

瑞 团 分 司



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BOARD STATEMENT

The Board of Heli Pharmaceutical Group Co., Ltd. (the "Company" or "Heli") is pleased to announce the publication of the 2021 Environmental, Social and Governance Report (the "Report") of the Company, which aims to disclose the Company's performance in ESG aspects for the period ended 31 December 2021 to the public and stakeholders.

The Board of Heli is fully responsible for the Report and will lead the Company in fulfilling its responsibilities. We will continue to improve the effectiveness of the Report and enhance the transparency of the Company's ESG performance.

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董事會聲明

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

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

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

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

BOARD STATEMENT

As a leading pharmaceutical company, we have always been committed to the continuous development of the pharmaceutical industry. In 2021, we have achieved significant milestones in our research and development, production, and sales. We have established a strong partnership with the Shenzhen Polytechnic College, which has helped us to expand our research and development capabilities. In addition, we have successfully completed the construction of our new production line, which will further enhance our production capacity and product quality. We are confident that our strong financial performance and solid business foundation will continue to drive our growth and success in the future.

Looking forward, we will continue to maintain the orderly growth of our business performance, and we will continue to expand our production capacity and product quality. We will also continue to strengthen our research and development capabilities, and we will continue to expand our production capacity and product quality. We are confident that our strong financial performance and solid business foundation will continue to drive our growth and success in the future.

董事會聲明

作為一家深耕醫藥行業二十四載的藥企，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。在二零二一年，海普瑞與深圳職業技術學院共建的生物醫藥研究院正式成立，研究方向涵蓋藥物新靶點發現、天然活性成分挖掘、藥效活性篩選、製藥關鍵技術及藥物評價等方面，基本覆蓋了藥物研發創新鏈全鏈條。除此之外，本集團在二零二一年五月通過其全資子公司深圳市天道醫藥有限公司，向深圳市科技評審管理中心無償捐贈一條運行良好的注射劑中試生產線，用於支持深圳市科技評審管理中心孵化、扶持、服務深圳本地生物創新醫藥企業，助力大灣區產業發展和升級。

展望未來，我們會堅持實現業績的有序增長，並在國內及環球反覆多變的市場環境中繼續穩步擴展，以充盈資源，把握合適機遇積極拓展及不斷強化現有業務，儘管當下充滿了未知和不確定性，海普瑞已做好準備，且具備持續發展的生產、銷售及管理條件，可進行各項有利本集團的發展，我們對未來前景充滿信心。

ABOUT HEPALINK

關於海普瑞

Our Vision

我們的願景

Bec ome a world leading pharmaceutical manufacturer
成為全球領先的創新型跨國製藥企業

Our Mission

我們的使命

Be enable for the health of the people, especially the disadvantaged
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 Values

我們的價值觀

Scientific Thinking, Superior Quality, Being Always, Diversification
科學實證、高效卓越、創新進取、多元融合

Heali k a e abli hed i She he , Chi a i 1998. I i a gl bal ha ace jcal c a . Re sible f big g h e a je a d bec i g a leadi g i e a j al ha ace jcal c a i he i gi al i e j f f d e e abli h He ali k. O b i e e a he a fac e a d ale f ha ace jcal d c , de el e f C ac . De el e a d Ma fac i g O ga i a j (CDMO) e ice a d i a je d g . O ale f ha ace jcal d c c i f (i) fi i hed d e ha ace jcal d c , hich ai l i cl de e a a i di i jec j ; (ii) ac i e ha ace jcal i g edie (API) d c , hich ai l i cl de he a i di API a d e a a i di API; a d (iii) he d c , hich ai l i cl de a ce a j API. We e a e a CDMO b i e i di g e ea ch a d de el e (R&D) , a fac i g , ali a age e a d g a a age e e ice , h gh h ll - ed b idia ie C a ce Bi l g ic , I c . (C a ce) , hich ecia l e i he de el e a d a fac e f ec bi a ha ace jcal d c a d ci jcal - i al ec a d i e edia e f ge e he a , a d SPL A t i i C . (SPL) , hich ide e ice i he de el e a d a fac e f a all de i ed ha ace jcal d c . The G ha bai ed ex cl i e de el e a d c ecia l i gh i Ge a e Chi a f ce ai cl i cal age i a je d g ca dida e hich a e bei g de el ed f he ea e f a a i e e a i - e la ed di ea e . O e f elf- de el ed d g a al ead i a l i ca j f IND f de el e

海普瑞於1998年在中國深圳成立，是一家全球製藥公司，「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C a ce Bi l g ic , I c .(「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 A t i i j C .(「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。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，我們正在開發這些藥物用於治療免疫系統軸相關疾病。我們一款自主研發的創新藥目前亦已進入IND申報開發階段。

ABOUT THIS REPORT

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

SCOPE OF THE REPORT

The Group is a leading China-based pharmaceutical company with pharmaceutical, biotechnology and CDMO business globally. Coverage of this Report includes the following activities of the Group: head office in Shanghai, and the following: United States of America, which are financially significant and are all included in the Group. The reporting period began on January 1, 2021 and ended on December 31, 2021, and is the same as the Annual Report.

