthesia, pain mitigation, and environmental conditions to minimize discomfort caused by research. 確保所有動物研究活動在倫理、合法及可尊重生命的前提下進行。 持續優化動物照護、麻醉、減痛與環境管理，使動物因研究帶來的不適降至最低。
Annual update rate of the ethical governance system 科技倫理管理制度年度更新率	Review, update, and revise the system at least once per year in accordance with regulatory requirements. 每年最少一次按監管進行審視及更新並修訂
Ethical and technical competence of research personnel 科研人員倫理與技術能力	Promote a culture of continuous learning, encourage internal discussion and knowledge sharing on ethical issues, and ensure that all research personnel possess sufficient ethical knowledge, technical competence, and meet legal requirements. 推動持續學習文化，促進倫理議題的內部交流與能力提升。確保所有科研人員具備足夠的倫理知識、技術能力，並滿足法律要求。

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During the reporting year, the Group also achieved phased progress and results in a number of key R&D projects, and formulated long-term objectives for different R&D projects, further verifying the effectiveness and forward-looking nature of the Group's innovative R&D system and laying a more solid foundation for subsequent clinical development and commercialization. Additionally, the Group has achieved significant breakthroughs in digital and intelligent innovation. In September of the Reporting Year, the Ministry of Industry and Information Technology officially released the "2025 5G Factory Catalogue", and Hepalink Pingshan 5G Digital and Intelligent Factory was successfully selected based on its leading digital and intelligent architecture design, smart manufacturing capabilities, and innovative scenario applications. This makes the Group one of only 14 enterprises in the national pharmaceutical manufacturing sector to be included, and the only pharmaceutical enterprise in Guangdong Province to make the list. The digital and intelligent construction achievements at the Pingshan Factory not only demonstrate the Group's cutting-edge exploration and implementation capabilities in the "5G + Industrial Internet" direction, but also signify that the Group has developed replicable and demonstrable benchmark cases in smart manufacturing, process reengineering, and data-driven decision-making, providing strong support for the Group's innovation-driven and high-quality development.

Meanwhile, the Group actively promotes patent application, document management and technical confidentiality systems, forming a rigorous patent layout and protection system to safeguard the Company's long-term development interests and enhance market competitiveness and technological innovation capabilities. During the reporting year, the number of granted innovation patents of the Group was 3; the number of invention patent applications was 7¹⁰. As of December 31, 2025, the Group had obtained a total of 108 granted invention patents in aggregate, demonstrating the Group's strength in independent R&D and technological innovation. Through the integration of knowledge management, R&D process control and change management, the Group has effectively protected R&D achievements, promoted the industrialization of technologies, and maintained the compliance and effectiveness of intellectual property governance.

The Group strictly complies with relevant laws and regulations on the protection of intellectual property rights, and no violations occurred during the reporting year.

本集團亦於本報告年度內的多個重點研發項目，取得了不同階段的進展與成果，同時為不同研發項目擬定了長期目標，進一步驗證本集團創新研發體系的有效性與前瞻性，並為後續臨床開發與商業化奠定更堅實的基礎。此外，本集團在數智化創新方面亦取得重要突破。於本報告年度9月，工業和信息化部正式公佈《2025年5G工廠名錄》，海普瑞坪山5G數智化工廠憑藉領先的數智化架構設計、智能製造能力與場景創新應用成功入選，成為全國醫藥製造領域僅有的14家入圍企業之一，亦是廣東省唯一上榜的醫藥企業。坪山工廠的數智化建設成果，不僅展現本集團在「5G+工業互聯網」方向的前沿探索與落地能力，更標誌著本集團在智能製造、流程再造與數據驅動決策等方面形成可複製、可示範的標杆案例，為本集團的創新驅動與高質量發展提供強而有力的支撐。

同時，本集團積極推動專利申請、文獻管理與技術保密制度，形成嚴密的專利佈局與保護體系，以維護公司的長遠發展利益，提升市場競爭力與科技創新能力。本集團於本報告年度內的授權發明專利數目為3項；發明專利申請數目為7項¹⁰。截至2025年12月31日，本集團累計已取得一共108項授權發明專利，展現本集團於自主研發與技術創新方面之實力。透過知識管理、研發流程管控及變更管理之整合，本集團有效保障研發成果並促進技術產業化，維持知識產權治理之合規性與有效性。

本集團嚴格遵守有關保障知識產權的相關法律及規例，在本報告年度內並未有違規的情況發生。

¹⁰ Including 6 independently developed and 1 assigned development

¹⁰ 當中包括6項自主研發及1項受讓研發

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Key R&D Project Objectives

主要研發項目目標

R&D Project 研發項目	Current Progress 項目進展	Intended Goals 擬達到的目標	Expected Impact on Heparin's Future Development 預計對公司未來發展的影響
Anti-Pulmonary Fibrosis Heparin Derivative Inhalation Formulation	Preclinical research stage	Submit an Investigational New Drug (IND) application to advance the project into clinical development. The long-term goal is to successfully develop a Class 1 innovative drug for the treatment of pulmonary fibrosis with independent intellectual property rights.	This project will facilitate the Company's efforts to build a diversified innovation pipeline. Should the R&D prove successful and result in market launch, it will generate new growth drivers for the Company's performance and exert profound positive impact on the Company's long-term sustainable development.
抗肺纖維化肝素衍生物吸入製劑研發項目	臨床前研究階段	提交新藥臨床試驗(IND)申請，推動項目進入臨床開發階段；長遠目標是成功開發出擁有自主知識產權的抗肺纖維化1類創新藥。	有助於公司構建多元化的創新管線，若研發成功並上市，將為公司帶來新的業績增長點，並對公司長期可持續發展產生深遠的積極影響。
Controlled Microbial Fermentation Technology for Heparin Precursors	Achieved breakthroughs in key core technologies, reaching advanced domestic and international standards. Achieved heparin precursor synthesis in probiotic Escherichia coli with yields reaching the highest level currently available outside of the Escherichia coli K5 strain (pathogenic strain).	Closely follow synthetic biology R&D technologies, deploy biosynthetic heparin technology, and break through technical bottlenecks in biosynthetic heparin.	This project will actively promote the heparin industry's transformation from "resource-dependent" to "technology-driven", establishing technical pathways for heparin biosynthesis, reducing industry reliance on resources, and further lowering production costs.
肝素前體可控微生物發酵技術研發項目	關鍵核心技術突破，達到國內外先進水平；在益生菌型大腸桿菌中實現肝素前體合成，產量達目前除大腸桿菌K5菌株(致病性菌株)以外最高水平。	緊貼合成生物學研發技術，佈局生物合成肝素技術，突破生物合成肝素的技術瓶頸。	積極推動肝素行業從「資源依賴型」轉向「技術驅動型」，打通肝素生物合成的技術路線，降低行業對資源的依賴，並進一步降低生產成本。

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R&D Project 研發項目	Current Progress 項目進展	Intended Goals 擬達到的目標	Expected Impact on Hepalink's Future Development 預計對公司未來發展的影響
Quantitative Characterization Technology for Adverse Reactions of Animal-Derived Heparin Polysaccharides and Structure-Activity Relationship	Conducted traceability investigations on batches of heparin APIs with adverse reactions; the structure-activity relationship between heparin structure and immunogenicity has reached definitive conclusions.	Improve Hepalink's quality control system and enhance product quality.	This project adopts a collaborative model that combines the strengths of research institutions with leading pharmaceutical enterprises, achieving embedded application of research outcomes, establishing application demonstrations for characterization of critical quality control parameters of heparin-based drugs, and elevating product quality standards.
動物源肝素多糖不良反應與相關結構關係計量表徵技術研究項目	對不良反應批次肝素原料藥的進行溯源，肝素結構與免疫原性構效關係已有明確結論。	完善公司產品質量控制體系，持續提升產品質量。	採取科研機構與龍頭藥企強強聯合的合作模式，實現研究成果的嵌入式應用，建立肝素類藥物質控關鍵參數表徵的應用示範，提升產品質量水平。
Heparin Precursor Synthesis and Multi-Site Glycan Structural Modification	Completed pilot-scale amplification of heparin precursor fermentation.	Establish microbial manufacturing technology for heparin, securing industrialization priority.	This project adopts a collaborative model that combines the strengths of research institutions with leading pharmaceutical enterprises, achieving embedded application of research outcomes, establishing microbial manufacturing technology for heparin, securing industrialization priority, and reducing constraints on product development arising from raw material sources.
肝素前體合成及糖鏈多位點結構修飾研究項目	完成肝素前體發酵的中試放大。	打通微生物製造肝素的技術，獲取產業化優先權。	採取科研機構與龍頭藥企強強聯合的合作模式，實現研究成果的嵌入式應用，打通微生物製造肝素的技術，獲取產業化優先權，降低粗品來源對產品發展的限制。

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R&D Project 研發項目	Current Progress 項目進展	Intended Goals 擬達到的目標	Expected Impact on Hepalink's Future Development 預計對公司未來發展的影響
Key Technology R&D for Bio-Synthetic Heparin Polysaccharides Targeting Acute Inflammation	Hepalink has completed the construction and expression of nine active heparin biosynthetic enzymes, established three synthetic processes for preparing heparin polysaccharides/ oligosaccharides with different characteristics, prepared a series of compounds, and screened out compounds with in vitro anti-inflammatory activity. Process optimization and scale-up are currently underway.	Obtain a lead compound with therapeutic potential for acute inflammation.	Through university-enterprise collaboration, projects are conducted to facilitate the translation of synthetic biology technologies from research to practical application, providing new sources and methods for obtaining heparin-based polysaccharides and oligosaccharides, and enhancing the Company's technological competitiveness.
生物合成治療急性炎症的肝素多糖類藥物關鍵技術研發項目	已完成9種活性肝素合成酶的構建、表達，並建立了3種製備不同特徵的肝素多糖／寡糖的合成工藝；制備出一系列化合物並篩選出具有體外抗炎活性的化合物，正在進行工藝的優化及放大。	獲得1種具有治療急性炎症潛力的先導化合物。	透過校企合作的形式開展項目，促進合成生物學技術從研究向實際應用的轉化，為肝素類多糖、寡糖的獲取提供新的來源和方式，提升公司的技術競爭力。
Key Technology R&D for Innovative Drugs Targeting Pancreatic Cancer	Hepalink has successfully obtained a novel heparin-based glycosaminoglycan compound with therapeutic potential against pancreatic cancer and completed pharmacodynamic, pharmacokinetic, safety, and tolerability evaluations. The compound has received approval for Phase I clinical trials.	Obtain clinical trial approval for a novel drug for pancreatic cancer treatment.	As the first independently developed drug in Hepalink's innovative drug pipeline, following clinical trial validation, it is expected to obtain marketing approval, providing patients with new treatment strategies and enhancing the Company's overall capabilities in innovative drug development.
治療胰腺癌創新藥物關鍵技術研發項目	成功獲得可治療胰腺癌的新型肝素黏多糖類化合物，完成藥效、藥代、安全性和耐受性評價；並已經獲得I期臨床試驗批件。	獲得1種治療胰腺癌的創新藥物的臨床試驗批件。	作為公司創新藥產品管線中的首個自研品種，經歷臨床試驗的確認後，有望獲批上市，為患者提供新的治療策略，提高公司在創新藥品開發上的綜合實力。

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RESPONSIBLE PROCUREMENT AND EQUAL TREATMENT OF SMEs

Suppliers are our critical partners. The Group has established a set of supplier management policies to meet operational needs while taking into account environmental and social responsibility requirements. The Group has adopted the formal Bidding and Procurement Process to regulate its bidding and procurement activities, improve the efficiency of procurement implementation, and ensure the smooth and orderly conduct of bidding. In respect of the supplier appointment policy, internal procedures including the Supplier Admission and Change Process, Supplier Inspection Management Process, Material Supplier Audit Management Procedures, Standard Operating Procedures for Material Supplier Audit, Procedures for Graded Inspection and Management of Qualified Material Suppliers, Procedures for Management of Qualified Material Supplier List, and Third-Party Management Policy assist the Group in selecting and managing suppliers. Through a series of measures including qualification verification, sample confirmation, trial supply, product inspection, risk assessment, audit supervision, and performance evaluation, the Group comprehensively reviews suppliers' performance in quality, environment, safety and other aspects, so as to implement full life cycle management over suppliers at all stages including selection, admission, audit, maintenance, performance assessment and elimination. In addition, when developing new suppliers, the Group follows the 5Rs Principle:

- Right Quality: The quality of products supplied by suppliers meets the Group's quality and usage requirements.
- Right Price: The price is reasonable and competitive.
- Right Time: Production capacity/services can meet demand with timely delivery response.
- Right Quantity: Products can be supplied in accordance with order quantity requirements.
- Right Place: Priority is given to domestic suppliers and those geographically close to the Group, so as to improve procurement efficiency while reducing procurement material costs and risks such as geopolitical risks.

