



Tong Ren Tang Technologies Co. Ltd.
北京同仁堂科技發展股份有限公司
(a joint stock limited company incorporated in the People's Republic of China with limited liability)
(於中華人民共和國註冊成立的股份有限公司)
(Stock Code 股份代號:1666)

2023

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



北京同仁堂

Beijing Tong Ren Tang



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About This Report

This report is the Environmental, Social and Governance Report for the year 2023 (the “Report”) published by Tong Ren Tang Technologies Co. Ltd. (the “Company”, 1666.HK) and its subsidiaries (together, the “Group” or “we”). The board (the “Board”) of directors (the “Directors”) of the Company and its individual members affirm that this Report contains no false or misleading statements or material omissions and that they are jointly and severally responsible for the truthfulness, accuracy, and completeness of its contents.

The Board believes that sound environment, society and governance (“ESG”) structure is vital for the Group’s development. In addition to the business growth, the Group has been pursuing excellence in environmental protection, social responsibility, corporate governance and other areas. The Group also expects to enhance its transparency of operation to achieve and boost the sense of social responsibility.

Reporting Period and Scope of the Entity

This Report covers the period from 1 January 2023 to 31 December 2023 (the “Reporting Period”), certain contents or data may relate to previous years or subsequent years to enhance the readability of the Report. This Report sets out the Group’s (for the purposes of this Report, unless otherwise indicated, it does not include a subsidiary of the Company, namely Beijing Tong Ren Tang Chinese Medicine Company Limited (“Tong Ren Tang Chinese Medicine”, 3613.HK), and its subsidiaries (hereinafter collectively referred to as “Tong Ren Tang Chinese Medicine Group”)) policies and practices in aspects such as working environment, operational management, public services and environmental protection. This Report is designed to give shareholders, investors and the public a more comprehensive and profound understanding of the Group’s corporate governance and culture, and please refer to the report released on the website of The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”) for the ESG performance of Tong Ren Tang Chinese Medicine. For the purpose of this report, China Beijing Tong Ren Tang Group Co., Ltd., the ultimate holding company of the Company, is referred to as “Tong Ren Tang Holdings”.

Major References in the Report

The Group primarily adopts the principles and basis of the Environmental, Social and Governance Reporting Guide set out in Appendix C2 to the Rules Governing the Listing of Securities on the Hong Kong Stock Exchange (the “Listing Rules”) as its standards, with an aim to establish a sound ESG structure for the Group. This Report has complied with all the mandatory disclosure requirements and the “Comply or Explain” provisions set out in the Environmental, Social and Governance Reporting Guide. We have also referred to the following ESG guidelines:

- SASAC’s Reference ESG Indicators System for ESG Reports of Listed Companies Controlled by Central State-owned Enterprises
- Global Reporting Initiative’s Sustainability Reporting Standards (GRI Standards)
- ISO Guidance on Social Responsibility (ISO 26000)



關於本報告

本報告是北京同仁堂科技發展股份有限公司(「本公司」, 1666.HK)及其子公司(以下合稱「本集團」或「我們」)向社會公眾發佈的二零二三年度《環境、社會及管治報告》(「本報告」)。本公司董事(「董事」)會(「董事會」)及全體董事保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏,並對其內容的真實性、準確性和完整性承擔個別及連帶責任。

董事會認為,良好的環境、社會及管治(「ESG」)構架對於本集團之發展極其重要,除了致力於在業績上追求增長,亦於環境保護、社會責任及企業管治等範疇不斷精益求精;同時亦希望增強本集團運營之透明度,從而實現並提高社會責任感。

報告期及主體範圍

本報告報告時間跨度為二零二三年一月一日至二零二三年十二月三十一日(「報告期」),為增強報告的可讀性,部分內容或數據涉及到以往年度或後續年度。本報告載列了本集團(僅就本報告而言,除特別註明外,未包含本公司之子公司北京同仁堂國藥有限公司(「同仁堂國藥」, 3613.HK)及其子公司(以下合稱「同仁堂國藥集團」),於工作環境、營運管理、社會公益及環境保護等方面的策略與實踐,股東、投資者以及公眾人士通過本報告可對本集團的治理與文化有更加全面、深刻的了解。此外,同仁堂國藥之ESG表現亦可參閱其於香港聯合交易所有限公司(「香港聯交所」)網站發佈之報告。本報告中,稱本公司之最終控股公司—中國北京同仁堂(集團)有限責任公司為「集團公司」。

報告主要參照標準

本集團主要採納香港聯交所證券上市規則(「上市規則」)附錄C2所載《環境、社會及管治報告指引》之原則及基準作為本集團的標準,同時結合自身實際,構建良好的本集團ESG構架。本報告已遵守《環境、社會及管治報告指引》載列的所有強制披露規定和「不遵守就解釋」條文。與此同時,我們亦參考了如下ESG指引:

- 國資委《央企控股上市公司ESG專項報告參考指標體系》
- 全球報告倡議組織《可持續發展報告標準》(GRI Standards)
- 國際標準化組織《社會責任指南標準(ISO 26000)》

About This Report

Reporting Principles

Materiality: We identify major ESG topics, and relevant process and results in the ESG report through materiality evaluation.

Quantitative: We establish and continuously optimise the tool to collect ESG indicators and perform regular statistics of key disclosure indicators specified in the ESG reporting guidelines, and stated the standards, methods and calculation reference used to quantify the ESG indicators, including the sources of major conversion factors.

Balance: The disclosure in this Report endeavors to achieve objectivity, fairness and truthfulness in reflecting the effectiveness of the Group's work and practices in environmental and social matters during the reporting period, and to disclose in a responsible manner the problems encountered by the Group and our improvement measures.

Consistency: We follow a consistent approach in statistics and calculation. The same approach of statistics and calculation is used for the KPIs disclosed in the previous year in this Report. For information disclosed for the first time, we will adopt a consistent approach to disclose ESG information in the years to come for meaningful comparison between years.

Form of Publication

This Report is prepared and published in traditional Chinese and English. In the event of any discrepancy between each version, the traditional Chinese version shall prevail. This Report is published electronically and paperlessly or printed on environmental-friendly paper to minimise impacts on the environment and advocate the Group's environmental principles.

The Report in electronic format can be viewed and downloaded on the website of the Hong Kong Stock Exchange (www.hkex.com.hk) and the website of the Company (www.tongrentangkj.com). For any suggestion or opinion on this Report or the Group's ESG work, please kindly send it to the Company through our communication channels.



關於本報告

報告編製原則

重要性：我們通過重要性評估確定主要 ESG 議題，相關過程與結果已經在 ESG 報告中披露。

量化：我們建立並持續優化覆蓋本集團的 ESG 指標收集工具，對 ESG 報告指引中的關鍵披露指標進行定期統計，並列明了量化 ESG 指標所採用的標準、方法及計算的參考依據，包括主要換算因子的來源。

平衡：本報告披露努力實現客觀、公正、真實地反映本集團報告期內環境及社會事宜工作成效及實踐，並且以負責的態度披露本集團所遇到的問題及改善措施。

一致性：我們遵循一致的統計、計算方法。此份報告中，對上年報告中曾經披露過的關鍵績效指標，保持了相同的統計、計算方法；對首次披露的信息，我們將在往後年度採用一致的方法進行 ESG 信息的披露，以方便逐年做有意義的比較。

發佈形式

本報告分別以中文繁體及英文編寫、發佈，如在對各文本的理解上發生歧義時，請以中文繁體文本為準。本報告儘量採取電子化、無紙化措施，如印製紙張均使用環保紙張，旨在最大限度降低對環境的影響與污染，倡導本集團的環保理念。

電子版可以在香港聯交所網站(www.hkex.com.hk)和本公司網站(www.tongrentangkj.com)查閱和下載，歡迎社會各界人士透過本公司通信渠道，就本報告或本集團 ESG 工作提出建議及意見。

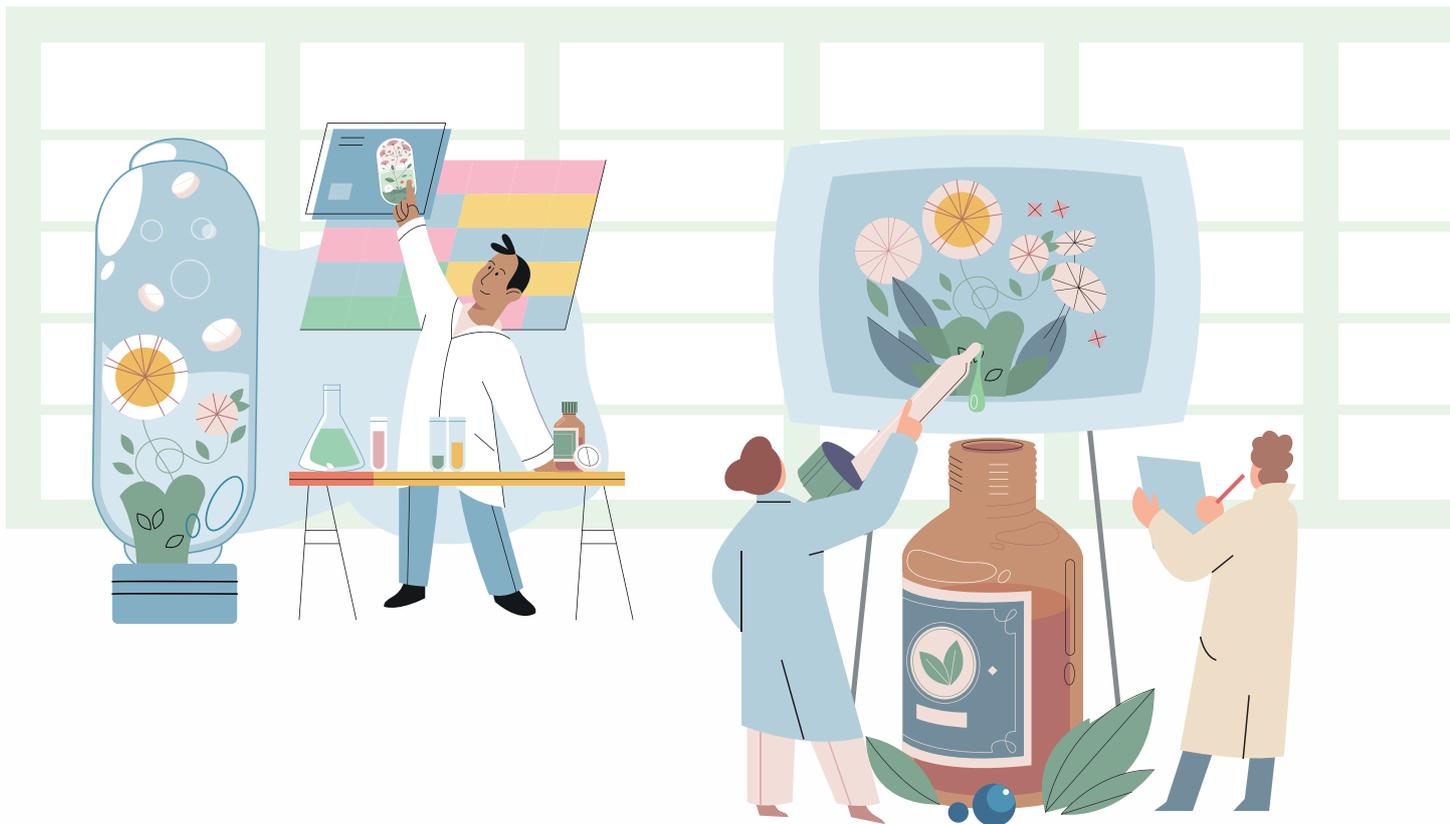
Board Statement

The Board is the highest decision-making body for the Group’s ESG related work, responsible for coordinating/directing and overseeing the Group’s ESG efforts and disclosures, and undertakes full responsibility for the Group’s ESG strategy and reporting.

The Board is responsible for reviewing and making decisions on major ESG issues and delegating some powers to the management level, including but not limited to identifying important risks related to the Group’s business (including but not limited to ESG risks), participating in and being responsible for formulating the Group’s ESG strategy and objectives, and incorporating the ESG strategy and objectives into our decision-making process for business of the Group. The Board (or the Committees of the Board) is responsible for assessing ESG risks, monitoring and reviewing the completion of objectives regularly, integrating ESG management with the Group’s strategy, and establishing a solid foundation for the Group’s long-term development.

The Group has established a joint ESG management system including the Board, the Strategy and Planning Committee and the ESG Working Group, and it is committed to continuously improving the ESG governance system and management process to ensure the establishment of an appropriate and effective ESG operation mechanism. For details, please refer to the Section “ESG Management System”.

The Board has reviewed and approved the Company’s Environmental, Social and Governance Report for the year ended 31 December 2023 at the Board meeting held on 22 March 2024.



董事會聲明

董事會是本集團ESG工作的最高決策機構，負責統籌／主導和監督本集團在ESG方面的工作和信息披露對本集團的ESG策略及匯報承擔全部責任。

董事會負責對重大ESG議題進行審議和決策，並將若干權力委託予管理層，包括但不限於識別與本集團業務相關的重要風險(包括但不限於ESG風險)，參與並負責制定本集團ESG策略及目標，並將ESG策略及目標納入本集團業務決策流程。本公司董事會(或董事會委員會)負責定期評估ESG風險，監控、檢討目標完成情況，將ESG管理與本集團策略相融合，為本集團長遠發展建立穩健的基礎。

本集團建立了董事會、戰略與規劃委員會、ESG工作小組在內的上下聯動的ESG管理體系，致力於不斷完善ESG治理體系及管理流程，確保建立合適及有效的ESG工作運行機制，詳情可參見本報告「ESG責任管理體系」章節。

董事會已於二零二四年三月二十二日舉行的董事會會議上審閱並批准本公司截至二零二三年十二月三十一日止年度之《環境、社會及管治報告》。



About Us

The Company was established in March 2000, then listed on the Growth Enterprise Market of the Hong Kong Stock Exchange in October of the same year. It was transferred to the Main Board of the Hong Kong Stock Exchange in July 2010.

As one of a modern company engaging in integrated production, supply and marketing of traditional Chinese medicine under Tong Ren Tang Holdings, the Group has always adhered to and enhanced its pharmaceutical tradition of “no compromise on labour cost despite the complexity of processing herbal medicines; no compromise on material resources despite the scarcity of medicine ingredients” since its incorporation. Relying on modern pharmaceutical technology and taking up its mission of “Cultivating Kind-heartedness and Benefiting Mankind and Preserving Health”, we insist on the pharmaceutical characteristics of “unique prescription, superior materials, superb technique and obvious effects” to provide high-quality, safe and reliable authentic products to all consumers at home and abroad.

With the Chinese patent medicine as the core, the Group boasts an abundant product reserve. The wide variety of product categories offer such efficacies as nourishing heat-clearing, relieving, soothing, etc. There are more than one hundred products in various dosage forms, such as pills, tablets, granules, oral liquids and gels, among which the representative varieties include Liuwei Dihuang Pills (六味地黃丸), Niu Huang Jiedu Tablets (牛黃解毒片), Ganmao Qingre Granules (感冒清熱顆粒), etc.

The Group engages in production and sales of traditional Chinese medicine, food and daily chemicals, production of traditional Chinese medicinal materials, etc.

Committed to the modernisation of traditional Chinese medicines (“TCM”) and TCM healthcare, the Group innovates on the basis of heritage and pursues development backed by innovation, making continuous efforts to spread and promote the development of TCM and TCM healthcare.



關於我們

本公司於二零零零年三月成立，同年十月在香港聯交所創業板掛牌上市，並於二零一零年七月轉至香港聯交所主板上市。

本集團作為集團公司旗下的一家集產供銷於一體的現代化中藥集團，自成立之日起，始終堅持繼承和發揚同仁堂「炮製雖繁必不敢省人工，品味雖貴必不敢減物力」的製藥傳統，依托現代製藥技術，以「同修仁德，濟世養生」為己任，堅持「配方獨特，選料上乘，工藝精湛，療效顯著」的製藥特色，為海內外廣大消費者提供質量優良、安全放心的道地產品。

本集團以中成藥產品為核心，具有豐富的產品儲備，產品涵蓋補益類、清熱類、解表類、安神類等多種門類，涉及丸劑、片劑、顆粒劑、口服液和膠劑等多種劑型的百餘個產品，代表品種包括六味地黃丸、牛黃解毒片、感冒清熱顆粒等。

本集團涉及中藥產品、食品、日化類產品的生產銷售，中藥材原料生產等領域。

本集團致力於傳統中藥現代化和中醫藥健康領域，在繼承中創新，在創新中發展，為持續推動實現中醫藥的傳播與發揚而不斷努力。



Brand and Culture

Founded in 1669 (the 8th year of Kang Xi reign in Qing Dynasty), Tong Ren Tang has a history of over 350 years. Since then, Tong Ren Tang has been adhering to the old maxim of “No compromise on labour cost despite the complexity of processing herbal materials. No compromise on material resources despite the scarcity of medicine ingredients”, and treating patients with benevolence and competence. This is the foundation of Tong Ren Tang’s culture of quality and integrity, and the code of conduct observed by generations of those at Tong Ren Tang.

“Cultivating Kind-heartedness and Benefiting Mankind and Preserving Health” is both Tong Ren Tang’s mission and its spirit. A participant of the pharmaceutical industry, Tong Ren Tang takes on the mission of improving and enhancing people’s health and life quality. We adhere to the operating way of performing good deeds along with making profits and preserving mental tranquility and physical wellness, in order to actively promote the Chinese medicine culture.

On the foundation of inheriting the essence of the traditional Chinese medicine culture, after over 300 years’ evolution and innovation, Tong Ren Tang combines TCM and Chinese Medicine, tradition and modernity to form a unique integration of traditional techniques, preparation methods, as well as cultures of benevolence, quality, and integrity, business philosophy, values and brand image. In 2006, Tong Ren Tang’s Chinese medicine culture was recognised as one of the first National Intangible Cultural Heritages.

Over the past hundreds of years, the people of Tong Ren Tang have endeavoured to maintain the brand of Tong Ren Tang. “Unique prescription, superior materials, superb technique, and obvious effects” have characterised the pharmaceutical expertise of Tong Ren Tang for hundreds of years, and are well-known in Chinese medicine markets.

From 1669 to 2023, Tong Ren Tang experienced changes from a drugstore, to a family business of “front store, back factory”, and then to a state-owned listing enterprise. In more than 350 years, despite the changing times and environment, the concept of Tong Ren Tang to operate with integrity has never changed and the step of progress has never stopped. Through the 350 years, the brand of Tong Ren Tang has gradually taken a historic leap from Beijing to the country, and then to the world. Bringing back memories of hometowns to overseas Chinese and gaining praises of patients from all corners of the world, the three characters of “Tong Ren Tang” bring people not only health, but also a strong Chinese sentiment.

In 1989, the Trademark Office of the State Administration of Industry and Commerce certified “Tong Ren Tang” as a national well-known trademark. “Tong Ren Tang” trademark is owned by the Tong Ren Tang Holdings, the Group can use the trademark and logo of “Tong Ren Tang” for a fee according to its authorisation.



品牌與文化

同仁堂創始於公元一六六九年(清康熙八年)，至今已有一百五十多年的歷史。同仁堂自創始之日起，始終堅持「炮製雖繁必不敢省人工，品味雖貴必不敢減物力」的古訓，講「仁心」、重「仁術」，奠定了同仁堂質量和誠信的文化根基，成為歷代同仁堂人遵循的行為準則。

「同修仁德，濟世養生」既是同仁堂的使命，也是同仁堂的精神。同仁堂既處醫藥行業，以改善和提高人民健康水平和生活質量為己任，始終堅持以義為上、義利共生的經營之道，恪同修仁德之根本，抱濟世養生之情懷，積極弘揚中醫藥文化。

同仁堂在繼承中國傳統中醫藥文化精髓的基礎上，經過三百餘年的傳承與創新，將中醫與中藥相結合、傳統與現代相結合，形成了獨具特色的傳統技藝、炮製方法，形成了仁德文化、質量文化、誠信文化，以及獨有的經營哲學、價值理念與品牌形象。同仁堂中醫藥文化已於二零零六年列入首批國家級非物質文化遺產名錄。

幾百年來，同仁堂人都在全力維護同仁堂品牌。「配方獨特，選料上乘，工藝精湛，療效顯著」是同仁堂數百年的製藥精髓與特色，在中醫藥市場上享有盛名。

從一六六九年到二零二三年，同仁堂歷經了從一家藥室，到前店後場的家族企業，再到國有上市公司的身份轉變。三百五十餘年來，時代在變、環境在變，但同仁堂人靠誠信立業的理念從未改變，前進的腳步從未停歇，同仁堂品牌也逐步實現了從北京走向全國，再到世界的歷史性跨越，從海外華人到同仁堂藥店找尋對故鄉的記憶到五湖四海不同膚色患者的交口稱讚，「同仁堂」三個字帶給人們的不只是健康，還包括那份濃濃的中華情。

「同仁堂」商標由國家工商行政管理局商標局於一九八九年認定為國家馳名商標。「同仁堂」商標為集團公司所有，本集團依照其授權可有償使用「同仁堂」商標及商標圖樣。



2023 Sustainability Achievements

二零二三年可持續發展成果





2023 Sustainability Achievements 二零二三年可持續發展成果

Overview of ESG Key Performance Indicators (KPIs) ESG 關鍵績效概覽

Environmental KPIs

環境績效



2023 Sustainability Achievements

Social KPIs

社會績效



See the body text and appendix of this Report for more ESG KPIs.
更多 ESG 關鍵績效指標，詳見本報告正文及附錄。

二零二三年可持續發展成果



Awards and Honours 榮譽獎項

Tong Ren Tang Technologies Company Limited 北京同仁堂科技發展股份有限公司

National High-tech Enterprise (Re-certification) 國家高新技術企業(再認證)	Ministry of Science and Technology of the People's Republic of China 中華人民共和國科學技術部
ESG Outstanding Case of Beijing Municipal Listed Companies of Central State-owned Enterprises 北京市屬國有控股上市公司ESG優秀案例	State-owned Assets Supervision and Administration Commission (SASAC) of Beijing Municipality 北京市人民政府國有資產監督管理委員會
ESG Practice Pioneer ESG先鋒踐行者	Securities Daily and China Reform Consulting 《證券日報》社、國新諮詢
Annual ESG Pioneer Award (Small and Medium Market Capitalisation) 年度ESG先鋒獎(中小市值)	Gelonghui 格隆匯
Gold Award of Technical Control Competition 企業技控大賽金獎	Sinotrac 華商基業
National Green Factory 國家綠色工廠	Ministry of Industry and Information Technology of the People's Republic of China 中華人民共和國工業和信息化部
Model Entity of Voluntary Tree-planting in the Capital 首都全民義務植樹先進單位	Capital Greening Committee of Beijing Municipal People's Government 北京市人民政府首都綠化委員會
Beijing Municipal Science and Technology Award 北京市科學技術獎	Beijing Municipal People's Government 北京市人民政府
Beijing Tong Ren Tang WM Dianorm Biotech Co., Limited 北京同仁堂麥爾海生物技術有限公司	
2023 Award for Standard Transaction to Increase Capital 2023年度企業增資規範交易獎	China Beijing Equity Exchange 北京產權交易所

2023 Sustainability Achievements

Selected as an outstanding case in the Environmental, Social and Governance (ESG) Blue Book: To support the study on state-owned enterprises' ESG project, the Company conducted an in-depth research and made reference to listed companies' practice of securities work, in August 2023, it reported its deliverable of "High quality development and the role of time-honoured brands for three hundred years in boosting confidence in Chinese medicine culture" to the Beijing Municipal SASAC. In October 2023, it was selected as an outstanding case in the "Social Chapter" of the Environmental, Social and Governance (ESG) Blue Book of Beijing Municipal Listed Companies of Central State-owned Enterprises in China (2022).



入選《環境、社會及治理(ESG)藍皮書》優秀案例：為支持國資國企ESG課題研究，本公司深入調研，結合上市公司證券工作實踐，二零二三年八月向北京市國資委提報了《三百年老字號高質量新發展助力中醫藥文化自信》這一成果，並於二零二三年十月入選北京市屬國有控股上市公司二零二二年《環境、社會及治理(ESG)藍皮書》「社會篇」優秀案例。

Awarded the title of "ESG Practice Pioneer": In December 2023, the 2023 Environmental, Social and Corporate Governance Conference sponsored by Securities Daily and co-organised by China Reform Consulting was held in Beijing. At the conference, the award of "2023 ESG Practice Pioneer Case" was announced, and the Company was awarded the title of "ESG Practice Pioneer".



榮獲「ESG先鋒踐行者」稱號：二零二三年十二月，由《證券日報》主辦、國新諮詢協辦的「2023環境、社會及公司治理發展交流大會」在北京舉行。會上重磅發佈了「2023 ESG先鋒踐行者案例」獎項，本公司榮獲「ESG先鋒踐行者」稱號。

Annual ESG Pioneer Award (Small and Medium Market Capitalisation): In December 2023, the 8th Gelonghui "Global Investment Carnival 2024" was opened in Shenzhen. With the theme of "Global Perspective, Invest China", Gelonghui aimed to create a list of listed companies and unicorn companies of the highest investment value for investors. The "Golden Award" selection covered all listed companies and unicorn companies listed on Hong Kong Stock Exchange, Shanghai Stock Exchange, Shenzhen Stock Exchange, New York Stock Exchange, American Stock Exchange and Nasdaq Stock Exchange. The Company won the "Annual ESG Pioneer Award (Small and Medium Market Capitalisation)" in the selection of "Golden Award" companies.



喜獲「年度ESG先鋒獎(中小市值)」獎項：二零二三年十二月，第八屆格隆匯「全球投資嘉年華·2024」於深圳開幕。格隆匯以「全球視野，下注中國」為初衷，本次評選旨在打造出投資圈中最具參考價值的上市公司及獨角獸公司排行榜。此次「金格獎」上市公司評選覆蓋港交所、上交所、深交所、紐交所、美國證券交易所、納斯達克證券交易所掛牌上市的全部上市公司及獨角獸公司。在「金格獎」年度卓越公司評選中，本公司喜獲「年度ESG先鋒獎(中小市值)」獎項。

ESG Management System

ESG 責任管理



ESG Management System

ESG 責任管理

The Group primarily adopts the principles and basis of the Environmental, Social and Governance Reporting Guide set out in Appendix C2 to the Listing Rules as its standards of ESG management. It adheres to the principles of materiality, quantitative, balance and consistency. If there is any inconsistency, it will be explained in detail.

The Group always pays close attention to harmonious social development, and gradually integrates ESG management philosophy with all aspects of the Company's production and operation, earnestly fulfils its economic, social and environmental responsibilities, and accepts the supervision of the government, shareholders, employees, management, partners, consumers, the public and other stakeholders. The Group also strengthens communication with its stakeholders, enhances the transparency of corporate operations, raises society's awareness and recognition of the Group's sustainable development efforts, and forms a pattern of mutual development and mutual benefit between the Company and stakeholders. At the same time, in light of its own development, it constantly improves its corporate governance structure and internal risk management level, thereby continuously promotes the Group's healthy, sustainable and stable high-quality development.

