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# Environmental, Social and Governance Report

## 環境、社會及管治報告

### BOARD STATEMENT

Shenzhen Heparlink Pharmaceutical Group Co., Ltd. (the “Company” or “Heparlink”) and its subsidiaries (the “Group”, “we”, “our” or “us”) are pleased to issue the fourth 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 2023 (the “Reporting Year”, “Reporting Period” or “Year”) 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”) of Heparlink understands the importance of sustainability risk management, and strives to meet the expectations of stakeholders through communication and cooperation with stakeholders. The Group is always committed to performing its social responsibilities and the Board will give full support to and take 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 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 ESG-related risks and opportunities of the Group through interviews. The Board believes that the current internal control and risk management system is effective and sufficient.

The Group has always attached great importance to the communication and interaction with stakeholders. During the Reporting Period, the Group conducted a questionnaire survey on ESG stakeholder engagement. The Group hopes to assist the Board and the management in evaluating the current ESG performance through questionnaire surveys, and compare the gap between the stakeholders’ expectations on the Group’s ESG performance and the current situation of the Group, while comparing with market standards and expectations. This will help the Group to optimise its future sustainability and environmental policies, so as to meet the needs of stakeholders.

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

### 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」、「集團」或「我們」)欣然發佈本集團第四份環境、社會及管治報告(「本報告」),旨在闡述本集團於二零二三年(「本報告年」、「本報告期」或「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(「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。董事會每年透過審計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環境、社會及管治相關風險及機遇。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表現,並比較利益相關者對本集團在ESG表現方面的期望與本集團目前現狀之間的差距,同時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及環境政策,以滿足持份者的需求。

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,可持續發展已成為越趨重視的社會問題。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和措施,以履行企業對環境和社會的責任。在僱傭方

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 to inform 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 26 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, as the global pandemic gradually subsided, Hepalink seized the opportunity to re-invest resources in community development, including cooperating with Guangdong Pharmaceutical University and inviting teachers and students to visit Hepalink for exchanges. Through supporting the biopharmaceutical industry competition organised by the local government, the Group's unremitting efforts in making contribution to the community have also been recognised by the society.

In the past year, we have experienced a year with severe external environmental impact. The complicated direction after the end of the global public health event, the reshaping of the global heparin supply chain structure, and the changes in the macroeconomic and market environment have brought great uncertainties, which have profoundly affected the future choices and development of Hepalink. Against tremendous uncertainties, we still maintain a positive attitude towards seeking progress while maintaining stability, further emphasizing our resilience and flexibility, and better dealing with changes in the external environment through rolling adjustments so that the Group can iterate and make breakthroughs in changes. Hepalink is ready to pursue quality sustainable development of the Group with sustainable production, sales and management conditions. Looking forward, we will continue to achieve stable growth in our performance and rise up to the ever-changing environment to expand steadily and utilize the resources properly. The Board will also regularly review ESG-related policies, oversee ESG-related risks and opportunities and continuously improve the performance of corporate governance, environmental protection and social responsibility. We are fully confident in the prospect of our future. This report has been reviewed and approved by the Board in March 2024.

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

ABSTRACT | HEPALINK Our Vision is to become a world leader in pharmaceutical

## 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 all mandatory and the “comply or explain” provisions set out in the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”).

## 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, and the industrial park in the United States of America, which are financially significant and operationally influential to the Group. The Reporting Period began on 1 January 2023 and ended on 31 December 2023, same as the reporting period of our Annual Report.

## 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 2023. 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 Guide of the Hong Kong Stock Exchange. 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](mailto:stock@hepalink.com).

## 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」)載列的強制性及不遵守就解釋級別的條文要求編製。

## 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，以及位處美國的產業園。報告期為二零二三年一月一日至二零二三年十二月三十一日，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二零二三年度公司統計報告、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。


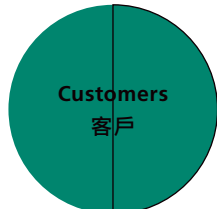
## 意見反饋

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([stock@hepalink.com](mailto:stock@hepalink.com))提供您的建議或與我們分享您的意見。

### STAKEHOLDER AND 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 and the relationships 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).

The communication methods between the Group and stakeholders as below:

Major stakeholders 主要持份者	Communication means 溝通方式
 <p><b>Investors</b> 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. 通過定期投資者會議、股東週年大會、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><b>Customers</b> 客戶</p>	<p>Set up a customer service hotline for customers to express their opinions. Where a complaint is received, customer service staff shall gi (e s c)-1360.6 5 066B08.088 69.3 (f 2-9 (o)-0.9 (t)-7.406400-9.1 (v)-13 (62 Td-/GS1T10 1</p>

During the Reporting Period, the Group appointed an independent consultancy to conduct stakeholder communication activities and materiality analysis, including management external and internal stakeholders' survey, in order to understand stakeholders' awareness and vision on ESG.

Three steps we take to prepare the materiality assessment:

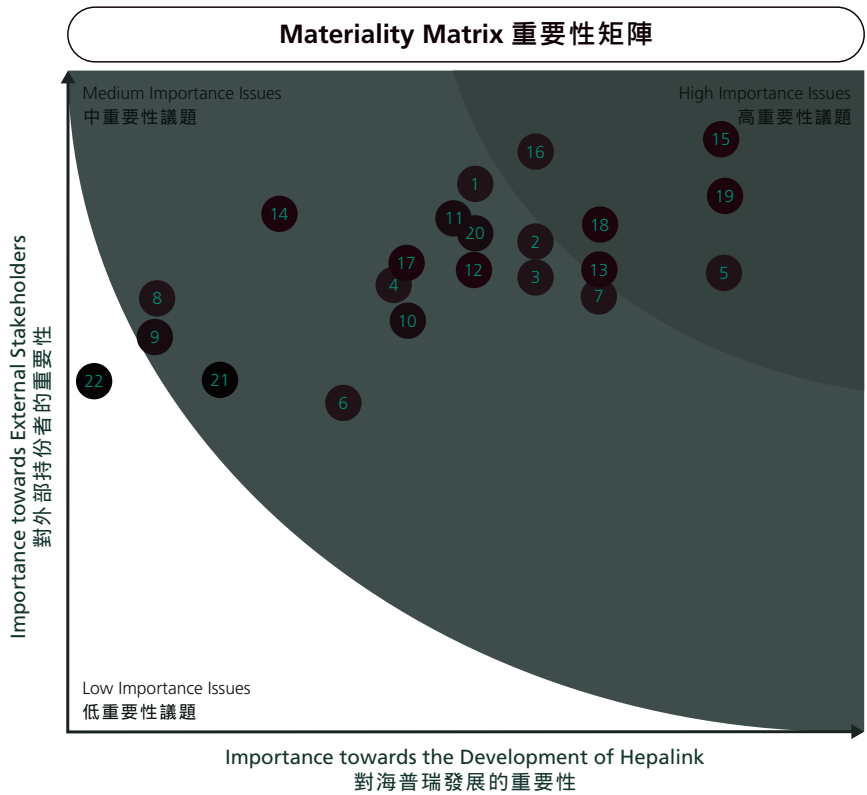




# Environmental, Social and Governance Report 環境、社會及管治報告

For the questionnaires, we invited internal and external stakeholders to rate on different issues in the aspects of environmental protection, employment and labour practices, operating practices, and community investment, thereby understanding the degree of concern of stakeholders on each issue.

問卷調查邀請內部及外部持份者對環境保護、僱傭及勞工常規、營運慣例、社區投資範疇中不同議題進行評分，了解利益相關方對各項議題的關注程度。



Through analysing the results of the questionnaires, the Group identified twenty-two relevant issues that are ranked in descending order in terms of the level of importance:

通過分析問卷調查結果，本集團在二十二項相關議題中，按其重要性程度降序排列如下：

## High Importance Issues

### 高重要性議題

- 15. Quality control of production materials  
生產材料的質量控制
- 19. Protection of interests of customers and business partners  
保障客戶及業務合作夥伴的利益
- 16. Health and safety of customer  
客戶的健康與安全
- 18. Customer complaint handling and response mechanism  
客戶投訴處理及應對機制
- 5. Water saving  
節約用水
- 13. Labour standards  
勞工準則
- 7. Managing the impact of the operations on environment and natural resources  
管理營運對環境及天然資源造成的影響
- 2. Wastewater discharge management  
廢水排放管理

## Medium Importance Issues

### 中重要性議題

- 3. Waste control  
廢棄物管理
- 1. Air pollutant/greenhouse gas emissions management  
空氣污染物 溫室氣體 排放管理
- 11. Occupational safety and health  
職業安全及健康
- 20. Prevention of bribery, extortion, fraud and money laundering  
防止賄賂、勒索、欺詐及洗黑錢
- 12. Staff training and development  
僱員培訓與發展
- 17. Product recall system  
產品回收制度
- 4. Energy saving  
節約能源
- 10. Employment Environment of anti-discrimination, equality and diversity  
反歧視、平等和多元化僱傭環境
- 14. Environmental and social risks in the supply chain  
供應鏈的環境及社會風險
- 6. Efficiency of other resources  
其他資源的使用效益
- 8. Enhancement of adaptation and resilience to climate change  
強化氣候適應力與韌性
- 9. Employment practices  
僱傭制度
- 21. Community needs and interests  
社區需要和利益

## Low Importance Issues

### 低重要性議題

- 22. Community investment  
社區投資

# Environmental, Social and Governance Report

## 環境、社會及管治報告

The Group has taken corresponding measures for the materiality issues identified in the analysis, the elaboration of which is set out in subsequent sections. The Group will continue to strive to establish diversified, transparent, honest and accurate communication channels to provide an important basis for the Group's environmental, social and governance strategies as always.