負責任採購與中小企業平等對待

供應商是我們至關重要的合作夥伴。本集團設有一系列供應商管理政策，在確保營運需要的同時，兼顧環境及社會責任的需求。本集團設有既定《招投標採購流程》，規範本集團招標採購活動，提高採購執行效率，保證招標活動順利有序進行。在委任供應商政策方面，《供應商準入與變更流程》《供應商考察管理流程》《供應商考核與評價規範》《物料供應商審計管理規程》《物料供應商審計標準操作規程》《合格物料供應商分級檢驗管理規程》《合格物料供應商清單管理規程》《第三方管理政策》等內部流程亦協助本集團挑選及管理供應商，通過一系列資質審核、樣品確認、供貨試用、產品檢驗、風險評估、審計監督、考核評價等措施，全盤審視其質量、環境及安全等表現，實現對供應商篩選、準入、審計、維護、考評、淘汰等各階段進行全生命週期管控。此外，在針對開發新供應商時，本集團遵循5R原則：

- 適質：供應商提供的產品質量符合公司質量和使用要求
- 適價：價格合理且具有競爭力
- 適時：產能／服務能滿足需求，交期響應及時
- 適量：可按訂單量要求供應產品
- 適地：優先選擇國內和距離我司較近的供應商，在提高採購效率的同時，降低採購物料成本及地緣政治等風險

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Supply Chain Security Management Strategy

The Group attaches great importance to the security and stability of the supply chain. Therefore, it actively enhances supply chain management capabilities and strategic deployment, and continuously identifies and assesses supply chain-related risks and opportunities. By strengthening supplier management, improving risk monitoring mechanisms and enhancing collaboration efficiency, the Group is committed to making the supply chain operation more resilient and sustainable, so as to provide a more solid guarantee for the Group's future business development and long-term competitiveness.

供應鏈安全管理戰略

本集團高度重視供應鏈的安全與穩定，因此積極提升供應鏈管理能力及策略部署，並持續識別及評估供應鏈相關的風險與機遇。透過加強供應商管理、完善風險監控機制及提升協同效率，本集團致力確保供應鏈運作更具韌性與可持續性，為本集團未來的業務發展及長期競爭力提供更堅實的保障。

Risk/Opportunity Type	Risk/Opportunity Description	Impact Level	Risk Time Horizon	Affected Value Chain Link	Potential Financial Impact	Response Measures
風險/機遇類型	風險/機遇描述	影響大小	風險時間範圍	影響的價值鏈環節	潛在財務影響	應對措施
Supplier Compliance Risk 供應商合規風險	Poor performance of upstream suppliers in environmental, safety or social responsibility aspects may cause reputational impact and compliance risks 上游供應商在環境、安全或社會責任方面表現不佳，可能造成聲譽影響與合規風險	Medium 中	Medium to Long Term 中長期	Suppliers, Legal, ESG 供應商、法務、ESG	Ripple risks from ESG incidents, failure in customer audits, termination of cooperation ESG事件連帶風險、客戶審核失分、合作終止	<ul style="list-style-type: none"> Strengthen ESG audits of suppliers and execution of code of conduct signing 積極加強對供應商的ESG審核及行為準則簽署 Consider establishing supplier guidance and improvement mechanisms, and conduct regular assessments of suppliers' CSR performance 考慮加入供應商輔導改善機制以及定期對供應商的CSR表現作出評估
Cross-border Supply Risk (Geopolitics) 跨國供應風險 (地緣政治)	Supply disruption caused by changes in trade regulations, sanctions or tariffs in specific countries 特殊國家因貿易法規、制裁、關稅變動導致供應受阻	Medium 中	Medium to Long Term 中長期	Procurement, International Suppliers 採購、國際供應商	Increased tariff costs, switching costs, supply disruption 關稅成本上升、轉單成本、供應受阻	<ul style="list-style-type: none"> Explore and develop new markets and diversify suppliers as alternative sources 探討並開發新市場及多完化供應商作為供應來源替代 Cross-regional supply chain layout 跨區供應鏈佈局

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Risk/Opportunity Type	Risk/Opportunity Description	Impact Level	Risk Time Horizon	Affected Value Chain Link	Potential Financial Impact	Response Measures
風險／機遇類型	風險／機遇描述	影響大小	風險時間範圍	影響的價值鏈環節	潛在財務影響	應對措施
Information Security Risk 資訊安全風險	Weak information security management of suppliers leading to system intrusion, data leakage or malicious attacks spreading to the Group's systems 供應商的資訊安全管理薄弱導致系統入侵、資料外洩或惡意攻擊蔓延到本集團的系統	Medium 中	Medium Term 中期	Information Management, Procurement, Suppliers 資訊管理、採購、供應商	System downtime, data leakage, compliance risks, brand damage 系統停擺、資料外洩、合規風險、品牌受損	<ul style="list-style-type: none"> Conduct information security reviews on suppliers 供應商資訊安全審查 Sign data protection agreements to prohibit relevant information disclosure by third parties 簽署資料保護協議，禁止各第三方透露相關資訊 Encrypted transmission and authority control 加密傳輸與權限管控
Sustainable Procurement Opportunity 可持續採購機遇	As supply chain awareness of sustainable development and ESG increases, Hepalink can upgrade environmental, quality and safety standards and engage suppliers with ESG practices to reduce transformation costs and strengthen overall supply chain competitiveness 隨著供應鏈對可持續發展及ESG的意識的提高，海普瑞可提升環境、質量與安全標準，使用實施ESG的供應商，降低轉型成本及強化供應鏈整體競爭力	High 高	Long Term 長期	Upstream Suppliers 上遊供應商	Lower transformation costs, reduced compliance risks, enhanced brand reputation 降低轉型成本、降低合規風險、提升品牌聲譽	<ul style="list-style-type: none"> Consider co-organizing environmental and social training with suppliers 考慮與供應商合辦環境及社會相關培訓 Conduct EHS management audits on material suppliers, covering three modules: environmental protection, occupational health and safety management 加強對物料供應商的EHS管理進行審查，內容分為環保、職業健康、安全管理三大板塊

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Impact, Risk and Opportunity Management

The Group adopts the principles of fairness, openness and impartiality in tendering. To foster a sound competitive environment among suppliers, it accords equal and fair treatment to all suppliers in procurement business management, ensuring the procurement process is fair, impartial and honest, so as to regulate market and procurement practices. The principle of confidentiality is also one of the overarching principles governing the Group's procurement activities. Any information accessed by procurement personnel in the course of procurement activities must be handled in compliance with the Group's confidentiality policy and shall not be disclosed to any third party, so as to ensure the orderly conduct of procurement activities and control information security risks of suppliers.

The Group has formulated the Operating Guidelines for Supply Risk Management, and established and continuously improved the supply risk management mechanism based on its existing organizational structure, data foundation and management tools. Supply risks are categorized into two major types: supplier qualification risk and material supply risk. In respect of qualification risk, the Group classifies suppliers into four qualification risk levels according to their business qualifications, operating conditions, litigation cases, news and public opinion, among other factors: Lower Risk, Low Risk, Medium Risk and High Risk. The Group uniformly uses Qichacha Professional Edition to inquire about and monitor the qualification risks of domestic suppliers, adopting its risk classification standards; for overseas suppliers, verification and monitoring are conducted through on-site inspections, market surveys, professional websites and third-party reports, so as to ensure ex-ante review upon new supplier admission and in-process review prior to signing procurement contracts. In respect of material supply risk, the Group classifies materials with supply risks into Category I, Category II, Category III and Category IV according to the impact of material shortages on production disruption or sales. Meanwhile, dynamic supply and demand data are used in conjunction with commonly used analytical methods including the PESTLE¹¹ model, SWOT¹² model and the Supplier Perception Model to assist in judging material risks (the above models are for directional reference only and are not mandatory; they may be selected based on actual business conditions).

影響、風險及機遇管理

本集團採用公平、公開、公正的招標原則，為促進供應商之間形成良好的競爭環境，在採購業務管理中給予所有供應商以公平和平等待遇，促使採購過程公平、公正、誠信，以規範市場及採購業務行為。保密性原則亦是本集團開展採購活動的總原則之一。採購人員在採購活動中接觸到的任何資訊，必須遵守本集團的保密制度，不得向任何第三方透露，以保證採購活動有序開展及控制供應商的資訊安全風險。

本集團制定《供應風險管理操作指導書》，並依託既有的組織架構、數據基礎及管理工具，建立並持續完善供應風險管理機制，將供應風險劃分為供應商資質風險與物料供應風險兩大類。在資質風險方面，本集團依據供應商的工商資質、經營狀況、訴訟案件、新聞輿情等因素，將供應商劃分為四個資質風險等級：較低風險、低風險、中風險、高風險。本集團統一使用「企查查專業版」查詢並監控境內供應商的資質風險，沿用其風險分級標準；境外供應商則透過現場考察、市場調查、專業網站及第三方報告等方式進行查核與監控，確保在新供應商准入時完成事前審查，並在簽訂採購合約前進行事中複查。在物料供應風險方面，本集團依據物料短缺對生產中斷或銷售影響的程度，將具有供應風險的物料劃分為I類、II類、III類、IV類。同時，搭配供應與需求的動態數據，輔以PESTLE¹¹模型、SWOT¹²模型及供應商感知模型等常用分析方法，用以協助研判物料風險（上述模型僅作方向性參考，並非強制要求，可依實際業務情況選用）。

¹¹ A strategic management framework for analyzing the external macro-environment by examining six dimensions: Political, Economic, Social, Technological, Legal and Environmental

¹² Strategic planning for identifying Strengths, Weaknesses, Opportunities and Threats

¹¹ 透過檢視政治(Political)、經濟(Economic)、社會(Social)、科技(Technological)、法律(Legal)及環境(Environmental)六大層面，分析外部宏觀環境的戰略管理框架

¹² 識別優勢(Strengths)、弱點(Weaknesses)、機會(Opportunities)與威脅(Threats)的戰略規劃

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When procurement personnel identify a supplier as Medium Risk or High Risk in the admission or cooperation assessment, they shall immediately provide feedback to the demanding department and relevant responsible departments through the supplier admission approval process, contract approval process, WeChat Work, email or meetings, and prioritize the replacement of the cooperating supplier. If the demanding department still insists on cooperation, it shall consult the Group's Legal Center and obtain approval from at least the first-level supervisor of the demanding department, after which the demanding department shall take the lead in formulating response measures to mitigate relevant risks. After signing the cooperation contract, the demanding department shall continuously track the supplier's performance until the performance is completed and the risk is relieved. When procurement personnel estimate potential material shortages or risks based on supply and demand analysis, they must promptly complete the List of Supply Shortage and Risk Materials, or issue early warnings to the demanding department and relevant responsible departments through production scheduling meetings, S&OP meetings, special material risk communication meetings, and jointly formulate response measures. In addition, continuous tracking of risk changes and recording of risk data are required until the material supply risk is completely relieved.