本集團主要採納上市規則附錄C2所載《環境、社會及管治報告指引》之原則及基準作為ESG管理之標準。本集團遵守重要性、量化、平衡及一致性原則。如有任何不一致之處，將具體說明。

本集團重視與社會的和諧發展，將ESG管理理念逐步融入到本公司生產經營的各個環節，認真履行經濟、社會及環境責任，接受政府、股東、員工、合作夥伴、消費者、公眾等各利益相關方的監督，加強與利益相關方間的溝通，增強企業運營透明度，提升社會各界對本集團可持續發展的認知和認同，達成企業與各利益相關方共同發展、互利共贏的格局。同時，本集團結合自身發展，不斷完善法人治理結構，提升內部風險管理水平，進而持續推動本集團健康、持續及穩定的高質量發展。



ESG 責任管理

Corporate Governance 公司治理

The Group fully understands that sound corporate governance is the cornerstone of development. It has adopted the principles and standards contained in the Corporate Governance Code set out in Appendix C1 to the Listing Rules as the Group's standards, and constantly optimises corporate management in light of the Group's conditions, with a view to establish a good corporate governance structure, improve its governance, enhance the Group's core competitiveness and fulfil the expectation of shareholders and investors.

In 2023, the Group adopted the "14th Five-Year Plan" as its development strategy guidance to build a big health industry cluster with Chinese patent medicine at the core, including daily chemicals and gel products. The Group steadily promotes the innovative development of TCM, improves its innovation and competitiveness, promotes transformation, green development and high-quality development, so that it will become a leader in TCM innovative development and realising the value of TCM. To implement the Company's supervision and governance strategy, we have initiated the following procedures:

- (1) Supervision procedure: To oversee the implementation of the "14th Five-Year Plan", a leading group for the plan implementation was established. There is an organisation set up for daily management. Under the work plan, the progress of key tasks of each leading department is regularly monitored and tracked to determine the completion of major indicators and summarise the results, analyse the problems, study and optimise the work approach in a timely manner, to support and promote the implementation of tasks and the achievement of indicators.

本集團深知良好的公司管治乃發展之基。本集團已採納上市規則附錄C1所載《企業管治守則》之原則及基準作為本集團的標準，同時結合本集團之實際情況，不斷優化公司治理，旨在構建良好的公司管治構架，提升管治水平，進而提升本集團核心競爭力，不辜負股東及投資者的期許。

二零二三年，本集團以「十四五規劃」為發展戰略指引，努力構建以中成藥為核心，日化品、膠劑類產品在內的大健康產業集群，穩步推進中醫藥創新發展，不斷提升企業創新力和競爭力，推動實現轉型發展、綠色發展、高質量發展，逐步成為中醫藥創新發展的引領者和價值實踐者。我們針對公司監督治理策略開展了如下工作：

- (1) 監督流程：「十四五規劃」落實監督方面，組建規劃實施工作領導小組，設置日常辦事管理機構，按照工作方案，定期監督、跟蹤各牽頭部門重點任務工作推進情況，研判主要指標完成情況，共同總結成果、分析問題，及時研究優化工作方法，支撐推動任務落實和指標達成。

ESG Management System

- (2) Performance management: Double assessment mechanism of Party building and business operation to incorporate the implementation of the “14th Five-Year Plan” into the assessment, and the implementation is subject to regular assessment.
- (3) Review and approval process of strategy draft: Departments concerned are responsible for drafting the strategy documents. After extensive consultation, the draft will be reviewed at meetings subject to the document category and the content involved in accordance with the Company’s management system and the agenda, then the documents will be released for implementation after approval.

The Company’s Party Committee effectively plays a leading role as the political core to “control direction, manage overall picture and ensure implementation”. The Party Committee carries out themed education, publicity and implementation of the spirit of the 20th National Congress of the Communist Party of China, forms a leadership system of “two-way entry and cross appointment”, and fully implements the “one post, dual responsibilities” system. The Group has also been revising and improving the list and procedures of major issues for the Party Committee’s advanced study and discussion, to form a decision-making mechanism for the Party Committee, the manager’s office and the Board to perform their respective duties, with well-defined rights and responsibilities and well-coordinated operation.

During the year, the Group’s Party organisations at all levels gave full play to their leading role. They organised “Care for Children’s Health”, “Inheriting the Legacy of Royal Medicine for the Future”, workforce competition and other evaluation activities. More than 10 Party building activities related to campaigns such as “Shining Action”, “300 Years of Royal Medicine”, “Introducing Traditional Chinese Medicine Culture to Schools” and “Flag Action” effectively promoted the implementation and completion of various tasks and indicators.

- (2) 績效管理：開展黨建經營雙考核，將「十四五規劃」相關工作落實納入考核項，定期對落實情況進行考核。
- (3) 制定策略草案的審核及批准流程：由相關單位起草制定策略草案，廣泛徵求意見後，根據文件類型及所涉及的內容，按照本公司管理制度和議事清單要求，進行上會審議，通過後發佈實施。

本公司黨委切實發揮「把方向、管大局、保落實」的領導核心與政治核心作用，高標準開展主題教育、黨的二十大精神宣貫等工作，形成了「雙向進入、交叉任職」的領導體系，全面落實「一崗雙責」。同時，本集團不斷修訂完善黨委前置研究討論重大事項清單及程序，形成黨委會、經理辦公會、董事會各司其職、權責清晰、協調運轉的決策運行機制。

年內，本集團各級黨組織充分發揮戰鬥堡壘作用，組織「關愛兒童健康」「傳承御藥經典 繪就嶄新藍圖」勞動競賽等評比活動，圍繞「煥彩行動」、「御藥300年」、「中醫藥文化進校園」、「插旗行動」等重點工作開展黨建共建活動十餘場，有效推動各項任務指標的落實與完成。

ESG 責任管理

To maintain a high degree of transparency in the remuneration of the Board members, we have formulated the "Remuneration Policy for Directors, Supervisors and Senior Officers", which stipulates that the Company shall disclose the remuneration policy for directors in its annual report, and disclose the details of remuneration of the senior officers by the level of remuneration.

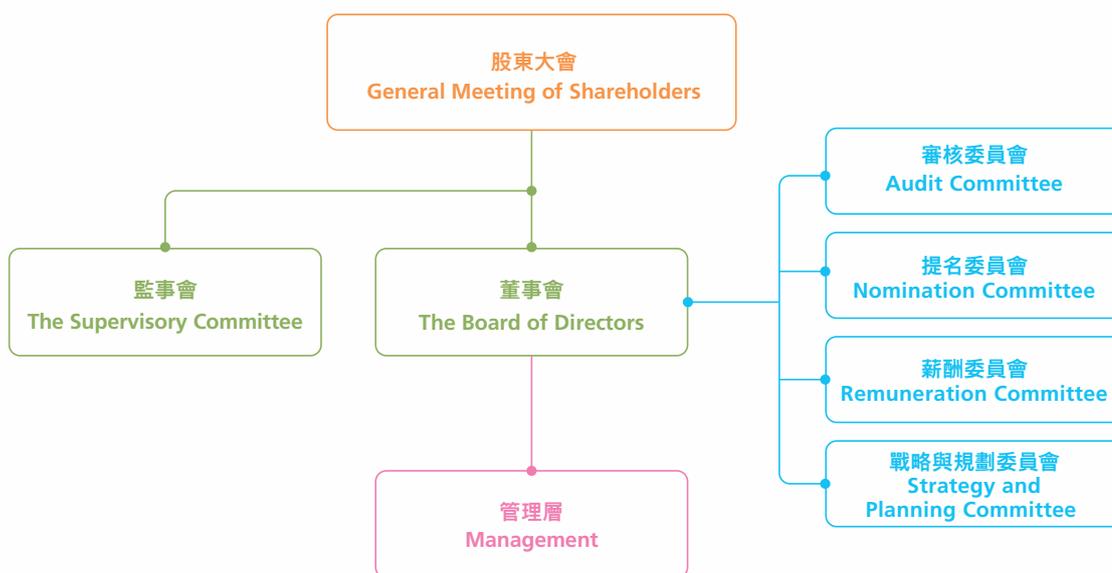
The Company understands and recognises the benefit of Board diversity and regards Board diversity as a key factor to maintain competitive advantage. We have formulated the "Board Diversity Policy". A truly diverse Board comprises members with different talent, skills, regional and industrial experience, and of different background, gender, age, culture, race and other characteristics. When forming the Board, the Company considered Board diversity from the above perspectives to achieve an appropriately balanced composition.

As of 31 December 2023, the Company had 9 members on the Board, including 4 female directors. In terms of age composition, there were 2 directors aged under 50, 4 directors aged between 50 and 59, and 3 directors aged 60 and above. In terms of industry experience, Board members had long and extensive work experience in traditional Chinese medicine, finance, law, etc.

為在董事會等成員薪酬等方面保持高度透明，我們已制定《董事、監事及高級管理人員薪酬政策》，其中規定，本公司在年報內披露董事薪酬政策，並按薪酬等級披露高級管理人員的酬金詳情等。

本公司了解及認同具有多元化董事會成員的裨益，並視在董事會層面的多元化為維持競爭優勢的重要元素。我們制定了《董事會成員多元化政策》，一個真正多元化的董事會將包括具備不同才能、技能、地區及行業經驗、背景、性別、年齡、文化、種族及其他特質的董事會成員。本公司在設定董事會成員組合時，會從以上多個方面考慮董事會成員多元化，以達致最適合組成和平衡。

截至二零二三年十二月三十一日，本公司董事會成員共計9人，其中女性成員4人；年齡構成方面，50歲以下成員2名，50歲至59歲成員4名，60歲及以上成員3名；行業經驗方面，董事會成員分別在中醫藥、財務、法律等方面擁有長期、豐富的閱歷及工作經驗。



The Company's Organisational Structure
本公司組織架構

ESG Management System

Investor Relations

投資者關係

We understand that effective communication with shareholders and investors is crucial to strengthening investor relations and updating them on the Group's business performance and development strategy. In 2023, to promote investors' understanding and recognition of the Group, we paid close attention to the trend of the capital market, actively sought opportunities to communicate with capital market investors, and further expanded investor relations.

We have formulated the "Shareholder Communication Policy", the "Investor Relations Management Rules" and other rules and regulations aiming to continuously strengthen communication with shareholders and investors, so that they will have a better understanding and recognition of the Company, and thus improve the level of governance and overall value. The Group conveys information to shareholders and investors mainly through the following ways: financial reports; annual general meetings and special meetings of shareholders; All disclosure data submitted to the Hong Kong Stock Exchange, and other information of the Company published on the website of the Hong Kong Stock Exchange and the company website. We ensure effective and timely communication with shareholders and investors.

In 2023, the Company called three general meetings of shareholders, all directors, supervisors and executives and nearly 100 shareholders attended these meetings. The Company's executives and shareholders discussed the Company's current business and future development plan in depth at the meetings. All resolutions were successfully passed, fully demonstrating the bond of cooperation and common development between the Company and its shareholders.

我們深知，與股東及投資者之間的有效溝通對加強投資者關係，以及讓股東和投資者了解本集團的業務表現及發展策略至關重要。二零二三年，為促進投資者對本集團的了解和認同，我們密切關注資本市場走向，積極主動地尋求與資本市場投資者交流的機會，進一步加大投資者關係工作的拓展力度。

我們制定有《股東通訊政策》《投資者關係管理細則》等制度，旨在持續加強與股東及投資者之間的溝通，增進其對本公司的了解和認同，進而提升治理水平和整體價值。本集團向股東及投資人士傳達信息的主要渠道為：財務報告；股東周年大會及股東特別大會；所有呈交予香港聯交所的披露數據，以及其他公司登載在香港聯交所網站及公司網站的資料等。我們時刻確保有效及適時向股東及投資人士傳達信息。

二零二三年，本公司共計組織召開股東大會3次，董事、監事及高級管理人員參會，參與股東近百人次。本公司高級管理人員與股東於股東大會上就公司經營情況及未來發展規劃做出了深入探討，股東大會各項議案均獲順利通過，充分體現了本公司與股東之間的緊密合作和共同發展的願景。

ESG 責任管理

CASE 案例

The Company's shareholders invited to an on-site research when attending the annual general meeting

本公司股東出席周年大會，受邀參與現場調研

On 15 June 2023, the Company's 2022 annual general meeting of shareholders was held at the headquarters of the Company. On the day of the annual general meeting of shareholders, the Company organised a tour of the Daxing branch factory by the attending shareholders to closely observe the production and automated filling and packaging processes along the visiting corridor of the production workshop. Shareholders also visited the "Our History" exhibition hall to have a deeper understanding of Tong Ren Tang culture and the Company's innovation and development, and stronger confidence in the Company's future development.



二零二三年六月十五日，本公司二零二二年度股東周年大會在公司總部隆重舉行。股東會當日，本公司組織參會股東前往本公司大興分廠進行調研參觀，在生產車間的參觀走廊近距離觀看產品生產及自動化灌裝、包裝流程，並參觀「歷史沿革」展廳，使股東更加深入了解同仁堂文化及本公司的創新與發展，增強其對本公司未來發展的信心。

In addition, the Company communicates with shareholders and investors through visits, phone calls, emails and other means, responds to their concerns in a timely manner, and continues to improve the corporate image and value. During the year, we held 17 investor briefings, participated in 31 roadshows and hosted 39 receptions to engage with analysts.

除此之外，本公司通過來訪接待、電話、郵件等方式與股東及投資者進行溝通，對其關切的問題及時予以回覆，持續提升企業形象與價值。年內，我們共舉辦投資者說明會 17 次，參加路演 31 次，接待分析師 39 次。

ESG Management System

Information Disclosure

信息披露

The Company believes that transparent, fair and timely information disclosure helps shareholders and investors make the best investment decisions. To safeguard the investors' legitimate rights and interests and ensure the authenticity, timeliness, accuracy, integrity, fairness and pre-disclosure confidentiality, and in accordance with the provisions of the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Securities and Futures Ordinance of Hong Kong SAR* and the *Listing Rules*, we have formulated the "Management Regulations for Information Disclosure", which stipulates the Company's information disclosure policy; defines the scope of publicly disclosed information, appropriate channels for disclosure and the mechanisms to ensure the quality of information; as well as explains the time and frequency of information disclosure.

The Company also engages independent auditors. Independent auditors are responsible for expressing independent opinions on the Group's consolidated financial statements prepared by the Board and reporting to the shareholders as a whole based on their audit findings. The statement made by the independent auditors on their reporting responsibilities are detailed in the Independent Auditor's Report of the Company's 2023 Annual Report.

本公司亦認為透明、公平、及時地信息披露，將協助股東及投資者作出最佳的投資決策。為維護投資者的合法權益，確保信息披露的真實性、及時性、準確性、完整性、公平性和事前保密性，依據《中華人民共和國公司法》《中華人民共和國證券法》、香港《證券及期貨條例》及上市規則的規定，我們制定了《信息披露管理規定》，規定了本公司信息披露政策，明確了公開披露的信息範圍、適當的披露渠道以及確保信息質量的機制，說明了信息公開披露時間及頻率。

本公司亦聘有獨立核數師，獨立核數師之責任是根據其審核工作之結果，對該等由董事會編製之本集團之綜合財務報表表達獨立意見並向整體股東作出報告。獨立核數師就彼等之匯報責任所作聲明詳見本公司二零二三年度報告獨立核數師報告部分。

Payment of Taxes and Surcharges

繳納稅費情況

The Group adheres to the principle of paying taxes according to law, conscientiously performs its tax obligations, strictly complies with national tax policies and regulations, pays all taxes according to law, accurately and on time, and discloses tax information according to regulations to ensure compliance with the regulatory requirements of tax authorities. The Company and some subsidiaries were entitled to preferential tax rates as high-tech enterprises when paying corporate income tax according to law. In 2023, the Group was not involved in any major tax-related litigation or arbitration.

本集團堅持依法納稅原則，認真履行納稅義務，嚴格遵守國家稅收政策規定，依法、準確、及時繳納各項稅款，按規定進行稅收信息披露，確保符合稅務機關監管要求。本公司及部分子公司作為高新技術企業，在享受優惠稅率的基礎上，依法繳納企業所得稅。二零二三年，本集團未涉及任何稅務相關的重大訴訟或仲裁事項。

ESG 責任管理

Risk Management

風險管理

To standardise the overall risk management, establish an active and effective risk prevention and control system, enhance corporate competitiveness, and promote the sustainability, health and stability of corporate development, to this end the Group revised the "Comprehensive Risk Management Regulations" in accordance with the *Company Law of the People's Republic of China*, the *Law of the People's Republic of China on State owned Assets of Enterprises*, the *Provisional Regulations on the Supervision and Administration of State-owned Assets of Enterprises* and other laws and regulations, with reference to the *Guidelines for Comprehensive Risk Management of Centrally Administered Enterprises*, the *Basic Standards for Internal Control of Enterprises* and the *Risk Management Guidelines (ISO 31000:2018)*, and in alignment with the Company's actual situation.

The Group has established a risk management organisational structure under a central leadership, participation of all parties concerned, professional division of labour and comprehensive coordination. The Board is responsible for assessing and determining the Group's risk nature and risk tolerance when achieving strategic objectives, ensuring that the Group establishes and maintains a reasonable and effective risk management and internal control system, overseeing the management's design, implementation and supervision of the system, and is responsible for reviewing the effectiveness of the system. According to the Audit Committee's terms of reference, it is responsible for risk management, including checking the relevant risk management system to ensure that the system aligns with the Group's strategy and risk tolerance. The Legal Compliance Department (Brand Risk Control Department) coordinates and manages the Company's risk management, guides all the Company's subordinate entities and subsidiaries to develop a comprehensive risk management strategy, improves the comprehensive risk management system, and reports to the Audit Committee in an independent report.

為規範全面風險管理工作，建立積極、有效的風險防控體系，增強企業競爭力，促進企業持續、健康、穩定發展，根據《中華人民共和國公司法》《中華人民共和國企業國有資產法》《企業國有資產監督管理暫行條例》等法律法規，參照《中央企業全面風險管理指引》《企業內部控制基本規範》和ISO 31000：2018《風險管理指南》國際標準，結合公司實際，本集團修訂了《全面風險管理規定》，以規範全面風險管理工作，建立積極、有效的風險防控體系，增強企業競爭力，促進企業持續、健康及穩定發展。

本集團建立統一領導、全員參與、專業分工和綜合協調相結合的風險管理組織架構。董事會負責評估及釐定本集團達成策略目標時所能夠接受的風險性質及程度，確保本集團設立及維持合理及有效的風險管理及內部監控系統，監督管理層對風險管理及內部監控系統的設計、實施及監察，並有責任檢討該等制度的有效性。同時，審核委員會之職權範圍已涵蓋於風險管理方面的職責，包括檢查相關風險管理系統確保該系統符合本集團的戰略及風險承受能力。本公司法律合規部(品牌風控部)統籌管理公司風險管理工作，指導本公司所屬各單位及子公司制定全面風險管理策略，健全全面風險管理體系，並以獨立報告形式向審核委員會進行匯報。

ESG Management System

The Group has established a mechanism of risk management contacts. The Company's Legal Compliance Department (Brand Risk Control Department) is responsible for the overall risk management. A risk management contact is designated at each of the Company's management department and office, second-level entity and subsidiary to form a network of risk management contacts.

The Group has established three lines of defense for risk management: functional departments responsible for procurement, production, sales or external business activities serve as the first line of defense, and the person in charge of each department is the primary person responsible for the risk management at the department. The Legal Compliance Department (Brand Risk Control Department) and the management departments and offices responsible for managing the Group's specific types of risks jointly serve as the second line of defense. The Audit Committee under the Board, the Company's management, the Audit Department and the Office of the Disciplinary Committee jointly serve as the third line of defense, which is responsible for overseeing and evaluating the Group's risk management and work result. The role of the three lines of defense is played in full in the Group's comprehensive risk management system, to ensure the compliance responsibility for the "first line of defense" is implemented, the "second line of defense" plays an effective role in coordinating, organising, promoting and overseeing the implementation, and the deterrent role of the "third line of defense" and "double supervision" is firmly established.

For details of the measures taken by the Group for management of the major risks, please refer to the section headed "Risk Management and Internal Control" in the chapter "Corporate Governance Report" of the 2023 annual report of the Company.

本集團建立了風險管理聯絡人機制，由本公司法律合規部(品牌風控部)負責全面風險管理工作，本公司各管理部室、二層單位及各子公司分別指定風險管理聯絡人，形成風險管理體系聯絡人網絡。

本集團設置風險管理三道防線：負責採購、生產、銷售或根據本單位職能職責對外開展經營活動的單位是風險管理的「第一道防線」，各單位負責人是本單位風險管理第一責任人，對本單位工作中的風險管理負責。法律合規部(品牌風控部)及在本集團就特定類別風險承擔管理職責的管理部室共同構成風險管理的「第二道防線」。董事會下設的審核委員會、本公司管理層、審計部、紀委辦公室共同構成風險管理的「第三道防線」，對本集團風險管理情況和工作效果進行監督評價。本集團充分發揮全面風險管理體系「三道防線」的作用，確保落實「第一道防線」合規主體責任，有效發揮「第二道防線」統籌協調、組織推動、督促落實作用，紮實樹立「第三道防線」再監督的威懾作用。

本集團管理主要風險所採取的措施詳見本公司二零二三年度報告「企業管治報告」章節的「風險管理及內部監控」部分。





ESG 責任管理

Operation Compliance 合規經營

The Group attaches great importance to management compliance, abides by operation compliance, and regards integrity and compliance as the cornerstone of corporate development and one of our core values.

The Group has defined the scope and process of integrity and compliance audit. The scope of the Group's integrity and compliance audit covers the policy documents to be submitted to the Party Committee, the office of managers, and the Board for review, as well as matters that fall within the scope of the "Three Importance and One Large" system are subject to legal review.

The Group strives to establish an integrity and compliance management system with sound organisation, clear responsibilities, well-developed system and standardised processes, and adheres to the goal of establishing a state-owned pharmaceutical enterprise governed by law that is science-based, compliant in operation, and standardised in management. To this end, we have taken the following measures:

- Establish and improve the organisational structure for integrity and compliance management. The Group has established the Integrity and Compliance Committee and the Integrity and Compliance Management Department, appointed the Chief Compliance Officer, formed the mechanism for integrity and compliance joint meetings, as a sound organisational guarantee for relevant work.
- Establish rules and regulations and strengthen the integration of internal control and integrity and compliance systems. The Group has formulated and issued the "Work Plan for the Construction of the Integrity and Compliance Management System", built the overall framework of the integrity and compliance management system, established a collaborative mechanism for relevant entities, making a concerted effort to promote the construction of the integrity and compliance system. It has formulated and issued the "Regulations on Integrity and Compliance Management", the "Integrity and Compliance Management Manual", the "Regulations on Integrity and Compliance Review Management", the "Regulations on Integrity and Compliance Due Diligence Management", the "Regulations on Integrity and Compliance Reporting Management" and a series of special rules and regulations. The construction of the integrity and compliance management system is basically completed.

本集團高度重視合規管理，恪守合規經營，將誠信合規視為企業發展的基石和核心價值觀之一。

本集團明確了誠信合規審查範圍和審查流程。本集團誠信合規審查範圍包括需提交本公司黨委會、經理辦公會、董事會審議的制度文件以及需要進行法律審核的本集團「三重一大」事項等。

本集團努力建立組織健全、職責明晰、制度體系完備、流程規範的誠信合規管理體系，堅持以建立治理科學、經營合規、管理規範、守法誠信的法治國企、法治藥企為目標。為達成目標，我們實行了以下舉措：

- 建立健全誠信合規管理組織架構。本集團成立了誠信合規委員會，建立誠信合規管理部門，任命首席合規官，形成誠信合規聯席會議機制，為工作開展提供良好的組織保障。
- 建章立制，加強內控建設和誠信合規體系融合建設。本集團制定發佈《誠信合規管理體系建設工作方案》，搭建誠信合規管理體系整體框架，建立相關單位協同聯動機制，共同推進誠信合規體系建設。本公司制定出台了《誠信合規管理規定》《誠信合規管理手冊》《誠信合規審查管理規定》《誠信合規盡職調查管理規定》《誠信合規舉報管理規定》等一系列專項管理制度，基本建成了誠信合規管理制度體系。

ESG Management System

- Incorporate integrity and compliance into business operation and strengthen compliance management in key areas. The Group has formed a working mechanism for entities to solicit opinions from the Legal Compliance Department and other relevant departments on high-risk matters and critical issues, actively carry out identification and assessment of integrity and compliance risk, focus on key areas, and constantly improve the relevance and effectiveness of integrity and compliance management.
- Establish an effective operation mechanism of integrity and compliance management to ensure the integrity and compliance construction is implemented at all levels. The Group continues to extend the construction of the integrity and compliance system to its subsidiaries, and the construction of the system has been fully unfolded in its subsidiaries. We have established a long-term assistance mechanism to assist subsidiaries in their construction of the integrity and compliance management system and enhance the level of rule of law and integrity and compliance in subsidiaries.
- Strengthen training-based guidance to create a robust culture of integrity and compliance. The Group organised several legal training sessions covering integrity and compliance management experience, risk management training, and intellectual property protection. In 2023, the Group carried out special training on integrity and compliance for new employees to instill and strengthen their concept of regarding “operation compliance as the core competitiveness”.
- 推進誠信合規融入業務，加強重點領域合規管理。本集團已形成了各單位對高風險事項，以及重大事項徵求法務部門及相關專項部門意見的工作機制，積極開展誠信合規風險識別與評估工作，聚焦重點領域，不斷提高誠信合規管理的針對性和有效性。
- 搭建有效的誠信合規管理運行機制，確保誠信合規建設層層落地。本集團持續推動誠信合規體系建設向子公司延伸，全面啟動子公司的誠信合規管理體系建設工作。我們建立了長效幫扶機制，協助子公司開展誠信合規管理體系建設工作，加強子公司法治與誠信合規管理水平。
- 不斷加強培訓引導，積極營造誠信合規文化濃厚氛圍。本集團組織開展誠信合規管理經驗、風險管理培訓、知識產權保護等多場法律培訓，二零二三年本集團開展新員工誠信合規專題培訓，為新入職員工植入並強化「合規經營就是核心競爭力」的誠信合規理念。



ESG 責任管理

ESG Governance System

ESG 管治體系

To establish and improve the Company's ESG management system and promote sustainable development, we have formulated the "Social Responsibility Work Management System" in accordance with the requirements of the *Company Law of the People's Republic of China* and other laws and regulations, as well as the requirements of the Listing Rules, the Environmental, Social and Governance Reporting Guide, and in alignment with the Group's actual situation. We have gradually incorporated ESG management philosophy into all aspects of the Group's production and operation, earnestly fulfilled our economic, social and environmental responsibilities, and safeguarded the rights of the government, shareholders, employees, management, partners, consumers, the public and other stakeholders. The Company also strengthens communication with stakeholders, enhances the transparency of the Group's operations, raises society's awareness and recognition of the Group's sustainability efforts, and forms a pattern of mutual development and mutual benefit between the Group and stakeholders.