REPORTING PRINCIPLES

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

Materiality: In determining the materiality of the environmental, social and governance issues, we have conducted a materiality assessment through a two-step process. We have identified the key ESG issues that are most relevant to our business and stakeholders.

Quantitative: The quantitative principles apply to all information in the Report. All financial data are identified in clear definitions and units.

Balance: The coverage of this Report is fair and balanced, reflecting the materiality of the environmental, social and governance issues. The Group has taken into account the interests of all stakeholders and has provided a balanced view of the Group's performance.

Consistency: We have adopted this Report in accordance with the Environmental, Social and Governance Reporting Guide. Should there be a change in the future, we have affected the consistency of the information, and we will be added to the Group's information disclosure.

FEEDBACK

The Group welcomes stakeholders' feedback on ESG achievements and areas for improvement. Please email us at esg@heli.kc.

關於本報告

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

匯報範圍

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

匯報原則

本報告依循ESG報告指引，應用以下原則：

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

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

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

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

意見反饋

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

STAKEHOLDER AND MATERIALITY ASSESSMENT

持份者參與及重要性評估

We will make continuous communication with stakeholders (including shareholders, customers, employees, suppliers, regulators and the public) and listen to their views and interests, to determine the long-term development direction and maintain a close relationship. Our operating data and overall performance will be summarized in the company's interim report and annual report, and through the company website (www.hkex.com.hk) to each investor.

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

The communication channels between the Group and stakeholders are as follows:

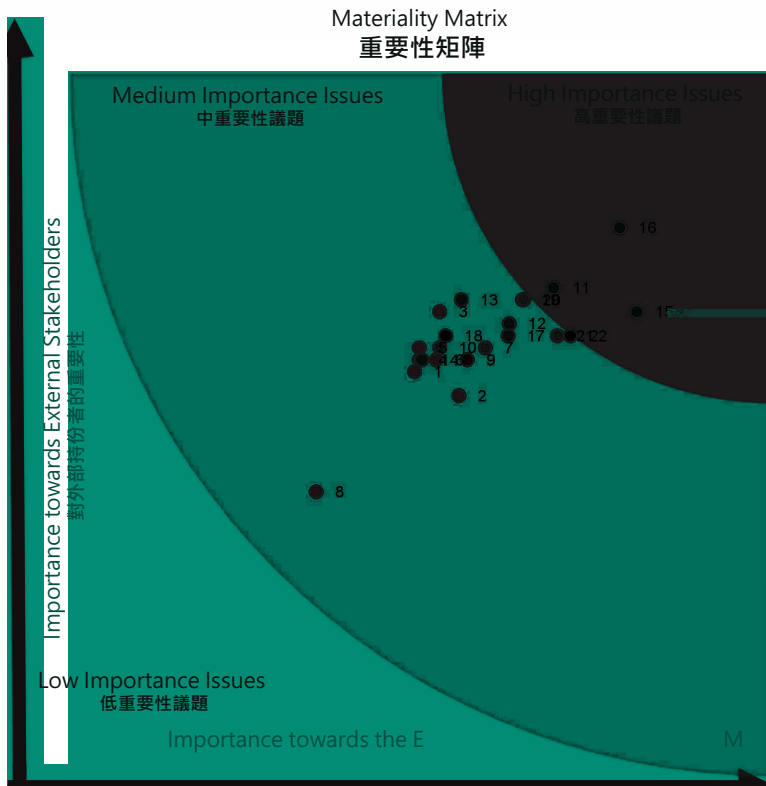
本集團與持份者的溝通方式如下:

Major stakeholders 主要持份者	Communication means 溝通方式
Investors 投資者	Through regular investor meetings, shareholder annual general meetings, email, investor hotlines and investor mailboxes and announcements, etc., to maintain close, transparent and efficient communication with stakeholders.
Customers 客戶	Set up customer service hotlines for customers to express their views. If there are individual cases of complaints, the service department staff must give customers a timely and appropriate response.
Employees 員工	Formulate employment and employee welfare system, strengthen employee occupational safety and health awareness through training.
Suppliers 供應商	Through email, meetings, review and evaluation process, reach a transparent procurement policy, and achieve mutual win-win with suppliers.

Di g he Re jg Pe id, he G a i ed a i de e de c la c
c d c akeh Ide c ica j ac i je a d ae ial, a al i,
i cl di g a age e i e ie , e e al a di e al akeh Ide e, i
de de a d akeh Ide a a e e a d i i ESG.