當採購人員在准入或合作評估中識別到供應商屬中風險或高風險時，須即時透過供應商准入審批流程、合同審批流程、企業微信、郵件或會議等方式向需求部門及相關責任部門反饋，並優先推動更換合作供應商；如需求部門仍堅持合作，則須徵詢本集團的法務中心意見，並至少經需求部門一級主管批准後，由需求部門主導制定應對措施以規避相關風險。合作簽約後，需求部門需持續追蹤供應商履約狀況，直至履約完成、風險解除。當採購人員依據供應與需求分析，預估物料可能出現短缺或風險時，必須及時填寫《供應短缺與風險物料清單》，或透過生產調度會、S&OP會議、專項物料風險溝通會等方式向需求部門及相關責任部門發出預警，並共同制定應對措施。此外，需持續追蹤風險變化並記錄風險數據，直至物料供應風險完全解除。

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Through forward-looking risk identification, timely cross-departmental collaborative early warning and ongoing management tracking, the Group has effectively reduced the impact of supply fluctuations on production plans and order delivery, enhancing the stability and resilience of the overall supply chain. Furthermore, the Group regularly conducts quality monitoring of suppliers to continuously elevate the standards and requirements of supply chain security management:

透過前瞻性的風險識別、及時的跨部門協同預警及持續性的管理追蹤，本集團得以有效降低供應波動對生產計畫與訂單交付造成的影響，提升整體供應鏈的穩定性與韌性。此外，本集團會定期進行對供應商的質量監控，不斷提高供應鏈安全管理的水平及要求：

Supplier Inspection	The Group comprehensively assesses whether supplier inspections are required based on factors such as the importance of products or services provided by suppliers, business continuity risks and complexity of cooperation. Inspection methods include questionnaire surveys and on-site inspections, with evaluation indicators covering basic qualifications, supply and service capabilities, response and delivery capabilities, quality and safety control, and risk assessment.
供應商考察	本集團將依據供應商所提供產品或服務的重要性、業務連續性風險、合作複雜度等因素，綜合評估是否需開展供應商考察。考察方式包括問卷調查與現場考察兩種，評估指標涵蓋基礎資質、供應與服務能力、響應與交付能力、質量與安全管控，以及風險評估等方面。
Supplier Appraisal	In principle, the Group conducts annual review and appraisal of all suppliers, and ad-hoc appraisals when necessary. Upon completion of appraisal for suppliers shortlisted in the year, procurement personnel shall compile the results in the Summary of Supplier Appraisals for record. The appraisal results shall serve as an important basis for selecting cooperating suppliers for future procurement needs, as well as a reference standard for supplier incentives, commendations and elimination.
供應商考核	原則上，本集團均會對供應商進行年度回顧考評，並於必要時進行臨時考評。當年度入圍供應商完成考評後，採購人員將結果統一彙總於供應商考評彙總表中備查。考評結果將作為日後產生採購需求時選擇合作供應商的重要依據，亦作為供應商激勵、表彰與淘汰的參考標準。
Supplier Audit	The Group conducts on-site audits or documentary audits of suppliers based on material classification and the degree of impact on product quality or the accuracy of inspection results. The audit cycle is determined according to the importance of materials to products, so as to ensure that suppliers continuously meet quality management and safety requirements.
供應商審計	本集團將依據物料分類及其對產品質量或檢驗結果準確性的影響程度，對供應商執行現場審計或書面審計。審計週期則視物料對產品的重要性而定，以確保供應商持續符合質量管理及安全要求。

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The Group not only attaches importance to the stability of raw material supply, but also regards supply chain sustainability as an important management principle. When screening and developing new suppliers, the Group introduces sustainable development criteria and strictly verifies their operating qualifications, covering whether their production and business activities comply with environmental protection, labor laws and other relevant laws and regulations, so as to ensure the legality, compliance and responsible management of the supply chain from the source. To establish long-term and stable cooperation with material suppliers and ensure that their products meet health, safety and environmental (EHS) requirements, the Group has formulated the EHS Management Specifications for Material Suppliers, and conducts reviews on the EHS management of its material suppliers to safeguard the stable operation of the Group's production and business activities. The EHS review of material suppliers mainly covers three modules: environmental protection, occupational health and safety management. Below is the general content of the EHS review for material suppliers:

本集團不僅重視原材料供應的穩定性，同時亦將供應鏈的可持續性視為重要管理原則。在篩選供應商及開發新供應商時，本集團引入可持續發展準則，並對其經營資質進行嚴格審核，涵蓋其生產與經營活動是否符合環境保護、勞動法等相關法律法規要求，從源頭確保供應鏈的合法合規與責任管理。為確保與物料供應商建立長期、穩定的合作關係，並確保其所提供的產品符合健康、安全與環境保護(EHS)相關要求，本集團制定《物料供應商EHS管理規範》，對本集團的物料供應商EHS管理情況進行審查，以保障公司生產經營的穩定運行。物料供應商的EHS審查內容主要涵蓋環保、職業健康及安全管理三大板塊。以下為一般對物料供應商EHS的審查內容：

Environmental (E) 環保 (E)

- Whether environmental protection-related systems and procedures have been established and effectively implemented;
是否建立及有效執行與環保相關的制度與流程；
- Generation and discharge of wastes (waste gas, wastewater, solid waste);
廢棄物(廢氣、廢水、固體廢物)的產生與排放情況；
- Whether the supplier has obtained the necessary pollutant discharge permits and compliance in outsourcing disposal of hazardous waste;
是否取得必要的排污許可證及危廢委外處置的合規性；

Occupational Health (H) 職業健康(H)

- Whether occupational health management systems and operating procedures are established and effectively implemented;
是否建立並有效執行職業健康管理制度及操作流程
- Whether ensuring the provision of safe drinking water and sanitary facilities for all employees
是否確保為全體員工提供安全的飲用水及衛生設施
- Whether adequate sanitary facilities are provided (e.g., clean restrooms and handwashing equipment);
是否提供足夠的衛生設施(例如潔淨的洗手間與洗手設備)

Safety Management (S) 安全管理(S)

- Establishment of all-staff safety production responsibility system;
全員安全生產責任制建立情況
- Whether safety investment plans have been formulated and their implementation status;
是否制定安全投入計劃及實施情況
- Safety risk assessment and hidden danger investigation and remediation status;
安全風險評估及安全隱患排查治理情況
- Whether approval systems and supervision are implemented for high-risk operations including hot work, work at height, confined space entry and lifting operations;
動火、高處、受限空間、吊裝等高風險作業是否執行批准制度及監護

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Environmental (E)

環保 (E)

- Whether environmental risk assessments have been conducted and corresponding control measures formulated;
是否開展環保風險評估並制定相應的管控措施；
- Establishment and implementation of environmental emergency response plans and environmental impact assessment (EIA) documents.
環保應急預案及環境影響評價(環評)文件的建立與執行情況。

Occupational Health (H)

職業健康(H)

- If accommodation is provided for employees or contract workers (e.g., staff dormitories), whether such accommodation is safe, clean, and meets basic requirements (e.g., fire safety, emergency measures, etc.);
如為員工或合同工提供住宿(如員工宿舍)·該住宿環境是否安全、整潔·並符合基本要求(例如消防安全、應急措施等)
- Whether appropriate and compliant personal protective equipment is provided for employees;
是否為員工提供適當且符合要求的勞動防護用品
- Whether occupational health education and training are conducted regularly;
職業健康教育與培訓是否定期開展
- Whether annual occupational health examinations are conducted for employees.
是否為員工開展年度職業健康體檢

Safety Management (S)

安全管理(S)

- Whether safety protection facilities (protective covers, emergency stop devices) for machinery and equipment in production areas are complete;
生產區域的機械設備安全防護(防護罩、急停裝置)是否完善
- Whether accidents and incidents (including near-miss incidents) are recorded, investigated and followed up with corrective measures;
事故事件(包括未遂事故)是否有記錄、調查與整改措施
- Whether regular safety education and training are conducted (for new employees, job transfer employees, special operation personnel, etc.);
是否開展定期安全教育與培訓(新員工、轉崗、特種作業等)
- Whether safety accident emergency response plans are established and drills are organized regularly.
是否建立安全事故應急預案並定期組織演練

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Meanwhile, in procuring materials, equipment and appliances, the Group also comprehensively considers their environmental performance. For example, when purchasing machinery and lighting systems that meet technical parameters, priority is given to appliances with higher energy efficiency, extending the Group's environmental protection vision to all levels of the supply chain. In addition, the Group maintains close communication with suppliers and continuously supervises and improves the overall management level of suppliers through annual comprehensive evaluations and project inspections, so as to ensure the compliance, stability and sustainable development of the supply chain. During the supplier review process, the Group also understands suppliers' risk management policies in the environmental and social fields, and timely incorporates their performance in environmental protection and social responsibility into evaluation indicators for comprehensive assessment and scoring. This initiative aims to promote suppliers to improve their sustainable development performance, while strengthening the responsible management and overall resilience of the Group's supply chain.

The Group continuously promotes a diversified supplier strategy, actively advancing the diversification of material sources, domestic substitution and the development of multiple suppliers for single-source materials, so as to reduce reliance on a single supplier, enhance supply chain resilience and improve delivery stability. Meanwhile, the Group also strives to optimize inventory management and establish a safety stock mechanism. By strengthening the collaborative operation of sales, production and supply, the Group has established an inventory management system including safety stock and healthy stock, dynamically monitors the actual inventory level, and timely initiates early warning and control measures to ensure that inventory is maintained within a healthy and reasonable range, thereby effectively supporting production pace and market demand.

同時，在採購物料及設備、器具時，本集團亦會綜合考慮其環保表現，例如購置機器及照明系統時在符合技術參數時優先選用更具能源效益的器具，把本集團的環境保護願景推展至供應鏈各個層面。此外，本集團與供應商保持密切溝通，並透過年度綜合評價、項目考察等方式，持續監督及提升供應商的整體管理水平，以確保供應鏈的合規性、穩定性及可持續發展。在供應商審查過程中，本集團亦會了解供應商在環境及社會領域的風險管理政策，並適時將其環境保護與社會責任方面的表現納入評估指標，用以進行綜合考核與評分。此舉旨在促進供應商提升其可持續發展表現，同時加強本集團供應鏈的責任管理及整體韌性。

本集團持續推動多元化供應商策略，積極推進物料來源多元化、國產化替代及單一來源物料的多供應商開發，以降低對單一供應商的依賴，強化供應鏈韌性並提升交付的穩定性。同時，本集團亦著力優化庫存管理並設立安全庫存機制。透過強化銷、產、供的協同運作，建立包括安全庫存與健康庫存在內的庫存管理制度，並對實際庫存水平進行動態監測，適時啟動預警及調控措施，確保庫存維持在健康且合理的範圍內，從而有效支撐生產節奏與市場需求。

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Indicators and Targets

The Group has set supply chain security management objectives, aiming to strengthen the stability, compliance and sustainability of the supply chain, enhance overall operational efficiency through systematic risk identification and management mechanisms, and effectively mitigate potential risks.

指標及目標

本集團設立供應鏈安全管理目標，旨在強化供應鏈的穩定性、合規性與永續性，透過系統化的風險辨識與管理機制，提升整體營運效率，並有效降低潛在風險。

Indicator 指標

Objective 目標

Suppliers can provide stable raw materials or services that comply with laws, regulations and corporate standards.
供應商能提供穩定、符合法規與企業標準的原材料或服務。

Ensure the consistency of supplier quality and delivery, and integrate quality management improvement into supplier management requirements.