The Group's ESG-related business and operation are led and authorised by the Board. Certain powers are entrusted by the Board to the management to formulate and implement the Group's ESG strategy and operation plan. The Company has established functional departments such as the Labour Union, Production Management Department, Quality Management Department, Human Resources Department, Financial Planning Department, Security Department, Engineering Department, Audit Department, Investment and Financing Management Department, Strategic Planning Department, After-Sales Service Inspection Department and Legal Compliance Department (Brand Risk Control Department), which are directly led by the senior management and are responsible for the Group's overall management of strategy, personnel, finance, quality, energy, safety and environment protection, risk control and other aspects of sustainable development.

為建立和完善本公司ESG工作管理體系，推動可持續發展，根據《中華人民共和國公司法》等法律法規的要求以及上市規則《環境、社會及管治報告指引》的要求，結合本集團實際情況，我們制定了《社會責任工作管理制度》，將ESG管理理念逐步融入到本集團生產經營的各個環節，認真履行經濟、社會及環境責任，保障政府、股東、員工、合作夥伴、消費者、公眾等各利益相關方的權益，加強與利益相關方間的溝通，增強本集團運營透明度，提升社會各界對本集團可持續發展的認知和認同，達成本集團與各利益相關方共同發展、互利共贏的格局。

本集團之ESG相關業務及事務由董事會領導及授權處理。若干權利需由董事會委託予管理層，讓管理層制定及實施本集團之策略及營運計劃。本公司設有工會、生產管理部、質量管理部、人力資源部、財務計劃部、安全保衛部、工程部、審計部、投融資管理部、戰略規劃部、售後服務監察部、法律合規部(品牌風控部)等職能部室，並分別由高級管理人員直接領導，負責本集團在戰略管理、人員管理、財務管理、質量管理、能源管理、安全環保、風險防控等可持續發展方面的各方面管理。

ESG Management System

The Group's ESG Governance Structure 本集團ESG治理架構

Board of Directors 董事會



Deliberating and making decisions on major ESG issues as the Group's highest decision-making body on ESG work.

本集團ESG工作的最高決策機構，對重大ESG議題進行審議和決策。

Strategy and Planning Committee 戰略與規劃委員會



Responsible for monitoring the Group's ESG performance and reporting to the Board of Directors.

負責監察本集團ESG表現，並向董事會匯報。

ESG Working Group ESG工作小組



Responsible for advancing the formulation and implementation of the Group's ESG policies, strategies, various goals and measures, and organising and coordinating the Group's ESG work.

負責推進本集團ESG方針、策略和各項目標、措施的制定與落實，組織協調本集團持續開展ESG工作。

The Company has established the Strategy and Planning Committee under the Board to conduct research and evaluation on the performance of the Group's development strategy and planning, brand protection, legal risk prevention, product safety and other ESG related aspects and make recommendations to the Board, so as to enhance the Group's governance standard, prevent operational risks, and meet the Group's development needs. In recent years, the Group has continued to improve the ESG responsibility management system and promote the ESG work towards institutionalisation, standardisation and process-based as well as our ESG performance has also gained attention and recognition in the industry through continuous efforts.

本公司於董事會下設立戰略與規劃委員會，對本集團發展戰略與規劃、品牌保護、法律風險防範、產品安全等ESG方面的表現進行研究並向董事會提出建議，進而不斷提升本集團的治理水平、防範經營風險，以適應本集團發展需要。近年來，本集團持續完善ESG責任管理體系，推動ESG工作邁向制度化、規範化、流程化，通過持續不斷的努力，本集團的ESG表現也在業界獲得了關注與認可。

ESG 責任管理

Stakeholder Engagement 利益相關方溝通

The Group stresses the importance on maintaining regular communication with all stakeholders. Through the general meeting of shareholders, meeting of suppliers/distributors, staff and workers' congress and other diversified communication channels, to maintain in-depth communication, understand stakeholders' expectations of and demands to the Company, and actively respond to and constantly promote the stakeholders' understanding and recognition of the Group, and to create value for all stakeholders.

本集團十分重視與各利益相關方開展持續定期溝通，通過股東大會、供應商／經銷商會議、職工代表大會等多元化溝通渠道，與各利益相關方開展深入的溝通與交流，了解其對公司的期望與要求，並積極給予響應，不斷增進各利益相關方對本集團的了解與認同，為各利益相關方創造價值。

Stakeholders 利益相關方	Expectations and demands 期望與要求	Our response 我們的回應
<p>Shareholders and investors 股東及投資者</p> 	<p>Standardised operations 規範運作</p> <p>Transparent information disclosure 透明的信息披露</p> <p>Reasonable return on investment 合理的投資回報</p>	<p>Accuracy and regulated information disclosure 準確規範的信息披露</p> <p>Comprehensive reporting at the general meeting of shareholders 股東大會全面匯報</p> <p>Payment of dividends 派發股息</p>
<p>Customers and consumers 客戶及消費者</p> 	<p>Quality product supply 優質的產品供應</p> <p>Protection of customers' rights and interests 保障消費者權益</p> <p>Protection of customers' privacy 保護客戶隱私</p>	<p>Guarantee of product quality and product safety 保障產品質量與產品安全</p> <p>Handling consumer complaints and feedback 消費者投訴與意見處理</p> <p>Protection of customers' information and optimisation of the complaint mechanism 保護客戶信息，優化投訴機制</p>
<p>Suppliers and partners 供應商及合作夥伴</p> 	<p>Good and stable cooperative relationship 保持良好穩定的合作關係</p> <p>Operation integrity 誠信經營</p> <p>Supply chain sustainability 供應鏈可持續發展</p>	<p>Regular engagement and communication 定期交流溝通</p> <p>Standardised management and implementation of contracts and agreements 合同、協議規範化管理及執行</p> <p>Joint performance of social responsibilities 協同共盡社會責任</p>

ESG Management System

Stakeholders 利益相關方	Expectations and demands 期望與要求	Our response 我們的回應
<p>Employees 員工</p> 	<p>Good working environment 良好的工作環境</p> <p>Good benefits 良好的福利待遇</p> <p>Providing vocational skills training and career development paths 提供職業技能培訓與職業發展路徑</p>	<p>Providing a safe work environment 提供安全的工作環境</p> <p>Complete system of remuneration and benefits 完備的薪酬福利體系</p> <p>Providing diversified training 開展多元化的培訓</p> <p>Establishing a career promotion path 建立職業晉升路徑</p>
<p>Community and the public 社區及公眾</p> 	<p>Reducing the impact of production operations on the surrounding environment 降低生產運營對周邊環境的影響</p> <p>Climate change coping strategies 氣候變化應對策略</p> <p>Popularising health knowledge 普及健康知識</p> <p>Boosting the development of local economy and helping vulnerable groups 帶動當地經濟發展、幫扶弱勢群體</p>	<p>Clean and green production 實現清潔、綠色生產</p> <p>Conducting climate change risk management 開展氣候變化風險管理</p> <p>Participating in various public services 開展各類公益活動</p> <p>Providing regional assistance 進行地區幫扶</p>
<p>Governments and regulators 政府及監管機構</p> 	<p>Operation compliance 合規經營</p> <p>Payment of taxes according to law 依法納稅</p> <p>Common development 共同發展</p>	<p>Operating according to law 依法營運</p> <p>Payment of tax in full 足額繳稅</p> <p>Engagement and interaction with associations 協會活動交流</p>



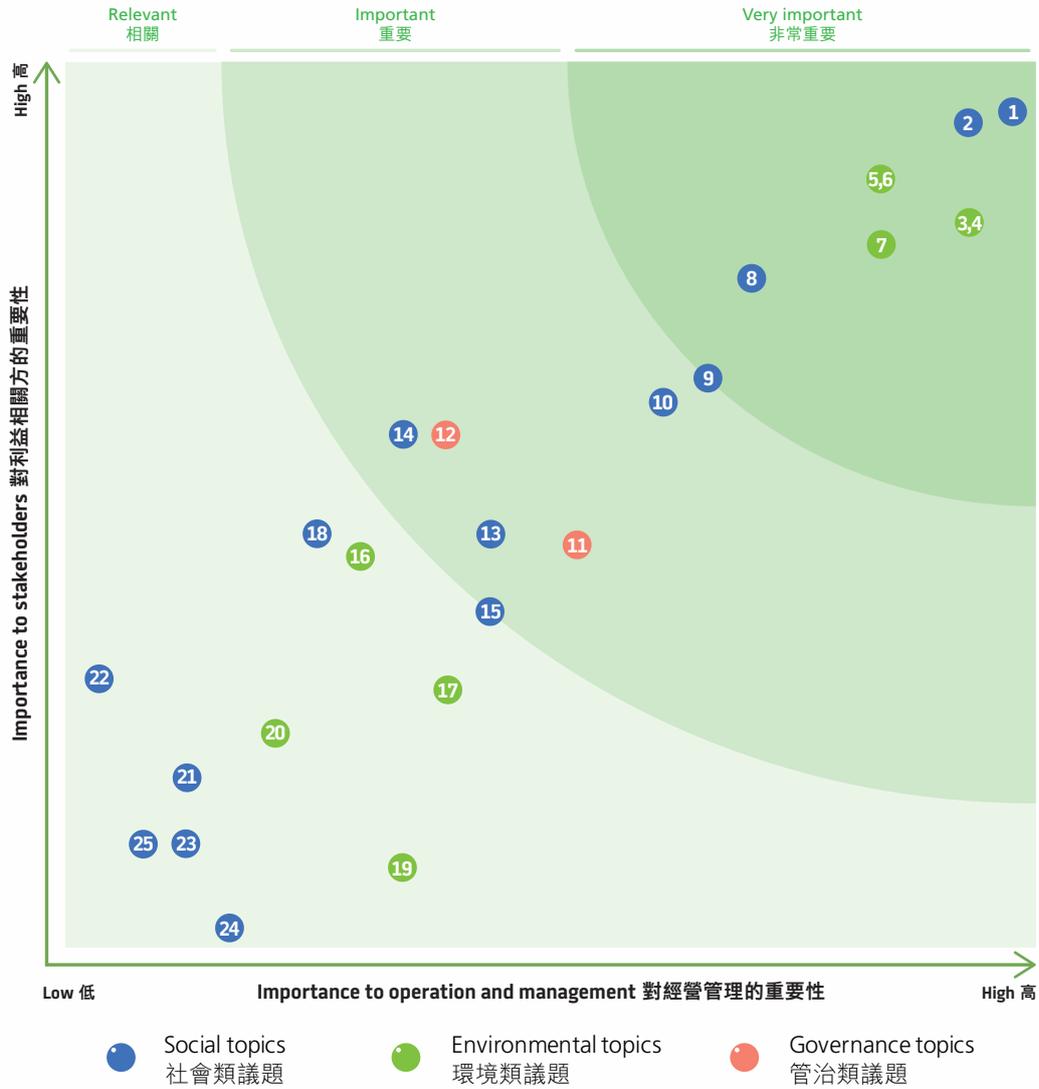
ESG 責任管理

Materiality Assessment 議題重要性評估

In 2023, factoring into internal and external environment changes, and engaging and communicating with stakeholders through the daily production and operation activities and questionnaire survey, the Group collected opinions and suggestions from the stakeholders on the Group's sustainability management. Meanwhile, the Group carried out benchmarking analysis of information disclosure of peer companies on sustainable development, and sorted out sustainability topics related to the industry and the Group. After discussion and screening, sustainability topics for the year were identified, which serve as an important basis and guidance for the Group's sustainability management in the future. The Group's 2023 materiality matrix was determined as follows:

二零二三年，本集團結合內外部環境變化，通過日常生產經營業務以及問卷調研等方式，與各類利益相關方進行互動與溝通，收集各類利益相關方對於本集團可持續發展管理工作的意見與建議。同時，開展同行企業可持續發展信息披露的對標分析，梳理與本行業和本集團相關的可持續發展議題，經過討論和篩選，確定了本年度的可持續發展議題，並作為本集團未來開展可持續發展管理的重要依據和指導方向。本集團二零二三年度可持續發展重大性議題矩陣如下：

ESG Management System



2023 Materiality Matrix of Sustainability Topics
二零二三年可持續發展重大性議題矩陣



ESG 責任管理

Materiality sequence 議題重要性順序	Topics 議題
✿ 1	Employee training and development 員工培訓與發展
✿ 2	R&D and innovation 研發創新
✿ 3	Energy utilisation 能源使用
✿ 4	Remuneration and benefits 薪酬與福利保障
✿ 5	Pollutant discharge management 污染物排放管理
✿ 6	Products quality guarantee 保障產品質量
✿ 7	Environmental management system 環境管理體系
✿ 8	Occupational health and safety 職業健康安全
✿ 9	Supply chain management 供應鏈管理
✿ 10	Quality service 優質服務
✿ 11	Operation compliance 合規運營
✿ 12	Risk Management 風險管理
✿ 13	Employment and labour relations management 員工僱傭與勞動關係管理
✿ 14	Intellectual property protection 知識產權保護
✿ 15	Responsible marketing 負責任營銷
✿ 16	Use of packaging materials 包材使用
✿ 17	Water management 水資源管理
✿ 18	Promoting industry development 促進行業發展
✿ 19	Coping with climate change 應對氣候變化
✿ 20	Biodiversity and ecological conservation 生物多樣性及生態保護
✿ 21	Health advocacy 健康倡導
✿ 22	Customer privacy and information security 客戶隱私與信息安全
✿ 23	Anti-corruption and integrity 反腐倡廉
✿ 24	Community engagement (public service activities) 社區參與(公益活動)
✿ 25	Medicine accessibility 藥品可及

ESG Management System

Anti-corruption 反腐敗

The Group complies with the *Constitution of the Communist Party of China*, the *Regulation of the Communist Party of China on Disciplinary Actions* and the *Certain Regulations on Integrity of Leaders in State-owned enterprises* and other internal party regulations, as well as the *Anti-Money Laundering Law of the People's Republic of China*, the *Supervision Law of the People's Republic of China*, the *Law of the People's Republic of China on Government Sanctions of Public Officials*, the *Anti-Unfair Competition Law of the People's Republic of China* and the *Regulations on the Prevention of Bribery*, the *Prevention of Bribery Ordinance of Hong Kong SAR* among other relevant laws and regulations. We have anti-corruption mechanisms such as the "Provisions on Investigating Responsibility for Illegal Operation and Investment", the "Procurement Supervision and Management Regulations", the "Regulations on Supervision and Administration of Investment Projects", the "Anti-corruption and Fraud Policy" and the "Whistleblowing Policy". All of the Party members, cadres and employees are strictly supervised to abstain from such misconducts as fraud, offering or accepting bribes, corruption, extortion and money laundering.

The Company has established a Disciplinary Supervision Committee (the "**Disciplinary Committee**"). The Disciplinary Committee issued integrity reminder cards and announced to all employees the hotline and other channels for reporting. We actively accept employees' letters and visits by organising the "Disciplinary Committee Secretary Reception Day" and other activities to support employees to report corruption incidents. After receiving the relevant report, we conduct investigation and verification. We strictly handle improper behaviour in accordance with the corresponding laws and regulations and the Company's system, and suspected criminals will be transferred to the judicial authority. At the same time, strict measures have been implemented for protecting whistle-blowers and the reported information. In the investigation process, we ensure that relevant personnel are protected. It is strictly forbidden for staff to keep, conceal, consult, extract, copy and carry the information involved in the case without permission. Disclosure of the information involved in the case or contacting the persons involved in the case and their specific related parties without approval are also strictly prohibited.

本集團依據《中國共產黨章程》《中國共產黨紀律處分條例》《國有企業領導人員廉潔從業若干規定》等黨內法規，以及《中華人民共和國反洗錢法》《中華人民共和國監察法》《中華人民共和國公職人員政務處分法》《中華人民共和國反不正當競爭法》《防止賄賂條例》等相關法律法規，設有反腐敗機制，制定了《違規經營投資責任追究規定》《採購監督管理規定》《投資項目監督管理規定》《反貪污及欺詐政策》《舉報政策》等內部規章制度，對全體黨員幹部員工嚴格管理，不得存在欺詐、行賄、受賄、貪污、勒索、洗黑錢等失當行為。

本公司設有紀律檢查委員會（「紀委」），向全體員工發放黨風廉政卡，公開電話等舉報渠道，積極受理員工信訪舉報，並設立紀委書記接待日等活動，支持員工舉報貪腐事件。接到相關舉報後，進行調查核實，確定不當行為後按照相應的法律法規及本公司制度進行嚴格處理，對於涉嫌犯罪行為的人員將移交司法機關處理。同時，對舉報人和舉報信息實施嚴格的保護措施，調查過程確保相關人員迴避，嚴禁工作人員私自留存、隱匿、查閱、摘抄、複製、攜帶涉案數據，嚴禁洩露涉案信息，嚴禁未經批准接觸涉案人員及其特定關係人。

ESG 責任管理

“Five Efforts” Working Mechanism 「五抓」工作機制

The Company has thoroughly implemented the “Five Efforts” working mechanism under the direction of the superior Disciplinary Committee. Through dedicated supervision, various forms of supervision are linked up to form an interconnected and joint mechanism based on internal Party supervision and assisted by the functional departments of the Party, discipline, audit, and finance. We hold a joint meeting with relevant departments to exchange views on hidden business risk and integrity concerns identified in interview inquiries, reviews and verification, and internal audits. We regularly organise and hold expanded meetings, concentrate on learning and conveying the spirit of the documents of Beijing Municipal Disciplinary Committee and the Tong Ren Tang Holdings’ Disciplinary Committee, assign the Company’s tasks of discipline inspection and supervision, urge all Party branches to diligently fulfill the party building responsibility. The secretary of the Party organisation is the primary person responsible, executives are mainly responsible for their respective areas and liaison, the Party work departments are responsible for functional supervision, while members of Disciplinary Committee at all levels play a supervisory role within the Party.

本公司深入貫徹上級紀委「五抓」工作機制，通過做實專責監督，深化多種監督形式有機貫通，構建起以黨內監督為主導，黨、紀、審、財職能部室互聯互通的聯動格局。我們及時召開與相關部門的聯席會議，就談話函詢、審查核實、內部審計中發現的經營風險隱患、廉政關注點充分交換意見。我們適時組織召開擴大會議，集中學習傳達北京市紀委、集團公司紀委文件精神，部署本公司紀檢監察工作任務，督促各黨總支、黨支部切實履行黨的建設主體責任、黨組織書記履行第一責任人職責、高級管理人員履行分管或聯繫領域的主體責任、黨的工作部門承擔起職能監督職責，各級紀檢委員切實發揮黨內監督作用。

ESG Management System

Matters that fall within the scope of the “Three Importance and One Large” system 「三重一大」事項

The Company has established the “Three Importance and One Large” system implementation measures under which decisions on important matters, appointment and resignation of key managerial staff, arrangements on important projects, and use of large-sum money must be made through collective discussion. In daily operation, the Group strictly abides by rules such as governing business expenditure and executive management. The matters that fall within the scope of the “Three Importance and One Large” system shall be collectively decided by the Group in meetings such as the Party Committee meeting, the office meeting of managers, Board meeting, etc.

本公司設有「三重一大」制度實施辦法(重大事項決策、重要幹部任免、重要項目安排、大額資金的使用，必須經集體討論做出決定的制度)，在日常工作中嚴格遵循業務支出、幹部管理等若干規定，針對「三重一大」事項，相應召開黨委會、經理辦公會、董事會等形式的會議，作出集體決策。

Economic Responsibility Audit 經濟責任審計

The Group continued to advance its work on economic responsibility audit. As for the main leaders and special posts person in charge, on the basis of “those who resign or leave must be reviewed”, we combined the outgoing audit and the incumbent audit over a three-year period, during which a rotating audit mechanism has been established to carry out internal economic responsibility audits in a planned way. During the Reporting Period, the Group hired independent third-party intermediaries with corresponding qualifications to form a joint audit project team with the Audit Department to conduct economic responsibility audits on some of its second-level entities and subsidiaries.

本集團持續推進經濟責任審計工作，對主要領導及特殊崗位負責人在「凡離(職)必審，凡退(出)必審」的基礎上，將離任審計與任中審計相結合，三年為一期，建立輪審機制，有計劃地開展內部經濟責任審計。於報告期內，本集團聘請具有相應資質的獨立第三方中介機構，與審計部組成聯合審計項目組，對部分二層單位及子公司開展經濟責任審計工作。



ESG 責任管理

Oral Reminder and Anti-corruption Interview

談話提醒和廉政約談

In 2023, the Company continued to use oral reminder and anti-corruption interview as an important means to Party building and anti-corruption work and insisted on the practice of anti-corruption interviews with newly appointed and transferred cadres before their service. We talked to the heads of functional departments such as benefits distribution, bus management, security and financial audit to send reminder prior to important festivals. In daily supervision, we stressed the importance of warning education for key personnel at sensitive positions and authorised to exercise power. In response to early signs of problems in the ideology and lifestyle of Party members and cadres implied by staff members' letters and visits, and the committee audits, interview inquiries should be carried out, reminders given, and corrections implemented in due time according to the instructions of the higher authorities. During the Reporting Period, the Company's Disciplinary Committee held a total of 14 anti-corruption interviews with newly appointed cadres and sent 11 daily reminders.

二零二三年，本公司持續發揮談話提醒和廉政約談在黨風廉政建設中的重要作用，堅持對新任職和職務調整的幹部開展任職前廉政談話；逢重要節日節點，對福利發放、公車管理、安全保衛、財務審計等職能部門負責人進行談話提醒；日常監督中，注重結合工作實際，對身在敏感崗位、有業務處置權的重點人員開展警示教育；針對職工群眾來信來訪、巡察審計中涉及的黨員幹部思想作風方面的苗頭性、傾向性問題，及時按照上級要求開展約談函詢，予以提醒糾正。報告期內，本公司紀委共開展新任職廉政談話 14 人次、日常約談提醒 11 人次。

ESG Management System

The Company has established a daily supervision and inspection mechanism led by the Disciplinary Committee. During the Reporting Period, the Company visited several second-level entities and subsidiaries to conduct research. The research aimed to inspect Party building, letters and visits, cadres' lifestyle, selection and employment, production and operation. Through secret visits, talks, data research, weaknesses in operation and management are identified, risks and loopholes are sorted out, to gain a deep understanding of the work style and integrity of Party members and cadres. Meanwhile, we further improve communication channels, and encourage employees to express their opinions and provide clues through channels such as the reception day of the Secretary of the Disciplinary Committee, the mailbox and the hotline of the Disciplinary Committee.

The Company's Disciplinary Committee has continued to explore innovative ways and means to create an integrity culture and continued to play a deterrent role by conducting the warning education and strengthening the defense line. We have further enriched the content and design of the integrity briefing page, and compiled learning materials including warning cases, integrity reminders, supervision suggestions, anti-corruption tips during holidays, anti-corruption cartoons, etc. Through the rich content and form of pictures and texts, we promote the warning education and prolong its effectiveness, urge Party members, cadres and employees to strengthen their ideals and beliefs, and build a "protective netting" of disciplinary awareness. During the Reporting Period, the Company's Disciplinary Committee prepared and issued 4 integrity briefings, and all the Party branches carried out the communication and learning activities.

During the Reporting Period, these rules and systems served the Group's control and preventive function in anti-corruption management, and no material defect was identified. In 2023, the Group did not identify any cases of bribery, extortion, fraud and money laundering, and there were no litigations related to corruption against the Group or its employees in 2023.

本公司建立由紀委牽頭的日常監督檢查機制，於報告期內赴多家二層單位和子公司開展走訪調研，重點就黨建、信訪、幹部作風、選人用人以及生產經營等工作情況進行檢查。通過暗訪、談話、查閱資料等方式查找經營管理中的薄弱環節，梳理風險漏洞，並深入了解黨員幹部的工作作風和廉潔情況。同時，進一步完善和暢通信訪渠道，鼓勵職工群眾通過紀委書記接待日、紀委郵箱、紀委熱線等多種載體發表意見、提供線索。

本公司紀委持續在探索創建廉潔文化創新方法路徑和形式載體上下功夫，繼續發揮警示教育強震懾、固防線的作用。同時，進一步豐富廉情簡報頁面內容和板塊設計，匯編了包含警示案例、廉政提醒、監督建議、節日提示、廉政漫畫等學習材料。通過圖文並茂的內容和形式，推動警示教育觸及內心、常態長效，督促黨員幹部職工堅定理想信念，築牢規矩意識「防護網」。於報告期內，本公司紀委共製作下發廉情簡報4期，全部黨總支、黨支部開展了傳達學習活動。

報告期內，本集團相關制度及體系對本集團風險控制及反腐敗管理方面起到了控制與防範作用，未發現重大缺陷。二零二三年，本集團亦未發現賄賂、勒索、欺詐及洗黑錢的情況，二零二三年度本集團或員工未發生貪污訴訟案件。

ESG 責任管理

Fair Competition 公平競爭

To improve the ability to identify, prevent and handle the risk of monopoly and other behaviours, and foster a culture of fair competition, we have taken the following measures to avoid unfair competition:

- Draft and formulate the “Anti-monopoly Compliance Management Guidelines” and the “Compliance Guidelines Against Commercial Bribery”, continuously monitor the implementation of these guidelines, update these guidelines, improve the applicability of these guidelines, and give full play to their guiding role.
- Carry out a thorough and special anti-monopoly investigation and rectification, covering all aspects of the Group’s operation and management, and constantly improve employees’ anti-monopoly awareness and legal literacy.
- Provide anti-monopoly compliance training, especially training and education on anti-monopoly laws training for all employees, to enhance their awareness of anti-monopoly laws and compliance.
- Strengthen compliance management, revise bulk sales contract template, check whether there are contract terms involving horizontal and vertical monopoly, add anti-commercial bribery terms and the agreement on integrity and compliance, and strive to prohibit behaviours of monopoly and commercial bribery through contractual agreement and penalties.
- Strengthen the legal review of advertising materials, with a focus on the prohibited advertising terms and behaviours specified by laws and regulations, and avoid the risk of violations.