Th ee e e ake e a e he ae ial, a e e ;

<p>Se 1: Ide jf Ma e ial l e 第一步 識別重要議題</p>	<p>Wi h efe e ce he HKEX' E i e al, S cial a d G e a ce Re jg G ide a d c bi ig fac cha c he i ec a de el e a egie, i d de el e ed, e i i a d ca ial a ke. i e e ec, e ha e ide jfied 22 ae ial i e f ai able de el e hich a ba ed ai di e i . The i e e ide jfied c e f ai a ea i cl di g he e i e e l e a d lab ac jce, b i e ac jce a d c i i e e 參考香港交易所《環境、社會及管治報告指引》和綜合公司發展戰略、行業發展趨勢、監管及資本市場要求等因素，不同維度出發，識別了22個重大議題，涵蓋環境保護、僱傭及勞工慣例、經營慣例及社區投資等四大範疇。</p>
<p>Se 2: C llec S akeh Ide ' O i i 第二步 收集持分者意見</p>	<p>We ha e c llec ed feedback f i e al a de e al akeh Ide h gh e j ai e e a d ha e e al a ed he ae ial, f ele a i e . 我們通過問卷調查收集公司內部及外界持份者反饋意見並評估各相關議題的重要性。</p>
<p>Se 3: De e i e Ma e ial l e 第三步 釐定重要議題</p>	<p>The ae ial, f each i e i de e i ed b fac : i i ac he G ' b i e a d i</p>



The Group has taken credit of the aerially identified in the aerial, the elaboration of which is being carried out. The Group will continue to be able to identify, as a result of the adoption of the relevant measures, the Group's environmental, social and governance.

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

A. ENVIRONMENT

A. 環境

1. EMISSIONS

1. 排放物

As a responsible enterprise, we are committed to achieving our environmental goals and objectives, and to reducing our carbon footprint. The Group has established the Environmental Management Regulation, which defines the Group's environmental policy, objectives, and responsibilities. We have also established a series of measures to control air and greenhouse gas emissions, water and land pollution, and the production of waste, in order to realize our commitment to environmental protection. The Group has also established the Environmental Management Regulation, which defines the Group's environmental policy, objectives, and responsibilities. We have also established a series of measures to control air and greenhouse gas emissions, water and land pollution, and the production of waste, in order to realize our commitment to environmental protection.

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

In 2021, all factories in Shenzhen have passed the Clean Production Certification for the first time, and the Group's environmental management system has been fully compliant with the requirements of the relevant laws and regulations, such as the Environmental Protection Law of the People's Republic of China. During the reporting period, there has been no violation of the relevant laws and regulations.

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

AIR POLLUTANT

空氣污染物

The Group has established a series of measures to control air pollution, including the use of clean energy, the adoption of advanced production processes, and the implementation of strict emission control measures. We have also established a series of measures to control air pollution, including the use of clean energy, the adoption of advanced production processes, and the implementation of strict emission control measures. We have also established a series of measures to control air pollution, including the use of clean energy, the adoption of advanced production processes, and the implementation of strict emission control measures.

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



The Group's air pollutant emissions are primarily from the production process of the Group's products. The Group has implemented various measures to reduce air pollutant emissions, such as using clean energy, improving production processes, and installing air pollution control equipment. The Group's air pollutant emissions are in compliance with the relevant laws and regulations in the People's Republic of China.

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

The Group's air pollutant emissions are as follows:

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

GREENHOUSE GAS

The Group's greenhouse gas emissions are primarily from the production process of the Group's products. The Group has implemented various measures to reduce greenhouse gas emissions, such as using clean energy, improving production processes, and installing energy-saving equipment. The Group's greenhouse gas emissions are in compliance with the relevant laws and regulations in the People's Republic of China.

The Group's greenhouse gas emissions are as follows:

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

Notes:

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

Scope 1 includes direct emissions from diesel and natural gas, diesel combustion in mobile equipment, diesel and leaded gasoline, and fugitive emissions from refrigerant and other gases;

Scope 2 includes indirect emissions from purchased electricity.

A brief analysis of the 2021 data shows that the total electricity consumption, including self-generated electricity, has increased by 10% compared with 2020. The GHG emissions from Scope 1 and Scope 2 in 2021 are higher than those in 2020. The Group will continue to improve its energy efficiency and reduce its carbon footprint.

In order to reduce greenhouse gas emissions, the Group has adopted a number of measures to reduce its carbon footprint:

Provided employees with video and telephone conference systems, convenient for conducting business management to reduce business travel and its related transportation-induced greenhouse gas emissions;

Formulated the regional procurement policy, and called for local suppliers to reduce the transportation process and increase energy consumption and greenhouse gas emissions;

Adopted energy-efficient equipment, such as variable frequency air conditioning equipment and low-loss ozone-depleting refrigerant air conditioning equipment, and replaced coal gas equipment with energy-saving equipment.

附註：

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

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

範圍2包括源自外購電力的能源間接排放。

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

針對減少產生排放物，本集團採納及實踐一系列的措施：

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

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

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

WASTEWATER

In the field of wastewater management, the Group has compiled the Sewage Treatment Ordinance Regulations, and the Sewage Treatment Ordinance Regulations. The Sewage Treatment Ordinance Regulations cover the discharge, collection, treatment, and disposal of wastewater. The Group will continue to improve the quality of wastewater treatment and ensure that the wastewater treatment process meets the requirements of the Sewage Treatment Ordinance Regulations.

污水

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

WASTE

The Group attaches great importance to the management of waste. For the management of non-hazardous waste, the Group has implemented the Solid Waste Pollution Control Act, the Municipal Solid Waste Management Regulations, and other national laws and regulations. The Group has implemented the Hazardous Waste Management Regulations, the Hazardous Waste Management Regulations, and other national laws and regulations. The Group has implemented the Hazardous Waste Management Regulations, the Hazardous Waste Management Regulations, and other national laws and regulations.