### A. ENVIRONMENTAL

#### 1. OBJECTIVES AND DIRECTIONS OF ENVIRONMENTAL PROTECTION

The Group is committed to performing its social responsibility as a corporate citizen and implements environmental protection measures in a proactive manner to promote sustainability. The Group integrates the concept of environmental protection into its daily operations in a proactive manner, formulates a number of environmental management policies and measures to prevent and reduce environmental pollution and energy consumption. We set up the following objectives in order to mitigate the impacts of our operations on the environment.

Environmental objectives 環境目標	Directional description 方向性的陳述	Measures taken during the Year 本年度所採取的措施
Energy efficiency 能源使用效益	Equipment that reduces energy consumption 減少能耗的設備	<ul style="list-style-type: none"> <li>Turned off unnecessary lighting in common areas (such as reception areas, corridors, elevator halls, etc.) during non-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</li> <li>Turned off the air conditioning device when leaving meeting room, office and after normal office hours 在離開會議室、辦公室及非辦公時間，關掉空調裝置</li> <li>Turned off office equipment such as computers, printers, etc. during non-office hours to reduce power consumption 在非辦公時間時，關閉電腦、印表機等辦公設備，以減少耗電量</li> <li>Set up environmental protection bulletin and publicity boards with regular updates to remind employees to save resources 設置環保公示與宣傳欄，內容定期更新，提醒員工節約資源</li> </ul>

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。

### A. 環境

#### 1. 環境保護的目標方向

本集團堅持履行企業公民的社會責任，積極實踐環保措施，以推動可持續發展。本集團積極將環保理念融入到日常營運，制訂了多項環境管理政策及措施，以避免及減少環境污染和能源消耗；並制定下列目標以減低營運時對環境所造成的影響。

Environmental objectives 環境目標	Directional description 方向性的陳述	Measures taken during the Year 本年度所採取的措施
	<p>More energy-saving equipment used 新增節能設備</p>	<ul style="list-style-type: none"> <li>Adopted environmentally friendly equipment, such as air-conditioning equipment with variable frequency drives and refrigerants which can reduce the damages to the ozone layer 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</li> <li>Purchased office equipment with energy saving labels, such as photocopiers and printers 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</li> <li>Used energy-saving lighting fixtures, such as light-emitting diodes (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</li> </ul>
<p>Reduction of exhaust emissions 減少廢氣排放</p>	<p>Adoption of energy saving measures and renewable energy to reduce the greenhouse gas emissions in energy indirect category (Scope 2) generated by purchased electricity 採用節能措施及可再生能源，從而減少外購電力所產生的能源間接類別(範圍二)的溫室氣體排放量</p> <hr/> <p>Reduction of direct category (Scope 1) greenhouse gas emissions from production, operation and transportation 減低因生產、運營、交通運輸引致的直接類別(範圍一)的溫室氣體排放量</p>	<ul style="list-style-type: none"> <li>Used the above-mentioned equipment that reduces energy consumption (lights, air conditioners, computers), to reduce the greenhouse gases indirectly produced by electricity consumption 透過上述減少能耗的設備(電燈、空調、電腦等)，因而減少耗電所間接地產生的溫室氣體</li> <li>Factories in Shenzhen piloted the replacement of some low-nitrogen burners of steam boilers with ultra-low-nitrogen burners to reduce exhaust gas emissions 深圳工廠試行將部分蒸汽鍋爐低氮燃燒機更換為超低氮燃燒機，減少廢氣排放</li> <li>Provided an online office platform, and encouraged employees to use video and telephone conferencing systems to communicate in daily office scenarios to improve work efficiency and reduce greenhouse gas generated by 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</li> <li>Formulated the regional procurement policy, and local suppliers shall be selected in first priority, to reduce greenhouse gas emissions resulted from additional transportation 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溫室氣體的排放</li> </ul>



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

Environmental objectives  
環境目標

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# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 2. EMISSIONS

As a responsible enterprise, we put every effort into achieving continuous commitment to environmental protection, by adopting a series of measures to reduce environmental impacts, including curbing exhaust gas and greenhouse gas emissions, sewage and land pollution and reducing the generation of hazardous and non-hazardous waste. We strictly abide by the requirements of relevant laws and regulations, including the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on Prevention and

## *AIR POLLUTANT*

In accordance with the requirements of relevant laws, regulations and rules such as the Environmental Protection Law of the People's Republic of China, the Atmospheric Pollution Prevention and Control Law of the People's Republic of China, the Meteorology Law of the People's Republic of China, the Emergency Response Law of the People's Republic of China, the Interim Measures for the Administration of Emergency Response Plans for Environmental Incidents (《突發環境事件緊急應變計劃管理暫行辦法》), and the Measures of Guangdong Province on Prevention and Control of Air Pollution (《廣東省大氣污染防治條例》), the Group has established management systems and processes such as the Response Plan for Strengthening Emission Reduction of Atmospheric Pollution (《大氣污染強化減排應對方案》) to improve the emergency protection system for active control, orderly command, rapid response and effective prevention of serious pollution



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In order to ensure the air pollution emissions from the factories are not exceeding the relevant requirements set out in laws and regulations, the Group strictly monitors the exhaust gas emissions generated by the equipment and in the production processes in accordance with national standards such as the "Boiler Air Pollutant Discharge Standards" and "Emission Control Standard of Volatile Organic Compounds for Industrial Enterprises", as well as engages external agency to conduct examination of emission index. In addition, we regularly collect samples from the exhaust gas outlets to detect the concentration of exhaust gas emission factors to evaluate the effectiveness of emission reduction and strengthen the maintenance and management of exhaust gas facilities.

The Group's air pollution emissions as below:

Pollutants 污染物	Unit 單位	Emissions in 2022 二零二二年排放量	Emissions in 2023 二零二三年排放量

The Group's greenhouse gas emissions as below:

本集團的溫室氣體的排放量如下：

Scope 範圍	Unit 單位	Emissions in 2022 二零二二年排放量	Emissions in 2023 二零二三年排放量
Total GHG Emissions (Scope 1 and Scope 2) 總溫室氣體排放量 (範圍一及範圍二)	tonnes of carbon dioxide equivalent 公噸二氧化碳當量	58,349.4	<b>55,874.2</b>
Direct Emissions (Scope 1) 直接排放(範圍一)	tonnes of carbon dioxide equivalent 公噸二氧化碳當量	24,355.2	<b>24,672.9</b>
Energy Indirect Emissions (Scope 2) 能源間接排放(範圍二)	tonnes of carbon dioxide equivalent 公噸二氧化碳當量	33,994.2	<b>31,201.2</b>
Intensity of GHG Emissions (By the number of million revenue) 總溫室氣體排放量密度 (按百萬元營收數目計)	tonnes of carbon dioxide equivalent/million revenue 公噸二氧化碳當量 百萬元營收	8.2	<b>10.3</b>

Notes:

- The calculations were based on the Reporting Guidance on Environmental KPIs issued by the Hong Kong Stock Exchange, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC Sixth Assessment Report, Greenhouse Gas Emission Accounting Method for Chinese Enterprises Reporting Guidelines for Power Generation Facilities (2022 Revised Version), U.S. Environmental Protection Agency Grid Database;
- Scope 1 includes stationary combustion emissions from diesel, liquefied petroleum gas and natural gas, direct combustion emissions from mobile sources of diesel and unleaded gasoline, and fugitive emissions from refrigeration equipment;
- Scope 2 includes indirect energy emissions from purchased electricity; and
- During the Reporting Year, the total greenhouse gas emission intensity was changed from tonnes of carbon dioxide equivalent/production line to tonnes of carbon dioxide equivalent/million revenue to improve data comparability and consistency.

附註：

- 計算乃基於香港聯交所所發佈的《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(二零二二年修定版)》、《美國環境保護署電網數據庫》；
- 範圍一包括柴油、液化石油氣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；
- 範圍二包括源自外購電力的能源間接排放；以及
- 總溫室氣體排放量密度於本報告年由公噸二氧化碳當量生產線轉為公噸二氧化碳當量

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We will review the carbon emissions of our factories every year, prepare an annual quantitative greenhouse gas report, and submit it to a third party designated by the competent environmental protection authority for review, so as to evaluate the effectiveness of carbon reduction. The Group will continue to monitor the emission performance and strive to mitigate the impact on climate change.