為提高對壟斷等行為的風險識別、防範和處置能力，培育公平競爭文化，我們在避免發生不正當競爭行為方面採取以下措施：

- 起草制定《反壟斷合規管理指引》《反商業賄賂合規指引》，並持續監控相關指引的落地執行情況，不斷更新指引內容，提高指引的可適用性，充分發揮指引作用。
- 深入開展反壟斷專項排查整治工作，排查範圍覆蓋本集團經營與管理的各個方面，不斷提高員工的反壟斷意識和法律素養。
- 開展反壟斷合規培訓，加強對全體員工的反壟斷法規培訓和教育，提高員工的法律意識和反壟斷合規意識。
- 強化合規管理，修訂大宗銷售合同範本，特別注意是否存在涉及橫向壟斷、縱向壟斷的合同條款，增加反商業賄賂條款及誠信合規約定書，力爭通過合同約定和違約罰則來禁止壟斷行為及商業賄賂的發生。
- 加強廣告宣傳材料的法律審核工作，重點關注法律法規所規定的各項禁止使用的宣傳用語和禁止從事的行為，避免發生違法違規風險。

Authentic Medicinal Materials and Traditional Craftsmanship

道地藥材 匠心傳承





1. Authentic Medicinal Materials and Traditional Craftsmanship

道地藥材 匠心傳承

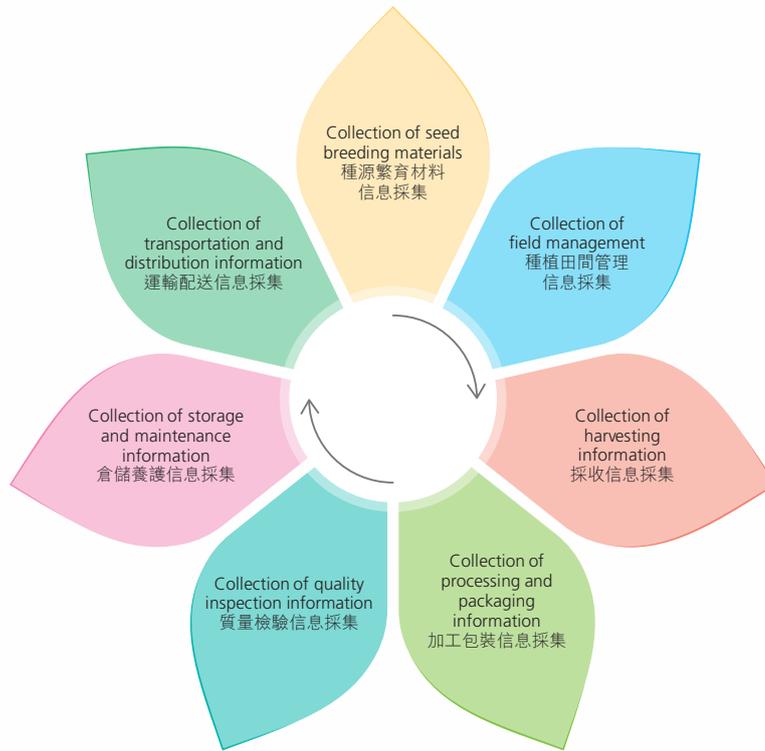
1.1 Authentic Place of Origin

道地產區

The main raw materials used in the Group’s production are various traditional Chinese medicinal materials. The Group strictly abides by the approach of “planting and harvesting specific to places of origin and seasons”. We have established six subsidiaries that engage in planting in Hebei, Hubei, Henan and other regions of Chinese medicinal materials to plant indigowoad root, tuckahoe, cornel and other local traditional Chinese medicinal materials, respectively, which are commonly used by the Group.

本集團用於生產的主要原材料為各類中藥材。本集團嚴格遵循「採其地、用其時」的種植採收標準，已在河北、湖北、河南等中藥材產區自設六家種植型子公司，分別種植板藍根、茯苓、山茱萸等本集團常用之中藥材。

Traceability of whole process from destination to raw materials
從去向到原材料的全過程追溯



Whole process management and information collection from raw materials to destination
從原材料到去向的全過程管理和信息採集

1. Authentic Medicinal Materials and Traditional Craftsmanship

In order to meet the requirements for standardised planting, management and traceability of traditional Chinese medicinal materials, and ensure product quality, realise the supervision of traditional Chinese medicinal materials across the life cycle. In recent years, the Group tried to use modern information technology to build a traceability system for traditional Chinese medicinal materials. With the help of Internet of Things (IoT) technology, the traceability system can collect environmental information such as air temperature, humidity and soil moisture in the place of origin of traditional Chinese medicinal materials, and provide standardised and scientific guidance on the sowing time, fertilisation time and harvest time of different traditional Chinese medicinal materials. At the same time, the traceability system can correlate the provenance batches, planting batches, harvesting batches, processing batches and other data of traditional Chinese medicinal materials to form a complete traceability chain. The quality traceability system of traditional Chinese medicinal materials effectively promotes lean production and the use of information technology to reduce costs and increase efficiency and market competitiveness, and comprehensively enhances the image of Tong Ren Tang brand.

In 2023, the Company continued to promote traditional Chinese medicinal materials planting traceability on a pilot basis. As of the end of the Reporting Period, the Group had included about 15 varieties into the traceability system, including *schizonepeta tenuifolia*, *atractylodes chinensis*, *scutellaria baicalensis*, *gardenia jasminoides*, raspberry, etc. Going forward, the Group will further standardise the management of varieties included in the traceability system, expand the included varieties and bases, and plan to include more new varieties into the traceability system.

為滿足中藥材規範化種植、管理和溯源的需求，保障產品質量，實現對中藥材全生命周期的監管，近年來，本集團嘗試利用現代化信息技術，開展中藥材溯源體系的建設工作。中藥材溯源系統借助物聯網技術，可採集中藥材產地的空氣溫度、濕度、土壤水分等環境信息，對不同中藥材的播種時間、施肥時間、採收時間等進行規範化、科學化指導。同時，中藥材溯源系統可將中藥材的種源批次、種植批次、採收批次、加工批次等數據相關聯，形成完整的追溯鏈條。中藥材質量追溯體系的建立，將有效推動精益化生產，運用信息化手段實現降本增效，增強市場競爭力，全面提升同仁堂品牌形象。

二零二三年，本公司持續推進中藥材種植溯源試點工作，截至報告期末，本集團已有約15個品種納入到追溯系統管理，品種涉及荊芥、蒼術、黃芩、梔子、覆盆子等。未來，本集團將對已納入追溯系統的品種實行進一步的規範化管理，並在此基礎上擴大納入追溯系統的品種和基地，計劃納入更多新品種到追溯系統中。

1. 道地藥材 匠心傳承

1.2 Ecosystem and Natural Resources Conservation

生態環境及天然資源保護

Traditional Chinese medicines and traditional Chinese medicine healthcare have played pivotal role in the development of China for thousands of years and are still common treatments for disease in China today. Among them, medicinal animal and plant resources are an important part of traditional Chinese medicines. They are all derived from nature, and natural medicines cannot be completely replaced by chemical synthetics. Therefore, to meet the needs of the development of the traditional Chinese medicine in the country and fully meet the standards of the with the relevant requirements of the *Pharmacopoeia of the People's Republic of China*, the Company rationally uses natural musk and other medicinal animal and plant resources in some products such as Xihuang Pills (西黃丸) to ensure product efficacy and consumer health and meet consumer demand.

The rational use of medicinal animal and plant resources is not inconsistent with their protection. In order to protect and promote the sustainable utilisation of medicinal animal and plant resources, China has promulgated laws and regulations such as the *Wildlife Protection Law of the People's Republic of China*, the *Implementation Regulations of the People's Republic of China on the Protection of Terrestrial Wildlife* and the *Implementation Regulations of the People's Republic of China on the Protection of Aquatic Wildlife* and the *List of Key Protected Wild Animals in China*, which impose very strict regulatory requirements on the procurement and utilisation of related resources. The Company strictly abides by relevant national laws and regulations when purchasing and using such resources. The Company only purchases relevant resources from suppliers with legal sources of traditional Chinese medicinal materials. Before selling such resources to the Company, the supplier must apply to the national/local administration to get approval, only then will the Company purchase and store the materials in strict compliance with the approved varieties and quantities. When using relevant resources, the Company will apply in advance to the national/local administration for approval on the amount and purpose of use, quantity of finished products and the purchase volume of the "China Wildlife Management Special Label". After approval, we produce in strict compliance with the approved amount of use, and stick the "China Wildlife Management Special Label" on product packaging in accordance with relevant national laws and regulations.

中醫藥在我國數千年的發展中具有舉足輕重的地位，直至今日在我國仍然是治療疾病的常用方法之一。其中，藥用動植物資源作為中藥的重要組成部分，均源自天然，而天然藥物不能完全用化學合成品取代，因此，為滿足我國中醫藥發展需要，符合《中華人民共和國藥典》標準，保證產品療效、滿足消費者的用藥需求與健康，本公司在西黃丸等部分產品中合理使用天然麝香等藥用動植物資源。

保護與合理使用藥用動植物資源並不相悖，為保護及促進藥用動植物資源的可持續利用性，我國出台了《中華人民共和國野生動物保護法》《中華人民共和國陸生野生動物保護實施條例》《中華人民共和國水生野生動物保護實施條例》《國家重點野生保護動物名錄》等法律法規，對相關資源的採購及使用有非常嚴格的監管要求。本公司在採購、使用相關資源時，均嚴格按照國家相關法律法規的規定執行。本公司僅向有合法來源的中藥材供貨商進行相關資源的採購，供貨商在向本公司出售相關資源之前，會向國家／地方行政部門進行申請，經審批後，本公司將嚴格按照經審批的採購資源種類及數量進行採購、入庫。在使用相關資源時，本公司事先向國家／地方行政部門申請相關資源的使用量、使用用途、產成品數量及「中國野生動物管理專用標識」購入量，經審批後，嚴格按照批准的使用量進行生產，並按國家相關法規要求，在產品包裝上粘貼「中國野生動物管理專用標識」。

1. Authentic Medicinal Materials and Traditional Craftsmanship

Meanwhile, to protect the ecological environment and biodiversity and minimise the impact on the environment, the Group's subsidiaries engaging in planting strictly follow GAP requirements and use standardised management approaches to control key points and elements in the process of planting traditional Chinese medicinal materials, such as seeding, fertilisation and pest control, etc. At the same time, the type and use of pesticides and fertilisers are meticulously controlled to avoid environmental pollution. The Group takes all measures to ensure the quality of medicinal materials and to realise the sustainable use of natural resources.

同時，為保護生態環境與生物多樣性，最大限度降低對周邊環境的影響，本集團各種植型子公司嚴格參照GAP要求，通過規範化的管理方式，嚴格把控播種、施肥、病蟲害防治等中藥材種植過程中的各個關鍵點及要素，精細控制農藥化肥的使用，防止其種類和數量的過度使用，避免生態環境污染，進而在保證中藥材質量的同時，實現天然資源的可持續利用。

CASE 案例



Case: Technical training and patrol inspection to protect ecological planting 案例：技術培訓和巡迴檢查， 雙管齊下確保生態種植

One of the Company's subsidiaries, Beijing Tong Ren Tang Hebei Chinese Medicinal Industry Co., Ltd. has established standardised planting bases for medicinal materials according to the planting areas of various medicinal materials. It has formulated standard planting technical procedures and quality standards for various medicinal materials. The

company provides technical training and planting guidance to local planters and conducts patrol inspection during the planting. Local planters are required to strictly follow the standardised procedures according to the technical specifications, and unregulated use of pesticides and chemical fertilisers are not allowed. Medicinal materials are sampled and tested to ensure that medicinal materials meet the quality standard requirements of the *Pharmacopoeia of the People's Republic of China*.

本公司之子公司北京同仁堂河北中藥材產業有限公司根據各種植品種的道地產區，建設道地藥材規範化種植基地，制定出了各種植品種的標準種植技術規程和質量標準，並對當地種植戶進行技術培訓和生長過程的巡迴檢查，要求種植戶根據技術規程要求進行管理，不允許隨意使用農藥和化學肥料，對種植過程中的藥材隨時取樣進行檢測，保證基地產的藥材質量不低於《中華人民共和國藥典》質量標準要求。





1. 道地藥材 匠心傳承

1.3 Supply Chain Management

供應鏈管理

In strict compliance with the *Law of the People's Republic of China on the Administration of Pharmaceuticals*, the *Good Manufacturing Practice ("GMP")* and relevant laws and regulations, the Group established the "Raw Material Procurement Management System", the "Supplier Management System of Auxiliary Materials and Packaging Materials for Production", the "Supplier Management Regulations of Auxiliary Materials and Packaging Materials", the "Management Regulations about Supplier Audit, Evaluation and Approval" and other management system. The Group has clarified supplier qualifications, selection standards, quality auditing and evaluation standards, and material quality evaluation standards to establish an increasingly strict supplier management system.

The Group has an established supplier selection process. Based on adequate qualifications, the Quality Management Department, in collaboration with related units, conducts assessment and on-site audit on suppliers. Only suppliers who have passed the audit and assessment may be included in the Qualified Supplier List, and allowed to supply products.

In 2023, there were 241 qualified suppliers on the Group's Qualified Supplier List and they were eligible for selection based on the Group's actual needs of procurement.

本集團嚴格按照《中華人民共和國藥品管理法》《藥品生產質量管理規範》(「GMP」)及其他法律法規要求，制定了《原料採購管理制度》《生產用輔料、包裝材料供應商管理制度》《輔料、包材供應商管理規程》《供應商審計、評估與批准管理規程》等管理制度，明確供應商資質要求、選擇標準、質量審計評估標準以及物料質量評估標準等，進而建立了日趨嚴格的供應商管理體系。

本集團有固定的供應商選擇流程，在確保供應商資質符合條件的基礎上，由質量部門協同相關單位進行供應商的評估和現場審計。經過審計、評估合格的供應商可被列入本公司《合格供應商名錄》，方可供貨。

二零二三年，列入本集團《合格供應商名錄》的合格供應商共計241家，於開展業務時，我們會根據實際採購需求，從中進行選擇。

1. Authentic Medicinal Materials and Traditional Craftsmanship

Supplier Management by Risk Level 供應商風險分級管理

Based on identified risks of production materials, the Group has adopted level-to-level management which classifies risks into A, B, C and D levels. The Group has identified supplier risk levels accordingly. For different levels, the Group has determined the corresponding audit cycle and has formulated audit plans for next year, based on the outcome of the supplier annual review and risk evaluation, and increases audit frequency on production suppliers with high risks so as to further reduce material purchasing risks.

The Group also regularly reviews all suppliers to ensure supply chain security. During the supply process, if major changes or serious quality problems are identified, the Procurement Management Department can suspend the supplier in question and ask the supplier to rectify at any time, supply can only be resumed after the rectification is accepted. The contract with a qualified supplier can be terminated and the supplier can be disqualified if necessary. At the end of each year, the Procurement Management Department, the Quality Management Department, and each production entity shall conduct a comprehensive evaluation of suppliers and jointly fill in the Annual Scoring Form for the Comprehensive Evaluation of Suppliers. The Quality Management Department evaluates the suppliers' quality deviation and quality complaint. The Procurement Management Department conducts a comprehensive evaluation according to the service quality. Each production entity carries out annual comprehensive evaluation of suppliers according to the production, utilisation, storage and transportation condition.

本集團依據生產所需物料的風險，將生產所需的物料分為A、B、C、D四個等級進行分級管理，並以此劃分供應商的風險等級。針對不同的風險等級，本集團規定相應的審計周期，並結合供應商年度回顧及風險評估結果制定新一年的供應商審計計劃，針對高風險物料的供應商適時增加審計頻次，進一步降低採購風險。

同時，本集團亦會對所有供應商進行定期評審，保證供應鏈安全。在供貨過程中，如發現供應商有重大變動或出現嚴重質量問題，採購管理部門有權隨時要求供應商停止供貨，進行整改，整改合格後方可繼續供貨；必要時終止合同，並取消其合格供應商資格。每年末由採購管理部門、質量管理部門以及各生產單位對供應商進行綜合評估，共同填寫《供應商年度綜合評價打分表》。質量管理部門根據供應商質量偏差和質量投訴進行評估；採購管理部門根據服務質量進行綜合評估；各生產單位根據生產使用情況，存儲運輸情況等對供應商進行年度綜合評估。



1. 道地藥材 匠心傳承

To reduce the risk of reduced or interrupted supply of raw materials, the Company's Procurement Department formulates a procurement plan based on the production schedule, raw material inventory, raw material quality, average annual consumption, and raw material planting areas to ensure reasonable inventory. Particularly for seasonal traditional Chinese medicinal materials, the Procurement Department sorts out the harvesting time of the planting areas of Chinese medicinal materials, communicates with the production entities in advance for traditional Chinese medicinal materials known to be of low yield, confirms the production demand, and formulates the procurement plan in advance to ensure stable supply.

During the Reporting Period, the Group did not have any events with material risks and impacts along the supply chain.

為降低原材料供應量減少或中斷風險，本公司採購部門結合生產情況、原材料儲備情況、原材料質量特性、平均年用量、原材料產區情況等制定採購計劃，確保合理庫存。特別是對於季節性有要求的中藥材，採購部門將及時梳理中藥材產地的產新時間，對已知的產量較低的中藥材產品，提前與生產部門進行溝通，確認生產需求，提早制定採購計劃，確保穩定供應。

報告期內，本集團未發生供應鏈環節中具有重大風險與影響的事件。

Green Supply 綠色供應

The Group establishes a sound system and implements standardised management on material procurement. The purchased raw materials, auxiliary materials, packaging materials and other materials must meet the corresponding national standards and environmental protection characteristics (for example, strictly control the content of pesticide residues and heavy metals in raw materials; environmental protection ink and environmental protection glue are purchased as packaging materials). At the same time, ESG considerations such as corporate governance, safety and environmental protection are gradually incorporated into supplier audit, and through interviews and other means, suppliers are urged to continuously improve their environmental awareness and driven to jointly realise green, harmonious and sustainable development. In addition, we will continue to deliver ESG training to suppliers to raise their ESG awareness. During the Reporting Period, we delivered ESG training to more than 50 suppliers.

本集團建立健全制度體系，對物料採購實行標準化管理，所選購的原材料、輔料、包材等物料均須符合相應的國家標準及環保特性（例如，嚴格控制原材料中農藥殘留物及重金屬含量；所選購的包材需使用環保油墨及環保膠等）。同時，在供應商審計中逐步納入公司治理、安全環保等 ESG 方面的考慮因素，並通過訪談等方式，促使供應商不斷提升環保意識，帶動供應商共同實現綠色、和諧、可持續發展。此外，我們亦將持續對供應商進行 ESG 培訓，促使供應商提升 ESG 意識，於報告期內，已對 50 餘家供應商開展 ESG 培訓。

Quality Commitment and Responsibility First

品質擔當 責任至上



2. Quality Commitment and Responsibility First 品質擔當 責任至上

2.1 Quality Control 質量控制

The Group has strictly complied with the *Law of the People's Republic of China on the Administration of Pharmaceuticals*, the *Law of the People's Republic of China on Product Quality*, the *Law of the People's Republic of China on Traditional Chinese Medicine*, the *Administrative Measures on Adverse Drug Reaction Reporting and Monitoring* and other national laws and regulations on product safety to ensure product safety. In 2023, there were no product liability violations that had a material impact on the Group.

The Group's quality control is mainly implemented in accordance with the relevant requirements of the *Pharmacopoeia of the People's Republic of China*, the GMP and the Group's internal quality control standards. The Group has formulated various quality inspection and management standards, including those for traditional Chinese medicinal materials, excipients, packaging materials, intermediate goods and finished products, and made detailed regulations on various objects, methods and contents of inspection. Internal and external trainings have been organised for relevant units to ensure that the new requirements of various drug laws and regulations are implemented in work.

The Group's quality control of Chinese patent medicines covers the entire production cycle of the product from raw material procurement, warehouse management, and processing, to product quality control and after-sales feedback. In terms of quality testing, the Group has continuously introduced automated and intelligent testing equipment, to reduce human error and improve testing efficiency. We have also adopted a variety of quality control methods, including sample test, full inspection and special inspection to ensure product quality.

本集團嚴格遵照《中華人民共和國藥品管理法》《中華人民共和國產品質量法》《中華人民共和國中醫藥法》《藥品不良反應報告和監測管理辦法》等國家有關產品安全的法律法規，致力於確保產品安全。二零二三年，未發生對本集團有重大影響的產品責任違規情況。

本集團的質量控制主要根據《中華人民共和國藥典》、GMP及本集團內部質量控制標準的相關要求執行。同時，本集團制定了各項質量檢驗管理標準，包括中藥材、輔料、包材、中間產品及成品，對各類驗品、檢驗方法與檢驗內容做出了詳細規定，並組織相關單位開展內外部培訓，確保各項藥政法規要求落實到位。

本集團對中成藥的質量控制覆蓋了產品的全生產周期，涵蓋原料採購、倉儲管理、炮製加工、產品質量控制、售後反饋等各個環節。在質量檢測流程方面，本集團持續引入自動化和智能化的檢測設備，在減少了人為誤差的同時提高了檢測效率；同時，採用多種質量控制方式，包括抽檢、全檢、專項檢查等，以確保產品質量。

2. Quality Commitment and Responsibility First

In terms of quality control of medicinal raw materials, the Group has a professional inspection team experienced in medicinal raw material acceptance and inspection. The team of medicinal materials experts exercise rigorous control over the quality of medicinal materials by first carrying out appearance character inspection of medical raw materials by “looking, smelling and tasting” and other detection methods, then the team conducts a full inspection for traditional Chinese medicinal materials by lot with professional equipment to eliminate such phenomena as dyeing, weight gain and adulteration of medicinal materials.

The Group exercises strict product quality control throughout the production process. Adhering to ancient maxims, the Group combines traditional preparation techniques with modern pharmaceutical technologies, and strictly complies with characteristic traditional Chinese medicine processing and production procedures and techniques that Tong Ren Tang has developed over nearly a century. The Group strictly controls every key point in production and constantly pursues better quality. Tong Ren Tang boasts characteristic grinding levels, mixing uniformity, as well as temperature and timing in mixing Chinese medicinal materials of different qualities. In addition, our production features special manual water-based pill manufacturing techniques and wax coating techniques.

Regarding production quality control, the Group regularly carries out meticulous and overall on-site inspections for all production workshops, and rigorously controls product quality by strengthening on-site management and manufacturing monitoring. In case of substandard products in the production process, the quality officers have veto power to ensure the compliance of products with quality requirements.

在中藥材質量控制方面，本集團配備有經驗豐富的中藥材驗收專家團隊與檢驗團隊，由中藥材專家團隊首先通過「眼看、鼻聞、口嘗」等方式對中藥材進行外觀性狀檢驗，再由檢驗團隊利用專業儀器設備對中藥材進行全項檢驗，杜絕藥材染色、增重、摻偽等現象，嚴格把控中藥材原材料質量。

在生產過程中，本集團始終嚴格堅持產品質量控制，遵照古訓，在繼承同仁堂傳統炮製技藝的同時，與現代製藥技術相結合，嚴格遵循在百年實踐中形成的獨具同仁堂特色的中藥加工製作工序及工藝，嚴格把控每一個生產關鍵點，不斷追求精益求精。不同質地中藥材粉碎的細度、研配的均勻度、合坨的溫度和時間、手工泛丸技術、吊蠟皮技術等均獨具特色。

在產品質量管控方面，本集團定期對各生產車間進行細緻、全面的現場檢查，通過加強現場管控，對產品生產進行監控，嚴格確保產品質量。在生產過程中若出現不合格產品，質量管理人員均有權實行一票否決權，確保產品符合質量要求。





2. 品質擔當 責任至上

The Group organised a joint quality inspection team composed of relevant management departments and industrial units according to the 2023 GMP self-inspection plan, to conduct quality supervision, inspection and unannounced inspections for all production units, subsidiaries, and some entrusted production units. During the Reporting Period, no serious deficiencies or material deficiencies were identified in the 23 entities under the Group that had completed the self-inspection. The entities inspected have conducted deviation investigation and taken corrective and preventive measures for problems identified and completed the rectification within the specified time. By the end of the Reporting Period, all relevant units had completed rectification. The Group's quality management system operates in a standardised and effective manner.

In terms of education and training, the Group has organised or participated in 38 internal and external training sessions in accordance with the 2023 quality education and training plan, based on the requirements of quality education and training.

All the Group's production lines have passed GMP certification or GMP compliance inspection, and some production lines have also been certified by the Therapeutic Goods Administration (TGA) in Australia, the European Union and the Ministry of Health, Labour and Welfare in Japan.

自檢方面，本集團根據二零二三年 GMP 自檢計劃，組織相關管理部室、各工業單位組成聯合檢查組，對本集團內各生產單位、子公司、部分委託生產單位進行質量監督檢查及飛行檢查。報告期內已完成本集團內 23 個單位的自檢工作，未發現嚴重缺陷項和主要缺陷項。被檢查單位針對發現問題均已開展偏差調查及糾正預防措施，並在規定時間內完成整改工作。截至報告期末，各相關單位已完成整改，本集團質量管理體系運行規範及有效。

教育培訓方面，本集團圍繞質量教育與培訓的工作要求，根據二零二三年質量教育培訓計劃，共組織開展或參與內外部培訓 38 次。

本集團所有生產線均通過 GMP 認證或 GMP 符合性檢查，部分生產線亦獲得澳大利亞 TGA 認證、歐盟認證及日本厚生省認證。

2. Quality Commitment and Responsibility First

Drug Recall

藥品召回

Drug recall refers to the recall of drugs with potential safety hazards that have been put on the market by drug manufacturers in accordance with prescribed procedures. In accordance with the relevant requirements of the National Medical Products Administration and the Group's drug quality management, the Group has established the "Regulations on Drug Recall Management" and a drug recall team composed of heads of quality, sales, production, and finance departments. If quality defects or safety hazards are identified in launched products, they will be promptly handled in strict compliance with the protocol and procedures to safeguard consumers' interests and medication safety.

藥品召回是指藥品生產企業按照規定的程序收回已上市銷售的存在安全隱患的藥品。根據國家藥品監督管理局及本集團藥品質量管理的相關要求，本集團已制定《藥品召回管理規程》，並成立了藥品召回小組，由質量、銷售、生產、財務等部門負責人組成。如若發現已上市銷售的產品存有質量缺陷或安全隱患，將及時按照制度及程序嚴格執行，保障消費者的切身利益與用藥安全。

Drug Recall Process

藥品召回處理流程

Before the recall 召回前

The Quality Management Department conducts investigation and evaluation of drugs that may have potential safety hazards, and issues an evaluation report.

質量部門對可能具有安全隱患的藥品進行調查評估，出具評估報告。

The drug recall team makes a recall decision based on the evaluation report and initiates the recall.

藥品召回小組根據評估報告作出召回決定，啟動召回。

The Quality Management Department formulates a recall plan, drafts and issues a recall notice, and prepares the recalled drug information (including name, batch number, dosage form, quantity, specification and production date), sales records, instructions for discontinuation of sales and use, and at the same time submits a report to the drug supervision and administration authority.

質量部門制定召回計劃，擬定下達召回通知，並準備好召回藥品資料(包括名稱、批號、劑型、數量、規格、生產日期)、銷售記錄、停止銷售和使用的說明，同時向藥品監督管理機構報告。

The Sales Department tracks the flow and notifies the distributor to stop selling and using appropriate drug after notified.

銷售部門接到通知後追蹤流向，通知經銷商停止銷售、使用相應藥品。

2. 品質擔當 責任至上

During the recall 召回中

Each member unit of the drug recall team keeps records properly. The records are sorted and summarised by the Quality Management Department who then fills in the recall summary table, evaluates the effect of the recall and submits a summary report to the drug supervision and administration authority. The records are archived, and an announcement is made in written form that the recall is over.