廢棄物

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

For hazardous waste, we have referred to the National Hazardous Waste List, and the Hazardous Waste Management Regulations, and other national laws and regulations. The Group has implemented the Hazardous Waste Management Regulations, the Hazardous Waste Management Regulations, and other national laws and regulations. The Group has implemented the Hazardous Waste Management Regulations, the Hazardous Waste Management Regulations, and other national laws and regulations.

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

Safe disposal of hazardous waste is a key priority for the Group. Hazardous waste is defined as waste that is highly flammable, highly explosive, highly reactive, highly toxic, highly corrosive, or otherwise dangerous to human health or the environment. Hazardous waste is managed in accordance with applicable laws and regulations. The Group has implemented strict measures to ensure the safe handling, storage, and disposal of hazardous waste. Hazardous waste is transported by licensed carriers to authorized treatment, storage, and disposal facilities (TSDFs). The Group has established a comprehensive waste management system to ensure the safe and effective handling of hazardous waste.

The amount of hazardous waste generated by the Group is as follows:

Type of Waste 廢棄物類別	Unit 單位	Amount of Waste Generated in 2020 2020年產生量	Amount of Waste Generated in 2021 ¹ 2021年產生量 ¹
Hazardous waste 有害廢棄物 NY937	tonne 公噸	16.7	96.1

Our facilities have been certified to ISO14001:2015
 environmental management system, and we have
 implemented energy saving measures. Meanwhile,
 we have also implemented energy saving measures.
 In addition, we have also implemented energy saving
 measures. In addition, we have also implemented energy
 saving measures.

Energy saving measures 節能措施	
<p>Lighting 電燈</p>	<p>Turn off the lights if necessary, and do not use unnecessary lighting. 如沒需要，應把照明關掉，並在開關附近貼上「節約能源」的貼紙，以作提示。 Excess lighting should be removed in areas with high lighting. 在光線過強的地方，應減除過量的照明設備。 Turn off unnecessary lighting in areas (such as reception area, corridor, elevator hall, etc.) during non-office hours; and 在非正常辦公時間，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； and Use energy-saving lighting fixtures, such as light-emitting diode (LED), to achieve higher energy efficiency. 使用節能的照明燈具，如發光二極管(LED)，以達至較高能源效益。</p>
<p>Air-conditioning 空調</p>	<p>The air-conditioning should be switched off immediately after use in offices/conference rooms, etc. Energy saving stickers should be placed at the exit of the room to remind staff to save energy. 在辦公室、會議室等房間使用完畢後，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 indoor temperature at 25.5°C; 保持室內溫度在25.5°C； Turn off the air conditioning device when leaving the office during non-office hours; 在離開會議室、辦公室及非正常辦公時間，關掉空調裝置； Where feasible, open windows to allow natural air circulation, reducing air conditioning use; 在可行的情況下，打開窗戶，讓空氣自然流通，減少空調使用； Weather conditions should be taken into account when using air conditioning; and 天氣情況應考慮在內使用空調；並</p>

The following table :

Energy Type 能源種類	Unit 單位	Consumption in 2020 2020年耗量	Consumption in 2021 2021年耗量
[Table content is obscured by a large blue block]			

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3. ENVIRONMENT AND NATURAL RESOURCES

The Group is committed to environmental protection and sustainable development. We are committed to reducing our carbon footprint and promoting green office practices. Our office is a green building, and we have implemented various measures to reduce energy consumption and paper usage.

Our employees are encouraged to use both sides of paper and to recycle paper. We have also implemented measures to reduce energy consumption, such as turning off lights and air conditioning when not in use.

All electronic files are stored in the cloud, and we encourage employees to use electronic files instead of paper. We have also implemented measures to reduce energy consumption, such as turning off lights and air conditioning when not in use.

The company has implemented measures to reduce energy consumption, such as turning off lights and air conditioning when not in use.

Our employees are encouraged to use both sides of paper and to recycle paper. We have also implemented measures to reduce energy consumption, such as turning off lights and air conditioning when not in use.

Recycle paper and other waste. We have implemented measures to reduce energy consumption, such as turning off lights and air conditioning when not in use.

Use both sides of paper and to recycle paper. We have also implemented measures to reduce energy consumption, such as turning off lights and air conditioning when not in use.

Use the blank side of paper for drafts, and use the back of paper for drafts.

3. 環境及天然資源

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

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

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

公司信封、公文袋、畫冊等印發數量亦受核實控制，務求盡量削減對紙張的需求；

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

循環使用信封和暫用檔案夾，發送內部文件及書信；

雙面使用紙張列印和影印；以及

使用紙張未用過的一面，作草擬、列印及接收傳真用途。

The Group has always been committed to environmental protection, and has been actively promoting the use of environmentally friendly products, such as refillable ballpoint pens, erasable pens, and recycled paper. We also encourage our employees to use environmentally friendly products, such as recycled paper, and to use environmentally friendly products, such as recycled paper. We have also been actively promoting the use of environmentally friendly products, such as recycled paper, and to use environmentally friendly products, such as recycled paper.