In order to reduce the generation of emissions, the Group has adopted and implemented a series of emission reduction measures as below:

- Provided an online office platform, and encouraged employees to use video and telephone conferencing systems to communicate in daily office scenarios to improve work efficiency and reduce greenhouse gas generated by business travel and related transportation.4 (p)-7.7 (h)-9.-2.7 (u)4.9 (n)(e)-12.3 (-25.8 (t)-7.7)-3.6 (te1 TdEl)7.9 (r)1

## WASTEWATER

In terms of wastewater discharge management, the Group has compiled the "Sewage Treatment Operation Regulations" in accordance with the Law on Prevention and Control of Water Pollution of the PRC, and requires the sewage treatment operators of the Engineering Operation Department to strictly follow the operation. The "Sewage Treatment Operation Regulations" covers wastewater process flow, wastewater treatment procedures, and the operating procedures of the exhaust gas purification treatment system of wastewater. The sewage generated during the production process is treated at our self-built sewage treatment station to ensure that the relevant standards are met and then discharged into the sewage treatment plant through the municipal sewage pipe network. In terms of monitoring, we have installed an online monitoring system for pollution factors at the discharge outlets of the sewage treatment station, and collect water samples every hour for testing. In addition, we have signed regular testing agreements with qualified units certified by CMA to collect samples and test the pollution factors in the drainage on a quarterly basis. The online sewage discharge monitoring system is maintained by a third party qualified unit to ensure the stable operation of equipment in the online monitoring system. Meanwhile, a third party qualified unit was engaged to conduct a data comparison on a quarterly basis, so as to confirm the accuracy and stability of online monitoring data. The above online data will be uploaded to the government's smart environmental protection platform for supervising environmental protection, so that the environmental supervision department can monitor the data and ensure that the sewage discharged meets the discharge standards of the law.

## WASTE

The Group attaches great importance to the management of solid waste. To ensure that the management and disposal of solid waste generated during the production and operation of operating plants comply with laws and regulations, the Group has formulated the Environmental Management Regulations and the Solid Waste Management Regulations to regulate the management of the generation, storage, transfer and disposal of solid waste in the production process. In accordance with the requirements of the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, solid waste is entrusted to qualified units that are registered with the environmental supervision department of the government for harmless treatment, and relevant disposal agreements are signed.

## 污水

在污水排放管理方面，本集團已根據《中華人民共和國水污染防治法》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。生產過程中產生的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，我們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，我們與獲得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委託第三方有資質單位進行維護，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。

## 廢棄物

本集團十分重視固體廢物方面的管理，為確保營運工廠生產營運過程中產生的固體廢棄物管理及處置合法合規，本集團已製定《環保管理規範》《固體廢棄物管理規範》，規範生產過程中固體廢棄物的產生、儲存、轉移、處置等環節的管理。固體廢棄物依照《中華人民共和國固體廢棄物污染環境防治法》要求，委託給有資格的並在政府環保監管部門備案過的單位進行無害化處理，並簽訂了相關處置協議。

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The non-hazardous solid waste generated in the production and operation of the Group mainly includes centrifugal impurities and waste

In addition to the above measures, the Group actively supports garbage classification and promotes resource recycling and reuse. The Group provides waste classification and recycling bins in production and office areas, and requires employees to develop the habit of waste classification, and establishes corresponding management processes and treatment records. Departments that generate general industrial solid waste are responsible for dividing the area and setting up specific collection containers with clear labels, and establishing waste collection points. We ensure that the centralised storage sites for general industrial solid waste comply with the requirements of the Standard for Pollution Control on the Storage and Burning of General Industrial Solid Waste (《一般工業固體廢棄物貯存和填埋污染控制標準》) (GB18599-2020) and relevant national and local regulations and standards. Relevant departments are required to provide training to all employees to understand the meaning and role of general industrial solid waste classification, and urge employees to classify and place general industrial solid waste in corresponding containers for recycling.

The amount of hazardous and non-hazardous waste generated by the Group as below:



### 3. USE OF RESOURCES

The Group has been managing resources with a prudent attitude, actively considering and adopting various methods to reduce the use of resources. In our daily operations, resources such as electricity are mainly used. In this regard, the Group has formulated the Protocol Document for Energy Management to further strengthen our commitment to energy conservation. The protocol document provides detailed guidelines and requirements to ensure our effective management and control of energy consumption. We advocate the use of energy-saving, efficient and environmentally friendly equipment, machinery, packaging materials and office appliances recommended by the state and the industry. As priority, we choose the related equipment that could help us to reach the target of gradually increasing energy efficiency. For energy conservation, we require to adopt various energy-saving measures.

In addition, our factory in Shenzhen has obtained the ISO14001:2015 environmental management system certification and review. Every year, qualified third-party units are invited to the factory site to review the system maintenance, so as to control the potential negative impacts on the environment systematically. Meanwhile, we continuously update the latest environmental news to optimise the existing measures, so as to reduce environmental pollution. During the Year, the Group implemented the following energy-saving measures to control power consumption:

### 3. 資源使用

本集團一直以審慎的態度管理資源，積極思考並採用多種方法減少資源的使用。在日常營運中，主要使用電能等資源。為此，本集團已制定《能源管理規程文件》以進一步加強我們對節約能源的承諾。該規程文件提供了詳細的指引和規定，以確保我們有效地管理和控制能源消耗。我們提倡使用國家、行業推薦的節能、高效、環保的設備、機器、包材和辦公用具等，以逐步提高能源效益為目標優先考慮相關設備，而且針對節能要求採取各項節約能源措施。

此外，我們的深圳工廠已通過ISO14001:2015的環境管理體系認證及複查工作，每年請有資質的第三方單位到工廠現場對體系維護進行審查，務求以具有系統性的方式管控對環境可能造成的負面影響。同時我們亦持續更新環保的最新消息以優化現有措施，從而減少環境污染。年內，本集團實行以下的節能措施以控制耗電量：

**Energy saving measures****節能措施**Lighting  
電燈

- Turn off the lights if it is not necessary, and put a sticker of “energy saving” near the switch as a reminder  
如沒需要，應把照明關掉，並在開關擊附近貼上「節約能源」的貼紙，以作提示
- Excessive lighting equipment should be reduced if the area is too bright  
在自然光線過強的地方，應關閉過量的照明設備
- Turn off unnecessary lighting in common areas (such as reception areas, corridors, elevator halls, etc.) during non-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 energy-saving lighting fixtures, such as light-emitting diodes (LED), to achieve 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

Air-conditioning  
空調

- The air-conditioning should be turned off immediately after using the office/conference room, etc. 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，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 not lower than 26  
保持空調設置溫度不低於26
- Turn off the air conditioning device when leaving meeting room, office and after normal office hours  
在離開會議室、辦公室及非辦公時間，關掉空調裝置
- 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
- Wear light clothing during the hot months to minimise the need for air conditioning  
在炎熱的月份穿着輕便的服裝，盡量減低對空調的需求

Computer  
電腦

- 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, Saturday afternoons, and public holidays



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The Group's total energy consumption as below:

本集團的耗能量如下：

Type of Energy 能源種類	Unit 單位	Consumption in 2022 二零二二年耗量	Consumption in 2023 二零二三年耗量
Total Energy Consumption 總能源耗量	kWh in '000s 千個千瓦時	182,147.3	<b>163,871.0</b>
Direct Energy Consumption 直接能源耗量	kWh in '000s 千個千瓦時	115,281.4	<b>102,397.3</b>
— Non-renewable Fuel: Petrol 不可再生燃料：燃油	kWh in '000s 千個千瓦時	7,643.7	<b>6,639</b>
— Non-renewable Fuel: Natural gas 不可再生燃料：天然氣	kWh in '000s 千個千瓦時	107,554.2	<b>95,758.2</b>
— Non-renewable Fuel: liquefied petroleum gas 不可再生燃料：液化石油氣	kWh in '000s 千個千瓦時	83.5	<b>0</b>
Indirect Energy Consumption 間接能源耗量	kWh in '000s 千個千瓦時	66,865.9	<b>61,473.7</b>
— Purchased Energy: Electricity 購買能源：電力	kWh in '000s 千個千瓦時	66,865.9	<b>61,473.7</b>
Intensity of Energy Consumption (By the number of million revenue) 能源耗量密度(按百萬元營收數目計)	kWh in '000s/million revenue 千個千瓦時 百萬元營收	25.5	<b>30.2</b>

Note:

Energy data is converted into kWh with reference to lower calorific value. Fuel includes unleaded gasoline and diesel.

During the Reporting Year, the intensity of energy consumption was changed from kWh in '000s/production line to kWh in '000s/million revenue to improve data comparability and consistency.

The Group regularly reviews energy conservation measures and actively promotes energy conservation and emission reduction. To demonstrate our commitment to energy conservation, we will enhance the energy conservation control system of the chiller cooling water pump and chillers at the factory of Techdow in Nanshan in 2024. The system matches supply and demand by analysing and calculating the energy demand of different equipment at different times and using frequency conversion control, so as to achieve energy conservation and reduce the waste of electricity resources.

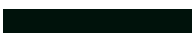
附註：

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。

能源耗量密度於本報告年由千個千瓦時 生產線轉為千個千瓦時 百萬元營收，以提高數據的可比性和一致性。

本集團定期檢視節能措施，積極推動節能減排。為展現對節約能源的承諾，我們將於二零二四年對天道南山工廠的冷水機組冷卻水泵和冷水機組進行節能控制系統的增強工程。這個系統透過分析計算不同設備在不同時段的能源需求，並使用變頻控制，將供應和需求相匹配，以達到節能效果並減少電力資源的浪費。

The Group's use of water mainly comes from municipal pipelines, and there is no difficulty in accessing to water. The Group is striving to



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The water consumption of the Group as below:

	Unit 單位	Consumption in 2022 二零二二年耗量	Consumption in 2023 二零二三年耗量
Total Water Consumption 總耗水量	m <sup>3</sup> 立方米	853,385	<b>751,216</b>
Intensity of Water Consumption 耗水量密度	m <sup>3</sup> /million revenue 立方米 百萬元營收	119	<b>138</b>

Note: During the Reporting Year, the intensity of water consumption was changed from m<sup>3</sup>/production line to m<sup>3</sup>/million revenue to improve data comparability and consistency.