確保供應商質量與交付的一致性，並將質量管理提升納入供應商管理要求。

Suppliers possess basic compliance capabilities, including quality management, EHS, occupational safety and data compliance.
供應商具備基本合規能力，包括質量管理、EHS、職業安全與資料合規。

Ensure that core suppliers pass the annual supplier appraisal and comply with Heparlink's Code of Conduct and ESG requirements.

確保核心供應商均通過供應商年度考核，並符合海普瑞的行為準則與ESG要求。

Supply chain activities must abide by policies on fair competition and anti-unfair competition, and shall not involve bribery, interest conveyance or monopolistic practices.

Ensure fair and transparent procurement decisions and avoid legal or reputational risks arising from improper conduct.

確保採購決策公正、透明，避免因不當行為帶來法律或聲譽風險。

供應鏈活動須遵循公平競爭與反不正當競爭政策，不涉及賄賂、利益輸送或壟斷行為。

In addition, as a responsible purchaser in the industry, the Group is committed to treating all suppliers, large and small, fairly. The Group adopts consistent and fair payment terms, reasonable delivery times and a stable ordering process; payment terms and delivery cycles are negotiated and agreed by both parties in the contract/order. To support the sustainable operation of small and medium-sized enterprises, the Group sets reasonable payment periods for small and medium-sized suppliers and, when truly necessary, provides advance payments based on the principles of business rationality and risk controllability, with specific arrangements subject to friendly negotiation between both parties. The Group has also established a standardized procurement process internally. Upon completion of material acceptance, settlement is strictly conducted in accordance with the payment terms set out in the contract/order, ensuring open and transparent transactions and compliance with the principle of commercial integrity. The Group has always strictly fulfilled its obligation to make timely payments to all suppliers, fully demonstrating the Group's emphasis on safeguarding the legitimate rights and interests of suppliers and building a healthy, mutual-trust and sustainable cooperation Ecosystems.

此外，本集團作為業界具有責任感的採購商，承諾公平對待所有大小型供應商。本集團採用一致且公平的付款條款、合理的交貨時間及穩定的訂購流程；付款條件及交貨周期均由雙方在合同／訂單中協商確定。為支持中小企業的可持續運營，本集團對中小型供應商設定合理的付款期限，並在確有需要時，基於業務合理性與風險可控原則提供預付款，具體安排以雙方友好協商為準。本集團內部亦建立了標準化採購流程，在物料驗收完成後，嚴格依照合同／訂單所載付款條件進行結算，確保交易公開透明並遵守商業誠信原則。本集團一向嚴格履行對所有供應商準時付款義務，充分體現本集團對維護供應商合法權益及構建健康、互信、可持續合作生態的重視。

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The table below shows the number of suppliers of the Group segmented by region in the reporting year. During the year, the Group implemented employment practices and measures for the proper management of the supply chain for all 2,092 suppliers:

下表為本集團在本報告年按不同地區劃分的供應商數目。年內，本集團向全數2092間供應商執行了有關妥善管理供應鏈的聘用慣例及措施：

Region	地區	Figures for 2024 二零二四數目	Figures for 2025 二零二五數目
China	中國	767	877
North America	北美	455	1,194
Others	其他	15	21
Total	總數	1,237	2,092

RURAL REVITALIZATION AND SOCIAL CONTRIBUTIONS

Hepalink has consistently maintained a strong commitment to the biopharmaceutical industry while actively demonstrating its corporate social responsibility. Hepalink continues to support the sustainable development of the local biopharmaceutical sector. At the same time, the Company values the expectations and feedback of the communities in which it operates, proactively responding to local needs, supporting socially valuable projects where feasible, and collaborating with like-minded institutions and organizations. These initiatives aim to establish and maintain trust among stakeholders and contribute to the long-term development of both the industry and the community. Although Hepalink's operations are not directly located in rural or poverty-stricken areas, the Company actively fulfills its corporate citizenship responsibilities by monitoring the needs of vulnerable groups and giving back to society through philanthropic donations, educational support, medical assistance, and volunteer services. Looking ahead, Hepalink is committed to working together with diverse stakeholders to actively participate in rural revitalization initiatives, contributing corporate strength toward achieving the agricultural and rural modernization blueprint outlined in the national "15th Five-Year Plan". The Company also encourages its employees to engage in community service and charitable activities, embedding the value of "giving back to society and sharing development" into its corporate culture. Through these efforts, Hepalink seeks to promote social welfare beyond its core business operations and contribute to a more inclusive and sustainable society.

鄉村振興及社會貢獻

海普瑞一直保持對生物醫藥行業的熱忱，並積極展現企業應有的社會責任，持續支持當地生物醫藥產業的健康發展。同時，我們重視社區的期望與意見，主動回應社區需求，在可行情況下支持具社會價值的項目，並與理念相近的機構及團體合作，以建立及維護持份者的互信關係，為行業與社區的長遠發展貢獻力量。雖然本集團的業務未直接落地於鄉村或脫貧地區，我們仍積極履行企業公民責任，持續關注弱勢群體的需要，並透過公益捐助、教育支持、醫療援助及志願服務等多元方式回饋社會。未來，本集團承諾與不同持份者攜手合作積極參與鄉村振興事業，為達成國家「十五五」規劃繪就的農業農村現代化藍圖貢獻企業力量。同時，本集團亦鼓勵員工投入社區服務與公益行動，在企業文化中弘揚「回饋社會、共享發展」的價值理念，期望在核心業務以外亦能推動社會福祉，並促進更具包容性、可持續的社會發展。



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During the reporting year, Hepalink donated a total of approximately RMB2.58 million to support multiple community development and charitable initiatives and organized 183 volunteer engagements across 27 events hosted by the superior Party Committee and the Party-Mass Service Center. Examples include participation in and serving as volunteers for the “Shen Gong Heart Power • Supporting a New Journey” – Shenzhen Federation of Trade Unions’ Hundred Sessions of Psychological Group Counseling Entering Hepalink initiative. Through this program, Hepalink helped relieve workplace stress and enrich employees’ leisure time while also providing professional psychological counseling, themed lectures, and interactive workshops for grassroots workers and community members. These actions further reinforced the Company’s corporate social responsibility and promoted the physical and mental well-being of both employees and the local community. In addition, the Party Branch at Hepalink’s Pingshan facility actively responded to and fully supported the “Care and Support for Emerging Sectors and New Employment Groups” initiative organized by the Party Working Committee of the “Two New” organizations in Kengzi Subdistrict, Pingshan District, Shenzhen. The Branch proactively donated care materials and mobilized Party member volunteers to participate in outreach activities. Through these measures, Hepalink has clearly demonstrated its commitment to social responsibility and the exemplary role of Party members, contributing positively to the high-quality development of Kengzi Subdistrict. Additionally, the Group’s Party branch has also carried out various themed learning and education activities, such as visits to the Dongjiang Column Memorial Hall and Party building exchange trips to CGN Shenzhen Daya Bay Nuclear Power Station, guiding Party members to draw strength from revolutionary history and inspiring their dedication through benchmarking against advanced practices, thereby injecting sustained and vigorous momentum into the enterprise’s high-quality development.

於本報告年度內，本集團合共捐贈約258萬元人民幣支持多項社區發展與慈善活動，及組織了183人次參與27場由上級黨委及黨群服務中心舉辦的各類黨建與志願服務活動。其中，包括參與「深工心動力•助力新征程」—深圳市總工會百場心理團輔走進海普瑞活動並擔任志願者。透過該活動，本集團一方面協助紓解企業員工的工作壓力、豐富員工的業餘生活；另一方面亦為基層職工與社區提供專業心理輔導、主題講座及互動工作坊，進一步發揮企業社會責任，促進員工與社區的身心健康發展。此外，本集團坪山廠房黨支部亦積極響應並全力支持深圳市坪山區坑梓街道「兩新」組織黨工委開展的「新興領域新就業群體關心關愛活動」，主動捐贈關愛物資並組織黨員志願者參與慰問行動。透過這些舉措，本集團充分彰顯企業的社會責任與黨員的先鋒模範作用，為坑梓街道的高品質發展貢獻了積極力量。此外，本集團的黨支部亦開展多項主題學習與教育活動，如參觀東江縱隊紀念館、赴中廣核深圳大亞灣核電站開展黨建交流等，引導黨員從紅色歷史中汲取奮鬥力量，並在對標先進中激發幹事熱情，為企業高質量發展注入持續而強勁的動能。

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Visit to the Dongjiang Column Memorial Hall for inheriting the red legacy

參觀東江縱隊紀念館，傳承紅色基因



“Empowering Hearts in Shenzhen Federation of Trade Union • Supporting a New Journey”
– Shenzhen Federation of Trade Unions’ Hundred Psychological Group-Counselling Sessions at Hepalink
「深工心動力 • 助力新征程」
– 深圳市總工會百場心理團輔走進海普瑞



Themed Party building exchange activity organized for Party member backbone at CGN Shenzhen Daya Bay Nuclear Power Station
組織黨員骨幹赴中廣核深圳大亞灣核電站開展主題黨建交流活動





Environmental, Social and Governance Report 環境、社會及管治報告

Hepalink is a globally integrated multinational pharmaceutical company with dual financing platforms and one of the world's largest suppliers of heparin active pharmaceutical ingredients. The Group is dedicated to providing high-quality, safe, and effective medicines and services to patients worldwide, while continuously expanding the reach of inclusive healthcare. The Company has established self-operated businesses in seven countries and leverages its global presence to improve the accessibility and affordability of its products across diverse markets. Hepalink's enoxaparin sodium injection is marketed in more than 50 countries and regions and has obtained regulatory approval in over 70 countries and regions, providing reliable anticoagulant therapy options tailored to different healthcare systems. The Company implements flexible, differentiated pricing strategies based on local economic conditions, healthcare coverage, and patient affordability. These strategies are designed to facilitate the inclusion of relevant products in national health insurance or public medical programs, enabling patients to access high-quality medicines at more affordable costs. Looking forward, Hepalink will continue to strengthen its independent innovation capabilities, advance the development of clinically value-driven products and technologies, and actively integrate with international markets. By setting an example for other innovative companies and projects, Hepalink aims to support the innovation and upgrading of the biopharmaceutical industry in Shenzhen and across China, while contributing more substantially to the realization of inclusive healthcare worldwide.

作為一家擁有雙融資平台的全球化跨國制藥企業及全球最大的肝素原料藥供應商之一，本集團致力於為全球患者提供高質量、安全、有效的藥物與服務，持續推進普惠醫療版圖。本集團目前已在全球7個國家建立自營業務，並依託全球化佈局，不斷提升產品可及性與醫療可負擔性。本集團旗下的依諾肝素鈉注射液已在全球50多個國家和地區銷售，並在70多個國家和地區獲批上市，為不同市場提供可靠的抗凝治療選擇。海普瑞亦根據各地經濟水平、醫療保障制度及患者可負擔能力，制定具彈性的差異化價格策略，推動更多國家或地區將相關產品納入其醫保或公費醫療體系，使患者能以更可負擔的成本獲得高品質藥物。展望未來，海普瑞將持續強化自主創新能力，推動臨床價值導向的產品與技術發展，並積極與國際市場深度接軌，為更多創新企業與創新專案提供示範效應，助力深圳乃至全國生物醫藥產業的創新升級，為全球普惠醫療的實現貢獻更大力量。

SUSTAINABILITY-RELATED ASPECTS

Anti-Commercial Bribery, Anti-Corruption and Anti-Unfair Competition

The Group upholds the highest standards of integrity and honesty, regarding them as integral components of our core corporate values. We are committed to promoting business practices centered on anti-corruption, anti-fraud, and anti-unfair competition to maintain high ethical standards and a robust corporate governance framework, thereby safeguarding the Group against fraud, corruption, and other forms of misconduct. In addition to strict compliance with relevant laws and regulations, including the Anti-Unfair Competition Law of the People's Republic of China and the Anti-Monopoly Law of the People's Republic of China, the Group has established a series of compliance management systems. This system forms a strong line of defense against Anti-corruption and fraud, covering all internal and external business processes.