藥品召回小組各成員單位做好記錄，由質量部門對記錄進行整理匯總，填寫召回情況匯總表，並對召回效果進行評價，向藥品監督管理機構提交總結報告；記錄存盤，書面形式宣佈召回結束。

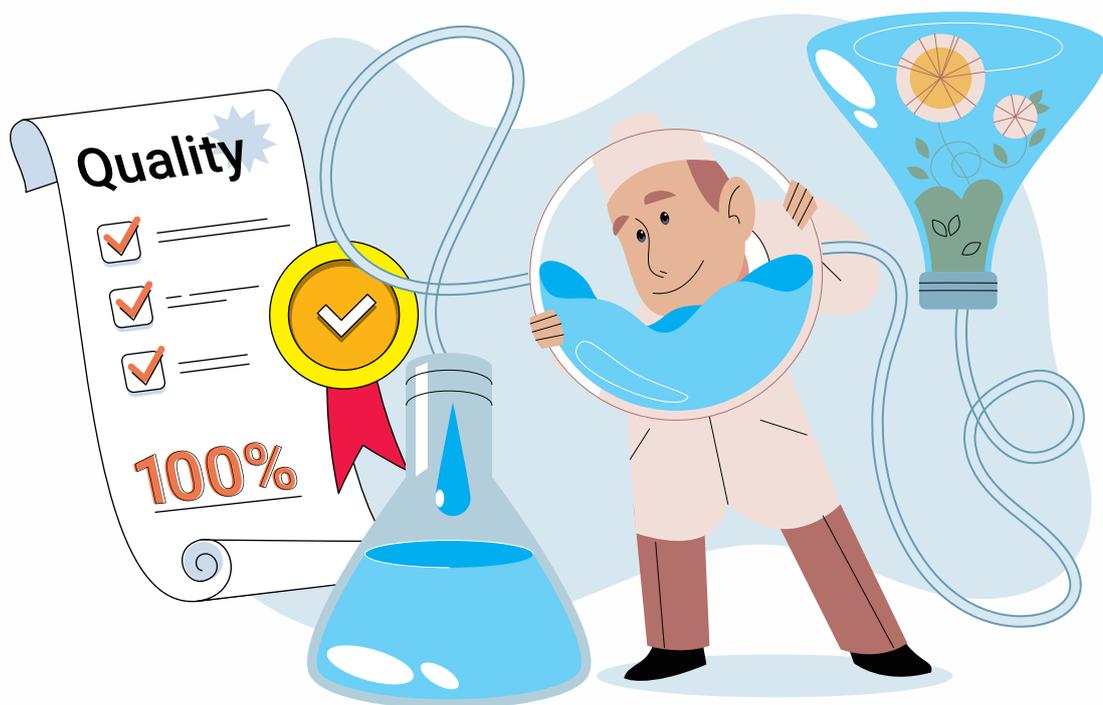
After the recall 召回後

The products are retrieved and put it in the non-conforming product warehouse. After the investigation and evaluation is completed, they will be dealt with in accordance with the relevant provisions of the "Non-conforming Product Management Regulations".

收回產品，放入不合格品庫，待調查評估結束後，按《不合格品管理規程》的相關規定進行處理。

In 2023, the Group recorded no recall due to product quality, safety and health issues.

二零二三年，本集團未發生因產品質量安全及健康問題召回的情況。



2. Quality Commitment and Responsibility First

2.2 Innovation and Research and Development 創新研發

In order to improve the level of scientific research, enhance innovation capabilities and ensure the standardisation and institutionalisation of scientific research projects, the Group has formulated the research and development (“R&D”) Project Management System to clarify the management regulations for scientific research planning, project application and approval, project implementation process, use of project funding, etc. In addition, we have formulated the “Regulations on Scientific and Technological Innovation Management”, the “Management System of the Secondary Research Projects” and the “Regulations on New Product Project Initiation Management”, to facilitate scientific and technological innovation.

The Group also attaches importance to the management of intellectual property rights. In accordance with the *Patent Law of the People’s Republic of China*, the *Detailed Rules for the Implementation of the Patent Law of the People’s Republic of China* and other relevant provisions, and in alignment with the Group’s situation, the Group has formulated the “Patent Management Measures”, which stipulates patent applications, patent licensing, patent protection and maintenance, patent asset management and evaluation. During the year, the Group obtained 2 patent authorisations. As of the end of the Reporting Period, the Group had 24 invention patents, 2 utility model patents and 1 design patent.

In terms of product R&D, the Group devotes itself to the secondary research of existing products. During the Reporting Period, the Group focused on the cultivation of “large varieties”, worked with field experts and well-known hospitals, and promoted the clinical research of several large varieties, such as Zhuangyao Jianshen Pills (壯腰健腎丸), Xihuang Pills (西黃丸), Jiawei Xiaoyao Pills (加味逍遙丸), Shengmaiyin Liquor (生脈飲口服液), etc. For existing products such as Pediatric Rhinitis Tablets (小兒鼻炎片) for product marketing, new dosage forms were studied to improve product compliance. In addition, the Group continued to promote the R&D of new compound drugs of Qishen Granules (芪參顆粒), and classic traditional Chinese medicine compound liquid preparation such as Shaoyao Gancao Decoction (芍藥甘草湯) and Linggui Zhugan Decoction (苓桂朮甘湯).

為提高科研水平、增強創新能力，確保科研項目規範化、制度化，本集團已制定《研發項目管理制度》，對科研計劃、項目申報審批、項目實施過程、項目經費使用等作出明確的管理規定。此外，我們制定《科技創新管理規定》《二次科研項目管理制度》和《新產品立項管理規定》等制度，以便高效開展科技創新相關工作。

本集團亦重視知識產權管理，根據《中華人民共和國專利法》《中華人民共和國專利法實施細則》等有關規定，結合本集團的具體情況，制定了《專利管理辦法》，對專利申請、專利的許可使用、專利的保護與維護、專利的資產管理和評估工作進行了相應的規定。本年度，本集團共獲得2項專利授權，截至報告期末，共擁有發明專利24項，實用新型專利2項，外觀設計專利1項。

在產品科研方面，本集團主要致力於現有產品的二次科研，於報告期內，本集團聚焦「大品種」培育，與領域專家及知名醫院合作，持續推進壯腰健腎丸、西黃丸、加味逍遙丸、生脈飲口服液等多個大品種的臨床研究工作。針對小兒鼻炎片等已上市產品，開展新增劑型研究，以期提高產品順應性。此外，本集團繼續推進創新藥芪參顆粒及芍藥甘草湯、苓桂朮甘湯等經典名方的研發工作。



2. 品質擔當 責任至上

R&D Progress 研發進展

In terms of R&D platform construction, the Group upgraded its information management, promoted the construction of LIMS (Laboratory Information Management System), achieved paperless and automatic control of information collection, processing, transmission and traceability, and currently dual systems are being implemented.

In terms of product R&D, the Group has been actively cultivating "Major Varieties", focusing on the R&D of innovative Chinese medicine while being committed to the secondary research of existing products. On the basis of the research report and guided by clinical practice, the Group invited nearly 50 well-known experts in various fields and disciplines to hold a meeting of top-level design experts for the cultivation of large varieties, and formulated the "one product, one policy plan" (一品一策方案) for more than 20 large varieties, designed to achieve precise policy implementation based on accurate profiling. The Group also made full use of the platform of industry associations, and worked with Guangdong Pharmaceutical Association to formulate and release the "Expert Consensus on the Clinical Application of Xihuang Pill in the Prevention and Treatment of Breast Hyperplasia" to help market the products.

在研發平台建設方面，本集團升級信息化管理水平，推動LIMS(實驗室信息管理系統)建設，實現信息採集、處理、傳遞和溯源無紙化、自動化控制，現階段實施系統雙軌運行。

在產品科研方面，本集團積極培育「大品種」，在致力於現有產品二次科研的同時，持續注重創新中藥的研發工作。本集團在調研報告基礎上，以臨床為導向，邀請近50位多領域、多學科知名專家，召開大品種培育頂層設計專家論證會，完成20餘個大品種的「一品一策方案」制定，以精準畫像實現精準施策。同時，本集團充分利用行業協會學會平台，與廣東省藥學會合作制定並發佈《西黃丸預防和治療乳腺增生性疾病的臨床應用專家共識》，助力產品市場推廣。

2. Quality Commitment and Responsibility First

In addition, the Group worked with the First Affiliated Hospital of Tsinghua University, the Cancer Hospital of Chinese Academy of Medical Sciences and other well-known hospitals to carry out 18 clinical studies. The research content covers evidence-based medicine research, clinical research and pharmacoconomics research of existing products, and pharmacodynamic evaluation and mechanism research of 7 varieties are carried out to provide scientific evidence for product marketing.

During the year, the Group obtained 5 acceptance notices of patent application, and applied for patent protection for new products under research in the aspects of prescription and use in combination with scientific research achievements and the idea of patent cascade protection. The Group published 14 papers, including 4 SCI papers, and started the publication of 26 papers, providing academic support for the clinical application and promotion of varieties. The Group applied for the second prize of Beijing Science and Technology Progress Award in 2023 with the project of “Development and Industrialisation of Key Technologies for Continuous Manufacturing of Traditional Chinese Medicine Extracts” and the evaluation results have been announced.

As of 31 December 2023, the Group’s (including Tong Ren Tang Chinese Medicine Group) R&D expenditure (including employee welfare expenditure, depreciation and amortisation charge) reached RMB185.469 million (2022: RMB134.194 million), accounting for 1.92% of net assets (2022: 1.49%) and 2.74% of revenue (2022: 2.24%).

此外，本集團與清華大學第一附屬醫院、中國醫學科學院腫瘤醫院等知名醫院合作開展18項臨床研究。研究內容涵蓋已有產品的循證醫學研究、臨床研究和藥物經濟學研究，並對7個品種進行藥效學評價及機制研究，為產品的市場推廣提供科學證據。

本年度，本集團獲得5項專利受理通知書，同時結合科研成果及專利梯次保護工作思路，從處方、用途方面對在研新產品申請專利保護；已有14篇論文見刊，其中SCI論文4篇，並啟動26篇論文的發表工作，為品種的臨床應用和推廣提供學術支撐；本集團依托「中藥提取製劑連續製造關鍵技術開發及產業化」項目申報二零二三年北京市科學技術進步二等獎，目前評審結果公示已結束。

截至二零二三年十二月三十一日止年度，本集團（包含同仁堂國藥集團）之研究開發支出（包括員工福利開支、折舊及攤銷費用的研究開發費用）為人民幣18,546.9萬元（二零二二年：人民幣13,419.4萬元），佔淨資產比例為1.92%（二零二二年：1.49%），佔收入比例為2.74%（二零二二年：2.24%）。





2. 品質擔當 責任至上

External Cooperation

外部合作

Going forward, the Group will continue to make efforts in new product development, variety cultivation, construction of an innovation platform for integrating production and education and Beijing-Tianjin-Hebei basic research cooperation, and the Group will continue to deepen the industry-academy-research cooperation with Beijing University of Chinese Medicine.

In terms of new product development, we will work with Beijing University of Chinese Medicine to promote the R&D of new compound drugs of Qishen Granules (芪參顆粒). The project has been accepted of clinical trials, and the preparation of clinical drugs will continue in the future. In addition, we have also worked with Dongfang Hospital affiliated to Beijing University of Chinese Medicine on innovative drugs in the field of clinical refractory diseases, and the new drug project will be initiated.

In terms of variety cultivation, we worked with Dongfang Hospital affiliated to Beijing University of Chinese Medicine to conduct clinical research on several products, such as Xingxiao Pills (醒消丸) and Jiawei Xiaoyao Pills (加味逍遙丸), to provide basic research data for varieties.

未來，本集團將在新產品開發、品種培育、產教融合創新平台建設、京津冀基礎研究合作等領域持續發力，並繼續深化與北京中醫藥大學的產學研合作。

新產品開發方面，我們將與北京中醫藥大學協同推進創新藥芪參顆粒的開發進展，該項目已獲得臨床試驗受理通知，後續將繼續開展臨床用藥的製備。此外，我們還與北京中醫藥大學東方醫院就臨床難治疾病領域創新藥開展合作，該項目將啟動新藥立項工作。

品種培育方面，與北京中醫藥大學東方醫院合作，開展醒消丸、加味逍遙丸等多個產品的臨床研究，為品種提供基礎研究資料。

2. Quality Commitment and Responsibility First

2.3 Customer Service 客戶服務

Upholding the principle of honesty and trustworthiness, the Group provides consumers with accurate consumption information, ensures consumers' right to know, and offers a reliable service environment for consumers. At the same time, the Group spares no effort to protect consumers' privacy. Personal information collected from consumers is kept strictly confidential and managed by dedicated staff. In case of leakage of consumer personal information and serious consequences, the relevant persons will be held responsible. During the Reporting Period, there was no leakage of customer information, nor any loss incurred.

The Group continuously standardises its services, strives to raise the quality and level of services and creates a high-quality and efficient service support system. The Group has established an after-sales service supervision department, developed the "Customer Service (Complaint) Management System" and the "Operational Procedures for Handling Pharmaceutical Enquiries and Complaints" to standardise the operational procedures for pharmaceutical enquiries, complaints and complaint handling, kept a detailed record of consumer visits, incoming calls and emails, and patiently explained and answered their enquiries. Investigations are carried out promptly and cases are handled properly in case of product complaints.

To provide consumers with more convenient and professional services, the Group has opened multi-channel services, provided online "digital intelligence and manual" services via hotlines and online enquiry platforms, and provided around-the-clock response services with the help of intelligent robots and knowledge database. Consumers can also choose manual consultation for more complex questions. The online platform effectively addresses the huge number of after-sales enquiries and manpower shortage, provides more thoughtful services for consumers, and provides more vivid and diverse services in the form of pictures and texts.

本集團秉承誠實守信之原則，為消費者提供準確的消費信息，確保消費者的知情權，進而為廣大消費者營造一個可以信賴的服務環境。同時，本集團竭力保護消費者隱私，對收集的消費者個人信息安排專人負責保存管理，並嚴格保密，一旦出現消費者個人信息洩露並造成嚴重後果的情況，將追究相關人員的責任。報告期內，本集團未發生洩露客戶信息事件，也未造成任何損失。

本集團持續規範服務行為，努力提高服務質量和服務水平，打造優質高效的服務支持體系。本集團設有售後服務監察部，制定《客戶服務(投訴)管理規定》，並建立《處理藥品投訴、諮詢操作規程》，對藥品諮詢、投訴及處理等操作程序進行規範，詳細記錄消費者來訪、來電及郵件記錄，給予其耐心解釋與答覆，如遇產品投訴等情況將立即調查並妥善處理。

為向消費者提供更加便捷、專業的服務，本集團開通了多渠道服務，提供熱線電話和線上諮詢平台，實現了線上「數智化+人工」的服務，借助智能機器人和知識庫，實現7*24小時的回應服務；諮詢方式增加人工諮詢服務，解答消費者更複雜的問題。線上平台有效解決了售後服務諮詢量大和人力不足等問題，為消費者提供更加周到的服務，同時採用圖文方式提供更形象生動、更具多元化的服務。



2. 品質擔當 責任至上

To meet customers' in-depth needs and improve service quality, departments are regularly organised to participate in internal and external training online and offline to improve personal ability and service quality, and provide more efficient and valuable services.

The Group has established an after-sales service system including all product subsidiaries, revised and improved a number of systems such as the "Customer Service (Complaint) Management Regulations", the "Product Anti-counterfeiting Management System" and the "Market Inspection Management System", and clarified the responsibilities, staffing and other relevant requirements of relevant units, with a view to continuously improve the overall after-sales service level of the group, effectively improve the response rate, resolution rate and satisfaction rate of after-sales services. At the same time, the Company continues to implement the relevant work of "immediate action upon complaint" and strengthen internal and external coordination to actively solve various problems raised by consumers.

In 2023, the Company received more than 2,700 enquiries and complaints from customers, and we spared no effort to safeguard consumers' legitimate rights and interests by responding to and handling their enquiries actively and properly in a timely manner.

此外，為了滿足顧客深層次需求，提升服務質量，我們定期組織部門通過線上或線下方式，參與內外部培訓，作為提升個人能力與服務質量的主要抓手，力爭提供更高效，更有價值的服務。

本集團已建立包括所有產品型子公司在內的售後服務體系，並制定《客戶服務(投訴)管理規定》《產品打假工作管理制度》《市場巡查管理制度》等多項制度，明確各相關單位職責、人員配置等相關要求，旨在持續提高本集團整體售後服務水平，切實提升售後服務工作的響應率、化解率、滿意率。同時，本公司持續落實「接訴即辦」相關工作，加強內外部聯動，積極解決消費者提出的各種問題。

二零二三年，本公司客戶服務熱線共接到消費者各類諮詢及投訴信息2,700餘次，並對信息予以及時響應及積極妥善處理，竭力保障消費者的合法權益。

2. Quality Commitment and Responsibility First

Year 年份	Number of enquiries and complaints (times) 投訴及諮詢數量(次)
2021	3,174
2022	2,750
2023	2,789

In product marketing activities, the Group has strictly complied with the *Good Supply Practice for Pharmaceutical Products*, the *Advertisement Law of the People's Republic of China*, the *Law of the People's Republic of China on the Administration of Pharmaceuticals* and other applicable laws and regulations, and formulated the Group's internal management systems including the "Advertisement and Publicity Management Regulations" and the "Internal Review Management System for Publishing Information Online". It has also established advertisement management procedures and an advertisement review and filing system. We provide consumers with accurate consumption information, ensure consumers' right to know and offer a reliable service environment for consumers.

在市場宣傳過程中，本集團嚴格執行《藥品經營質量管理規範》《中華人民共和國廣告法》《中華人民共和國藥品管理法》等國家法律法規，並制定《廣告宣傳管理規定》及《網絡信息發佈內部審核管理制度》等內部管理制度，建立廣告管理流程及審查備案制度。確保為消費者提供準確的消費信息，保障消費者的知情權，進而為廣大消費者營造一個可以信賴的服務環境。



Environmental Protection and Ecological Conservation

綠水青山 生態長存



3. Environmental Protection and Ecological Conservation

綠水青山 生態長存

The Group has been committed to environmental protection and ecological development while providing health services for the public. The concept of green manufacturing is reflected across the whole process of production management, making green the defining colour of the Company's high-quality development.

本集團在為大眾提供健康服務的同時，始終堅定環保生態發展之路，綠色製造理念貫穿企業生產管理全過程，讓綠色成為企業高質量發展的底色。

3.1 Use of Resources Management

資源使用管理

The Group is committed to becoming a resource-saving and environment-friendly modern green enterprise. We have actively implemented the green concept of energy saving and consumption reduction in daily production and operation and strictly implemented the *Energy Conservation Law of the People's Republic of China* and other relevant national laws and regulations. We have formulated the "Energy and Water Management System" and other internal management system, striving to strengthen energy management, practice green office and green production, and actively implement energy conservation and consumption reduction in production, operation and daily office work. The resources and energy consumed by the Group in the production process mainly include water, electricity, steam and natural gas, etc., which are all obtained through outsourcing. Please refer to the appendix of this Report for details of the resources and energy consumed by the Group's main production entities in 2023.

本集團致力於成為資源節約型、環境友好型的現代綠色企業，在日常生產經營中積極落實節能降耗的綠色理念，嚴格執行《中華人民共和國節約能源法》等國家相關法律法規，制定了《能源、水資源管理制度》等內部管理制度，力求在生產經營和日常辦公中加強能源管理，踐行綠色辦公和綠色生產，積極落實節能降耗。本集團在生產過程中所消耗的資源與能源主要包括水、電、蒸汽和天然氣等，均通過外購方式獲得。二零二三年，本集團主要生產單位消耗的資源與能源情況請參見本報告附錄。



3. Environmental Protection and Ecological Conservation

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Energy Management 能源管理

To achieve precise energy management and collect various types of energy usage data of water, electricity and natural gas more accurately, effectively and promptly, the Group has gradually established energy management and control platforms in each major production unit to monitor the usage of all types of energy since 2020; an economic operation monitoring and energy efficiency evaluation system was also established to analyse the energy consumption indicators and operation parameters of major energy-consuming equipment, display energy usage data in real time, and reasonably control the operation of equipment and facilities to improve equipment operation efficiency and continuously improve resource management.

In 2023, the Group's energy monitoring systems at the entity level were successively launched. At the end of 2023, the third phase of the energy management and control platform started the construction. After the completion of the third phase, the energy consumption of production entities such as electricity, water and gas can be monitored in real time, the energy consumption of various workshops and equipment can also be accurately displayed. With this system, each production entity can collect and analyse relevant data, and formulate energy conservation and emission reduction plans accordingly, to minimise energy consumption.

為實現精細化能源管理，更準確、有效、及時地收集水、電、天然氣等各類能源使用數據，自二零二零年起，本集團在各主要生產單位逐步建立能源管控平台，用以監控各類能源的使用情況，並通過建立經濟運行監控及能效評價體系，對主要用能設備的能耗指標和運行參數進行分析，實時展示能源使用數據，合理控制設備設施運轉，提高設備運行效率，不斷提高資源管理水平。

二零二三年，本集團各單位級能源監控系統相繼啟用，二零二三年底，能源管控平台開啟三期建設，三期建設完成後，不但可以實時監測生產單位的電、水、氣等能源消耗，還能精確地顯示各車間、各設備的能耗情況。通過該系統，各生產單位可以對相關的數據進行採集、分析，據此制定出相應的節能減排行動，從而減少能源消耗。

3. Environmental Protection and Ecological Conservation

In 2023, the Group promoted the orderly application of clean energies and explored new measures for green operation. The Company has been promoting solar photovoltaic power generation projects in Daxing branch factory, Yizhuang branch factory and Beijing Tong Ren Tang (Tangshan) Nutrition and Healthcare Co., Ltd (北京同仁堂(唐山)營養保健品有限公司). As of the end of the Reporting Period, the Group had photovoltaic installed capacity of 2.79 MW, covering an area of about 21,000 m², which generated photovoltaic power of about 2.57 million kWh during the Reporting Period. Looking forward, the Group will continue to move forward “Green Initiatives and Carbon Reduction” to help achieve the carbon peaking and carbon neutrality goal.

二零二三年，本集團有序推進清潔能源應用、探索綠色運營新舉措。本公司大興分廠、亦莊分廠及本公司之子公司北京同仁堂(唐山)營養保健品有限公司陸續開展光伏發電項目建設。截至報告期末，本集團光伏裝機容量2.79兆瓦，面積約2.1萬平方米，報告期內光伏發電量約為257萬千瓦時。未來，本集團將持續推進「增綠減碳」工作，助力「雙碳」目標達成。

CASE 案例



Replacing lighting fixtures to cut power consumption

更換照明器具，大幅減少電耗

During the Reporting Period, the Company renovated the lighting of the labour union auditorium and office building, replaced the original 400W lighting fixture with V.Max 36W lighting fixture. The new lighting fixture is significantly less heated than the original lighting fixture, and the lighting effect of varying brightness and colour temperature can be adjusted for different scenarios. The new

lighting can be automatically switched on and off by detecting human activity. The lighting renovation project can save about 33,000 kWh of electricity every year.

於報告期內，公司對工會禮堂和辦公樓進行照明改造，將原有400瓦照明器具更換為最高36瓦的照明器具，新照明器具較原照明器具發熱量大幅減少，可根據不同使用場景切換不同亮度及色溫的照明效果，並可自動偵測人員活動確定是否亮燈。照明改造項目每年可節約電力約3.3萬千瓦時。



3. 綠水青山 生態長存

Water Management 水資源管理

The Group mainly uses industrial water for pharmaceutical production and auxiliary equipment, as well as domestic water for office use. The Group mainly derives water resource from the local municipal water supply, and water shortage is not a key constraint in the Group's production process, and the Group does not have any problem in accessing water resources. To improve water use efficiency, the Group has formulated the "Energy and Water Resources Management System" and other internal management systems, and uses water-saving appliances to regularly inspect and maintain the water supply system to avoid spillage and leakage. In addition, the Group adopts a circulating water system in the production process and uses reclaimed water for greenbelt irrigation to promote water recycling and reuse and reduce water consumption. To set water usage target, the Company formulates water use assessment indicators based on the water usage indicators issued by local offices of water conservation at the beginning of the year, then incorporates the assessment of water usage into the energy assessment targets to encourage production entities to save water efficiently.

The Group strictly follows the national and local pollutant discharge standards and accordingly formulated the "Water Pollution Prevention and Control Management System", and conducts decontamination treatment of various pollutants such as waste water generated in the production process before discharging them when they reach or are below national and local discharge standards to reduce the discharge intensity.

本集團用水主要集中於製藥生產與輔助設備所用的工業用水，以及用於辦公方面的生活用水。本集團所用的水資源主要來源於當地市政供水，水資源短缺並非本集團生產過程中的關鍵性制約因素，在求取適用水源方面不存在問題。為提升用水效率，本集團制定了《能源、水資源管理制度》等內部管理制度，並通過使用節水型器具，定期對供水系統進行檢查、維護，避免跑、冒、滴、漏的現象發生。此外，本集團在生產環節中採用循環水系統，利用中水進行綠地澆灌，促進水資源的回收再利用，降低水資源消耗。用水目標方面，本公司年初會依照各生產單位所在地節水部門所下達的用水指標，制定用水考核指標，並將水資源使用的考核將計入能源考核目標，以督促各生產單位高效節約用水。

此外，本集團嚴格參照國家及地方法律法規，制定了《水污染防治管理制度》，將生產過程中產生的廢水進行無害化處理，達到或低於國家及地方排放標準後統一排放，降低排放水平。

3. Environmental Protection and Ecological Conservation

CASE 案例

Underground pipeline renovation of Liujiayao branch factory

劉家窰分廠地下管線翻新

Liujiayao branch factory, one of the Company's production entities, has been built for a long time, and the underground water pipeline was aged and prone to spillage and leakage. For this reason, Liujiayao branch factory launched central maintenance and replacement of underground pipeline leakage points, valves and water meters. During the Reporting Period, the water consumed by Liujiayao branch factory decreased by about 20% compared with the same period last year.

本公司生產單位劉家窰分廠建成時間久遠，地下水管線老舊，極易出現跑、冒、滴、漏的情況，為此，劉家窰分廠對地下管線漏點、閘門、和水錶進行了統一的維修與更換，於報告期內，劉家窰分廠用水量較去年同期下降約20%。



Energy Conservation and Emission Reduction Goals and Measures 節能減排目標與措施

As an enterprise mainly engaging in activities related to traditional Chinese medicine, the Group actively implements the path of green and low-carbon production and operation, explores strategies for circular and sustainable development, and minimises effects on the ecosystem. The Group strictly controls the discharge of various pollutants to reduce waste, advocates energy conservation and consumption reduction, optimises the efficiency of resource use, and improves resource recycling rate and the proportion of new energy use. China has set the mid-term goal of carbon peaking and the long-term goal of carbon neutrality, which directs the Group in its future efforts to save energy and reduce emission. In 2023, the GHG emissions per RMB10,000 of the Group's revenue decreased by 0.02 ton of carbon dioxide equivalent compared with the same period last year. Going forward, the Group will strengthen energy management and daily control of environmental protection of each industrial unit through energy conservation and emission reduction measures as follows, continue to achieve targets of energy conservation, pollution reduction and carbon reduction, and make unremitting effort to achieve the national goals of carbon peaking in 2030 and carbon neutrality in 2060, respectively.