In addition to power and water resources, the Group is concerned about the use of other resources, such as packaging materials (i.e. plastic, paper, metal and timber). As to packaging materials, on the premise of meeting quality standards, we give priority to environmentally friendly materials. The Group has adopted environmentally friendly packaging materials, such as plastic, paper, metal and timber, to reduce the use of other resources. The Group has also adopted environmentally friendly packaging materials, such as plastic, paper, metal and timber, to reduce the use of other resources.

## 4. ENVIRONMENT AND NATURAL RESOURCES

The Group integrates environmental responsibility into its daily business operations and is committed to implementing a number of environmentally friendly management measures in the office. We have formulated the Guidance on Management and Operation of Environment and Hygiene to regulate the requirements for management of environment and hygiene of the Group's production and office areas, so as to reduce the consumption of the environment and natural resources. In terms of plant conservation, we will follow the guidance to implement the management of the allocation, irrigation and maintenance of greening plants in the factory, stipulate the scope of disinfection supplies, and prohibit the use of non-efficient and low-toxic disinfection supplies. The disinfection must be carried out in accordance with the regulations. In addition, the Group regularly organises

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- Recycle envelopes and temporary folders for sending internal documents and letters;
- Use both sides of the paper for printing and photocopying; and
- Use the blank side of the paper for drafting, printing and receiving faxes.

The Group prioritises the use of environmentally friendly and energy-saving office equipment and office supplies, and deploys them

## 5. CLIMATE CHANGE

The Group pays great attention to climate change and understands that climate change leading to severe weather conditions. Therefore, we strive to take the most effective measures to reduce greenhouse gas emissions due to our operations. With reference to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Group identifies risks in relation to climate change caused by its operations and formulate countermeasures based on the relevant risks in order to mitigate the impacts of climate change.

The risk types, risk descriptions and countermeasures of the Group in relation to climate change during the Reporting Period are as follows:

<b>Risk types</b> 風險類型	<b>Risk descriptions</b> 風險描述	<b>Measures taken for the risks</b> 風險應對措施
Policies and Laws	Regulatory requirements in relation to climate change in terms of operations, products and services are increasingly tightened, resulting in increased operating costs, including compliance costs, and product development costs.	Each of the Group's places of business has

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Risk types 風險類型	Risk descriptions 風險描述	Measures taken for the risks 風險應對措施
Market risk	Customers are increasingly concerned about environmental protection and therefore their demand for green products has increased. To meet customers' needs, enterprises need to devote more time and resources to develop green products.	In response to customers' concerns about the environment, we continue to improve the environmental measures of the entire supply chain and implement green procurement, including giving priority to the use of

The Group has formulated the Accident Prevention and Emergency Rescue Plan in accordance with the Meteorology Law of the People's Republic of China, the Emergency Response Law of the People's Republic of China, the Interim Measures for the Administration of Response to Environmental Incidents (《突發環境事件應急管理暫行辦法》) and other relevant regulations, which regulates the establishment of emergency response plans for extreme or severe weather such as typhoons, rainstorms and high temperatures. In case of severe weather such as typhoon, rainstorm and extreme heat, the corresponding emergency response plan will be activated according to the corresponding warning level. The safety centre of the Group will pay attention to the natural disaster information issued by the government at any time, such as typhoons and rainstorms, and immediately inform the personnel of all departments of the dynamic information of natural disaster warning and organise disaster prevention. In addition, we will regularly provide relevant disaster prevention and response training to employees, strengthen our daily safety inspections, and install emergency equipment and facilities to ensure the safety of employees, and purchase corporate property accident insurance to avoid the impact of natural disasters as much as possible.

## B. SOCIAL

### 1. 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. "Diversification" is one of the corporate values that the Group adheres to. We oppose any form of discrimination and embrace employees regardless of ethnic group, skin colour, age, gender, sexual orientation, race, disability, pregnancy, belief or marital status. The Group has established a series of employment-related policies to effectively protect the interests of employees and maintain the relationship between employees and the Group, including:

- **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.

本集團已依據《中華人民共和國氣象法》、《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》等相關法令制定《事故預防及應急救援預案》，規範針對颱風、暴雨、高溫等有關極端或惡劣天氣建立緊急應變計劃。當萬一遇上颱風、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計劃。本集團安全中心將隨時關注政府發佈的有關颱風、暴雨等自然災害訊息，第一時間將自然災害預警動態資訊通知各部門人員，組織防災工作。此外，我們會定期向員工提供相關的防災應對訓練，加強日常安全檢查，並配備應急設備設施以保障員工安全，以及購買公司財產意外險，盡量避免天災所帶來的影響。

## B. 社會

### 1. 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」是本集團的堅守的企業價值觀之一，我們反對任何歧視，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。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並維繫員工與本集團關係的和諧發展，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。



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- General Rules for Performance Management: A scientific and systematic management foundation has been established as the

The Group endeavours to ensure that the wages of its employees are not lower than the minimum wage standards stipulated by local laws and regulations, and pays various statutory social insurances and benefits for all in-service employees, such as five social insurance and one housing fund, statutory holidays, high temperature subsidies, funeral subsidies, one-time relief and one-time pension for immediate family members.

Every employee will be given the Employee Handbook (electronic version) in his/her orientation, and he/she is required to sign the Employee Handbook Confirmation (electronic signature) after checking. The Employee Handbook provides guidance on the work specifications and code of conduct of employees, covering the main contents of the Company's rules and regulations in various aspects such as human resources management, financial management, quality management and safety management. The Group provides an electronic version of the Employee Handbook for employees to review, and employees can consult the Human Resources Department if they have any doubts.

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 the People's Republic of China. There was no violation of such laws of regulations by the Group which resulted in fines or prosecution during the Reporting Period.

本集團致力保證員工的工資均不低於當地法律法規的最低工資標準，並為所有在職員工繳納各項法定社會保險與福利，例如五險一金、法定假期、高溫補貼、喪葬補助費、供養直系親屬一次性救濟金及一次性撫恤金。

每位員工在入職時均會獲發員工手冊(電子版)，員工查閱後需簽署員工手冊確認書(電子簽)。《員工手冊》對員工的工作規範和行為規範進行指導，涵蓋了企業包括人力資源管理、財務管理、質量管理、安全管理等各個方面規章制度的主要內容。本集團提供電子版本的員工手冊供員工查閱，員工如有疑問可諮詢人力資源部。

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》及《中華人民共和國勞動合同法》，期內並未有違規情況。

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

本集團按不同類別劃分的僱員人數如下：

Category	分類	Figures for 2022	Figures for 2023
		(pax) 二零二二年數字 (人)	(pax) 二零二三年數字 (人)
<b>By Gender</b>			
Male	男性	1,389	1,200
Female	女性	890	809
<b>By Employment Type</b>			
Full-time	全職	2,159	1,952
Part-time	兼職	2	1
Temporary	臨時工	0	0
Apprentices and interns	學徒和實習生	105	50
Contract <sup>1</sup>	合約 <sup>1</sup>	13	6
<b>By Age Group</b>			
Below 25	25歲以下	335	232
25-34	25至34歲	908	757
35-44	35至44歲	653	621
45-54	45至54歲	251	268
55-64	55至64歲	116	105
Above 65	65歲或以上	16	26
<b>By Region</b>			
China	中國	1,680	1,503
North America	北美	599	506

Note: The calculation in the Reporting Period was based on the Reporting Guide for Social Key Performance Indicators issued by the Hong Kong Stock Exchange.

註：本報告年計算乃基於香港聯交所發佈的社會關鍵績效指標匯報指引。

<sup>1</sup> Contract employees are only presented in the data categorised by employment type.

<sup>1</sup> 合約員工僅在按僱傭類型劃分的數據中呈列。

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

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 2022 (%) 二零二二年僱員流失率(%)	Employee Turnover Rate in 2023 (%) 二零二三年僱員流失率(%)
<b>By Gender</b>	<b>按性別劃分</b>		
Male	男性	28	22
Female	女性	27	29
<b>By Age Group</b>	<b>按年齡組別劃分</b>		
Below 25	25歲以下	49	70
25-34	25至34歲	35	25
35-44	35至44歲	16	15
45-54	45至54歲	11	10
55-64	55至64歲	12	19
Above 65	65歲或以上	18	31
<b>By Region</b>	<b>按地區劃分</b>		
China	中國	31	25
North America	北美	19	25

Note: The calculation in the Reporting Period was based on the Reporting Guide for Social Key Performance Indicators issued by the Hong Kong Stock Exchange.