The Group has established a comprehensive set of policies, including the Code of Conduct, Monitoring, Complaints and Reporting Management System, Anti-Bribery and Anti-Corruption Policy, Code of Business Conduct for Business Partners, Code of Business Conduct for Employees, Conflict of Interest Policy, Third-Party Management Policy, Gifts, Hospitality and Third-Party Travel Policy, Policy on Interactions with Healthcare Professionals and Patient Organizations, Compliance Investigation Management Procedures, Internal Reporting and Investigation Procedures Policy, Data Compliance Policy and Sensitive Personal Information Policy, which effectively regulate the conduct of employees and business partners, conflict of interest management, third-party compliance management, commercial interaction standards and complaint reporting. In addition, Comprehensive Risk Management and Internal Control Management System, the Internal Audit System and Listing Compliance Audit Procedures further strengthen the Group's internal control system to ensure the effective implementation of compliance measures. For external control, the Group has established the Legal Compliance Review Standards for Admission of Chinese CSOs, which regulates the admission process of Chinese Contract Sales Organizations ("CSOs"), clarifies legal compliance review standards, division of responsibilities and criteria for outcome determination, and ensures that business partners comply with national laws and regulations, industry regulatory requirements and the Group's internal compliance management requirements. Through systematic review of business partners' qualifications, operational compliance and risk management capabilities, the Group effectively mitigates legal, commercial and reputational risks in the course of cooperation and further enhances the transparency and integrity of overall business operations.

可持續發展相關維度

反商業賄賂、反貪污及反不正當競爭

本集團秉持高度廉正與誠信原則，將其視為企業核心價值的重要組成部分，並致力於推行反貪污、反舞弊及反不正當競爭的商業實踐，以維持高道德標準及健全的企業管治框架，全面保護本集團免受欺詐、腐敗及其他不當行為的侵害。除了嚴格遵守《中華人民共和國反不正當競爭法》《中華人民共和國反壟斷法》等相關法律法規外，本集團亦建立一系列合規管理制度，形成覆蓋內外部業務全流程的反貪污與反舞弊防線。

本集團制定的制度涵蓋《行為準則》《監察投訴舉報管理制度》《反賄賂反腐敗政策》《商業伙伴商業行為準則》《員工商業行為準則》《利益衝突政策》《第三方管理政策》《禮品、招待與第三方旅行政策》《與醫療專業人士及患者組織的互動政策》《合規調查管理流程》《內部報告和調查流程政策》《數據合規政策》及《敏感個人信息政策》等，有效規範員工及合作伙伴的行為準則、利益衝突管理、第三方合規管理、商業互動規範及投訴舉報等領域。此外，《全面風險管理與內部控制管理制度》《內部審計制度》及《上市合規審計流程》進一步強化本集團內部的控制體系，確保合規措施得到有效執行。在外部管控方面，本集團建立了《中國CSO准入法律合規審核標準》，規範中國推廣服務組織(CSO)的准入流程，明確法律合規審查標準、職責分工及結論判定規則，確保合作方符合國家法律法規、行業監管要求與本集團內部合規管理要求。透過系統化審查合作方的資質、經營合規情況及風險管理能力，本集團得以有效防範合作過程中的法律、商業與聲譽風險，進一步提升整體業務運營的透明度與誠信度。



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Through the Code of Business Conduct for Employees, Code of Business Conduct for Business Partners and Code of Conduct, the Group sets clear and highest standards of integrity and ethics for all employees and business partners, requiring all parties to maintain and develop cooperative relationships in an open, honest and transparent manner in business activities, adhere to the principle of fair competition, abide by the bottom line of integrity, jointly maintain an open and transparent market competition order, and consolidate the commercial integrity foundation of the enterprise and its supply chain. To further regulate conflict of interest management, the Group requires employees to submit conflict of interest declarations upon joining the Company, in ad-hoc situations and annually in accordance with the Conflict of Interest Policy, ensuring that all potential conflicts of interest are properly identified and addressed before the introduction of business partners or the advancement of transactions. The Group has established an interest declaration mechanism, with the Declaration of Interest Form available internally for employees to download and complete truthfully. For actual or potential conflicts of interest identified in the declarations, the Group conducts reviews in accordance with the hierarchical approval principle; where further verification is required, declarants will be requested to provide supplementary explanations, and the Legal and Compliance Department will conduct further investigations to ensure the overall process is objective, fair and traceable. In addition to internal policies, the Group appoints independent non-executive directors to oversee corporate governance performance and annually engages certified public accountants with securities and futures professional qualifications to review internal financial statements and internal controls, enhancing the transparency and credibility of compliance operations. Meanwhile, the Legal Risk Control Center reviews the Conflict of Interest Policy biennially and revises it as necessary in light of the latest laws and regulations and industry practices to ensure continued consistency and effectiveness between the policy and corporate governance practices.

本集團透過《員工商業行為準則》《商業伙伴商業行為準則》及《行為準則》，對所有員工及商業伙伴制定明確且最高標準的誠信與道德規範，要求各方在業務活動中以公開、誠信與透明的方式維繫與拓展合作關係，堅持公平競爭原則，恪守誠信底線，共同維護公開透明的市場競爭秩序，夯實企業與供應鏈的商業誠信基礎。為進一步規範利益衝突管理，本集團依《利益衝突政策》要求員工在入職、臨時情況及每年定期提交利益衝突申報，確保所有可能構成利益衝突的情況都能在引入商業伙伴或推進交易前被妥善識別與處理。本集團建立利益申報機制，《利益申報表》於內部公開供員工下載並如實填報。對於申報中已存在或可能存在利益衝突的情況，本集團按分級審批原則進行審查；如需進一步核實，將要求申報人補充說明，並由法務合規部門開展進一步調查，確保整體過程客觀、公正且可追溯。除內部制度外，本集團亦聘請獨立非執行董事監督公司治理表現，並每年委託具有證券及期貨專業資格的會計師事務所審閱內部財務報表及內部控制，強化合規運作的透明度與公信力。同時，法律風險控制中心每兩年定期檢討《利益衝突政策》，並於必要時依據最新法律法規及行業實務進行修訂，以確保政策與公司治理實踐持續保持一致與有效。

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The Group attaches great importance to anti-corruption and anti-fraud management. Through the Anti-Fraud Promotion Procedures, the Internal Audit Module conducts irregular integrity education throughout the year, including group-wide integrity promotion and specialized training for key and sensitive positions. During the reporting year, the Group arranged for approximately 1,600 employees (including general staff, supervisors, middle and senior management) to participate in nearly 4,000 hours of anti-corruption training. Meanwhile, the Group continuously collects major fraud cases in the industry and the latest regulatory information, and develops promotional manuals and educational videos tailored to the Group's business characteristics to embed the anti-fraud concept into daily business processes. Integrity reminders are also issued during key festivals such as the Spring Festival and Mid-Autumn Festival to strengthen employees' self-discipline awareness. For external cooperation, the Group ensures business relationships are only established with partners committed to complying with the Group's highest ethical and integrity standards in accordance with the Third-Party Management Policy. All third parties must undergo due diligence initiated by the business department and complete risk assessment, and be reviewed by the Legal Department before contract signing or payment. If an employee becomes aware of or suspects a third party has violated anti-bribery and anti-corruption laws or the Company's policies, they must immediately report such matters via the reporting hotline or email. Those who intentionally conceal such violations will be subject to disciplinary action, and those with serious circumstances may have their employment contracts terminated. Through anti-fraud promotion, third-party compliance review, reporting and accountability, and ongoing monitoring, the Group has established a comprehensive integrity and compliance system covering internal and external business activities, effectively safeguarding the transparency and integrity of corporate operations.

本集團高度重視反貪污與反舞弊管理，透過《反舞弊宣傳流程》由內審模組全年不定期開展廉潔教育，包括全員從業廉潔宣導及針對關鍵與敏感崗位的專項培訓。於本報告年度內，本集團一共安排約1,600名員工（包括一般員工、主管、中級及高級管理層）參與接近4,000小時的反貪污培訓，同時，本集團持續收集行業重大舞弊案例與最新監管資訊，結合本集團的業務特點編製宣導手冊與教育影片，使反舞弊理念融入日常業務流程；於春節、中秋等重要節點亦會發布廉潔提醒，強化員工自律意識。在外部合作方面，本集團依《第三方管理政策》確保僅與承諾遵守本集團最高道德與廉潔標準的合作方建立業務關係；所有第三方均須經由業務部門發起盡職調查並完成風險評估，由法務部門審核後方可簽署合同或進行款項支付。若員工知悉或懷疑第三方違反反賄賂、反腐敗法律或公司政策，必須立即透過舉報熱線或電子郵件反映；故意隱瞞者將面臨紀律處分，情節嚴重者可被解除勞動契約。透過反舞弊宣導、第三方合規審查、舉報追責及持續監管，本集團已形成覆蓋內外經營活動的全方位廉潔合規體系，切實維護企業運營的透明度與誠信。



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The Group has established diversified reporting channels and a comprehensive investigation procedure for reported incidents to examine and combat any unlawful commercial practices. Regarding anti-commercial bribery, the Group has established a full-process investigation mechanism covering acceptance, review, investigation, evidence collection, disposition and rectification in accordance with regularized policies such as the Anti-Fraud Investigation Procedures, Compliance Investigation Management Procedures and Internal Reporting and Investigation Procedures Policy, ensuring all suspicious activities are handled in a professional, objective and transparent manner. The Group has established a sound whistleblower protection mechanism and provides diversified monitoring and complaint channels, including a hotline, the “Reporting and Suggestions” function on the internal platform, email and suggestion boxes, to accept named or anonymous reports. The Group implements strict confidentiality management over reporting information; no one other than the head of the monitoring authority and dedicated handling personnel may inquire about, seek or access reporting materials. Without the whistleblower’s consent, their personal information or reporting content may not be disclosed. All departments and subsidiaries of the Company shall legally protect the legitimate rights and interests of whistleblowers and shall not retaliate against them for any reason. Any act of conniving, shielding, bribing or instigating others to retaliate against a whistleblower will result in corresponding liability, and serious cases will be transferred to judicial authorities. If a whistleblower is subject to disciplinary action or other unfair treatment as a result of reporting, such action shall be rectified immediately in accordance with the jurisdiction; if the whistleblower’s personal safety is threatened, the relevant departments shall promptly take necessary protective measures. If the reputation or property of a whistleblower or their relatives is infringed as a result of the report, the Group will require the infringer to cease the infringement, issue a public apology and bear corresponding compensation liability; whistleblowers may also file lawsuits in accordance with the law. Through the above protection systems, the Group ensures the safety, confidentiality and impartiality of the reporting mechanism and encourages employees and stakeholders to report issues honestly without fear of repercussions, safeguarding the Group’s integrity culture and compliant operations.