本集團作為以中藥生產為主的企業，積極踐行綠色低碳的生產經營理念，探索循環發展、可持續發展的道路，最大限度地降低對生態環境的影響。本集團嚴格控制各類污染物排放，減少廢棄物，倡導節能降耗，優化資源使用效率，提高資源可回收利用率與新能源使用佔比。國家已訂立碳達峰及碳中和的中長期目標，亦為本集團未來的節能減排工作定下方向，二零二三年，本集團每萬元收入產生的溫室氣體排放量較去年同期下降0.02噸二氧化碳當量。未來，本集團也將通過如下節能減排措施加強對各工業單位能源管理及環境保護工作的日常管控，持續致力於實現節能、減污、降碳的目標，為實現國家二零三零年碳達峰和二零六零年碳中和戰略目標而不懈努力。

3. 綠水青山 生態長存

GHG emission
溫室氣體排放



To improve the efficiency of electricity, gasoline and diesel use, reduce energy consumption, minimise GHG (Scope 1 and Scope 2) emissions, and achieve the medium-term and long-term carbon emission targets set by the state.

提高電力、汽柴油使用效率，減少能源消耗，最大程度減少溫室氣體（範圍一及範圍二）的排放量，實現國家訂立的中長期碳排放目標。

Energy consumption
能源消耗



To continue to facilitate the construction of energy management and control platforms, improve energy efficiency, reduce energy consumption, and increase the use of renewable energies.

持續推動能源管控平台建設，提升能源使用效率，減少能源消耗，增加可再生能源的使用。

Pollutant and Waste
Management
污染物及廢棄物管理



To strengthen the management of various pollutants, carry out harmless treatment of wastewater, waste gas and other pollutants, reduce the amount of hazardous waste, and strive to minimise the impact on the surrounding environment.

加強對各類污染物的管理，對廢水、廢氣等各類污染物進行無害化處理，減少有害廢棄物的產生量，努力做到對周邊環境的影響降到最低。

To reduce emission of the volatile organic compound (“VOCs”) through system re-engineering. To deal with waste water by utilising membrane bio-technology.

通過改造系統，減少揮發性有機化合物「VOCs」的排放。利用膜生物技術對污水進行處理。

Water management
水資源管理



To strengthen water management of all industrial units, improve water-saving awareness of all employees, minimise water consumption during business operations, improve efficiency of water use, and reduce water consumption of each industrial unit to a level that meets or is lower than the target set by the water conservation centre where the industrial unit locates.

加強對各工業單位的用水管理，提高每名員工的節水意識，最大程度減少業務運營過程中的用水量，提高水資源使用效率，降低水資源消耗，符合或低於各工業單位所在地節約用水中心下達的默認目標。

3. Environmental Protection and Ecological Conservation

The Group continues to pay attention to energy conservation and emission reduction, and it has fully integrated the concepts of low-carbon operation and circular economy with the production process through environmental protection investment, publicity and training, and other means. To improve the efficiency of energy use, comply with national and local environmental protection agencies' standards on the concentration of emissions, reduce the total amount of energy consumption and pollutants, reduce the impact of production on the environment and achieve a win-win situation with both economic and environmental benefits, the Group has successively facilitated and adopted a series of measures for sustainable development.

In 2023, the Company successfully passed the three certifications, namely the ISO 50001 energy management system, the ISO 14001 environmental management system and the ISO 45001 occupational health and safety management system for the Company and some of its production entities. This indicates the international ISO standards achieved by the Company's production, operation and corporate management, which is an important support and guarantee of the Company's high-quality development.

本集團持續關注節能減排工作，通過環保投入、宣傳培訓等方式，將低碳運營、循環經濟理念充分融入生產過程。為提高能源使用效益，符合國家及各地方環境保護機構對排放物濃度的標準，降低能耗總量及污染物總量，減少生產對環境的影響，實現經濟效益與環保效益雙贏，本集團也相繼推動並採取了一系列可持續的管理措施。

二零二三年，本公司順利通過了ISO 50001 能源管理體系、ISO 14001 環境管理體系及ISO 45001 職業健康安全管理體系三項認證的年度複檢，認證範圍包括本公司及部分生產單位，表明本公司的生產運作和企業管理水平已經達到了國際ISO 系列標準，為本公司的高質量發展提供了重要的支持和保障。



Certification of energy, environment and occupational health and safety management systems
能源、環境及職業健康安全管理體系認證



3. 綠水青山 生態長存

Green Production

綠色生產

The Group advocates green production. Adhering to the concept of energy saving and emission reduction in the production process, we promote new materials, new processes, new technologies and new equipment, and effectively improve energy efficiency. At the same time, the Group promotes the use of renewable energy by adopting a geothermal heat pump system for heating and cooling in the plant area which consumes electricity and circulating water to supply heat to meet daily production and operation needs. The geothermal heat pump system can reduce energy use and carbon emission to a certain extent compared with the traditional technology.

Since 2008, the Company has successfully carried out three rounds of cleaner production audit. In the third round of cleaner production audit passed in 2022, the Company invested more than RMB10 million in cleaner production projects, which effectively achieved the goals of energy conservation, consumption reduction, pollution minimisation and efficiency enhancement.

本集團倡導綠色生產，在生產過程中堅持貫徹節能減排思想，推廣新材料、新工藝、新技術和新設備，切實提高能源使用效率。同時，本集團推廣使用可再生能源，在廠區內採用地源熱泵系統採暖和製冷，通過消耗電能和使用循環水供應熱能，以滿足日常生產經營需求，地源熱泵系統較傳統技術可在一定程度上減少能源使用和碳排放。

自二零零八年至今，本公司已經順利開展了三輪清潔生產審核工作，在二零二二年通過的第三次清潔生產審核工作中，本公司投資超一千萬開展清潔生產項目，有效實現了節能、降耗、減污及增效的目標。

3. Environmental Protection and Ecological Conservation

CASE 案例

Daxing branch factory was recognised as a national green factory 本集團大興分廠獲評國家級綠色工廠

In January 2024, the Ministry of Industry and Information Technology of the People’s Republic of China announced the 2023 green manufacturing list, and the Company’s Daxing branch factory is recognised as a national green factory.

Daxing branch factory introduced the idea of product life cycle and prioritised the use of green raw materials, processes, technologies and equipment. With automated production line, Daxing branch factory effectively improved the product output and the first pass rate, and reduced energy consumption and carbon emissions while ensuring the product quality. Daxing branch factory also made use of ground source heat pump system for heating in winter and cooling in summer, and in this way significantly reduced fossil energy consumption, saved nearly 700 tons of standard coal per year, and reduced about 3,400 tons of carbon dioxide emission. In addition, the production process is becoming “greener” through exhaust steam recycling, solar power generation and other means.



Daxing branch factory’s ground source heat pump system
大興分廠地源熱泵系統

Daxing branch factory also made use of ground source heat pump system for heating in winter and cooling in summer, and in this way significantly reduced fossil energy consumption, saved nearly 700 tons of standard coal per year, and reduced about 3,400 tons of carbon dioxide emission. In addition, the production process is becoming “greener” through exhaust steam recycling, solar power generation and other means.

二零二四年一月，國家工信部公佈了二零二三年度綠色製造名單，本公司大興分廠獲評國家級「綠色工廠」。

大興分廠引入產品生命周期思想，優先選用綠色原料、工藝、技術和設備。大興分廠依托自動化生產線，在保障產品質量的同時，有效提升了產品產量及一次合格率，降低能源消耗及碳排放。同時，大興分廠還採用地緣熱泵系統用於冬季供暖及夏季製冷，進而大幅減少化石能源消耗，每年可節約近700噸標煤，約可減少二氧化碳排放3,400噸。此外，採用外排蒸汽再利用、太陽能發電等方式，多措並舉，持續提高生產過程中的「含綠量」。





3. 綠水青山 生態長存

Green Office 綠色辦公

The Group advocates green office concept, incorporates the concept of low-carbon operation in daily management and office work, and actively adopts various energy-saving and emission-reducing measures, striving to transform to a paperless, energy-saving and low-carbon office model. The Group strictly controls the use of various paper products, such as paper, archive bags and packaging boxes, and requires the reduced use of difficult-to-degrade items such as plastics, inks, chemical fibres and electronic consumables. The Group takes the initiative to communicate electronically through telephone conferences and online video conferences to reduce energy consumption from business travel.

To enhance employees' awareness of energy conservation and environmental protection and promote their understanding and recognition of low-carbon production and lifestyles, the Group actively carries out publicity and education activities on environmental protection, encourages employees to cultivate resource-saving and environmentally friendly concepts, travel green and participate in the design of energy-saving and consumption-reducing programmes. At the same time, the Group posts water-saving and power-saving reminders in office premises and factory areas and erects energy-saving publicity billboards to actively implement the green office concept.

本集團倡導綠色辦公理念，在日常管理和辦公中融入低碳經營的理念，積極採取各類節能減排措施，努力向辦公無紙化、節能化、低碳化的方向轉型。本集團嚴格管控各類紙張、檔案袋、包裝箱等紙製品的使用，並最大限度減少塑料、油墨、化纖以及電子耗材等難以降解物品的使用。同時，本集團積極採用電話會議、網絡視頻會議等電子通訊方式，以減少差旅過程中產生的能源消耗及碳排放。

為了提升員工的節能環保意識，促進員工了解並認同低碳生產、生活方式，本集團積極開展形式多樣的環保宣傳文化教育活動，倡議員工培養資源節約、環境友好的理念，鼓勵員工綠色出行、參與各類節能降耗方案設計。同時，本集團在辦公場所和廠區內張貼節水節電提示，開設節能宣傳欄，積極踐行綠色辦公。

3. Environmental Protection and Ecological Conservation

Environmental awareness
環保意識



We cultivate employees' environmental awareness of waste utilisation, water and electricity saving, energy recycling rate and reduction of pollutant emissions.
培養員工廢物利用、節水節電的環保意識，提升能源循環利用率，降低污染物排放。

Saving water
節約用水



We use water-saving equipment to strengthen the daily over-haul and maintenance of water equipment.
使用節水型設備，加強用水設備的日常檢修和維護。

Saving electricity
節約用電



We use energy-saving and environmentally friendly lamps, such as LED lights, etc.
使用節能環保型燈具，如LED照明燈等。

Saving paper
節約用紙



We use e-mail and other electronic office platforms, recycle waste paper, and reduce the use of paper products.
使用電子郵件、電子辦公平台等，回收利用廢舊紙張，減少紙製品的使用量。

Green travel
綠色出行



We provide shuttle bus service for Beijing suburbs, Hebei and some other routes, and encourage employees to take public transport and travel green.
提供北京市郊、河北等部分路線班車，倡導員工乘坐公共交通、綠色出行。

3. 綠水青山 生態長存

3.2 Emission Management

排放物管理

In the process of practicing green production, the Group strictly controls the generation and discharge of waste, and complies with the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Solid Waste Pollution*, the *Air Pollution Prevention Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution* and the *Clean Production Promotion Law of the People's Republic of China* among other relevant national laws and regulations. On that basis, we have formulated internal management policies such as the "Management System on Environmental Protection", the "Management System on Clean Production", the "Management System on Prevention and Control of Water Pollution", the "Management System on Atmospheric Pollution Prevention and Control" and the "Management System on the Prevention and Control Hazardous Waste" to continuously improve the environmental management system and standardise the management of waste from daily production and operation to reduce the adverse impact of emissions on the environment. In 2023, the Group had no violations of laws and regulations related to the ecosystem and environment.

The Group's emissions are mainly generated during the production process, mainly including waste water, exhaust gas, solid waste and noise. Please refer to the appendix of this Report for details of the pollutants generated by the Group's main production entities in 2023. The intensity of all waste water, waste gas and other pollutants discharged meet the national or local standards for pollutant discharge. The Group has taken a series of strict control measures for various pollutants.

在踐行綠色生產的過程中，本集團嚴格控制廢棄物的產生與排放，在遵守《中華人民共和國環境保護法》《中華人民共和國固體廢物污染環境防治法》《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》《中華人民共和國噪聲污染防治法》《中華人民共和國清潔生產促進法》等國家相關法律法規的基礎上，制定了《環境保護管理制度》《清潔生產管理制度》《水污染防治管理制度》《大氣污染防治管理制度》《危險廢物污染防治管理制度》等內部管理制度，不斷建立健全環境管理制度體系，規範日常生產運營中的排放物管理工作，降低排放物對環境造成的不利影響。二零二三年，本集團無生態環境領域違法違規情況發生。

本集團的排放物主要是在生產過程中產生，主要包括廢水、廢氣、固體廢棄物及噪音。二零二三年，本集團主要生產單位產生的污染物情況請參見本報告附錄，廢水、廢氣等污染物排放濃度均滿足國家或當地的污染物排放標準。對於各類污染物，本集團採取了一系列嚴格的管控措施。

3. Environmental Protection and Ecological Conservation

Waste gas management 廢氣管理



The Group mainly generates waste gas during the production process (mainly generated from the production line of industrial entities), including volatile organic compounds (VOCs) and dust; boiler exhaust gas (mainly contains nitrogen oxides, carbon dioxide, carbon monoxide, sulfur dioxide and smoke); and waste gas from the sewage station (mainly contains odour, hydrogen sulfide and ammonia).

本集團產生的廢氣主要有生產廢氣(主要產生環節為工業單位生產線)包括VOCs、粉塵；鍋爐廢氣包括氮氧化物、二氧化碳、一氧化碳、二氧化硫、煙塵；污水站廢氣包括臭氣、硫化氫、氨氣。

All major production entities have built waste gas treatment facilities to conduct decontamination treatment of waste gas before discharging them when they reach the discharge standards.

各主要生產單位均建設廢氣處理設施，將產生的廢氣進行無害化處理，達到排放標準後再排入大氣環境中。

The Group uses energy saving and environmentally friendly boiler equipment such as natural gas boiler, energy storage or electric boiler, and replaces coal with clean energies such as natural gas and steam to minimise the emission of hazardous waste gas.

同時，本集團使用天然氣鍋爐、儲能或電鍋爐等節能環保型的鍋爐設備，並採用天然氣、蒸汽等清潔能源替代燃煤，盡可能地減少有害廢氣的排放。

Wastewater management 廢水管理



All major production entities are equipped with sewage treatment facilities to conduct decontamination treatment of sewage generated in production and operation before discharging it into the municipal sewage pipeline after reaching the discharge standards, to prevent hazardous pollutants in the wastewater from seeping into the ground or flowing into the river.

各主要生產單位均會配備污水處理設施，將生產經營中產生的污水進行無害化處理，達到排放標準後再統一排入市政污水管道，避免廢水中有害污染物滲入地下或匯入河流。

3. 綠水青山 生態長存

Hazardous waste management
有害廢棄物管理



The Group generates hazardous wastes including laboratory waste liquid (generated in experiments), abandoned drugs and medicinal materials (mainly disposed laboratory test samples), some medical wastes, activated carbon used to absorb pollutants, etc.

本集團產生的有害廢棄物有實驗室廢液(實驗中產生)、報廢藥品及藥材(主要為實驗室檢驗留樣處置)、部分醫療廢棄物、用於吸附污染物的活性炭等。

The Group collects and stores hazardous waste by classification, and strengthens the daily management and maintenance of equipment and facilities in storage sites to avoid scattering, loss and leakage of hazardous solid waste. The Group strictly prohibits dumping, stacking, discarding or omitting hazardous waste without authorisation, and posts clear signs at the collection and storage sites as a warning.

本集團將有害廢棄物進行分類收集和儲存，並加強儲存場所設備設施的日常管理與維護，避免有害固體廢棄物揚散、流失、滲漏等。本集團嚴禁擅自傾倒、堆放、丟棄、遺漏有害廢棄物，並在收集和儲存的場所張貼明顯標識進行警示。

Besides, the Group has established management ledgers and emergency plans, entrusts third-party companies that have the corresponding disposal qualifications with central treatment of hazardous waste, and strictly implements waste transfer procedures and keeps transfer documents and other documents as record.

同時，本集團建立管理台賬和應急預案，將有害廢棄物委託給具有處置資質的第三方單位進行統一處理，並嚴格執行廢棄物轉移流程，保存轉移聯單等文件。

3. Environmental Protection and Ecological Conservation

Non-hazardous waste management 無害廢棄物管理



The Group mainly generates non-hazardous wastes including waste packaging materials, such as drug instructions. We collect and store non-hazardous wastes by classification and entrust units that have the corresponding disposal qualifications with central recycling and treatment on a regular basis.

本集團產生的無害廢棄物主要為各類廢棄包材，例如藥品說明書等。我們將無害廢棄物進行分類收集和儲存，並定期委託具有處置資質的單位進行統一回收和處理。

At the same time, the Group strives to use recyclable and degradable green materials, and continuously optimises production processes to increase the first-time pass rate, reduce packaging material consumption and minimise the generation of non-hazardous waste.

同時，本集團儘量採用可回收、可降解的綠色循環材料，並不斷優化生產工藝以提高一次合格率，降低包材損耗，盡可能減少無害廢棄物的產生。

Dust and noise pollution management 粉塵與噪音污染管理



The Group rents water trucks, dust collectors and other equipment and facilities to prevent air pollution caused by dust scattering.

本集團租用灑水車、除塵機等設備設施，防止粉塵飛散造成空氣污染。

The Group installs effective denoisers, sound-absorbing equipment, etc. in the factory area, reasonably arranges operation time to minimise noise pollution and the impact on the surrounding environment and employees.

本集團在廠區內安裝有效的降噪、吸音等設備，合理安排作業時間，盡可能降低噪音污染，最大限度地減少對周邊環境及員工的影響。

3. 綠水青山 生態長存

CASE 案例

Protecting environment and building a green home — A subsidiary of the Company passed the VOCs project acceptance

守護生態環境，共築綠色家園 — 本公司之子公司通過 VOCs 項目驗收

Atmospheric protection concerns the public's fundamental interests, high-quality economic development and the construction of a beautiful China. During the Reporting Period, the environmental protection authority accepted the VOCs project of Beijing Tong Ren Tang Tongke Pharmaceutical Company Limited ("Tong Ren Tang Tongke"), one of the Company's subsidiaries. After a comprehensive inspection and evaluation of the facility's design, construction, operation and efficacy to treat VOCs waste gas in the production workshop to ensure that the equipment and facilities meet the relevant regulations and standards, Tong Ren Tang Tongke successfully passed the strict acceptance procedures of the VOCs project, laying a solid foundation for the Group's sustainable development and green production.



大氣環境保護事關人民群眾的根本利益，事關經濟高質量發展和美麗中國建設。於報告期內，環保部門對本公司之子公司北京同仁堂通科藥業有限責任公司（「同仁堂通科」）VOCs 項目進行驗收，對生產車間 VOCs 廢氣治理設施的設計、施工、運行情況以及治理效果等進行全面的檢查和評估，確保相關設備設施滿足相關法規和標準，通過嚴格的驗收程序，同仁堂通科 VOCs 項目順利通過環保部門驗收，為本集團可持續發展及綠色生產奠定了堅實的基礎。

VOCs waste gas treatment facility
VOCs 廢氣治理設施



3. Environmental Protection and Ecological Conservation

3.3 Coping with Climate Change 應對氣候變化

Climate change has become the focus of widespread concern in society. The frequency and intensity of extreme weather has increased, and it has severely affected industries such as agriculture, forestry and animal husbandry. Traditional Chinese medicinal materials are special agricultural resources whose cultivation, growth, distribution and harvesting are also affected by climate change. As an enterprise mainly engages in the manufacturing of Chinese patent medicine, the Group has identified risks and opportunities related to climate change based on its current status and needs, improved risk management and control mechanisms and explored measures to address climate change to ensure the sustainable development and utilisation of traditional Chinese medicines. In accordance with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), the Group describes our efforts and future plans in coping with climate change.

氣候變化問題已成為社會廣泛關注的焦點，極端天氣的發生頻次及強度有所增加，已對農、林、牧等產業造成了嚴重影響。中藥資源作為特殊的農業資源，其栽培、生長、分佈和採收也會受到氣候變化的影響。本集團作為中成藥製造為主的企業，已結合自身現狀與需求，識別有關氣候變化的風險和機遇，並完善風險管控機制，探索應對氣候變化的措施，以保障中藥資源的可持續發展與利用。本集團按氣候相關財務信息披露工作組(TCFD)建議，闡述我們在應對氣候變化方面已做的努力和未來的計劃。

Governance 管治

In terms of governance, we have established an ESG governance framework to cover ESG-related comprehensive governance, including the governance of coping with climate change. The Group's Board deliberates and makes decisions on major ESG issues as the Group's highest decision-making body on ESG work. The Strategy and Planning Committee is responsible for monitoring the Group's ESG performance and reporting to the Board on a regular basis. The ESG Working Group is responsible for advancing the formulation and implementation of the Group's ESG policies, strategies, goals and measures, and organising and coordinating the Group's ESG work.

在管治方面，我們已建立 ESG 管治架構，以覆蓋對 ESG 相關工作的全面管治，其中包括應對氣候變化的管治。本集團董事會作為 ESG 工作的最高決策機構，對氣候變化相關的重大議題進行審議和決策；戰略與規劃委員會負責監察本集團在應對氣候變化方面的表現，並定期向董事會進行匯報；ESG 工作小組則負責推進本集團各項目標、措施的制定與落實，組織協調各項工作的持續開展。

3. 綠水青山 生態長存

Strategy 策略

Climate-related risks include those associated with the transition to a low-carbon economy (“**transition risks**”) and those associated with the physical impacts of climate change (“**physical risks**”). Among them, transition risks can be divided into policy and legal risks, technology risks, market risks, reputation risks, and physical risks including acute risks (such as typhoons, floods and other extreme weather) and chronic risks (climate pattern shifts such as persistent high temperatures).

氣候相關風險包括與低碳經濟轉型相關的風險（以下簡稱「**轉型風險**」）和與氣候變化的實體影響相關的風險（以下簡稱「**實體風險**」），其中轉型風險可分為政策與法律風險、技術風險、市場風險、聲譽風險，實體風險包括急性風險（如颱風、洪水等極端天氣）和慢性風險（氣候模式轉變如持續性高溫）。

Category 類型		Climate-related risks 氣候相關風險
Physical risks 實體風險	Acute 急性	<ul style="list-style-type: none"> * A series of risks that will lead to reduced business stability, increased costs, and decreased production capacity caused by suspension or reduction of the manufacturer’s own production or the supply chain production, disrupted transportation of products during sudden occurrence of extreme climate or weather events such as rainstorm. 暴雨等極端天氣事件的突發可能會引發如自身停產或減產、供應鏈端停產或減產、產品運輸困難等一系列導致業務穩定性降低、成本上升、產能下降的風險； * Extreme climate or weather events are very likely to cause production equipment damage and employee safety incidents, giving rise to additional adverse impact. 重大極端天氣災害事件也極易引發生產設備損壞和員工安全事故，增加不利因素。
	Chronic 慢性	<ul style="list-style-type: none"> * The long-term climate change (such as drought) may change the temperature, humidity and other conditions in the planting areas, which will reduce the volume of traditional Chinese medicinal materials harvested for the Group’s production, compromise the quality of traditional Chinese medicinal materials, and lead to price fluctuation, thus affecting the Group’s production, supply and procurement costs. 較為長期的氣候模式轉變（例如乾旱）可能會使得道地產區的溫度、濕度等條件發生變化，使得本集團生產所需中藥材採收量減少、中藥材質量下降、市場價格波動等，進而對本集團生產供應及採購成本造成一定影響。

3. Environmental Protection and Ecological Conservation

Category 類型		Climate-related risks 氣候相關風險
Transition risks 轉型風險	Policy and legal risks 政策和法律	<ul style="list-style-type: none"> * As policy actions around climate change continue to evolve, regulators will take stricter measures to limit GHG emissions and strengthen GHG emissions disclosure requirements; 隨著政策的完善和出台，監管部門必將採取愈加嚴格的溫室氣體限排措施，並強化溫室氣體排放披露要求； * China is accelerating the development of a carbon trading market and improving the policies on international carbon tariffs, carbon emission compliance in the future may lead to increasing costs; 隨著我國碳排放權交易市場的加速推進和國際碳關稅等政策的陸續完善，後續為滿足碳排放合規要求，可能會導致成本的增加； * Policy changes may also lead to early retirement of existing fixed assets, such as high energy-consuming facilities; 政策的變動也可能導致高耗能設備等現有固定資產的提前淘汰； * There may be a risk of the Group being prosecuted or subject to fines and financial losses due to non-compliance with relevant climate-related policies or laws. 可能出現由於未符合相關氣候政策或法律被依法追究法律責任或面臨罰款、出現財務損失的風險。
	Technology 技術	<ul style="list-style-type: none"> * Investments in new technologies may increase due to innovations in production technology in response to environmental requirements and product R&D findings, or front-end costs may rise to adopt/deploy new operations and processes. 生產技術革新迭代以應對環保要求和新產品的研發創新過程中可能會帶來對新技術投資，或採用／部署新操作和流程的前端成本的增加。
	Market 市場	<ul style="list-style-type: none"> * Under policy and market guidance, and as customers are increasingly aware of lower-carbon alternatives and the importance of environmental protection, they will opt for greener products, such as certified low-carbon products, which may have an impact on the Group's products. 隨著政策和市場的引導，以及客戶低碳環保意識的逐步提升，客戶可能會轉向使用更綠色的產品，如帶有低碳認證的產品等，使本集團在產品方面受到影響。 * As a leading enterprise in the TCM industry chain, changing market sentiment will affect the behaviour of end consumers, and finally affect the sales of the Group's products. 作為中醫藥行業產業鏈中的領先企業，市場氛圍的變化會影響終端消費者的行為，進而可能影響本集團產品的銷售。
	Reputation 聲譽	<ul style="list-style-type: none"> * Stakeholders are increasingly concerned about issues in response to climate changes, the Group may suffer from reputation risk if it fails to meet stakeholder expectations or there is any behaviour in violation of relevant laws and regulations. 隨著各利益相關方對應對氣候變化相關問題關注度的持續提高，若本集團未能滿足利益相關方期待或出現與此相關違法違規行為，可能會造成聲譽損害。

3. 綠水青山 生態長存

Risk Management 風險管理

The Group has identified and assessed the management process of climate-related risks in light of the characteristics of the Group's industry and actual situation. Based on the identification of climate change risks, the Group has set out "Comprehensive Risk Management Regulations" to tackle climate change risks. We have adopted a three-level risk management and incorporated natural and environmental factors such as natural disasters and environmental conditions in the risk identification scope, to strengthen the ability to address climate change risks. The Group has refined the process of risk identification, assessment and management, and set up processes for risk monitoring, reporting and early warning, risk assessment processing, risk management supervision and evaluation, formulation and implementation of countermeasures to actively prevent and tackle possible climate change risks.

The Group has strengthened the identification, evaluation and supervision of the impacts and risks of severe climate changes on the Group's various businesses, paid attention to market conditions and changes in related industrial policies in due time, strengthened the close connection between procurement, production and sales, and maintained a reasonable inventory structure and appropriate strategic reserves to maximise the supply of required materials and to avoid the risk that their prices rise due to supply and demand mismatch. At the same time, we keep updated of the resource availability of traditional Chinese medicinal materials, analyse the dynamic change and carry out the artificial cultivation and breeding of precious and endangered animal and plant-based medicinal materials resources in accordance with the law, with a view to effectively prevent and mitigate the adverse effects of climate change on traditional medicinal materials resources. We actively advocate low-carbon and green production and lifestyles, improve energy efficiency, reduce pollution emissions and alleviate climate change.