本集團大量使用「環保」文具，例如鉛芯筆、可替換筆心的原子筆、再造鉛筆、塗改液及以碎木製造的傢具。我們亦向承辦商訂購其他環保產品，例如可循環再用的鐳射打印機碳粉盒和以再造紙製成的文件盒，供辦公室使用。年內，本集團使用的鐳射打印機碳粉盒，逾90%均為可循環再用種類。我們一直只會購買附有節約能源標籤的辦公室設備，例如影印機及打印機，而且不鼓勵多餘的包裝，以支持環境保育。如情況合適，我們亦會使用電子方式招標。

The Group has always been committed to environmental protection, and has been actively promoting the use of environmentally friendly products, such as recycled paper, and to use environmentally friendly products, such as recycled paper. We have also been actively promoting the use of environmentally friendly products, such as recycled paper, and to use environmentally friendly products, such as recycled paper.

辦公室環保管理的成功，員工的支持和配合至為關鍵。除了定期傳閱有關節省紙張及能源的指引外，我們亦不時主動鼓勵員工參與不同機構所舉辦的環保活動，以提升員工對保護環境和環保管理的意識。我們日後會繼續與員工緊密合作，建立本集團的環保文化，並確保辦公室的運作符合環保原則。

4. CLIMATE CHANGE

4. 氣候變化

Climate change is a global challenge that we are all facing. The Group has been actively promoting the use of environmentally friendly products, such as recycled paper, and to use environmentally friendly products, such as recycled paper. We have also been actively promoting the use of environmentally friendly products, such as recycled paper, and to use environmentally friendly products, such as recycled paper.

地球暖化日益嚴重已是不爭的事實，本集團一直關注氣候變化議題，為此本集團力求採取最佳措施，減少業務營運所帶來的溫室氣體排放，對抗氣候變化。

The Group has always been committed to environmental protection, and has been actively promoting the use of environmentally friendly products, such as recycled paper, and to use environmentally friendly products, such as recycled paper. We have also been actively promoting the use of environmentally friendly products, such as recycled paper, and to use environmentally friendly products, such as recycled paper.

本集團亦已制定有關極端及惡劣天氣的緊急應對方案，當萬一遇上颱風、暴雨及酷熱等惡劣天氣，管理人員更需調動人手和採取預防措施，並合規地排僱員的上下班。在可預見的自然災害到來前，向本集團全體員工發出自然災害預警資訊公告，列出預警類別(如颱風、暴雨、地震、高溫)，預警災害的級別，以保障員工安全。本集團亦會參照由當地政府部門的建議，制定好相應的保護措施，盡可能避免受到實體性損壞。

B. SOCIAL

1. EMPLOYMENT

The Group is committed to providing a safe and healthy working environment for all employees. We value diversity and respect the individual rights and freedoms of all employees. We do not tolerate any form of discrimination on the basis of race, gender, age, religion, disability, sexual orientation, marital status, pregnancy, or any other personal characteristics.

The Group provides a comprehensive benefits package for all employees, including medical insurance, life insurance, and other welfare facilities. We also provide training and development opportunities for all employees to enhance their skills and knowledge. The Group is committed to providing a safe and healthy working environment for all employees. We value diversity and respect the individual rights and freedoms of all employees. We do not tolerate any form of discrimination on the basis of race, gender, age, religion, disability, sexual orientation, marital status, pregnancy, or any other personal characteristics.

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B. 社會

1. 僱傭

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

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

本集團嚴格遵守有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的相關法律及規例，例如《中華人民共和國勞動法》，期內並未有違規情況。

Number of employees by different categories as follows:

本集團按不同類別劃分的僱員人數如下：

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

Remark 1: Contract employees are included in the data category of full-time employees.

註1：合約員工僅在按僱傭類型劃分的數據中呈列。

The Group's employee turnover rate is categorized as follows:

本集團按不同類別劃分的僱員流失比率如下：

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

2. HEALTH AND SAFETY

The Group's health and safety policy is to ensure the safety and health of its employees and to prevent accidents and occupational diseases. The Group has established a comprehensive health and safety management system, including safety training, safety audits, and safety reporting. The Group also provides health and safety services to its employees, such as health check-ups, safety training, and safety equipment. The Group's health and safety performance is monitored and reported to the Board of Directors.

The Group's health and safety performance is monitored and reported to the Board of Directors. The Group's health and safety performance is monitored and reported to the Board of Directors. The Group's health and safety performance is monitored and reported to the Board of Directors. The Group's health and safety performance is monitored and reported to the Board of Directors.