本集團設有多元化的舉報渠道，並建立完善的通報事件調查規程，用以審視及打擊任何不法商業行為。就反商業賄賂方面，本集團依據《反舞弊調查流程》《合規調查管理流程》及《內部報告和調查流程政策》等常態化制度，形成涵蓋受理、審查、調查、取證、處理及整改等全流程的調查機制，確保所有可疑行為均能以專業、客觀及透明的方式處理。本集團已建立完善的舉報者保護機制，並提供多元化的監察投訴渠道，包括熱線電話、內部平台「舉報建言」、電子郵件及意見信箱等，接受實名或匿名舉報。本集團對舉報資訊實施嚴格的保密管理，除監察機構負責人及受理專責人員外，任何人不得查詢、打聽或接觸舉報資料；在未獲舉報人同意的情況下，亦不得公開其個人資訊或舉報內容。公司各部門及子公司須依法保護舉報人的合法權益，不得以任何理由進行打擊報復；任何縱容、包庇、收買或指使他人對舉報人進行報復的行為，將被追究相應責任，情節嚴重者將移交司法機關處理。若舉報人因舉報而遭受紀律處分或其他不公正待遇，應依管轄權限立即予以糾正；當舉報人的人身安全受到威脅時，有關部門亦須及時採取必要的保護措施。若因舉報導致舉報人或其親屬的名譽或財產受到侵害，本集團將要求侵權者停止侵害、公開道歉並承擔相應賠償責任；舉報人亦可依法提起訴訟。透過上述保護制度，本集團確保舉報機制的安全性、保密性與公正性，並鼓勵員工及利益相關方在無後顧之憂的環境下誠實反映問題，維護企業的廉潔文化與合規運作。

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The Group adheres to the principle of fair competition, strictly complies with the Anti-Unfair Competition Law of the People's Republic of China, Anti-Monopoly Law of the People's Republic of China and other relevant laws and regulations, and has formulated relevant anti-unfair competition rules to prevent monopolistic practices and maintain an open and fair market environment. Meanwhile, the Group has implemented anti-unfair competition management measures and relevant policies, including the Legal Compliance Review Specifications for Chinese Promotional Materials, which regulates the design, production and use of promotional materials to ensure legal compliance and protect corporate reputation. The main provisions include:

- Marketing materials in China shall not contain any fictitious or misleading information, must not harm the commercial reputation or product goodwill of competitors, nor denigrate the goods or services of other business operators.
 - The implementation of confusing acts is prohibited, including but not limited to imitating layout designs, slogans, or other elements adopted by other companies that may lead to misunderstanding or confusion.
 - False propaganda and false advertising are strictly prohibited, including but not limited to prohibiting false or misleading commercial promotion of product quality, ingredients, usage, sales status, honors received, producers, validity period, etc. in the marketing materials in China; no promises inconsistent with the actual conditions of the product may be made; no fictitious product usage effects may be claimed; no fictitious, forged or unverifiable scientific research results or statistical data may be used as supporting materials.
 - Marketing materials in China shall not disclose, use or contain trade secrets of other rights holders.
 - Marketing materials in China must strictly comply with applicable anti-monopoly laws, and any act or content that eliminates or restricts free competition is prohibited.
 - Reaching any agreement with competitors to jointly increase, decrease, stabilize or maintain prices, discounts or rebates is prohibited.
 - Discussing sensitive information such as product costs and prices or other information that may affect market competition with competitors is prohibited.
 - Discussing or setting fixed resale prices to third parties or minimum resale prices to third parties with transaction counterparts is prohibited.
- 本集團堅持公平競爭原則，嚴格遵守《中華人民共和國反不正當競爭法》《中華人民共和國反壟斷法》等相關法律法規，並制定相關反不正當競爭規範，以防止壟斷行為，維護公開、公平的市場環境。同時，本集團設立了反不正當競爭管理措施及相關制度，例如《中國宣傳物料法律合規審核規範》，以規範宣傳物料的設計、製作及使用，確保合法合規並維護企業聲譽。主要規範包括：
- 中國宣傳物料不得包含虛構或誤導性資訊，不得損害競爭對手的商業信譽或商品聲譽，也不得貶低其他生產經營者的商品或服務。
 - 禁止實施混淆行為，包括但不限於不得模仿其他公司採用的有可能導致誤導或混淆的版面設計、標語等。
 - 嚴禁虛假宣傳及虛假廣告行為，包括但不限於禁止在中國宣傳物料中對產品質量、成分、用途、銷售狀況、曾獲榮譽、生產者、有效期限等進行虛假或引人誤解的商業宣傳；不得作出與產品實際情況不符的承諾；不得虛構產品使用效果；不得使用虛構、偽造或無法驗證的科研成果、統計資料作為證明材料。
 - 中國宣傳物料不得披露、使用或包含其他權利人的商業秘密。
 - 中國宣傳物料必須嚴格遵守與反壟斷相關的適用法律，禁止任何排除或限制自由競爭的行為或內容。
 - 禁止與競爭對手達成任何協議，以共同提高、降低、穩定或維持價格、折扣或返利。
 - 禁止與競爭對手討論產品成本、產品價格等具敏感性或可能影響市場競爭的資訊。
 - 禁止與交易相對人討論或設定固定向第三方轉售商品的價格，或限定向第三方轉售商品的最低價格。



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During the reporting period, no employees of the Group were investigated by relevant legal authorities, dismissed or disciplined for commercial bribery or corruption; no business partners had their cooperation terminated or failed to renew contracts due to commercial bribery or corruption; and there were no lawsuits involving commercial bribery or corruption. Meanwhile, during the reporting period, the Group had no litigation or major administrative penalties arising from unfair competition practices.

本集團在報告期內沒有任何員工因商業賄賂或貪污行為而被相關法律部門調查、被解僱或受到處分，亦沒有業務合作夥伴因商業賄賂或貪污行為而被終止合作或未能續約，以及沒有任何商業賄賂或貪污行為的訴訟案件；同時本集團於報告期內亦沒有因公司不正當競爭行為導致訴訟或重大行政處罰。

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《深圳證券交易所上市公司自律監管指引第17號－可持續發展報告(試行)》

Disclosure requirements

披露要求

Corresponding section of this report (If the relevant issue is not disclosed, a full explanation must be provided in accordance with the requirements of Rule 7 of the ESG Reporting Guide)

對應的本報告章節(相關議題未披露的，根據可持續發展報告指引第七條要求進行充分說明)

Response to climate change

應對氣候變化

Pollutant emissions

污染物排放

Waste treatment

廢棄物處理

Ecosystems and Biodiversity Conservation

生態系統和生物多樣性保護

Environmental Compliance Management

環境合規管理

Use of Energy

能源利用

Use of Water Resources

水資源利用

Circular Economy

迴圈經濟

Rural Revitalization

鄉村振興

Social Contribution

社會貢獻

Response to climate change

應對氣候變化

Environmental Compliance Management

環境合規管理

Pollutant emissions

污染物排放

Environmental Compliance Management

環境合規管理

Waste treatment

廢棄物處理

Ecosystems and Biodiversity Conservation

生態系統和生物多樣性保護

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污染物排放

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生態系統和生物多樣性保護

Use of Energy

能源利用

Use of Water Resources

水資源利用

Use of Material and Circular Economy

物料利用及迴圈經濟

Use of Energy

能源利用

Use of Water Resources

水資源利用

Use of Material and Circular Economy

物料利用及迴圈經濟

Rural Revitalization and Social Contributions

鄉村振興及社會貢獻

Rural Revitalization and Social Contributions

鄉村振興及社會貢獻

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Disclosure requirements

披露要求

Corresponding section of this report (If the relevant issue is not disclosed, a full explanation must be provided in accordance with the requirements of Rule 7 of the ESG Reporting Guide)

對應的本報告章節(相關議題未披露的, 根據可持續發展報告指引第七條要求進行充分說明)

Innovation-driven Development

創新驅動

Technology Ethics

科技倫理

Supply Chain Safety

供應鏈安全

Equal Treatment for SMEs

平等對待中小企業

Safety and Quality of Products and Services

產品和服務安全與質量

Data Security and Customer Privacy Protection

數據安全與客戶私隱保護

Workforce

員工

Due Diligence

盡職調查

Stakeholder Communication

利益相關方溝通

Anti-Commercial Bribery, Anti-Corruption and Anti-Unfair Competition

反商業賄賂、反貪污及反不正當競爭

Anti-Commercial Bribery, Anti-Corruption and Anti-Unfair Competition

反商業賄賂、反貪污及反不正當競爭

Innovation-Driven Development and Technology Ethics

創新驅動及科技倫理

Innovation-Driven Development and Technology Ethics

創新驅動及科技倫理

Responsible Procurement and Equal Treatment of SMEs

負責任採購與中小企業平等對待

Responsible Procurement and Equal Treatment of SMEs

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《香港聯合交易所有限公司證券上市規則》附錄C2《環境、社會及管治報告守則》索引

Part C: "Comply or explain" Provisions C部分：「不遵守就解釋」條文		
A	Environmental 環境	Chapter 章節
ASPECT A.1 方面A.1	Emissions 排放物	
Indicator A.1.1 指標A.1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據	Pollutant Emissions 污染物排放
Indicator A.1.2 指標A.1.2	[Repealed 1 January 2025] [於2025年1月1日刪除]	
Indicator A.1.3 指標A.1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Waste Treatment 廢棄物處理
Indicator A.1.4 指標A.1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity(e. g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Waste Treatment 廢棄物處理
Indicator A.1.5 指標A.1.5	Description of the emission targets set and the steps taken to reach these targets. 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。	Environmental Compliance Management Pollutant Emissions Waste Treatment 環境合規管理 污染物排放 廢棄物處理
Indicator A.1.6 指標A.1.6	Description of the methods to handle hazardous and non-hazardous waste, and the description of the waste reduction targets set and the steps taken to achieve these targets. 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。	Environmental Compliance Management Waste Treatment 環境合規管理 廢棄物處理

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A	Environmental 環境	Chapter 章節
方面 A.2 ASPECT A.2	資源使用 Use of Resources	
Indicator A.2.1 指標 A.2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Use of Energy 能源利用
Indicator A.2.2 指標 A.2.2	Use of Water Resources in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Use of Water Resources 水資源利用
Indicator A.2.3 指標 A.2.3	Description of the energy efficiency targets set and the steps taken to achieve these targets. 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 Energy 能源利用
Indicator A.2.4 指標 A.2.4	Description of whether there is any issue in sourcing water that is fit for purpose, and the water efficiency targets set and the steps taken to achieve these targets. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Use of Water Resources 水資源利用
Indicator A.2.5 指標 A.2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Use of Material and Circular Economy 物料利用及迴圈經濟
方面 A.3 ASPECT A.3	環境及天然資源 Environment and Natural Resources	
Indicator A.3.1 指標 A.3.1	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。	Environmental Compliance Management Use of Energy Use of Material and Circular Economy 環境合規管理 能源利用 物料利用及迴圈經濟
方面 A.4 ASPECT A.4	[Repealed 1 January 2025] [於 2025 年 1 月 1 日 刪除]	
Indicator A.4.1 指標 A.4.1	[Repealed 1 January 2025] [於 2025 年 1 月 1 日 刪除]	

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C 部分：「不遵守就解釋」條文		
B	Social 社會	Chapter 章節
ASPECT B.1 方面 B.1	Employment 僱傭	
Indicator B.1.1 指標 B.1.1	Total workforce by gender, employment Type (e.g. full-time or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	Workforce 員工
Indicator B.1.2 指標 B.1.2	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。	Workforce 員工
ASPECT B.2 方面 B.2	Health and Safety 健康與安全	
Indicator B.2.1 指標 B.2.1	Number and rate of work-related fatalities in the past three years (include reporting year). 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Workforce 員工
Indicator B.2.2 指標 B.2.2	Lost days due to work injury. 因工傷損失工作日數。	Workforce
Indicator B.2.3 指標 B.2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Workforce 員工
ASPECT B.3 方面 B.3	Development and Training Indicator 發展及培訓	
B.3.1 指標 B.3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Workforce 員工
Indicator B.3.2 指標 B.3.2	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。	Workforce 員工
ASPECT B.4 方面 B.4	Labour Standards 勞工準則	
Indicator B.4.1 指標 B.4.1	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。	Workforce 員工
Indicator B.4.2 指標 B.4.2	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。	Workforce 員工