根據本集團所處行業特性，結合實際情況，我們識別和評估了氣候相關風險的管理流程。在氣候變化風險識別的基礎上，本集團制定了《全面風險管理規定》，建立健全三道防線，將自然災害、環境狀況等自然環境因素納入風險識別範圍，強化氣候變化風險的應對能力。本集團細化了風險識別、評估及管理的流程，設置了風險監控報告與預警、風險評估處理、風險管理的監督與評價、應對措施的制定與實施等環節，積極防範與應對可能發生的氣候變化風險。

本集團加強重大氣候變化對本集團各項業務產生的影響及風險的識別、評估和監管，及時關注市場行情及相關產業政策變化，強化採購與生產、銷售之間的緊密銜接，保持合理庫存結構和適當的戰略性儲備，最大限度保障所需物料的供應，避免其價格因供需矛盾失衡而持續上升的風險。同時，及時了解和掌握中藥資源數量，進行動態分析，依法開展動植物中藥材資源的人工培養、繁育，預防和減緩氣候變化對所需中藥材資源產生的負面影響；積極倡導低碳化、生態化的生產生活方式，提高能源利用率，減少污染排放及緩解氣候變化。

3. Environmental Protection and Ecological Conservation

To effectively cope with climate risks, the Group continues to monitor environmental changes and climate trends, follows up information about the origin of medicinal materials on a daily basis, understands the origin and market of medicinal materials by paying visits to local markets, and collects first-hand information in a timely manner. By doing so, we aim to make more reliable forecast on the medicinal materials harvesting, the procurement price of medicinal materials and other market trends, so that we can plan in advance, maintain reasonable inventory according to production needs, and take effective identification, assessment and response measures to ensure the quality, security and supply stability of our products.

The Group keeps a close watch on the raw material market, with a special focus on raw materials in great demand with fluctuating prices and are vulnerable to climate factors. The Group purchases raw materials in due time, taking multiple factors into consideration, including raw material inventory, average annual usage, annual procurement plan, raw material variety and quality. The Group makes appropriate reserves to minimise the adverse impact of climate and market fluctuations.

In addition, the Group has taken the initiative to join industry associations. For example, it is one of the governing bodies of the Beijing Society of Energy, with a view to jointly promote effective response to climate change with peer enterprises.

本集團為了有效應對氣候風險，持續監測環境變化和氣候趨勢，日常關注藥材產地信息，並深入藥材產地及市場，實地了解行情，及時掌握一手信息，以加強對藥材產收情況、藥材價格等行情的預判，提前謀劃，按生產需求進行合理儲備，同時採取有效的識別、評估和應對措施，確保藥品的質量、安全性和供應穩定性。

本集團定期關注需求量較大的原材料的市場行情，對價格波動較大的原材料品種以及受氣候因素影響產量的原材料品種進行重點關注。本集團會結合原材料庫存情況、年均使用量、年度採購計劃、原材料品種質量特性等多重因素及時進行採購，並做適當儲備，盡可能降低氣候及市場波動造成的不利影響。

此外，本集團主動加入行業協會，為北京能源學會理事單位，以期與同行業內其他企業共同推動氣候變化的有效應對。





3. 綠水青山 生態長存

Metrics and Targets

指標與目標

To measure the climate change transition, it is important to select appropriate parameters and metrics and set targets for response. The Group has identified metrics related to the monitoring of environmental, social and climate-related risks, including:

為了讓氣候變化過程能夠被度量，選擇合適的參數和指標，並設立響應的目標至關重要。本集團識別了與監控環境、社會及氣候相關風險有關的指標，並每年進行相關數據的統計與披露，例如：

- * Consumption of energies (natural gas, electricity, steam)
能源(天然氣、電力、蒸汽)使用量；
- * Water consumption
耗水量；
- * Consumption of packaging materials
包裝材料用量；
- * GHG emissions (including Scope 1 and Scope 2)
溫室氣體排放量(包括範圍一和範圍二)；
- * Hazardous waste discharged
有害廢棄物排放量。

In view of the changing nature of the operating and marketing environment, the Group conducts on-going review of the implementation, and adjusts the target and proposed measures when necessary. Going forward, the Group will continue to improve strategy development, risk management and identification and management of metrics and targets, to tackle climate change in pursuit of sustainable development with various sectors of society.

面對所處的運營和市場環境變化，本集團持續審視實踐活動並適時調整目標與擬採取的措施。未來，本集團將進一步完善策略制定、風險管理、指標和目標識別與管理，攜手各界一起應對氣候變化，以實現共同的可持續發展。

People Orientation and Group Solidarity

以人為本 同心共濟





4. People Orientation and Group Solidarity 以人為本 同心共濟

4.1 Employees' Rights and Interests

員工權益

The Group has been treating employees as one of its core competitiveness in sustainable development, and the people-oriented concept in development and operation is a necessary condition to ensure the sustainable development of the Group. We respect and protect our employees' rights and interests, provide them with fair and reasonable path for career development, pay attention to their physical and mental health, so that both the Company and employees grow and prosper together. In 2023, there were no violations of laws and regulations relating to remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination as well as other benefits and welfare.

員工是企業可持續發展的核心競爭力之一，堅持以人為本的發展經營理念是保障本集團可持續發展的重要前提。我們尊重並保障員工的各項權益，提供公平合理的職業發展通道，關注員工身心健康，攜手員工共同奮鬥，共同成長。二零二三年，本集團未發生有關薪酬及解僱、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違法違規情況。

Staff Employment

員工僱傭

In strict compliance with the *Labour Law of the People's Republic of China*, the *Labour Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on Protection of Minors*, the *Law of the People's Republic of China on the Protection of Rights and Interests of Women*, and other relevant national laws and regulations, the Group formulated the "Employee Recruitment Management System", the "Employee Turnover and Retirement Management System", and the "Employee Labour Contract Management System". General recruitment and campus recruitment have been adopted to attract talent needed by the Company according to the principles of openness, equality, voluntariness and consensus. We sign labour contracts in written form with recruits:

本集團嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《中華人民共和國未成年人保護法》《中華人民共和國婦女權益保障法》等國家相關法律法規，制定《員工招聘錄用管理制度》《員工離職、退休管理制度》《員工勞動合同管理制度》等內部制度，並嚴格執行，本集團採取社會招聘和校園招聘等途徑，根據公開、平等、自願、協商一致的原則，引進本公司所需人才，並與其簽訂勞動合同：

4. People Orientation and Group Solidarity

- Campus recruitment: In 2023, we exceeded the target of double first-class talent recruitment plan, and constantly improved the reserve of professional and skilled talent for key positions in quality management and financial management in terms of both professional and technical competency and educational level. Systematic induction training covering corporate culture, corporate system, safety education, job responsibilities, variety knowledge, legal compliance and other aspects were provided to new recruits so that they were more adaptable to new roles with lower turnover rate and more rational staffing.
- Social recruitment: The Group has improved its awareness and ability to actively adopt a market-oriented approach to absorb outstanding talent, and formed a market-oriented and relatively stable multi-layer channel of attracting talent to meet corporate demands at different levels for different businesses.

We pursue a fair, just and non-discriminatory employment policy. During the recruitment process, there is no discrimination against any candidates due to gender, region, ethnicity, religion, age, marital status or other factors. The proportion of female employees has also been raised when selecting relevant candidates, with the ultimate goal of achieving a balanced ratio of male and female employees. We respect and protect the legal rights and interests of all employees.

- 校園招聘方面：於二零二三年，我們超額完成了雙一流院校人才招聘計劃，從專業技術水平和學歷水平方面，不斷提高質量管理、財務管理能關鍵崗位專業技能人才隊伍儲備。圍繞企業文化、公司制度、安全教育、崗位職責、品種知識、法律合規等方面開展系統化的入職培訓，提高崗位適配度，降低人員流失率，實現人員的合理化配置。
- 社會招聘方面：本集團提高主動通過市場化手段吸納優勢人才資源的意識與能力，根據企業對不同層次、不同業務特點的人才需求，形成市場化、相對穩定的多層次人才引進渠道。

本集團奉行公平、公正、無歧視的用工政策，招聘過程中不會因應聘者的性別、地域、民族、宗教、年齡、婚姻狀況等因素產生任何歧視，並在選聘相關人選時逐步提高女性員工的比例，以達至男女性別比例之平衡為最終目標，尊重並保障所有員工的合法權益。

4. 以人為本 同心共濟

Employment Rules

用工準則

The Group strictly abides by the “Attendance and Vacation Management System”. We implement a working hour system of 8 hours a day and 5 days a week for office employees and a work shift and alternative holiday system for frontline workers. The arrangements for rest days and statutory holidays of employees are consistent with those provided in the national labour laws and regulations. In addition, child labour and forced labour are strictly prohibited. In case of any suspected violation of the above laws, the Group will immediately assist the victim in reporting to the police or relevant labour authorities in strict compliance with national laws and regulations, and will strive to cooperate with the investigation. Should the violation be confirmed, the Group will promptly hold the relevant person liable. During the Reporting Period, no employment of child labour, forced labour or any other violations occurred.

The Group adheres to the people-oriented philosophy, strives to build a harmonious working environment, maintains employee relations and handles conflicts through two-way communication. We have revised and improved the “Staff Manual” by referring to laws, regulations and rules to ensure that the Manual is accurate and comprehensive, and consistent with the Company’s policies and rules, which can be referred to and relied on in case of disputes. The Group is concerned about employees’ psychological dynamics and keeps on improving the channels for two-way communication. We try to understand staff dynamics by carrying out regular satisfaction surveys, counselling, coaching and other forms of communication. When there are disputes between employees, employees are encouraged to adopt internal communication and coordination and appeal to the Company. The Company immediately understands and investigates the details relating to the appeal, handles the disputes with the employees’ entities and gives feedback to the parties concerned. All materials and results of dispute resolution will be retained for record. In addition, to better serve retired employees, the Group has established online channels to facilitate timely communication with retired employees.

本集團嚴格遵守《考勤及假期管理制度》，辦公室員工實行每日8小時、每周5天的工作時間制度，生產員工或實行輪班、輪休制度，員工的休息日及法定節假日與國家勞動法規一致。同時，嚴禁使用童工和強制勞動事件發生，如若發生相關事件，本集團將嚴格按照國家相關法律法規立即協助受害員工向警方或相關勞動部門報告，並全力配合調查，如若屬實，本集團將立即追究違規辦事人員責任。於報告期內，未有聘用童工、強迫勞工等事件發生。

本集團秉持以人為本的工作理念，努力構建和諧工作環境，通過雙向溝通維護員工關係，處理矛盾。我們參照法律法規和規章制度，修訂完善員工手冊，確保手冊內容準確、全面，並與本公司的政策和規定保持一致，在發生糾紛時有理可依，有據可循。本集團關注職工心理動態，不斷完善雙向溝通渠道。適時開展滿意度調查、談心談話等工作，了解職工動態。在員工發生糾紛時，鼓勵員工採取內部溝通協調以及向本公司申訴的處理方式，我們會在第一時間了解訴求並調查情況，同員工所在單位一起處理糾紛事宜並向當事人作出反饋，同時對材料和處理結果進行留存。此外，為更好地服務退休職工，本集團已建立了退休職工線上溝通渠道，方便及時的溝通。

4. People Orientation and Group Solidarity

Employee Diversity¹ 員工多元化¹

The Group understands and recognises the benefits of employee diversity and regards it as an important element to maintain the Group's long-term competitive advantage. A multicultural company should include employees of different genders, ages, skills, educational backgrounds, industry experience and other qualities to achieve the optimum structure and balance.

At the Board level, the Company has also formulated the "Board Diversity Policy". The Board has been increasing the proportion of female directors when selecting directors to ensure that the proportion of the Board's male and female members is properly balanced, with the ultimate goal of achieving a balanced ratio of male and female directors. As of the end of the Reporting Period, the Company had 9 directors, 4 of them are female directors.

During the Reporting Period, the Group had a total of 4,101 regular employees (2022: 4,089 employees), of which 2,003 are the Company's regular employees (2022: 2,001 employees). Besides, the Company had a total of 186 dispatched employees (2022: 170 dispatched employees). Please refer to the appendix of this Report for details of the composition of the Group's employees.

Brain drain is a universal problem in corporate talent management. The Group actively summarises the reasons for employee turnover and makes targeted optimisation and improvement to try its best to retain outstanding talent. In 2023, 283 employees (excluding retired employees) had departed from the Group with a turnover rate of 6.90%. Please refer to the appendix to this Report for details of the turnover rate.

本集團了解並認同多元化員工結構的裨益，並視之為維持本集團長久競爭優勢的重要元素之一。一個具備多元文化的公司應包括不同性別、年齡、技能、教育背景、行業經驗及其他素質的員工，以達到最適合的結構與平衡。

在董事會層面，本公司亦已制定《董事會成員多元化政策》，董事會將會借著甄別及推舉適當董事人選時的機會逐步提高女性董事的比例，以確保董事會男女成員比例取得適當平衡，並以董事會邁向性別均等為最終目標。截至報告期末，本公司現有董事九名，其中，女性董事四名。

報告期內，本集團共有正式員工4,101人(二零二二年：4,089人)，其中，本公司共有正式員工2,003人(二零二二年：2,001人)，此外，本公司另有派遣員工186人(二零二二年：170人)。本集團員工組成詳情，請參見本報告附錄。

人才流失是企業人才管理的普遍問題，本集團積極總結員工流失原因，並針對性地進行優化改善，盡力留住優秀人才。二零二三年，本集團員工流失人數(不包括退休人數)為283人，流失率為6.90%，流失率詳情請參見本報告附錄。

¹ Unless otherwise specified, Tong Ren Tang Chinese Medicine Group is included in the statistics of the number of employees. 如未特別指明，員工人數統計範圍已包括同仁堂國藥集團。

4. 以人為本 同心共濟

Besides, the Group strives to create an open, transparent, equal and diversified environment by effectively protecting the legitimate rights and interests of employees such as the right to know and the right to speak. The Group has established labour union organisations at all levels in accordance with the *Trade Union Law of the People's Republic of China* to provide employees with smooth channels of information communication. The Group advocates collaborated thinking and cohesion, organises and guides employees to promote democratic corporate management, employee quality, economic development, cohesion and resilience. At the same time, we regularly organise the "Democratic Reception Day" to carefully listen to employees' opinions and suggestions, and adopt targeted solutions to problems of high concern to employees to protect their interests.

此外，本集團努力營造開放、透明、平等、多元的工作環境，重視並切實保護員工的知情權、話語權等合法權益。本集團已按照《中華人民共和國工會法》成立了各級工會組織，為員工提供暢通的信息溝通管道。本集團統一思想、凝心聚力，組織引導員工推動企業民主管理、推進職工素質工程、推進企業經濟發展，增強企業凝聚力和戰鬥力。同時，本集團定期開展「民主接待日」活動，積極聽取員工的意見與建議，針對員工關注度較高的問題及時採取相應的解決措施，保障廣大員工的利益。

4.2 Employee Development 員工發展

Employees' continuous growth is the foundation and motivation for the Group to maintain healthy and long-term development. The Group attaches great importance to the growth and development of each employee. With the aim of "Building a Growth Path for Employees", the Group has diligently selected, fostered, used and retained talent. It has formulated the "Employee Grade and Rank Management System" and the "Job Title and Promotion Management System" and has been gradually establishing a training mechanism that can bring employees' potential into full play. We strive to provide employees with a complete learning and promotion platform, expecting them to realise self-value and career development goals.

In 2023, the Group continued to take great care of employees' development. In line with the Group's "14th Five-Year Plan", and based on a market-oriented, precise and professional approach focusing on talent cultivation, introduction, utilisation, incentive and supervision, the Group continuously encourages employees to take more initiative, and strives to build a structurally reasonable team of talent that are politically compliant, sufficient in number and highly competent, which will ensure a reliable supply of talent the Group needs to achieve high-quality development goals and contribute to its healthy and sustainable development.

員工的不斷成長是本集團保持健康、長遠發展的根基與動力。本集團重視每一位員工的成長與發展，以「為員工創造成長之路」為宗旨，注重人才的「選、育、用、留」，已制定《員工職系職級管理制度》《職稱晉升管理制度》等內部制度，並逐步建立起「人盡其才」的培養機制，努力為員工提供完善的學習與晉升平台，期待員工自我價值及職業發展目標的實現。

二零二三年，本集團持續提升對員工發展的關注度，結合本集團「十四五規劃」，以「市場化、精細化、專業化」為方向，緊扣人才隊伍培養、引進、使用、激勵、監督五個環節，持續激發員工的主觀能動性，打造一隻政治合格、數量充足、結構合理、素質優良的人才隊伍，為本集團實現高質量發展目標提供堅實的人才保障，助力本集團健康、可持續發展。

4. People Orientation and Group Solidarity



In 2023, the Group continued to improve its employee promotion and incentive mechanism, strengthened the “talent magnet” effect, improved its remuneration management system, and flexibly carried out a variety of medium to long term incentives. In terms of remuneration, we have further improved the principle of offering total remuneration package comparable to other employers in the market, and have been linking the remuneration and incentive mechanism closely with economic efficiency and labour productivity. The performance appraisal and remuneration system has been specially designed to standardise the existing system of remuneration management and strictly implement the contractual appraisal requirements of the tenure system. Both incentives and supervisory constraints are stressed.

Furthermore, the Group has adopted the principle of central management and training hierarchy for staff education and training and have established a multi-layer system with a diversified format of training in place. Upon joining the Company, new employees must participate in induction training in relation to the company’s culture, corporate policies and goals, production safety, necessary skills, etc. Meanwhile, the Group offers a wide range of training sessions regularly to all employees covering management, quality standards, skills and professional skills.

To better provide talent support for high-quality development, the Group uses competitions as an important form of training, and regards the Technical Control Competition, the Corporate Trainer Competition and the Team Leader Competition as the three pillars of the Group’s education and training system.

二零二三年，本集團持續完善員工晉升和激勵機制，強化人才「磁石」效應，完善薪酬管理體系，靈活開展多種方式的中長期激勵。薪酬方面，我們進一步健全工資總額與勞動力市場相適應原則，不斷完善經濟效益和勞動生產率緊密掛鈎的薪酬激勵機制。我們開展績效考核與薪酬體系建設專項工作，並規範原有薪酬管理體系，嚴格落實任期制契約化的考核要求，堅持激勵與監督約束並重。

同時，本集團對員工的教育培訓採取統一管理，依據分級培訓的原則，建立了多層次、多形式的培訓體系。針對新入職員工，自其入職之日起即接受公司文化、方針目標、安全生產和崗位入職等培訓；同時，針對全體員工定期進行各種類別的培訓，涵蓋管理類、質量標準類、專業技能類等諸多方面。

為了更好地為企業高質量發展提供人才支持，本集團以賽代訓，以技控大賽、企業培訓師大賽、班組長大賽為本集團教育培訓管理體系的三個支柱。

4. 以人為本 同心共濟

CASE 案例

The First Corporate Trainer Competition 首屆企業培訓師大賽圓滿舉辦

From June to July 2023, the Education and Training Office of the Company's Human Resources Department worked with the labour union to hold the first Corporate Trainer Competition themed "Passing on the Legacy". After four stages of preliminary preparation, competition registration, preliminary selection, and offline finals, a team of trainers who had all sorts of experience and knowledge to shoulder the responsibility of training and knowledge transfer was selected. The competition aimed to polish the course curriculum and improve teaching skills to extract knowledge across production, operation and other processes and upskill the wider talent team by optimising a small team of internal trainers.



二零二三年六月至七月，本公司人力資源部教育培訓辦公室聯合工會舉辦了「薪火相傳」首屆企業內訓師大賽，通過前期籌備、比賽報名、初賽選拔、線下決賽四個階段的比賽角逐，選拔出一支集聚各類經驗和知識、能肩負起培訓和知識傳遞責任的培訓師隊伍。該比賽旨在以項目課程打磨、授課技能提升為切入點，在生產經營等各環節萃取知識，以內訓師隊伍「點」的優化，帶動人才隊伍「面」的提升。

CASE 案例

The Third Technical Control Competition 第三屆技控大賽圓滿舉辦

In December 2023, the Company held the Technical Control Competition aimed to help realise the strategic goal of cost reduction and efficiency enhancement. Participants of the competition submitted a total of 53 technical control topics, and the top 25 topics entered the final. In the final held at the end of 2023, the Company's internal and external specialist judges scored and selected 1 first prize, 2 second prizes, 3 third prizes and 19 excellent awards.



二零二三年十二月，本公司舉辦技控大賽，旨在持續為實現降本增效的戰略目標貢獻力量。共有53個技控課題報名參與比賽，排名前25名的課題進入決賽環節。在二零二三年底舉辦的決賽中，由本公司內外部的專家評委打分，評選出一等獎1個、二等獎2個、三等獎3個、優秀獎19個。

4. People Orientation and Group Solidarity

CASE 案例

The First Team Building Management Innovation and Efficiency Competition 本公司首屆班組建設管理創新創效大賽啟動

In December 2023, the Company hosted a training session prior to the Team Building Management Innovation and Efficiency Competition. Based on the Company's actual situation, the competition aimed to empower the front-line team leaders to build a competent team in terms of theory, practice and roadshow, by applying the digital schedule management. The final is to be held in April 2024.

二零二三年十二月，本公司舉辦班組建設管理創新創效大賽賽前培訓，該比賽從本公司實際情況出發，從理論、實操、路演三個方面，結合數字化賽程管理賦能一線班組長，為企業建立了一支能力過硬的一線班組建設隊伍，決賽預計將於二零二四年四月舉辦。



In 2023, the Group held more than 700 training sessions, and all employees participated in these trainings. Please refer to the appendix of this Report for employees' participation in training by gender and rank.

二零二三年，本集團共舉辦各類培訓活動700餘場，全體員工均參加了相應的培訓，按性別、職級劃分的員工參與培訓情況請參見本報告附錄。

4. 以人為本 同心共濟

4.3 Occupational Health and Safety 職業健康安全

The Group attaches importance to employees' health and safety. It pays close attention and takes a series of measures to fully protect employees' health and safety by strictly complying with the *Production Safety Law of the People's Republic of China*, the *Fire Protection 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 other relevant laws and regulations. In 2023, there was no violation of safety and health related laws and regulations that had a significant impact on the Group.

In the past three years, there had been one fatality (caused by sudden illness on the way from work in 2022). In 2023, the Group's percentage of work-related death was 0% (2022: 0.03%). In 2023, the Group had no major work injury accident, and the workdays lost within the Group due to work-related injuries totalled 466.

本集團重視員工健康安全，密切關注每一位員工的安全健康，在嚴格遵守《中華人民共和國安全生產法》《中華人民共和國消防法》《中華人民共和國職業病防治法》等相關法律法規的基礎上，採取了一系列措施以充分保障員工的健康和安全。二零二三年度，未發生對本集團有重大影響的違反安全健康相關法律法規的情況。

過去三年，本集團員工因工身故事故1起（二零二二年下班途中突發疾病所致）。二零二三年，本集團因工亡故比例0.00%（二零二二年：0.03%）。二零二三年，本集團未發生重大工傷事故，因工受傷員工損失的工作天數總計466天。

Employees' Health and Safety 員工健康與安全

The Group strictly implements the relevant provisions in the *Law on the Prevention and Control of Occupational Diseases* and relevant labour protection regulations, and has formulated the "Enterprise Employee Health Management Regulations" and other documents. We regularly organise employees to take health checkups every year. For employees engaged in jobs with occupational hazards, measures such as regular health checkups and providing labour protection appliances are adopted to reduce the incidence of occupational diseases. In addition, the Group regularly monitors and evaluates occupational hazards in production sites.

In 2023, the Group fulfilled the responsibility of preventing, controlling and eliminating occupational hazards, preventing and treating occupational diseases and protecting the health of employees and had all personnel that were exposed to occupational hazards including staff of outsourced services and outgoing staff taking the special body check for occupational health. The Group met the standard requirements in terms of year-round hazard detection for jobs with hazard factors and occupational health body checks.

本集團嚴格執行《中華人民共和國職業病防治法》和相關勞動保護條例等有關規定，制定了《企業職工健康管理規程》等文件，每年定期組織員工進行健康體檢。對於從事具有職業危害工作的員工，本集團通過定期進行健康檢查、發放勞動保護用品等方式降低職業疾病發生率。此外，本集團亦定期對生產場所進行職業病危害因素監測與評價。

二零二三年，本集團以預防、控制和消除職業病危害，防治職業病，保護員工健康為職責，對包括勞務用工在內的所有接觸職業危害作業人員和離崗人員進行了職業健康專項體檢，全年危害因素崗位檢測和職業健康體檢均符合標準要求。

4. People Orientation and Group Solidarity

Safe Production

安全生產

The Group has continued to promote safe production, and formulated three-level safety inspection regulations and standards at the factory level, workshop level and group level, to continuously strengthen the construction of safe production standardisation and to protect employees. Furthermore, dedusting, denoising and poison-proof devices are furnished at production workshops, where standard safety signs for hazardous articles are in place and inflammables and explosives are stored and used according to strict requirements. Frontline workers are provided with PPE — personal protective equipment such as protective articles to minimise the adverse impact on employees' health.

The Group also investigated and handled safety risks and hidden hazards comprehensively. In 2023, the Group organised more than 20,000 safety inspections, during which more than 340 risks and hidden hazards were detected and rectified. As of the end of the Reporting Period, 100% of the risks and hidden hazards had been rectified, and there were no production safety accidents occurred.

In active response to the special rectification actions of hazardous chemicals by pharmaceutical companies in Beijing, the Group conducted a statistical analysis of all hazardous chemicals involved and installed hazardous chemical storage cabinets to ensure the compliance and safety of hazardous chemicals storage.

本集團持續推進安全生產，制定分廠級、車間級、班組級的三級安全檢查制度與標準，不斷加強安全生產規範化建設，以保護生產員工安全。此外，本集團生產車間均裝有除塵、除噪、防毒等設備，並規範設置危險品識別標誌，規範使用、儲存易燃易爆物品，並為生產員工提供防護用品，最大限度地降低對員工健康的傷害。

本集團亦對安全風險和隱患進行全方位排查與處理，二零二三年，本集團組織安全檢查2萬餘次，其中查處風險和隱患340餘條，截至報告期末，風險隱患已達到100%整改，安全生產事故發生0次。

此外，本集團積極響應北京市醫藥企業危險化學品專項整治行動，對自身涉及的全部危險化學品進行了統計梳理，並設置危險化學品儲存櫃，保障危險化學品存儲的合規性與安全性。

4. 以人為本 同心共濟

Safety Drills 安全演練

The Group regularly conducts fire-fighting evacuation, self-rescue and escape drills every year, as well as relevant training on the use of hazardous chemicals, laboratory safety, emergency first aid, etc. to continuously strengthen employees' awareness of safety and improve the ability to protect themselves. In 2023, a total of 48 safety drills were organised.