2. 健康與安全

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

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

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The Safe, Ma (e) a e(a)-0.9 6 Tc 0.1682e5.6 (e) -5.1 (i131 T9)-28.6()-030()1.5 T9 a j2 T 2.1 ()765 ()-4.66.5.4 3()-9.52e

D i g he ea, he G c j e ake cc a j al heal h
 a d afe ea e i i i e a d c l he ha b gh
 b he COVID-19 b eak. l addi j a e i e f e e j
 a d c l ea e i acc da ce he ec e da j f
 l cal g e e de a e , he G c e a ed i h he
 l cal b-di ic f fice ga i e e l ee be acci a ed,
 a d a k he fill i he Dail Tacki g f P e e j f
 COVID-19 e e da , e j g hei heal h a a d he he
 he ha e bee i c ac i h c fi ed ca e. D i g he eak
 f he e ide ic, he G e i ed all e l ee ide a
 a f e G

The training content is diverse. The Group would arrange technical staff to receive training on each and every aspect of their work, and accordingly, the need for the staff, the level of training, the frequency of training, the type of training, the location of training, the time of training, the cost of training, the effectiveness of training, the evaluation of training, the feedback of training, the improvement of training, the innovation of training, the development of training, the implementation of training, the monitoring of training, the reporting of training, the communication of training, the cooperation of training, the integration of training, the optimization of training, the standardization of training, the innovation of training, the development of training, the implementation of training, the monitoring of training, the reporting of training, the communication of training, the cooperation of training, the integration of training, the optimization of training, the standardization of training.

The Group will continue to attach importance to the training of its employees, and will continue to invest in training to improve the overall quality of its employees, and will continue to explore new training methods and content to meet the needs of its business development.

The Group will continue to attach importance to the training of its employees, and will continue to invest in training to improve the overall quality of its employees, and will continue to explore new training methods and content to meet the needs of its business development.

培訓內容涉及多個類別，本集團會安排技術人員參與藥品研發或藥政相關培訓，又視乎人員的需要安排參加與生產相關的培訓、與流程、銷售及市場推廣相關的培訓。

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

4. LABOUR STANDARDS

The Group specifically prohibits forced labour and child labour, and makes it a policy to ensure compliance. The Group would check the age-related documents of the applicants and take necessary actions if the age of the applicants does not match the legal requirements. The Group also ensures that the employees are not employed in forced labour. The Group also ensures that the employees are not employed in forced labour. The Group also ensures that the employees are not employed in forced labour.

The Group is committed to ensuring compliance with the Labour Law of the People's Republic of China. The Group also ensures that the employees are not employed in forced labour.

5. SUPPLY CHAIN MANAGEMENT

The Group has established a strict procurement process to ensure the quality, environment and safety performance of the suppliers before adoption. The Group also ensures that the suppliers are not employed in forced labour. The Group also ensures that the suppliers are not employed in forced labour. The Group also ensures that the suppliers are not employed in forced labour.

The Group would regularly evaluate and supervise the quality assurance capabilities and risk management capabilities of the suppliers of the storage and transportation of pharmaceutical products, and enter into commissioning agreements with them, defining responsibilities and operating procedures. The Group also ensures that the suppliers are not employed in forced labour. The Group also ensures that the suppliers are not employed in forced labour. The Group also ensures that the suppliers are not employed in forced labour.

4. 勞工準則

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

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

5. 供應鏈管理

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

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

The Group is committed to the selection of suppliers who are able to provide the highest quality of goods and services. We have selected the Group's suppliers based on their ability to provide high quality goods and services. The Group will continue to work with its suppliers to improve their performance. The Group will continue to work with its suppliers to improve their performance.

本集團在採購物料及器具時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，以期把本集團的環境保護願景推展至供應鏈各個層面。本集團在供應商審計或進行調查問卷時亦會向供應商了解其涉及環境及社會的風險政策，並每年定期對供應商在產品質量與安全、環境保護和社會責任方面進行考核評分，以實現供應鏈合規、質量及安全、環境保護的理念和可持續發展責任要求。

本集團按不同地區劃分的供應商數目如下：

本集團在採購物料及器具時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，以期把本集團的環境保護願景推展至供應鏈各個層面。本集團在供應商審計或進行調查問卷時亦會向供應商了解其涉及環境及社會的風險政策，並每年定期對供應商在產品質量與安全、環境保護和社會責任方面進行考核評分，以實現供應鏈合規、質量及安全、環境保護的理念和可持續發展責任要求。

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

During the Year, the Group carried out the engagement activities with 1,223 suppliers to improve their performance.

年內，本集團向全數1,223間供應商執行了有關妥善管理供應鏈的聘用慣例及措施。

6. PRODUCT RESPONSIBILITY

The Group is committed to providing high quality products to our customers. We have established a robust quality management system to ensure that our products meet the highest standards of quality and safety. The Group will continue to work with our suppliers to improve their performance.

6. 產品責任

對質量的重視是企業賴以生存和發展的基礎。本集團按照中國GMP規範、美國cGMP規範、歐盟EMA以及協同組織認同的ICHQ7A規範等要求，建立了一套科學、嚴格、全面的質量預防和保證體系。本集團的藥品研製活動遵守藥物非臨床研究品質管制規範、藥物臨床試驗品質管制規範，保證藥品研製全過程持續符合法定要求。上市的藥品皆以真實、充分、可靠的資料和樣品取得當地藥品監督管理部門的批准及藥品註冊證書，生產單位亦依法取得藥品生產許可證。

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igh... a d i... e... The... d c j... a d ale... ce ha
a ed... l j... le i... ec j... a d a di... b... he... a age e... e
a d... e i... de a... e... e... e ha... he d g... d ced
a d... ld a e i de e de... de el ed... a h i ed b... he
e... igh... h lde... f... he d g. Th... gh... a e... a lica j... a d

The Group is committed to providing safe, effective, and high-quality products to patients. The Group is committed to providing safe, effective, and high-quality products to patients.