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ASPECT B.5 方面 B.5	Supply Chain Management 供應鏈管理	
Indicator B.5.1 指標 B.5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Responsible Procurement and Equal Treatment of SMEs 負責任採購與中小企業平等對待
Indicator B.5.2 指標 B.5.2	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。	Responsible Procurement and Equal Treatment of SMEs 負責任採購與中小企業平等對待
Indicator B.5.3 指標 B.5.3	Description of the practices related to the identification of environmental and social risks in each section of the supply chain, as well as related implementation and monitoring methods. 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。	Responsible Procurement and Equal Treatment of SMEs 負責任採購與中小企業平等對待
Indicator B.5.4 指標 B.5.4	Description of the practices that promote the use of environmentally friendly products and services when selecting suppliers, as well as related implementation and monitoring methods. 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。	Responsible Procurement and Equal Treatment of SMEs 負責任採購與中小企業平等對待
ASPECT B.6 方面 B.6	Product Responsibility 產品責任	
Indicator B.6.1 指標 B.6.1	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。	Safety and Quality of Products and Services 產品和服務安全與質量
Indicator B.6.2 指標 B.6.2	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。	Safety and Quality of Products and Services 產品和服務安全與質量
Indicator B.6.3 指標 B.6.3	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。	Innovation-Driven Development and Technology Ethics 創新驅動及科技倫理
Indicator B.6.4 指標 B.6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Safety and Quality of Products and Services 產品和服務安全與質量
Indicator B.6.5 指標 B.6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Data Security and Customer Privacy Protection 數據安全與客戶私隱保護

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C 部分：「不遵守就解釋」條文		
B	Social 社會	Chapter 章節
ASPECT B.7 方面 B.7	Anti-corruption 反貪污	
Indicator B.7.1 指標 B.7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-Commercial Bribery, Anti-Corruption and Anti-Unfair Competition 反商業賄賂、反貪污及反不正當競爭
Indicator B.7.2 指標 B.7.2	Description of preventive measures and whistle-blowing procedures, 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-Commercial Bribery, Anti-Corruption and Anti-Unfair Competition 反商業賄賂、反貪污及反不正當競爭
Indicator B.7.3 指標 B.7.3	Description of the anti-corruption training provided to directors and employees. 描述向董事及員工提供的反貪污培訓。	Anti-Commercial Bribery, Anti-Corruption and Anti-Unfair Competition 反商業賄賂、反貪污及反不正當競爭
ASPECT B.8 方面 B.8	Community Investment 社區投資	
Indicator B.8.1 指標 B.8.1	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)。	Rural Revitalization and Social Contributions 鄉村振興及社會貢獻
Indicator B.8.2 指標 B.8.2	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)。	Rural Revitalization and Social Contributions 鄉村振興及社會貢獻

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All climate-related disclosures are presented in the "Response to Climate Change" section.

所有氣候相關之披露均在應對氣候變化之章節內披露。

Part D: Climate-related Disclosures		
D 部分：氣候相關披露		
(I)	Governance 管治	Chapter 章節
19.	<p>An issuer shall disclose information about: 發行人須披露有關以下方面的資料：</p> <p>(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about: 負責監督氣候相關風險和機遇的治理機構(可包括董事會、委員會或其他同等治理機構)或個人的資訊。具體而言，發行人須指出有關機構或個人及披露以下資訊：</p> <p>(i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities; 該機構或個人如何釐定當前或將來是否有適當的技能和勝任能力來監督應對氣候相關風險和機遇的策略；</p> <p>(ii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities; 該機構或個人獲悉氣候相關風險和機遇的方式和頻率；</p> <p>(iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities; 該機構或個人在監督發行人的策略、重大交易決策和風險管理程序及相關政策的過程中，如何考慮氣候相關風險和機遇，包括該機構或個人是否有考慮與該等氣候相關風險和機遇相關的權衡評估；</p> <p>(iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see paragraph 35); and 該機構或個人如何監督有關氣候相關風險和機遇的目標制定並監察達標進度(見第37段至第40段)，包括是否將相關績效指標納入薪酬政策以及如何納入(見第35段)；及</p>	Sustainability Governance 可持續發展管治

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Part D: Climate-related Disclosures		
D 部分：氣候相關披露		
(I)	Governance 管治	Chapter 章節
	<p>(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about: 管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色，包括以下資訊：</p> <p>(i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and 該角色是否被委託給特定的管理層人員或管理層委員會以及如何對該人員或委員會進行監督；及</p> <p>(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions. 管理層可有使用監控措施及程序協助監督氣候相關風險和機遇；如有，這些監控措施及程序如何與其他內部職能部門進行整合。</p>	

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Part D: Climate-related Disclosures		
D 部分：氣候相關披露		
(II)	Strategy 策略	Chapter 章節
Climate-related risks and opportunities 氣候相關風險和機遇		
20.	<p>An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:</p> <p>發行人須披露其資訊，以讓人理解其合理預期可能在短期、中期或長期影響其現金流量、融資渠道或資本成本的氣候相關風險和機遇。具體而言，發行人須：</p> <p>(a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term; 描述合理預期可能在短期、中期或長期影響發行人的現金流量、融資渠道或資本成本的氣候相關風險和機遇；</p> <p>(b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk; 就發行人已識別的每項氣候相關風險，解釋發行人是否認為該風險是與氣候相關物理風險或與氣候相關轉型風險；</p> <p>(c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and 就發行人已識別的每項氣候相關風險和機遇，具體說明其合理預期可能影響發行人的時間範圍(短期、中期或長期)；及</p> <p>(d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making. 解釋發行人如何定義短期、中期及長期，以及這些定義如何與其策略決定規劃範圍掛鉤。</p>	Climate-Related Strategies 氣候策略

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Part D: Climate-related Disclosures		
D 部分：氣候相關披露		
(II)	Strategy 策略	Chapter 章節
Business model and value chain 業務模式和價值鏈		
21.	<p>An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose:</p> <p>發行人須披露讓人了解氣候相關風險和機遇對其業務模式和價值鏈的當前和預期影響的資訊。具體而言，發行人須作如下披露：</p> <ul style="list-style-type: none"> (a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and 描述氣候相關風險和機遇對發行人的業務模式和價值鏈的當前和預期影響；及 (b) a description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets). 描述在發行人的業務模式和價值鏈中，氣候相關風險和機遇集中的地方（例如，地理區域、設施及資產類型）。 	Climate-Related Strategies 氣候策略

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Strategy and decision-making 策略和決策		
22.	<p>An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose: 發行人須披露讓入了解氣候相關風險和機遇對其策略和決策的影響的資訊。具體而言，發行人須披露：</p> <p>(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about: 有關發行人已經及將來計劃在其策略和決策中如何應對氣候相關風險和機遇的資訊，包括發行人計劃如何實現任何其所設定的氣候相關目標，以及任何法律或法規要求達到的目標。具體而言，發行人須披露以下資訊：</p> <p>(i) current and anticipated changes to the issuer’s business model, including its resource allocation, to address climate-related risks and opportunities; 因應氣候相關風險和機遇而在當前及預期將來對發行人業務模式(包括資源配置)作出的變動；</p> <p>(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect); 已經或預期將進行的任何適應或減緩工作(直接或間接)；</p> <p>(iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer’s transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and 發行人任何與氣候相關轉型計劃(包括制定轉型計劃時使用的主要假設的資訊，以及該計劃所依賴的因素)，或若發行人並未有這樣的計劃，則作適當的否定聲明；</p> <p>(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and 發行人計劃如何實現第37至40段所述的任何氣候相關目標(包括任何溫室氣體排放目標(如有))；及</p> <p>(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a). 有關發行人當前及將來計劃如何為根據第22(a)段披露的行動提供資源。</p>	Climate-Related Strategies 氣候策略
23.	<p>An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a). 發行人須披露先前各匯報期內按照第22(a)段所披露計劃的進度。</p>	

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Financial position, financial performance and cash flows 財務狀況、財務表現及現金流量		
Current financial effect 當前財務影響		
24.	<p>An issuer shall disclose qualitative and quantitative information about: 發行人須披露以下定性和量化資料：</p> <p>(a) 氣候相關風險和機遇如何影響發行人在匯報期的財務狀況、財務表現及現金流量；及 how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and</p> <p>(b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements. 當存在將導致下一匯報年度相關財務報表中的資產和負債帳面價值發生重要調整的重大風險時，關於第24(a)段中識別的氣候相關風險和機遇的資訊。</p>	Climate-Related Strategies 氣候策略
Anticipated financial effect 預期財務影響		
25.	<p>The issuer shall provide qualitative and quantitative disclosures about: 發行人須披露以下定性和量化資料：</p> <p>(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration: 發行人經考慮其管理氣候相關風險和機遇的策略後，並考慮到以下各項，預期其財務狀況在短期、中期及長期內將如何變化：</p> <p>(i) its investment and disposal plans; and 其投資及處置計劃；及</p> <p>(ii) its planned sources of funding to implement its strategy; and 其為實施策略所需的資金的計劃資金來源；及</p>	Climate-Related Strategies 氣候策略

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D 部分：氣候相關披露		
(II)	Strategy 策略	Chapter 章節
Climate resilience 氣候韌性		
26.	<p>An issuer shall disclose information that enables an understanding of the resilience of the issuer’s strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer’s identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer’s circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:</p> <p>在考慮發行人已識別的氣候相關風險和機遇後，發行人須披露資訊，使他人了解發行人的策略及業務模式對氣候相關變化、發展或不確定性的韌性。發行人須按與其情況相稱的做法，使用與氣候相關的情景分析來評估其氣候韌性。提供量化資訊時，發行人可披露單一數額或區間範圍。具體而言，發行人須披露：</p> <p>(a) the issuer’s assessment of its climate resilience as at the reporting date, which shall enable an understanding of: 發行人截至匯報日對其氣候韌性的評估，其有助於了解：</p> <p>(i) the implications, if any, of the issuer’s assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis; 發行人的分析結果對其策略和業務模式的影響(如有)，包括發行人需要如何應對氣候相關情景分析中確定的影響；</p> <p>(ii) the significant areas of uncertainty considered in the issuer’s assessment of its climate resilience; and 發行人對氣候韌性的評估中考慮的重大不確定因素的範疇；及</p> <p>(iii) the issuer’s capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term; 發行人根據氣候發展調整其短期、中期和長期策略和業務模式的能力；</p>	Climate-Related Strategies 氣候策略

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	<p>(b) how and when the climate-related scenario analysis was carried out, including: 如何及何時進行氣候相關情景分析，包括：</p> <p>(i) information about the inputs used, including: 使用的輸入數據，包括：</p> <ol style="list-style-type: none"> (1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios; 發行人在分析中使用的氣候相關情景及其來源； (2) whether the analysis included a diverse range of climate-related scenarios; 分析是否涵蓋多種不同的氣候相關情景； (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks; 分析所使用的氣候相關情景是否與氣候相關轉型風險或氣候相關物理風險有關； (4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; 發行人在其情景中是否使用了與最新氣候變化國際協議相一致的情景； (5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; 發行人為何認為所選擇的氣候相關情景與評估其氣候相關變化、發展或不確定性的韌性相關； (6) time horizons the issuer used in the analysis; and 發行人在分析中所使用的時間範圍；及 (7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis); 發行人分析所涵蓋的營運範圍(例如分析所涵蓋的營運地點及業務單位)； <p>(ii) the key assumptions the issuer made in the analysis; and 發行人在分析中所作的關鍵假設；及</p> <p>(iii) the reporting period in which the climate-related scenario analysis was carried out. 進行氣候相關情景分析的匯報期。</p>	