註：本報告年計算乃基於香港聯交所發佈的社會關鍵績效指標匯報指引。

### 2. HEALTH AND SAFETY

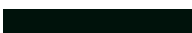
The Group upholds the safety production principle of “safety-foremost with prevention-oriented and comprehensive treatment”. In accordance with the Production Safety Law of the People’s Republic of China, the Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases and the Labour Law of the People’s Republic of China and other laws and regulations, the Group has formulated safety management systems such as the Standards for Managing the Occupational Health of Employees to ensure that employees are not affected by occupational disease hazards during production and work, prevent occupational safety accidents and occupational diseases, and protect the legitimate rights and interests of employees. These systems clarify the standards for managing the occupational health of employees, regulate the occupational safety and health measures adopted, occupational health education of employees, occupational safety and health examination, reporting and handling of work-related accidents, and the management of reporting and handling of occupational diseases. The Group has formulated management systems for safety management, accident prevention and emergency rescue plans, and employee occupational health, etc. In the event of occupational diseases, the Group will deal with it in accordance with laws and regulations, and the safety centre will report the case to the local health administrative department and safety production supervision department in a timely manner. In addition, the Group also strengthened the 5S management policy, implemented refined management of factories, and strengthened the on-site 5S management and control, forming regulations for good safety behaviour. Through daily safety inspections, abnormal problems related to 5S will be eliminated in time, so as to continuously improve the awareness of 5S among employees.

Proper risk assessment can help reduce the chance of accidents. The Safety Management Centre of the Group has established a scientific safety management system, which conducts risk assessments on the current safety management status of each unit from time to time, and also regulates the management of safe production and safety protection in terms of fire-fighting facilities, hazardous chemicals, precursor chemicals, construction safety, laboratory operation safety, special operators, pressure vessel safety, elevator safety, channel safety, security duty and others. The production unit would arrange and conduct hazard identification assessments before the starting of any dangerous activities such as demolition projects, new reconstruction and expansion projects, inspection and maintenance projects, starting and shutting down of the machines, projects of potential problem management, process changes, equipment change and other projects of higher importance, and prepare implementation plans based on these assessments.

### 2. 健康與安全

「安全第一、預防為主、綜合治理」為本集團的重要安全生產方針。本集團根據《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》等法律法規，制定了《員工職業健康管理規範》等安全管理制度，確保員工在生產勞動過程中不受職業病危害因素的影響，並預防職業安全事故和職業病的發生，保護員工的合法權益。這些制度明確了員工職業健康管理的準則，規範了採取的職業安全健康措施、員工職業健康教育、職業安全健康檢查、工傷事故報告和處理，以及職業病報告和處理的管理。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，按照法律法規規定處理職業病，由安全中心及時向所在地衛生行政部門和安全生產監督管理部門報告。此外，本集團亦加強五常管理政策，開展工廠精益化管理，加強現場五常管控，形成良好的安全行為規範，並則以錫硬

The occupational safety and health measures adopted by the Group



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The Group actively engaged a third-party occupational health assessment unit to conduct a safety assessment of the Company's

The Group pays close attention to the psychological conditions of employees. By establishing a special column for feedback and mutual assistance, the Group provides psychological counselling channels for employees on the Group's enterprise WeChat account and Boonhi platform (博海平台). The human resources department establishes a corporate culture and employee relation unit to help mediate and relieve employees' psychological problems. In addition, the Group has also built a diversified democratic communication platform for employees, and established employee representative meetings, online communication platforms, employee complaints and other channels to ensure that employees enjoy full rights to know, participate, express and supervise.

The Group strictly complies with the relevant laws and regulations that have a significant impact on the Group's provision of a safe working environment and protection for its employees from occupational hazards, such as the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases. There was no violation of such laws and regulations by the Group which resulted in fines or prosecutions during the Reporting Period.

### 3. DEVELOPMENT AND TRAINING

The Group is committed to improving the skills and knowledge of employees, actively investing resources in employee's training and continuing education, and establishing an on-the-job training system to facilitate the smooth achievement of the business goals. The Group



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The Group has an online learning platform for employees of Boonhi (博海), which pushes training notices to new employees through its corporate WeChat account to assist newly joined employees to learn online and understand the corporate culture and values. The training system includes internal and external training to encourage employees to learn advanced knowledge, skills and management experience, and to comprehensively improve their literacy. The training unit conducts research on the needs, collects the training needs from different departments, and formulates training plans in response to the Group's business strategies, plans and employees' responses.

The training content involves multiple categories. The Group would arrange technical staffs to participate in drug research and development or pharmaceutical trainings, and according to the needs of the staffs, they would be arranged to participate in production-related trainings as well as trainings related to process, sales, procurement, finance, human resources, logistics, language and other professions. And in order to cultivate management echelons, management-related trainings would also be arranged accordingly. The Group also arranged leadership training for senior management, and provided employees with training on soft skills such as communication skills, so as to create a training camp for general workplace skills.

The Group also attaches great importance to the personal development of employees, with an aim to match the career development goals, strengths and interests of employees with the development needs of the Company, promoting the common growth of the Group and its employees, and leading employees to realize personal value and ambition of them by improving knowledge and skills.

本集團設有博海員工在線學習板塊，通過企業微信推送參訓通知給新員工，協助新員工進行線上學習，了解公司企業文化及價值觀。培訓體系包含內部及外部培訓，促使員工學習先進知識、技能及管理經驗，綜合提升員工素養。培訓單位對需求進行調研，收集各部門培訓需求，因應本集團各業務策略及計劃及員工的反饋訂立培訓計劃。

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、採購、財務、人力資源、物流、語言等專業相關的培訓等，當中亦會安排與管理相關的培訓以培養管理梯隊。亦為高管安排參加高管領導力培訓，為員工提供溝通力等軟技巧培訓，打造職場通用力學習訓練營。

本集團亦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，促進本集團和員工共同成長，引導員工通過積累知識及提升技能以實現人生的價值和理想。

The Group's percentage of employees trained by different categories and the average number of hours of training completed by each employee 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	Percentage of Trained Employees in 2022 (%)	Percentage of Trained Employees in 2023 (%)	Average Number of Hours of Training Completed by Each Employee in 2022 (Hour)	Average Number of Hours of Training Completed by Each Employee in 2023 (Hour)
分類	二零二二年受訓僱員百分比 (%)	二零二三年受訓僱員百分比 (%)	二零二二年每名僱員完成受訓的平均時數 (小時)	二零二三年每名僱員完成受訓的平均時數 (小時)
<b>By Gender</b>				
按性別劃分				
Male	61	60	73	115
男性				
Female	39	40	41	43
女性				
<b>By Employee Category</b>				
按僱員類別劃分				
Senior Management	3	3	30	42
高級管理層				
Middle Management	7	7	23	41
中級管理層				
Supervisor	6	8	40	57
主管				
General Staff	84	82	77	105
一般員工				

Notes: The calculation in the Reporting Period was based on the Reporting Guide for Social Key Performance Indicators issued by the Hong Kong Stock Exchange

註：本報告年計算乃基於香港聯交所最新發佈的社會關鍵績效指標匯報指引

#### 4. 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. Any violations of laws and regulations such as employment of child labour are prohibited.

The Group would check the age-related documents thoroughly and take necessary actions to verify the age of the applicant, to ensure that the applicant has reached the minimum statutory age for work. The employment contracts of the Group comply with the requirements of local laws and regulations. They specify the rights and responsibilities of both parties to ensure that the employees would receive their due rights and prohibit any form of forced labour. The employment contracts ensure that all employees are working on a willing basis and forbid the use of any form of forced or bonded labour, corporal punishment, imprisonment and threats of violence. We also allow employees to establish a labour union, so as to perform the basic duties of safeguarding the legitimate rights and interests of employees in accordance with the law, coordinate the labour relations of the enterprise, and provide employees with care, promoting the construction of corporate culture.

Employees are the valuable assets of Hepalink. In addition to making contribution to statutory social insurance and providing statutory holidays for all in-service employees, the Group provides employees

The Group strictly complies with relevant rules and regulations on preventing child or forced labour, such as the Labour Law of the People's Republic of China, Labour Contract Law of the People's Republic of China and Prohibition of Child Labour Provisions. There was no violation of such laws and regulations by the Group which resulted in fines or prosecutions during the Reporting Period.

## 5. SUPPLY CHAIN MANAGEMENT

Suppliers are our key partners. The Group has a series of supplier management policies in place to ensure operational needs while taking into account the needs of environmental and social responsibilities. The Group has established the Bidding and Procurement Process to regulate the Group's bidding and procurement activities, improve the execution efficiency of procurement, and ensure smooth and orderly bidding activities. In terms of supplier appointment policies, internal processes such as the Supplier Development and Admission Process, the Management Process for Supplier Inspection, the Procedures for Managing the Audit of Material Suppliers, the Standard Operating Procedures for Audit of Material Suppliers, and the Management Regulations for the Grading and Inspection of Suppliers of Chemical Reagents for Production also assist the Group in selecting and managing suppliers. Through a series of qualification audits, sample confirmation, supply trials, and product inspections, the Group conducts comprehensive reviews on its performance in quality, environment and safety.

The Group adopts the principle of fair, open and just for bidding. To promote a good competitive environment among suppliers, all suppliers are given fair and equal treatment in the management of procurement business, so that the procurement process is fair, just and honest enough to regulate the behaviour of the market and procurement business. The principle of confidentiality is also one of the general principles for the Group to carry out procurement activities. Any information obtained by the procurement personnel in the procurement activities must comply with the Group's confidentiality system and shall not be disclosed to any third party to ensure that the procurement activities are carried out in an orderly manner.