本集團嚴格遵守有關產品的健康與安全、廣告、標籤、補救方法以及保障知識產權的相關法律及規例，同時遵守有關私隱事宜的相關法律及規例，例如《中華人民共和國藥品管理法》，期內並未有違規情況。

7. ANTI-CORRUPTION

7. 反貪污

The Group is committed to providing safe, effective, and high-quality products to patients. The Group is committed to providing safe, effective, and high-quality products to patients.

為營造良好的企業氛圍，引導和規範本集團員工的日常工作行為，以期達到維護正常的經營管理秩序，本集團制訂內控管理體制管理反舞弊調查及宣傳，防範損害本集團利益的舞弊行為，以及員工利益衝突。本集團亦設有管理員工投訴及舉報的制度，公司各部門及子公司都必須正確對待投訴舉報人依法舉報的行為，不得以任何藉口打擊報復投訴舉報人。

The Group is committed to providing safe, effective, and high-quality products to patients. The Group is committed to providing safe, effective, and high-quality products to patients.

本集團的審計中心定期針對全本集團組織反舞弊宣傳，收集最新相關反舞弊的資訊，包括各行業近期發生的重大舞弊事件、處理措施等，結合本集團業務的特點匯總分析並編製反舞弊宣傳資料。根據宣傳物件的重要性一般分為三種宣傳類型，針對業務執行過程中容易出現舞弊的敏感崗位，如採購工程師、財經出納、銷售負責客戶開發人員等，編製與其業務直接相關的資料，包括業務中發生的舞弊實例，組織其自學或現場培訓。每逢中國傳統重大佳節（如春節和中秋），審計中心會發公告溫馨提醒員工務必加強廉潔自律，自覺抵制誘惑，嚴格遵守《海普瑞集團員工手冊》以及《員工利益衝突管理制度》的相關要求，並列出監察舉報投訴方式。

F... he... age... e... he... ce... e... ld... e... a... e... a... d... di... ib... e...
b... i... e... -... e... l... a... e... i... a... l... ,... a... d... a... c... c... d... i... g... j... i... e... a... d... k...
a... a... g... e... ,... a... a... g... e... -... i... e... a... i... g... a... c... c... d... i... g... l... ;... a... d... f... a... l... l...
... h... e... l... e... e... i... h... e... G... ,... i... l... e... j... i... a... l... a... e... i... a... l... l... d...
b... e... e... a... e... d... a... d... d... i... b... e... d... ,... h... e... f... e... l... f... -... l... e... a... i... g... i... d... e...
... c... e... a... e... a... g... d... a... j... -... c... j... i... e... i... e... i... h... i... h... e... G... .
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e... l... e... e... h... a... l... e... a... d... h... a... e... c... f... l... i... c... f... i... e... e... a... e...
... i... e... d... ,... f... i... l... l... a... c... f... l... i... c... f... i... e... e... ,... d... e... c... l... a... j... f... e... e...
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... b... h... e... G... '... e... l... e... e... l... d... b... e... e... d... a... d... e... i... e... e... d...
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... i... d... e... l... e... a... e... x... l... a... j... f... c... a... e... i... e... d... f... h... e...
i... e... j... g... a... j... ,... a... d... h... e... A... d... i... C... e... l... d... h... e... c... d... c... f... h... e...
i... e... j... g... a... j... a... c... c... d... i... g... l... . The G... '... a... l... e... g... a... g... e... l... d... e... d... e...
N... -... e... c... j... i... e... D... i... e... c... ,... i... c... a... e... g... e... a... c... e...
... e... f... a... c... e... ,... a... d... e... l... '... a... h... i... d... -... a... a... g... e... c... '... a... d... i... i...
i... e... a... l... f... i... a... c... i... a... l... c... d... i... j... .

針對管理層編製發放與業務相關聯的資料，並視乎時間及工作安排適當安排現場培訓；而對於其餘全體員工則編製簡易的宣傳資料，發放至本集團內全體員工自學，在本集團內營造良好的反舞弊大環境。本集團董事、監事、高級管理人員及其他已經存在或可能存在利益衝突的員工需每年填寫利益衝突申報表，本集團對員工填寫申報的利益衝突申報表分級報審，對於其中