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(III)	Risk Management 風險管理	Chapter 章節
27.	<p>An issuer shall disclose information about: 發行人須披露以下資訊：</p> <p>(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about: 發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策，包括有關以下方面的資訊：</p> <p>(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes); 發行人使用的輸入資料及參數(例如資料來源及程序所涵蓋的業務範圍)；</p> <p>(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks; 發行人可有及如何使用氣候相關情景分析來識別氣候相關風險；</p> <p>(iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria); 發行人如何評估有關風險的影響的性質、可能性及程度(例如發行人可有考慮定性因素、量化門檻或其他所用標準)；</p> <p>(iv) whether and how the issuer prioritises climate-related risks relative to other types of risks; 發行人可有及如何就氣候相關風險相對於其他類型風險的優次排列；</p> <p>(v) how the issuer monitors climate-related risks; and 發行人如何監察其氣候相關風險；及</p> <p>(vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period; 與上一個匯報期相比，發行人可有及如何改變其使用的流程；</p> <p>(b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and 發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程(包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊)；及</p> <p>(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process. 氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。</p>	Climate Risk Management 氣候風險管理

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(IV)	Metrics and Targets 指標及目標	Chapter 章節
Greenhouse gas emissions 溫室氣體排放		
28.	<p>An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO₂ equivalent, classified as:</p> <p>發行人須披露匯報期內的溫室氣體絕對總排放量(以公噸二氧化碳當量表示)，並分為：</p> <ul style="list-style-type: none"> (a) Scope 1 greenhouse gas emissions; 範圍1溫室氣體排放； (b) Scope 2 greenhouse gas emissions; and 範圍2溫室氣體排放；及 (c) Scope 3 greenhouse gas emissions. 範圍3溫室氣體排放。 	<p>Climate Indicators and Targets 氣候指標及目標</p> <p>As Scope 3 emissions involve significant resource investment, the Group adopts the reasonable information relief. 由於範圍3排放涉及龐大資源投入，本集團採用合理資料寬免</p>

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(IV)	Metrics and Targets 指標及目標	Chapter 章節
29.	<p>An issuer shall: 發行人須：</p> <p>(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions; 除非管轄機關或發行人上市之另一交易所另有要求，否則發行人須根據《溫室氣體核算體系：企業核算與報告標準(2004年)》計量其溫室氣體排放；</p> <p>(b) disclose the approach it uses to measure its greenhouse gas emissions including: 披露其用於計量溫室氣體排放的方法，包括：</p> <p>(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions; 發行人用於計量其溫室氣體排放的計量方法、輸入資料及假設；</p> <p>(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and 發行人為何選擇該計量方法、輸入資料及假設計量溫室氣體排放；及</p> <p>(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes; 發行人在匯報期對計量方法、輸入資料及假設進行的任何變更以及變更原因；</p> <p>(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and 就根據第28(b)段披露的範圍2溫室氣體排放，披露其以地域為基準的範圍2溫室氣體排放，並提供有助於了解該排放的任何所需合約文書的資訊；及</p> <p>(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011). 就根據第28(c)段披露的範圍3溫室氣體排放，根據《溫室氣體核算體系：企業價值鏈(範圍3)核算與報告標準(2011年)》所述的範圍3類別披露發行人計量範圍3溫室氣體排放中包含的類別。</p>	Climate Indicators and targets 氣候指標及目標

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Climate-related transition risks 氣候相關轉型風險		
30.	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks. 發行人須披露容易受氣候相關轉型風險影響的資產或業務活動的金額及百分比。	Our current study covers selected assets and businesses, we will explore the feasibility of expanding the scope in the future. 我們目前的研究僅涵蓋指定的資產和業務，未來我們將探討擴大研究範圍的可行性。
Climate-related physical risks 氣候相關物理風險		
31.	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks. 發行人須披露容易受氣候相關物理風險影響的資產或業務活動的金額及百分比。	Our current study covers selected assets and businesses, we will explore the feasibility of expanding the scope in the future. 我們目前的研究僅涵蓋指定的資產和業務，未來我們將探討擴大研究範圍的可行性。
Climate-related opportunities 氣候相關機遇		
32.	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities. 發行人須披露涉及氣候相關機遇的資產或業務活動的金額及百分比。	Climate Indicators and Targets 氣候指標及目標
Capital deployment 資本運用		
33.	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities. 發行人須披露用於氣候相關風險和機遇的資本開支、融資或投資的金額。	Climate Indicators and Targets 氣候指標及目標
Internal carbon prices 內部碳定價		
34.	An issuer shall disclose: 發行人須披露如下： (a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and 闡釋發行人可有及如何在決策中應用碳定價(例如投資決策、轉移定價及情景分析)；及 (b) We have not yet incorporated internal carbon pricing into our decision-making process. We will explore the use of internal carbon pricing in the future. 發行人用於評估其溫室氣體排放成本的每公噸溫室氣體排放量定價；	the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; 我們目前尚未將內部碳定價納入我們的決策過程中。我們將在未來探索使用內部碳定價。

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Remuneration 薪酬		
35.	<p>An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).</p> <p>發行人須披露氣候相關考慮因素可有及如何納入薪酬政策，或提供適當的否定聲明。這可能構成根據第 19(a)(iv) 段作出的披露的一部分。</p>	<p>We will explore the feasibility of incorporating climate-related metrics into the remuneration considerations for senior management.</p> <p>我們將探討氣候相關指標納入高級管理人員薪酬考慮的可行性。</p>
Industry-based metrics 行業指標		
36.	<p>An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.</p> <p>本交易所鼓勵發行人披露與一項或多項特定的業務模式和活動有關的行業指標，或與參與有關行業常見特徵有關的行業指標。在決定披露哪些行業指標時，本交易所鼓勵發行人參考《(國際財務報告可持續披露準則 S2 號) 行業披露指南》和其他國際環境、社會及管治報告框架規定的行業披露要求所述的與披露主題相關的行業指標，並考慮其是否適用。</p>	<p>Climate Indicators and Targets 氣候指標及目標</p>

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Climate-related targets 氣候相關目標		
37.	<p>An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets.</p> <p>發行人須披露(a)其為監察實現其策略目標的進展而設定的與氣候相關的定性及量化目標；及(b)法律或法規要求發行人達到的任何目標，包括任何溫室氣體排放目標。</p> <p>For each target, the issuer shall disclose: 發行人須就每個目標逐一披露：</p> <ul style="list-style-type: none"> (a) the metric used to set the target; 用以設定目標的指標； (b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives); 目標的目的(例如減緩、適應或以科學為基礎的舉措)； (c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region); 目標的適用範圍(例如目標是適用於發行人整個集團還是部分(如僅適用於某個業務單位或地理區域))； (d) the period over which the target applies; 目標的適用期間； (e) the base period from which progress is measured; 衡量進度的基準期間； (f) milestones or interim targets (if any); 階段性目標或中期目標(如有)； (g) if the target is quantitative, whether the target is an absolute target or an intensity target; and 如屬量化目標，其屬絕對目標還是強度目標；及 (h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target. 最新氣候變化國際協議(包括該協議產生的司法承諾)如何幫助發行人設定目標。 	Climate Indicators and Targets 氣候指標及目標

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D 部分：氣候相關披露		
(IV)	Metrics and Targets 指標及目標	Chapter 章節
38.	<p>An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including: 發行人須披露其設定及審核每項目標的方法，以及其如何監察達標進度，包括：</p> <p>(a) whether the target and the methodology for setting the target has been validated by a third party; 目標本身及設定目標的方法是否經第三方驗證；</p> <p>(b) the issuer's processes for reviewing the target; 發行人審核目標的程序；</p> <p>(c) the metrics used to monitor progress towards reaching the target; and 用於監察達標進度的指標；及</p> <p>(d) any revisions to the target and an explanation for those revisions. 任何修訂目標的內容及原因。</p>	<p>Climate Indicators and Targets 氣候指標及目標</p> <p>We have established greenhouse gas emission targets for 2030, 2035, and 2050. 我們已制定2030、2035、2050年溫室氣體排放目標。</p> <p>As we move forward, we will explore the feasibility of having our targets validated by a third party. 隨著我們向前邁進，我們將探索讓第三方驗證我們的目標的可行性。</p>
39.	<p>An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance. 發行人須披露有關每項氣候相關目標的績效的資訊以及對發行人績效的趨勢或變化分析。</p>	<p>Climate Indicators and Targets 氣候指標及目標</p>

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40.	<p>For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose: 就按第 37 至 39 段披露的每一項溫室氣體排放目標，發行人須披露：</p> <p>(a) which greenhouse gases are covered by the target; 目標涵蓋哪些溫室氣體；</p> <p>(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target; 目標是否涵蓋範圍 1、範圍 2 或範圍 3 溫室氣體排放；</p> <p>(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target; 此目標是溫室氣體排放總量目標還是溫室氣體排放淨額目標。如為溫室氣體排放淨額目標，發行人須另外披露相關的溫室氣體排放總量目標；</p> <p>(d) whether the target was derived using a sectoral decarbonisation approach; and 目標是否是採用行業脫碳方法得出的；及</p> <p>(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose: 發行人計劃使用碳信用抵銷溫室氣體排放以實現任何溫室氣體排放淨額目標。關於使用碳信用的計劃，發行人須披露：</p> <p>(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits; 依賴使用碳信用以實現任何溫室氣體排放淨額目標的程度及方式；</p> <p>(ii) which third-party scheme(s) will verify or certify the carbon credits; 該碳信用將由哪些第三方計劃驗證或認證；</p> <p>(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and 碳信用的類型，包括相關抵消是否是基於自然還是基於科技的碳消除，以及相關抵消是通過減碳還是碳消除實現；及</p> <p>(iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset). 為讓人了解發行人計劃使用的碳信用的可信度和完整性所必需的任何其他重要因素(例如，對碳抵消效果的假設)。</p>	<p>Climate Indicators and Targets 氣候指標及目標</p> <p>Climate Indicators and Targets 氣候指標及目標</p> <p>Our goal is a greenhouse gas emission intensity target. 我們的目標是溫室氣體排放密度目標</p> <p>Climate Indicators and Targets 氣候指標及目標</p> <p>Once all feasible emission reduction solutions have been implemented, we will explore the feasibility of purchasing carbon credits to offset the greenhouse gas emissions generated from our operations. When all feasible emission reduction solutions have been implemented, we will explore the feasibility of purchasing carbon credits to offset the greenhouse gas emissions generated from our operations. Once all feasible emission reduction solutions have been implemented, we will explore the feasibility of purchasing carbon credits to offset the greenhouse gas emissions generated from our operations. When all feasible emission reduction solutions have been implemented, we will explore the feasibility of purchasing carbon credits to offset the greenhouse gas emissions generated from our operations.</p>

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(IV)	Metrics and Targets 指標及目標	Chapter 章節
Applicability of cross-industry metrics and industry-based metrics 跨行業指標及行業指標的適用性		
41.	<p>In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).</p> <p>在編制披露內容以符合第21至26及37至38段的規定時，發行人須參考(i)跨行業指標(見第28至35段)及(ii)行業指標(見第36段)並考慮其是否適用。</p>	<p>In addition to the requirements under the Guidelines, the climate-related disclosure section of this report has also been adjusted and prepared in accordance with International Financial Reporting Standard (IFRS) S2 "Climate-related Disclosures" and the new climate disclosure requirements issued by the Stock Exchange of Hong Kong.</p> <p>本報告有關氣候相關披露部分除根據指引要求外，亦同時按照國際財務報告準則(IFRS)S2《氣候相關披露》和香港聯交所發布的新氣候披露要求進行調整和準備</p>



Hepalink