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》《中華人民共和國勞動合同法》《禁止使用童工規定》，期內並未有違規情況。

## 5. 供應鏈管理

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，《供應商開發與準入流程》、《供應商考察管理流程》、《物料供應商審計管理規程》、《物料供應商審計標準操作規程》、《生產用化學試劑供應商分級檢驗管理規程》等內部流程亦協助本集團挑選及管理供應商，通過一系列實質審核、樣品確認、供貨試用、產品檢驗，全盤審視其質量、環境及安全等表現。

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、誠實，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。

A series of audit procedures must be run by suppliers to review their quality, environmental and safety performance comprehensively, and would only engage a supplier if it is qualified. The Group requires material suppliers to ensure that the raw materials and excipients required for the production of pharmaceuticals should meet the requirements of pharmaceutical use and the relevant requirements of the pharmaceutical production quality control regulations. We would audit suppliers in accordance with regulations to ensure that the purchased materials meet the specified requirements. The Group will also review the performance of existing suppliers on a regular basis, and organise meetings with suppliers where dedicated staff will communicate with suppliers on telephone or face-to-face regularly. In order to ensure the quality, environmental safety of the supply chain are in line with the Group's policies, the Group requires suppliers with relevant risks to improve the existing mechanism and performance, and will suspend cooperation with suppliers who are not able to meet the requirements.

The Group would also comprehensively consider the environmental performance of the materials, equipment and appliances when procuring. For example, when technical parameters are met, we would choose machinery and lighting systems with higher efficiencies as priority. We hope to extend the Group's environmental protection vision to all levels of the supply chain. The Group will get the information about the policies of suppliers to tackle environmental and social risk in the process of carrying out supplier review or conducting questionnaires, and give due consideration to evaluate suppliers in respect of environmental protection and social responsibility while assessing suppliers in terms of product quality and safety, to achieve green supply chain safety and compliance of products and fulfil sustainable development responsibility.

供應商必須通過一系列審核程式，全盤審視其品質、環境及安全等表現，合格後方可採用。本集團要求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。本集團亦會定期審視現有供應商的表現，舉行供應商交流大會，定期由專門人員與供應商進行電話或者現場交流。為確保供應鏈的品質、環境及安全等表現符合本集團的方針，本集團要求有相關風險的供應商改善既有機制及表現，並會中止與無法符合要求的供應商的關係。

本集團在採購物料及設備、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。本集團在供應商審查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，在對供應商進行產品質量與安全考核時亦會適當考慮對其環境保護和社會責任方面的表現進行考核評分，以實現供應鏈綠色安全合規和可持續發展責任要求。

Number of suppliers of the Group by region as below:

本集團按不同地區劃分的供應商數目如下：

Region	地區	Figures for 2022 二零二二年數目	Figures for 2023 二零二三年數目
China	中國	865	902
North America	北美	57	439
Others	其他	20	70
<b>Total</b>	<b>總數</b>	<b>942</b>	<b>1,411</b>

During the Reporting Year, the Group carried out the engagement practices and measures to assess all our 1,411 suppliers to ensure the proper management of supply chain.

年內，本集團向全數一千四百一十一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

Product quality is the lifeline of the Group's production and operation. The Group implements comprehensive quality management based on the quality and business requirements involved in each stage of the lifecycle of pharmaceutical products. To achieve the quality objectives of the corresponding business, the Group has formulated the quality control system for each business segment according to business division, forming a unified management system for quality compliance of the Group. The foundation of a company's survival and development is their emphasis on quality. The Group has established a scientific, rigorous and comprehensive quality prevention and assurance system in accordance with the requirements of China GMP regulations, American cGMP regulations, EU EMA and ICH Q7A regulations recognised by the collaborative organisation and recognised officially by NMPA, FDA, EMA for several times. The Group has also been certified with ISO 9001 quality management system certification. The drugs launched have all obtained the approval of the local drug regulatory authorities and the drug registration certificates with true, sufficient and reliable information and samples, and the production unit has also obtained the drug production license in accordance with the law.

## 6. 產品責任

產品品質是本集團生產經營的生命線。本集團基於藥品生命周期各階段涉及的質量業務要求，落實全面質量管理。基於業務分類，為達成對應業務的質量目標，分別制定了各業務模塊的質量管控制度，形成本集團統一質量合規管理體系。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NMPA、FDA、EMA官方認證。本集團亦已獲發ISO 9001質量管理體系認證，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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The Group has established comprehensive drugs quality control and assurance systems, and arranged specialists to control drug quality independently, to clarify the standards and conditions for drugs ready to be released from the factory, kept up with quality assurance and control capabilities through regular audits to ensure that all drugs produced have passed the drug audit for release from the factory, hence ensuring the products' quality. Workers who are in direct contact with drugs must also conduct annual health examinations. Those who suffer from infectious diseases or other diseases that may contaminate drugs would be removed from their posts and would not be allowed to work in direct contact with drugs. The Group regularly evaluates the quality of the production process through various methods, such as undergoing on-site inspections on registration for specific products, on-site inspections on registration of change of production process, on-site inspections on GMP compliance, unannounced inspections, inspections on reporting and monitoring of adverse drug reactions and special inspections for injections. Meanwhile, the Group will also conduct quality review on the products manufactured every year to ensure that the manufacturing process of the product is consistent with the process approved by drug regulators and can continuously manufacture products that meet the registered quality. In addition, the Group reviews the quality system every year to ensure that the quality management system meets the requirements of the Company's quality policies, laws and regulations. The Group has also established and implemented a drug traceability system to provide traceability information in accordance with regulations to ensure drug traceability. Our Quality Control Department has laboratories, which are equipped with equipment rooms, physicochemical laboratories, stability inspection laboratories and microbiological laboratories that meet the GMP requirements.

The drug packaging is printed or affixed with a label and attached instructions in accordance with the regulations, indicating information including generic name, ingredients, specifications, marketing authorisation holder and its address, manufacturer and its address, approval number, product batch number, production date, expiry date, etc. To avoid misleading, all promotional materials of the Group must be reviewed by multiple departments to ensure that the promotional materials is true, accurate, rigorous and compliant. The Group conducts continuous product training and job skills training for sales personnel, and employees should follow the highest standards of honesty and ethics in all activities related to the Group's business. Employees should develop business relationships in an open, honest and transparent manner to ensure that true and accurate information is provided during product promotion.

本集團已建立全面藥品質量控制和品質保證體系，透過配備專門人員獨立負責藥品質量管制，明確產品出廠放行的標準、條件，並通過定期審核，持續具備質量保證和控制能力，確保生產藥品皆通過出廠放行的藥品審核，以保證出品的質量。直接接觸藥品的工作人員亦須每年進行健康檢查，患有傳染病或者其他可能污染藥品的疾病的人員皆會被調離崗位，不得從事直接接觸藥品的工作。本集團通過多種方式定期評估生產流程的質量，如接受針



The Group has also established comprehensive lifecycle surveillance from new drug research to post-market drug of the Group, covering governing pharmacovigilance operations, pharmacovigilance training and drug safety monitoring and others. Meanwhile, the Group also conducted regular review on the quality of service procedures. The Group has formulated relevant policies, such as Post-marketing Medical Inquiry Support Process (《上市後醫學問詢支持流程》), Guiding Manual of Drug Safety Information Reporting Management (《藥品安全性信息報告管理指導書》) and Quality Complaint Investigation Handling Procedure (《質量投訴調查處理程序》), which set out in detail the collection, investigation, analysis, reporting and handling procedures for customers' feedback on or complaint about our products, aiming to continuously provide customers with safe and effective high-quality drugs. The Group has built a better customer service system and established a variety of channels for collecting information on drug safety (such as offering twenty-four hour customer service with telephone hotlines, emails, third-party call centers, and visiting randomly-chosen customers regularly after their medication) to collect reports of medical effects from customers, partnership and patients, and ensure that feedback on product quality and other information can be obtained in a timely manner. If medical consultation is involved, customers' consultation will be answered in a timely manner with reference to the Post-marketing Medical Inquiry Support Process (《上市後醫學問詢支持流程》). If the adverse drug reaction or event is involved, it will be dealt with immediately with reference to requirement of the Procedures for Handling Complaints About Adverse Drug Event, Death Cases and Group Adverse Events and the Procedures for Handling Individual Post-market Safety Reports of Drugs. If complaints about product quality are involved, the pharmacovigilance unit will notify the quality department to carry out investigation on complaints about product quality in accordance with the relevant regulations such as the Procedures for Investigating and Handling Complaints About Quality. The Group has also formulated product recall procedures. If circumstances under which the Procedures for Managing Product Recall is applicable are triggered, we will immediately inform relevant enterprises and institutions to stop sales and use, recall the drugs sold, release recall information in a timely manner, and report the drug recall and handling to the local drug regulatory authorities and health authorities when necessary. The Group has also formulated systems such as the Procedures for Managing Unqualified Product, the Procedures for Managing Returning/Reprocessing, and the Procedures for Handling Product Return. Unqualified products in the deviation processing shall be reproduced, scrapped, changed or returned through the Standard Operating Procedures for Handling Unqualified Products. The personnel of the quality department shall monitor the whole



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Intellectual property rights are the most important assets of the Group, including copyrights, patent rights, trademark rights, design rights and trade secrets. The Group enjoys the ownership of employees' work achievements, including the achievements made by employees for the Group, as well as other work achievements completed in performing their duties to the Group. Employees shall ensure that the Group's intellectual property rights are properly, safely and effectively protected, and shall not infringe on the intellectual property rights of others. Employees should report any unauthorised use of the Group's intellectual property or infringement of others' intellectual property to the legal and compliance department in a timely manner.