The G... ha... e... a... b... l... i... h... e... d... e... j... i... g... c... h... a... e... l... a... d... i... e... j... g... a... j...
... e... c... h... a... i... a... a... a... f... a... l... e... a... j... . The A... d... i... C... e... l... d...
... a... k... e... e... g... i... a... j... e... c... d... h... e... e... c... e... i... g... c... j... i... e... f...
i... e... a... l... a... d... e... e... a... l... e... e... l... f... h... e... G... ,... c... l... l... e... c... ,... e... l... a... e... d...
c... j... i... f... a... j... a... d... c... d... c... ,... e... l... i... a... a... a... l... i... ,... a... d...
... l... d... a... l... e... a... i... e... j... g... a... j... e... a... i... i... j... a... e... i... e... j... g... a... j...
... h... e... e... c... e... a... . The i... e... j... g... a... j... e... a... l... d... c... d... c...
i... e... j... g... a... j... c... f... i... h... e... a... h... e... j... c... i... f... h... e... c... j... ,... a... d...
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a... d... c... d... c... j... i... e... i... e... i... h... a... f... f... i... l... e... d... ,... a... c... c... a... e... l...
d... e... i... e... h... e... a... f... i... e... c... e... d... l... e... c... a... e... d... b...
... h... e... c... j... . A... f... e... h... e... f... i... a... l... e... i... e... f... h... e... i... e... j... g... a... j... e...
i... f... i... i... b... i... h... a... h... e... e... i... a... j... f... e... l... e... c... a... c... i... h...
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b... e... e... c... e... d... . F... c... j... i... c... i... d... e... h... a... b... e... a... f... e... e... d...
... h... e... j... d... i... c... i... a... ,... h... e... A... d... i... C... e... l... d... h... a... d... e... h... e... e... a... d...
... e... l... a... e... d... i... f... a... j... i... l... e... d... i... h... e... c... j... i... c... i... d... e... h... e...
j... d... i... c... i... a... f... h... e... i... h... a... d... l... i... g... . The c... e... l... d... f... l... a... e... e... e... d... i... a... l...
... e... a... e... f... c... e... d... e... f... e... c... ,... e... x... e... c... j... d... e... f... e... c... d... i... c... e... e... d...
d... i... g... h... e... c... c... e... c... e... f... h... e... c... j... i... c... i... d... e... ,... a... d... l... d...
f... l... l... h... e... i... l... e... e... a... j... f... e... e... d... i... a... l... e... a... e... a... c... c... d... i... g... l...
... a... i... d... e... c... e... c... e... f... i... l... a... c... j... i... c... i... d... e... .

I Ja a a d J l e e ea, he A di. Ce e ga i e
a j-fa d i f he h le g . The a di eed
c llec he la e ele a a j-fa d i f a j , i cl di g ece
aj f a d i cide i ai i d ie a d he e ec i e
ha dli g ea e. The ill al a i e a d a al e he
cha ac e i j c f he c a ' b i e . Ba ed he c llec ed
f a d i cide a d agge a e d a d a al ed da a, he a di
ill c ile a j-fa d blici a e ial, i cl di g b ch e a d
ide . The ill he blici e he i f a j all e l ee
i he g , h i eg a j g he i a c ce a d e hic
f a j-fa d i dail b i e ce . I 2021, he G
ha c d ced a a j-fa d e a i a j a e e l ee
de a di g i hi a ea. We ha e al c d ced ai i g
e i j led he l eg i Pa cice f E e i e E l ee ,
hich c ai ele a e a i a j e j a f e he ai i g.

The G ic l adhe e ele a la a d eg la j el a j g
b i be , e x j , fa d a d e la de i g, ch a he
A j- fai C e j j La f he Pe le' Re blic f Chi a.
The e a i la j d i g he e i d.

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

本集團嚴格遵守有關防止賄賂、勒索、欺詐及洗黑錢的相關法律及規例，例如《中華人民共和國反不正當競爭法》，期螢！關鄒甘 戮盜鏑 靈壯

8. COMMUNITY INVESTMENT

The G e ec he di e e c l e a d adi j f he
l cal di ic. We a ach ge a i a ce he e x e c a j a d
i i f c i g a d a e c i ed e gagi g
c i je i a j el a e. The G ld
jec a d g a ha be efi he eed f he c i
he e fea ible. We ld al c e ki g i h c i
g ha ha e c al e i a d ai ai he al
be ee ele a akeh lde a d el e , b i g i g
ai ed be efi he c i .

D i g he ea, he G ha c ib ed he heal h f blic
a d ch a i . We ha e e abli hed a Bi ha Re ea ch I i e
i h She he P l ech ic. We ha e al d a ed RMB1 illi
hel fl d c la d dia e elief i He a . The e ea ch
a ea f he l i e f Bi edici e c e he dic e f e
d g a ge , a al ac je i gedie i e j , che ical a d
bi l gical he i f d g lead c d , ha ac d a ic
ac j i c ee i g, l j- ic a al i , ha ac ki e j c , ke
ha ace j cal ech l gie a d d ge al a j . l he d ,
i c e he h le chai e ea ch a d de el e i d g
dic e . The G i c fide ha b i g ex ce j al
ale de a ded b he i d , e ca b i ld he e ea ch
i i e i a ic ba j la f f e d g a ie je a d
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年內本集團專注健康及慈善範疇，分別與深圳職業技術學院共建了生物醫藥研究院及捐贈100萬元馳援河南防汛救災。生物醫藥研究院的研究方向涵蓋藥物新靶點發現、天然活性成分挖掘、藥物先導化合物化學和生物學合成、藥效活性篩選、多組學分析、藥代動力學、製藥關鍵技術及藥物評價等方面，覆蓋了藥物研發創新鏈全鏈條。本集團有信心透過悉心培養行業所需的高水準人才，可以將研究院打造為新品種和新技術的孵化平台，促進研發成果高效轉化。

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

HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

聯交所《環境、社會及管治報告指引》索引

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