The Group respects intellectual property rights while safeguarding our own rights and interests. The production and sales process has passed multiple inspections and audits by the management system and supervisory departments to ensure that the drugs produced and sold are independently developed or authorised by the property rights holder of the drug. Through patent application and document confidentiality management, strict patent protection is formed to ensure the long-term interests of the Group.

The Group also rigorously implements the information security management system in accordance with law and regulations such as Personal information Protection Law of the People's Republic of China, Cybersecurity law of the People's Republic of China and internal systems, including the Code of Business Conduct for Employees, Data Compliance Policy. The Group enhances employees' awareness of information security and continuously optimises the information security regulations, as well as encrypts all sensitive personal data, so as to protect the interests of relevant parties including customers and data security.

The Group strictly complies with relevant laws and regulations related to quality, safety, selling, promotion, and protection of intellectual property rights of the product. At the same time, we comply with relevant laws and regulations on privacy matters, such as the "Drug Administration Law of the People's Republic of China", the "Law against Unfair Competition of the People's Republic of China" and the "Anti-monopoly Law of the People's Republic of China" etc. There was no violation of such laws and regulations by the Group which resulted in fines or prosecutions during the Reporting Period.

知識產權是本集團最重要的資產，包括著作權、專利權、商標權、設計權和商業秘密等。本集團享有員工工作成果的所有權，包括員工為本集團所作的成果，也包括其在本集團工作過程中完成的其他工作成果。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。員工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行為，應及時向法務合規部門報告。

本集團尊重知識產權同時保障自身的權益，投產及銷售過程通過管理體系及監管部門的多重檢查及審核，確保生產及銷售的藥品皆為自主研發或已取得該藥品的產權持有人的授權，同時通過專利申請及文獻保密管理，以形成嚴密的專利保護確保本集團長遠利益。

本集團同時亦根據《中華人民共和國個人資訊保護法》、《中華人民共和國網路安全法》等法律法規及《員工商業行為準則》、《數據合規政策》等內部制度嚴格執行資訊安全管理體系，提高所有員工的資訊安全意識，不斷完善資訊安全制度，對敏感資料加密管理，以保障包括客戶在內的相關方利益和數據安全。

本集團嚴格遵守有關產品的品質安全、銷售推廣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》、《中華人民共和國反不正當競爭法》及《中華人民共和國反壟斷法》等，期內並未有違規情況。

## 7. ANTI-CORRUPTION

The Group upholds a high standard of integrity as part of its core values and is committed to business practises against corruption and fraud, so as to maintain high ethical standards and effective corporate governance, protect the Group's interests from fraud, corruption or



After the publicity, the internal audit unit will give feedback on the coverage of anti-fraud publicity to ensure that the publicity covers all levels of personnel. The Group will also cooperate with local communities to carry out anti-fraud training from time to time, prepare and distribute business-related training materials for the management, and arrange appropriate on-site training after taking into account our time and work. The Group also prepares simple publicity materials for employees, which are open internally for all employees to self-study, so as to continuously create a good anti-fraud environment within the Group and strengthen employees' awareness of integrity and self-discipline.

The Group strictly adheres to relevant laws and regulations relating to bribery, extortion, fraud and money laundering, such as the Anti-unfair Competition Law of the People's Republic of China. The Group has established reporting channels and investigation mechanisms, such as the Management System for Supervision of Complaints and Whistle-blowing and the Anti-Fraud Investigation Process. When receiving reports of suspected fraud, the internal audit unit will make registration and records, collect relevant information on suspected fraud and conduct preliminary analysis, and set up an investigation team to confirm the case and carry out investigation if necessary. The investigation team will formulate a detailed investigation plan and conduct investigation, and confirm the authenticity of fraud by collecting relevant clues of the incident and conducting interviews with the staff involved, so as to accurately determine the nature of the fraud incident, amount involved or the loss caused by fraud. After the investigation, the internal audit unit will analyse the investigation findings based on the evidence collected and relevant records to prepare an investigation report, and submit it to the responsible leader for approval. After the final review of the investigation report, if it is obvious that the termination of employment contract with the party involved is the handling plan, staff exit process would be executed. For those must be transferred to the judiciary for their handling, the internal audit unit would hand over the persons and related information involved in the fraud incidents to the judiciary. Meanwhile, the unit would also formulate remedial measures for process defects or execution defects discovered during the occurrence of the fraud incidents, and would follow up the implementation of remedial measures accordingly to avoid recurrence of similar incidents.

內審模組在宣導結束後，會對反舞弊宣導覆蓋率進行反饋，保證宣導覆蓋各層級人員。本集團亦會配合當地社區不定期開展反詐培訓，為管理層編製發放與業務相關聯的培訓資料，並視乎時間及工作安排適當安排現場培訓，亦為員工編製簡易的宣傳資料，內部公開供全體員工自學，在本集團內持續營造良好的反舞弊大環境，加強員工廉潔自律意識。

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》。本集團建立了《監察投訴舉報管理制度》、《反舞弊調查流程》等常態化的舉報管道及調查機制。內審模組收到涉嫌舞弊事件的舉報時會作出登記記錄，收集相關涉嫌舞弊資訊並進行初步分析，並在有必要時成立調查小組立項調查。調查小組會制定詳細的調查方案並開展調查，通過收集事件的相關線索、對涉及的工作人員進行訪談等方式對舞弊的真實性進行確認，準確判斷舞弊事件的性質、涉及金額或舞弊造成的損失情況。調查結束後，內審模組根據收集的證據及相關記錄整理調查發現，編製調查報告，並提交分管領導審批。在調查報告終審後，處理方案中明確與舞弊事件當事人解除勞動合同的，進入員工離職流程執行。須移交司法機關處理的，由內審模組將舞弊事件相關人、舞弊涉及資料一併移交司法機

立調查審 洗滌

### 8. COMMUNITY INVESTMENT

Hepalink has always maintained its passion for the industry, continuously demonstrated its corporate responsibility and supported the development of the local biopharmaceutical industry. Meanwhile, we attach great importance to the expectations and opinions of the community, actively respond to the call of the community, support projects that meet the needs of the community where feasible, and cooperate with groups with the same vision to obtain and maintain the mutual trust of various stakeholders, so as to make continuous contribution to the long-term development of the industry and the community.

- ***Assisting Rural Revitalization***

In July 2023, under the leadership of the Federation of Trade Unions of Xili Subdistrict, Nanshan District, Shenzhen, the labour union members of 14 key enterprises, including Hepalink, went to Ziyuan County and Longsheng County, Guilin, Guangxi to carry out a five-day cooperation and partnership assistance activity between Guangdong and Guangxi. Through on-site visits to Ziyuan County and Longsheng County, and discussions and exchanges on rural revitalization with the main responsible persons of the two counties, the parties provided support in terms of industrial cooperation, labour cooperation, talent exchange, tourism publicity, business cooperation, scientific and technological exchanges, etc. according to the actual situation of the two counties, and made concerted efforts to facilitate the development of the two counties. The parties also visited and consoled some people in need, donated assistance materials for their daily living expenses.

### 8. 社區投資

海普瑞始終保持對行業的熱忱，持續展現企業擔當，支援當地生物醫藥產業的發展。同時，我們非常重視社區的期望和意見，積極對社區的號召作出回應，在可行的情況下支持符合社區需求的項目，並與具有相同願景的團體合作，以贏得和維護各持份者的互信，為行業和社區的長遠發展持續貢獻力量。

#### *助力鄉村振興*

二零二三年七月，在深圳市南山區西麗街道總工會的帶領下，海普瑞等十四家重點企業工會成員赴廣西桂林資源縣及龍勝縣開展為期五天的粵桂協作結對幫扶活動。通過實地走訪資源縣、龍勝縣，與兩縣主要負責人進行鄉村振興座談交流，結合兩地實際，多方就產業合作、勞務協作、人才交流、旅遊宣傳、商貿合作、科技交流等方面給予支援，群策群力助力兩縣發展，並走訪部分慰問困難群眾，捐贈幫扶物資，用於困難群眾的日常生活開支。

In the future, Hepalink will continue to deepen the exchange and cooperation with the Federation of Trade Unions of Xili Subdistrict, increase its support for assistance, pay attention to rural construction, and further promote new progress and new achievements in assistance through various forms of assistance, so as to facilitate the high-quality development of rural industries.

未來，海普瑞會繼續深化和西麗街道總工會的交流協作，加大幫扶支持力度，關注鄉村建設，通過多種幫扶形式，進一步推動幫扶工作取得新進展新成效，助力鄉村產業高品質發展。



- ***New Journey of University-Enterprise Cooperation***

In June 2023, the University-Enterprise Joint Activity Day of Guangdong Pharmaceutical University and Hepalink and the grand unveiling ceremony of the education base were held at the park of Hepalink's headquarters in Shenzhen. More than 20 teachers and students from Guangdong Pharmaceutical University visited Hepalink for exchange, during which the two sides carried out in-depth communication in many fields such as talent training, scientific research exchange and student career planning.

### 校企合作新征程

二零二三年六月，廣東藥科大學與海普瑞校企聯合活動日暨教育基地揭牌儀式在海普瑞深圳總部園區隆重舉行，廣東藥科大學二十多名師生到海普瑞參觀交流，期間雙方圍繞人才培養、科研交流、學生職業規劃等諸多領域開展深度溝通。



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In the future, Hepalink will work closely with Guangdong Pharmaceutical University to comprehensively build a high-quality talent training system integrating industry and education and promote the integrated development of industry, university and research through more diversified and innovative forms of university-enterprise cooperation.

未來，海普瑞將與廣東藥科大學緊密協作，以期通過更加多元、創新的校企合作形式，全面構建產教融合高品質人才培養體系，推動產學研一體化發展。



- *Supporting Innovation and Entrepreneurship*

In July 2023, as an outstanding representative enterprise in the biopharmaceutical industry in Nanshan District, the Group supported the “Innovative Nanshan 2023 Entrepreneurship Star Competition” (Biopharmaceutical Industry) (「創新南山二零二三創業之星大賽」生物醫藥行業賽) held by the Government of Nanshan District. As one of the main supporting units of the industry competition, Hepalink has played a leading role in promoting the coordination of industrial upgrading and innovative development in Nanshan, Shenzhen, and also took this opportunity to learn and understand the relevant information on entrepreneurial projects in the biopharmaceutical industry at this stage. Meanwhile, the participants in the industry competition can further understand Hepalink and enhance the brand awareness and influence of Hepalink in the industry through our physical booth layout.

### 支持創新創業

二零二三年七月，本集團作為南山區生物醫藥行業的優秀代表企業，支持南山區政府舉辦的「創新南山二零二三創業之星大賽」生物醫藥行業賽。海普瑞作為本次行業賽的主要支援單位之一，為促進深圳南山產業升級、創新發展協同起到了帶頭作用，也藉此機會學習和了解現階段生物醫藥行業創業專案的相關資訊，同時通過現場的展位佈置，讓行業賽參賽選手進一步認識和了解海普瑞，增強了海普瑞在業界品牌知名度和影響力。

In the future, Hepalink will continue to improve its own innovation capabilities, serve as a model for more innovative enterprises and innovative projects, and contribute more to the innovation and upgrading of the biopharmaceutical industry in Shenzhen and even the whole country.

未來，海普瑞將持續提升自身的創新能力，為更多創新企業與創新項目起到模範作用，為深圳乃至全國的生物醫藥產業創新升級貢獻更多力量。



Looking forward, Hepalink will continue to fulfil its corporate social responsibility with practical actions and demonstrate its corporate responsibility. During the Reporting Period, the factory of Shenzhen Group provided a total of 150 hours of volunteer service.

展望未來，海普瑞將繼續用實際行動履行企業社會責任，彰顯企業擔當。報告期內深圳集團工廠共投放一百五十小時義工服務時數。



### 9. HONOURS OF THE COMPANY

### 9. 公司榮譽

Hepalink 海普瑞	<ul style="list-style-type: none"> <li>— Ranking the 44th in the “2022 Top 100 Chinese Pharmaceutical Enterprises” 「2022年度中國醫藥工業百強榜」第44位</li> <li>— Ranking the 25th in the “2022 TOP 100 Ranking of Chinese Chemical and Pharmaceutical Enterprises” 「2022年度中國化藥企業TOP100排行榜」第25位</li> <li>— “Drafting Parties of the Association Standard: Quality Standard and Production Management of Crude Heparin (T/CBPIA0001-2022)” 「團體標準《肝素粗品質量標準和生產管理》(T/CBPIA0001-2022)起草單位」</li> <li>— “2022 Top 10 Specialized, Refined, Innovative and Differentiated Enterprises in Terms of Added Value in Nanshan District” 「2022年度南山區專精新特企業增加值十強」</li> <li>— Level 2 Certificate of “Maturity Level of Intelligent Manufacturing Capability” 「智慧製造能力成熟度等級」二級證書</li> <li>— Ranking the 140th in the “2023 Top 500 Enterprise in Guangdong Manufacturing Industry” 「2023年廣東省製造業500強」第140位</li> </ul>
Techdow Pharmaceutical 天道醫藥	<ul style="list-style-type: none"> <li>— “2022 Guangdong Provincial Single Champion Enterprise in Manufacturing Industry (Product)” (Techdow Pharmaceutica — Enoxaparin Sodium Injection) 「2022年廣東省省級製造業單項冠軍企業(產品)(天道醫藥 — 依諾肝素鈉注射液)」</li> <li>— Ranking the 128th in the “2023 Top 500 Enterprise in Guangdong Manufacturing Industry” 「2023年廣東省製造業500強」第128位</li> <li>— “2023 Outstanding Brand of Bio-chemical Enterprises” (Prolongin) 「2023年度生化生物企業優秀品牌(普洛靜)」</li> <li>— “Prestigious Annual Le Fonti Award for Excellence in Innovation and Leadership” (Techdow Pharma Italy) 「LE FONTI大獎之年度卓越創新領導力獎項(天道義大利)」</li> <li>— Level 2 Certificate of “Maturity Level of Intelligent Manufacturing Capability” 「智慧製造能力成熟度等級」二級證書</li> </ul>

## HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

## 聯交所《環境、社會及管治報告指引》索引

A	Environmental 環境	Chapter 章節
<b>ASPECT A.1</b> 方面A.1	<b>Emissions</b> 排放物	<b>A1</b>
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。	A1
Indicator A.1.2 指標A.1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	A1
Indicator A.1.3 指標A.1.3	Total hazardous waste 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)。	A1
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)。	A1
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。	A1
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。	A1
<b>ASPECT A.2</b> 方面A.2	<b>Use of Resources</b> 資源使用	<b>A2</b>
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)。	A2
Indicator A.2.2 指標A.2.2	Water consumption 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)。	A2
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。	A2
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。	A2
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。	A2

A	Environmental 環境	Chapter 章節
<b>ASPECT A.3</b> 方面A.3	<b>Environment and Natural Resources</b> 環境及天然資源	<b>A3</b>
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。	During the Period, there were no activities that had a significant impact on the environment and natural resources 期內未有對環境及天然資源的重大影響的事故
<b>ASPECT A.4</b> 方面A.4	<b>Climate Change</b> 氣候變化	<b>A4</b>
Indicator A.4.1 指標A.4.1	Description of the major climate-related issues that have and may have an impact on the issuer, and the response actions. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	A4
B	Social 社會	
<b>ASPECT B.1</b> 方面B.1	<b>Employment</b> 僱傭	<b>B1</b>
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。	B1
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。	B1
<b>ASPECT B.2</b> 方面B.2	<b>Health and Safety</b> 健康與安全	<b>B2</b>
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。	There were no work-related fatalities in the past three years including the reporting period 包括報告期內的過去三年未有因工亡故事件
Indicator B.2.2 指標B.2.2	Lost days due to work injury. 因工傷損失工作日數。	During the Reporting Period, there were 197 working days lost due to work-related injuries 報告期內共有一百九十七天因工傷損失工作日數
Indicator B.2.3 指標B.2.3		

<b>B Social 社會</b>		
<b>ASPECT B.3 方面B.3</b>	<b>Development and Training 發展及培訓</b>	<b>B3</b>
Indicator 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。	B3
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。	B3
<b>ASPECT B.4 方面B.4</b>	<b>Labour Standards 勞工準則</b>	<b>B4</b>
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。	B4
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。	No violations during the Period 期內未有違規情況
<b>ASPECT B.5 方面B.5</b>	<b>Supply Chain Management 供應鏈管理</b>	<b>B5</b>
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。	B5
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。	B5
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。	B5
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。	B5

<b>ASPECT B.6</b> <b>方面B.6</b>	<b>Product Responsibility</b> <b>產品責任</b>	<b>B6</b>
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。	Percentage of products subject to recalls for safety and health reasons during the Period is 0% 期內因安全與健康理由而須回收的產品百分比為零
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。	There were total of 33 complaints during the Period, and all of them have been dealt with. Among these complaints, no product has to be recycled due to quality problems 期內共有三十三宗投訴，並已悉數處理，當中未有因品質問題而須回收產品的情況
Indicator B.6.3 指標B.6.3	Description of 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。	B6
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。	B6
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。	B6

<b>B</b>		
<b>Social</b>		
<b>社會</b>		
<b>ASPECT B.7</b>	<b>Anti-corruption</b>	<b>B7</b>
<b>方面B.7</b>	<b>反貪污</b>	
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。	There was no concluded case in relation to corruption during the Period 期內沒有已審結的貪污訴訟案件
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式，以及相關執行及監察方法。	B7
Indicator B.7.3 指標B.7.3	Description of the anti-corruption training provided to directors and employees. 描述向董事及員工提供的反貪污培訓。	B7
<b>ASPECT B.8</b>	<b>Community Investment</b>	<b>B8</b>
<b>方面B.8</b>	<b>社區投資</b>	
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)。	B8
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)。	B8



***Hepalink***