The Group has carried out safety publicity, implementation and training in order to increase all employees' knowledge of production safety and raise their safety awareness. In 2023, the Group carried out 11 safety trainings for employees who accumulated 16 hours of production safety training per person, covering 100% of employees.

本集團每年定期舉行消防疏散、自救、逃生等演練，開展危險化學品使用、實驗室安全、應急急救等相關培訓，不斷強化員工的安全意識，提高員工的自我保護能力，二零二三年共舉行安全演練48次。

本集團為完善員工安全生產知識儲備，提高全員安全意識，開展了安全宣貫與培訓工作。二零二三年，本集團開展員工安全培訓11次，累計培訓時長16小時安全生產培訓覆蓋率達100%。

CASE 案例

Shaheku and Beijing Changping Fire Emergency and Rescue Detachment carried out a joint fire drill 沙河庫與北京昌平消防應急救援支隊開展聯合滅火演練

In December 2023, Shaheku, the Group's storage entity, invited Beijing Changping Fire Emergency and Rescue Detachment to carry out a joint fire drill. According to the drill plan, Shaheku's designated team, upon detecting the fire, was required to arrive at the site, lay two main hoses, control the mock fire point on the east side, and call the police immediately. Upon receiving the fire report, the detachment took immediate action, and the firemen made full use of fire-fighting equipment according to their respective division of labour and assigned tasks, personnel evacuation was quickly organised, fire fighting was implemented, and the drills successfully completed. This joint fire drill has improved the professional skills and comprehensive quality of Shaheku's designated team in collaborative action and joint rescue, laying a solid foundation for Shaheku's fire safety.

二零二三年十二月，本集團倉儲單位沙河庫邀請昌平消防應急救援支隊開展聯合滅火演練。沙河庫專職隊按照演練方案，發現險情後先到場處置，鋪設幹線水帶兩條，控制虛擬火點東側，並迅速報警；接到報警後支隊立即出動，指戰員按照各自的分工和戰鬥任務，充分利用消防器材裝備，積極組織人員疏散和實施火災撲救，圓滿完成了演練工作。此次聯合滅火演練，使沙河庫專職隊的業務技能、綜合素質有了穩步的提高，有效地提高了協同作戰能力，切實提高了聯動綜合救援的能力，為沙河庫的消防安全打下堅實的基礎。



4. People Orientation and Group Solidarity

4.4 Employee Care

員工關愛

The Group pays great attention to the needs of employees by creating a caring and equal atmosphere and working environment and carrying out a wealth of cultural and sports activities to help employees balance work and life. We provide employees with practical care and protection, and continuously improve employees' sense of happiness and belonging.

本集團高度關注員工的需求，營造關愛、平等的氛圍與工作環境，開展豐富的文體活動，幫助員工平衡工作與生活，為員工提供切實的關愛與保障，持續提升員工的幸福感和歸屬感。

Employee Benefits

員工福利

All employees of the Group are entitled to statutory holidays prescribed in China, as well as paid leave for ethnic minority events such as Lesser Bairam Day, preschool children vaccination and participation in parents' meetings, etc. Employees are entitled to paid leave according to the applicable regulations of the State and the Company. For female employees, in addition to the statutory 98-day maternity leave stipulated in the *Special Provisions on Labour Protection for Female Employees*, they can also enjoy an additional maternity leave of three months granted by the Company. The Company also has Baby Care Room in some of the workplace to fulfill female employees' demand for lactation, and to effectively protect their health rights and interests.

The Company has had a corporate annuity plan in place since 2021. The contribution base of the corporate annuity is the average monthly salary of the employees in the previous year, but shall be capped at five times the average monthly salary of the previous year in Beijing. The contribution rate of the employees and the Company are 2% and 6% respectively, to further protect and improve employees' post-retirement benefits, encourage them to take initiative, and promote the Company's healthy and sustainable development.

本集團員工均享受帶薪休假，除享有國家規定的法定節假日外，適逢開齋節等少數民族節日、學齡前子女接種疫苗、參加子女家長會等，均會相應給予假期，員工帶薪休假之薪酬福利等按國家及本公司有關制度發放。針對女性員工，除享有國家《女職工勞動保護特別規定》中法定的98天產假之外，還可享有本公司額外獎勵的3個月產假，此外，於部分工作場所建立母嬰關愛室，滿足哺乳期女員工需求，切實保護女性員工健康權益。

本公司自二零二一年起實施企業年金計劃，企業年金的繳費基數以員工上一年度月平均工資為基數，唯不得超過北京市上一年度月平均工資的五倍，其中，員工繳費比例為2%，本公司繳費比例為6%，進而持續保障和提高員工退休後的待遇水平，調動其積極性，促進本公司健康持續發展。

4. 以人為本 同心共濟

Care for Employees

員工關懷

In 2023, the Group actively offered assistance to employees, providing subsidies to hospitalised employees or employees in need so as to address their financial difficulties. Besides, a mechanism is also in place to provide a certain percentage of medical expense reimbursement for family members of qualified employees to ease their burden. During the Reporting Period, we visited 18 employees in serious financial difficulty and 33 employees in general financial difficulty, and paid about RMB70,000 as assistance.

The Group is committed to improving the working and living environment of front-line employees. The labour union of all units have established staff libraries, heart-warming stations and Baby Care Rooms for employees, for whom we purchased refrigerators, fresh-keeping cabinets, microwave ovens, first-aid kits, tables and chairs, storage boxes, umbrellas and other materials to ensure and improve the production and living conditions of front-line employees. In summer, we distribute products such as mosquito repellent, heatstroke prevention and cooling products to front-line employees.

二零二三年，本集團積極開展員工互助幫扶工作，為住院員工或困難員工提供相應的補助，解決員工後顧之憂。同時，本公司還為滿足條件的員工家屬提供一定比例的醫療費用報銷，以減輕員工負擔。報告期內，我們慰問特困員工18人次，一般困難員工33人次，發放慰問金共計約人民幣7萬元。

本集團致力於改善生產一線員工的工作與生活環境。各單位工會已為員工建立多個職工書屋、暖心驛站及母嬰關愛室，並購置冰箱、保鮮櫃、微波爐、職工急救藥箱、桌椅、儲物盒、雨傘等物資，保障和改善一線員工的生產生活條件。同時，本集團於夏季積極開展送清涼活動，為一線員工發放驅蚊、防暑降溫等用品。

CASE 案例

Visiting the China National Museum of Women and Children on Women's Day 三八婦女節參觀中國婦女兒童博物館

In March 2023, the Company's logistics distribution centre organised all female employees to visit the China National Museum of Women and Children. Staff members learned about the living conditions, status changes, outstanding figures and social contributions of Chinese women and children in various historical periods from different dimensions after visiting exhibits and displays in the museum, which gave them the opportunity to come into close contact with Chinese women's diligence, wisdom, tenacity and dedication.



二零二三年三月，本公司物流配送中心組織全體女員工參觀中國婦女兒童博物館。通過參觀館內的各項展品和陳列，員工從不同層面、不同角度了解了中國各個歷史時期婦女和兒童的生活狀態、地位變化以及傑出人物和社會貢獻，也感受到了中國婦女的勤勞智慧、頑強進取、無私奉獻的博大情懷和堅韌品格。

Cultural Dissemination and Contributions to Society

文化傳播 回饋社會



5. Cultural Dissemination and Contributions to Society

文化傳播 回饋社會

As the inheritor and disseminator of Tong Ren Tang culture, the Group adheres to the concept of giving back to society. We actively devote ourselves to public undertakings, integrate business development with social responsibility, and demonstrate our social value and responsibility. Tapping its own professional knowledge and platform resources, the Group maintains its focus on health-preserving medication and other fields to improve people's well-being.

作為同仁堂文化的繼承者和傳播者，本集團始終秉持回饋社會的理念，積極投身公共事業，將經營發展與社會責任相融合，展現社會價值和責任擔當。本集團利用自身專業知識及平台資源，持續聚焦醫藥健康等領域，為增進民生福祉貢獻力量。

5.1 Brand Building

品牌建設

Brand Building and Protection of Products

品牌建設與產品維權

The Group attaches great importance to the protection of our brand and products. We have formulated the "Market Inspection Management System" and the "Product Anti-counterfeiting Management System" to understand the market performance and quality of the Company's products in due time, find out the possible acts of making and selling fake products in the market, and effectively protect the Group's legitimate rights and interests. In 2023, focusing on Tong Ren Tang's core competitive advantages of "brand, variety and quality", the Group implemented the brand management work plan to strengthen its ability to protect the brand.

The Group strengthened the protection of intellectual property rights and prevented legal risks. It tracks the progress of trademark registration, monitors similar trademarks and formulates timely countermeasures, while promoting trademark renewal. To demonstrate our emphasis on intellectual property protection, we have completed the registration of product appearance patents and utility model patents. Works related to reports and policy documents such as the "Scientific and Technological Innovation Management Report", the "Work Plan for Strengthening Patent Protection", and the "Work Plan for Trademark Use of Technology Companies" were completed. We also subscribed the font design to prevent font infringement.

本集團高度重視品牌及產品的維權工作，制定《市場巡查管理制度》和《產品打假工作管理制度》，及時了解公司產品的市場表現、質量情況，發現市場上可能存在的制假、售假行為，切實保護本集團的合法權益。二零二三年，本集團聚焦同仁堂「品牌、品種、品質」核心競爭優勢，貫徹落實品牌管理工作方案，提升品牌保護能力。

本集團強化知識產權保護，防範法律風險。持續跟蹤商標註冊進度，監測近似商標，及時制定應對措施，同步推進商標續展工作。同時，注重知識產權保護，完成產品外觀專利、實用新型專利註冊相關工作；完成《科技創新管理報告》《強化專利保護工作方案》《科技公司商標使用工作方案》等報告、制度文件的相關工作；組織開展字體認購工作，防範字體侵權事件的發生。

5. Cultural Dissemination and Contributions to Society

The Group has put strict internal management in place and forged a strong brand. A brand-related management system has been established to further standardise brand management. We have a reserve of trademark strategies to promote the construction of a framework of brands and sub-brands. Brand authorisation management is improved to promote brand collaboration mechanism and optimise the approval process. A series of related training activities, including the “Brand specific training” have been carried out provide general legal advice on trademark authorisation and use, and guidance on brand-related work.

During the Reporting Period, the Group continued our anti-counterfeiting effort and fought against violations to empower the rule of law. An anti-counterfeiting centre was established to improve the normal mechanism for combating counterfeits and eliminating violations. The centre aims to assist the Tong Ren Tang Holdings in combating counterfeits and safeguarding rights, verifying the ownership of relevant products and stores, and urging relevant entities to complete rectification. Brand-related management is integrated with the integrity and compliance system to prepare a log of brand-related anti-counterfeiting and violation eliminations and ensure the operation compliance of brand management. The Group insists on market inspection, cooperating with relevant departments, tracing the clues of counterfeit products, establishing a long-term and stable communication mechanism with government authority, and firmly maintaining our corporate image and brand value. We also strive to prevent and control public opinion risk and maintain the normal condition of public opinion.

During the Reporting Period, the Group performed market investigations in an orderly manner, and completed the investigations of markets in Shaanxi province, Shanxi province, Guizhou province, Anhui province and Henan province, and conducted market research on key varieties including Xihuang Pills (西黃丸), Ejiao (阿膠), Liuwei Dihuang Pills (六味地黃丸), etc. After the above market investigations and the terminal store inspections, no counterfeit Tong Ren Tang drugs were identified, nor were other enterprises suspected of trademark and shop name infringement.

本集團嚴格內部管理，鍛造強勢品牌。建立健全品牌相關管理制度，進一步規範品牌管理工作；做好商標的戰略儲備，推動母子品牌架構建設。提升品牌授權管理，推動品牌協同工作機制，優化審批工作流程；開展「品牌專題培訓」等系列培訓活動，提供商標授權使用等日常法律問題諮詢，加強品牌工作指導。

報告期內，本集團持續開展打假清違，法治賦能固根基。建立打假維權中心，完善加強打假清違常態化機制，持續協助集團公司開展打假維權工作，核實相關產品、店鋪的歸屬情況，督促相關單位完成整改；將品牌管理工作與誠信合規制度體系有機結合，建立品牌打假清違工作台賬，確保品牌管理合規運行；堅持做好市場巡檢工作，配合相關部門，跟蹤追查售假線索，建立與政府單位的長效穩定溝通機制，堅決維護企業形象與品牌價值。同時，做好輿情風險防控工作，保持輿情態勢的平穩。

報告期內，本集團市場巡查工作有序進行，完成陝西省、山西省、貴州省、安徽省、河南省部分地區的市場巡查工作，對重點品種如西黃丸、阿膠、六味地黃丸等進行市場調研。通過巡查以上地區，調查終端店鋪，未發現假冒同仁堂藥品，也未發現有其他企業涉嫌商標、字號侵權行為。

5. 文化傳播 回饋社會

Brand Promotion and Marketing 品牌宣傳

During the year, the Group actively innovated brand marketing by combining product marketing with music festivals and sports events, with a view to reach more consumer groups, create a more diversified brand image, and revitalise our products.

本年度，本集團在品牌營銷方面積極創新，將產品推廣與音樂節、體育賽事聯動，觸達更多消費者群體，塑造更多元的品牌形象，為產品注入新的活力。

CASE 案例

Shengmai Yin Liquor made an appearance at Xiami Music Festival and Strawberry Music Festival to energise the events

生脈飲口服液攜手蝦米音樂節和草莓音樂節，用活力宣傳養生

In August 2023, Shengmai Yin Liquor made an appearance at Xiami Music Festival, the first time for a TCM enterprise working with the music industry for marketing purpose. Shengmai Yin Liquor is a herbal tonic that fortifies the “qi” or spirit. Tong Ren Tang promoted the drink at the event to energise and restore the spirit of the festival goers. Herbs contained in the drink were also exhibited at the Shengmai Yin Liquor stand, interactive games named “yi (益)”, “qi (氣)”, “sheng (生)”, and “jin (津)” representing Shengmai Yin’s selling points, were open for all to play. Trying to appeal to a younger generation, the Shengmai Yin Liquor is revitalising and energising the time-honoured traditional Chinese medicine. This music festival reached more than 50,000 attendances, many of them were influencers on Weibo, Xiaohongshu, Douyin, their appearance on site helped attract younger generations of consumers.



In November 2023, the Strawberry Music Festival was held in Guangzhou. Shengmai Yin Liquor made an appearance again at the music festival, making the music festival an effective contact point for Shengmai Yin to connect with the “Generation Z” consumers.

二零二三年八月，生脈飲口服液首次登錄蝦米音樂節，開啟傳統中藥企業與音樂行業合作模式。生脈飲口服液益氣養陰，有助於快速恢復元氣，與音樂節放聲歌唱，盡情狂歡的場景需求相應，因此，活動現場以生脈飲口服液藥瓶形狀為主形象，設置出其補「益」、元「氣」玩家、有「生」有色、「津」津樂道四大互動環節，巧妙地體現了生脈飲「益氣生津」的產品賣點，讓老生常談的養生話題重獲新鮮感與吸引力。本次音樂節活動觸達超5萬人次，多位達人現場打卡，微博、小紅書、抖音、視頻號全面覆蓋，助力培育年輕消費者。

二零二三年十一月，廣州草莓音樂節盛大舉辦，生脈飲口服液與音樂節再次聯動，把音樂節打造成為生脈飲連接「Z世代」人群的有效觸點，為產品造勢賦予了新動力。

5. Cultural Dissemination and Contributions to Society

CASE 案例

Jiawei Xiaoyao Pills (加味逍遙丸) initiated cross-disciplinary marketing during the Asian Games 加味逍遙丸結合亞運會全民熱點，跨界體育營銷

During the Asian Games, the Group worked with Sohu to release a series of media reports, including Sohu's exclusive interview named "Champion". The video features the women's basketball champion Song Xiaobo, recording her journey towards the championship. The interview resonates with the Tong Ren Tang brand and Jiawei Xiaoyao Pills, so the marketing message was more widely and effectively conveyed. At the same time, brand banners of Tong Ren Tang were embedded in Sohu Asian Games content links, such as Asian Games Morning Updates (亞運早報), Asian Games Stars (亞運之星). Posters of sports stars were distributed to facilitate social media publicity. Taking advantage of a popular sport event like the Asian Games, the brand is able to further spread its influence.



亞運會期間，本集團聯合搜狐開展了一系列相關報道內容，包括搜狐獨家策劃《冠軍》訪談視頻，以女籃冠軍宋曉波為中心，記錄冠軍人物的歷程，採訪話題與同仁堂品牌及加味逍遙丸的傳播需求高度契合，讓本次合作有了更廣泛有效的傳播。同時，搜狐亞運專題內的亞運早報、亞運之星等內容鏈接中，植入品牌橫幅，並製作人物海報便於社交媒體傳播，將品牌與亞運深度綁定，借勢傳播，進一步提升了品牌影響力。

5.2 Health-preserving Medication

醫藥健康

The Group makes sustained efforts in caring for the people's health. We popularise the culture and health-preserving knowledge of traditional Chinese medicine by means of free clinic services, health consultations and open lectures on medical knowledge to raise people's health awareness and convey the concept of health for all.

本集團持續在關愛百姓健康方面作出努力，通過義診服務、健康諮詢、醫藥知識科普及講座宣傳等方式，普及中醫藥文化及養生知識，提高百姓健康意識，傳遞全民健康理念。

5. 文化傳播 回饋社會

1. Public lectures on scientific knowledge via online and offline channels 線上線下相結合，開展公益科普講座

In 2023, the Group actively delivered public lectures on scientific knowledge via online and offline channels, and conveyed the concept of health for all.

- Through online media, we worked with Beijing News Media to launch a programme of four sessions on health and wellness topics, introducing a wide variety of products ranging from women's health, heatstroke prevention, to autumn and winter tonics. The programme recorded about 16 million views. In the first half of 2023, we worked with the Life Times to follow the seasonal solar terms, highlight the tradition of health care at different solar terms, as well as public concerns such as COVID rehabilitation, influenza and cooling weather. During the year, we held 6 online live broadcasts, recording a total of about 23 million views. Three articles on science were posted, recording a total of 2.7 million views. Eight short videos were produced, recording a total of 26 million views. Articles on science and short videos have been reposted by nearly 50 official media and government agencies. Through professional doctors' explanation and media endorsement, consumers have stronger confidence and trust in our products, and thus enhancing the public image and brand value of the Group's products.

二零二三年，本集團以線上線下相結合的方式，積極開展公益科普講座，將健康知識傳遞到千家萬戶。

- 線上，我們攜手京報傳媒，開展四期健康養生大講堂，從女性健康、防暑降溫、秋冬滋補等多角度全方位介紹產品，四期節目共實現約1,600萬次觀看量。二零二三年上半年，我們與《生命時報》合作，緊跟時令節氣特點，突出節氣養生的傳統，同時納入新冠康復、甲流、降溫等關注熱點，年內共舉辦線上直播6場，總訪問量約2,300萬人次；推送科普文章3篇，總訪問量約270萬次；製作短視頻8期，總觀看量約2,600萬次；科普文章與短視頻先後被近50家官方媒體和政府機構號轉載，通過專業醫生講解和媒體背書，增加產品的美譽度與信任度，也提升了本集團產品的公益形象和品牌價值。



Life Times live broadcast
生命時報直播

5. Cultural Dissemination and Contributions to Society

- * In terms of offline collaboration, we worked with the China Health & Medical Development Foundation to jointly hold a series of lectures on the prevention of chronic diseases throughout the life cycle named “Public Service for the Health of the General Public — Zhifu Medical and Nursing School” (全民健康公益行 — 致福醫養學堂). In addition, to enhance medical staff, pharmacy keepers and community members’ recognition of the Tong Ren Tang brand, we increased the training support for front-line medical and terminal stores, and spread corporate culture and product knowledge through physician training, training for store-keepers, health consultations and community health lectures. More than 700 training sessions and 1,000 health consultations were held throughout the year.
- * 線下，我們攜手中國醫藥衛生事業發展基金會共同舉辦「全民健康公益行 — 致福醫養學堂」全生命周期慢性病預防系列公益活動巡講。此外，為提升廣大醫護人員、藥店店員及社區群眾對同仁堂品牌的認同感，我們加大了對基層醫療及終端合作單位的培訓支持力度，通過醫師培訓、店員培訓、健康諮詢活動和社區居民健康講座，傳播企業文化，宣傳產品知識。全年先後開展培訓700餘場，健康諮詢1,000餘場。

2. Active promotion of the “Introducing Traditional Chinese Medicine Culture to Schools” programme 積極推動北京同仁堂「中醫藥文化進校園」項目

In 2023, the Group established a model of school-enterprise integration with six model schools, including Beijing No.4 High School, Beijing No.15 Middle School, Beijing Etown Academy of Beijing National Day School, RDFZ Xishan School, Beijing Dongzhimen High School, and Beijing Electronic Science and Technology Vocational College, to jointly promote the culture of traditional Chinese medicine among young people. The “Introducing Traditional Chinese Medicine Culture to Schools” programme started in September 2023. More than 10,000 teachers and students attended a total of 37 lectures.

- * Five lectures on science were held for teachers and students at Beijing No. 15 Middle School, Beijing No. 15 Middle School Nankou School, Jinghua Experimental School, Primary School Affiliated to Xicheng District Normal (Teacher Training) School, and Beijing Electronic Science and Technology Vocational College, and about 8,000 teachers and students viewed the lectures on site or through live broadcast.
- * We organised four study visits for more than 400 teachers and students from Jinghua Experimental School, Beijing Etown Academy of Beijing National Day School, RDFZ Xishan School and the China National Children’s Centre.

二零二三年，本集團與北京四中、北京市第十五中學、十一學校亦莊實驗中學、人大附中西山學校、北京市東直門中學、北京電子科技職業學院等六所示範院校，建立校企深度融合的校園科普模式，共同推動中醫藥文化在青少年群體中的傳承和弘揚。二零二三年「中醫藥文化進校園」項目自九月首次開課，累計在線下服務超過1萬名師生，累計授課37次。

- * 舉辦面向北京市第十五中學本部及南口學校、京華實驗學校、西師附小、北京電子科技職業學院等在校師生的科普講座5場，約有8,000餘名師生通過現場或直播形式觀看；
- * 組織京華實驗學校、十一學校亦莊實驗中學、人大附中西山學校、中國兒童活動中心等參觀研學活動4場，涉及400餘名師生；

5. 文化傳播 回饋社會

- ✱ Two sessions of “Beijing Tong Ren Tang Traditional Chinese Medicine Culture Festival” were held together with Beijing Dongzhimen High School and Beijing No. 15 Middle School Nankou School, providing teachers and students with various forms of cultural experience of traditional Chinese medicine such as prevention and treatment of respiratory diseases in winter, health preservation at solar terms, and experience of intangible cultural heritage of traditional Chinese medicine, involving nearly 1,000 teachers and students from the two schools.
- ✱ Five sessions of Teacher’s Day celebrations, lectures on science and health consultations were held on the Teacher’s Day, involving nearly 1,300 teaching staff from Beijing Etown Academy of Beijing National Day School, Beijing No. 15 Middle School, Beijing No. 15 Middle School Nankou School and Beijing Dongzhimen High School.
- ✱ 與北京市東直門中學、北京市第十五中學南口學校合作舉辦「北京同仁堂中醫藥傳統文化節」2場，為師生提供冬季養生呼吸道疾病防治、節氣養生、中醫藥非遺技藝體驗等多種形式的中醫藥文化體驗服務，惠及兩校近1,000名師生；
- ✱ 舉辦教師節慰問活動、科普講座及健康諮詢5場，廣泛覆蓋十一學校亦莊實驗中學、北京市第十五中學本部及南口學校、北京市東直門中學三校近1,300名教職工。



Lectures on science for students of Beijing No. 15 Middle School
在北京市第十五中學為學生開辦科普講座



More than 300 teachers and students from Jinghua Experimental School visited Daxing branch factory
京華實驗學校300多名師生到大興分廠參觀

5. Cultural Dissemination and Contributions to Society



The 10th Traditional Culture Festival of Beijing Dongzhimen High School opened
北京市東直門中學第十屆傳統文化節開幕



Health consultation for teaching staff of Beijing No. 15 Middle School Nankou School
北京市第十五中學南口學校教師健康諮詢

Since its official opening, the “Introducing Traditional Chinese Medicine Culture to Schools” programme has received the attention and report from the mainstream media, and more than 200 media reported the news. The graphic news, in-depth reports, and online live broadcast has recorded more than 29 million views, which effectively improves the social impact and overall information flow of the programme.

從正式開課以來，「中醫藥文化進校園」活動得到主流媒體的關注和報道，參與報道的媒體超過200家，圖文新聞、深度報道的閱讀量，以及網絡直播的觀看量總計超過2,900萬篇次／人次，有效提升了活動的社會影響力和整體傳播聲量。

5. 文化傳播 回饋社會

3. Creating health to be shared globally 創造健康，全球共享

As a century old brand, Tong Ren Tang has always regarded “creating health to be shared globally” as its mission and vision, and aimed to improve community health and promote the TCM culture around the world.

To enhance the public concern and interest in stroke prevention, Tong Ren Tang Chinese Medicine, one of the Group’s subsidiaries, continued the “Beijing Tong Ren Tang Stroke Prevention Campaign” in 2023. The campaign included several free health lectures and visits for the elderly to prevent stroke. On-site speakers provided spontaneous guidance to the elderly, teaching them traditional Chinese medicine acupressure, the Baduanjin exercise, and techniques for cardiovascular and cerebrovascular health. Participants were encouraged to lead active and healthy lives, heightening their awareness of stroke and promoting early prevention, detection, and treatment to mitigate the risks and effects of stroke.

The “Tong Ren Tang’s King of Medicine Festival” (同仁堂藥王節) was also held in 2023, and the Tong Ren Tang 300th Anniversary of Royal Medicine Event was held in shopping malls in three different regions. Free TCM clinic, health consultation and other services were provided on site.

作為一家百年老字號，同仁堂一直以「創造健康，全球共享」為使命願景，提升社區健康水平，並積極於各地推廣中醫院文化。

為提升公眾對預防中風的關注和人士，本集團之子公司同仁堂國藥於二零二三年繼續開展「同仁關愛防中風」系列活動，先後舉辦多場預防中風的免費健康講座和長者探訪活動，通過現場指導公眾學習中醫穴位按摩、八段錦和心腦血管健康運動，鼓勵公眾保持積極健康的生活，提升對中風的關注，做到早預防、早發現、早治療，降低中風的可能性及中風所帶來的影響。

同時，於二零二三年內開展「同仁堂藥王節」活動，在三個不同地區的商場舉辦了同仁堂禦藥歷史展覽。現場還特別安排了中醫免費義診、健康諮詢等服務。



5. Cultural Dissemination and Contributions to Society

4. 2023 Beijing Yongding River Marathon 舉辦北京大興永定河馬拉松

On 22 October 2023, the high-profile Beijing Tong Ren Tang · 2023 Beijing Yongding River Marathon was held in Beijing's Daxing district. Tong Ren Tang was the title sponsor, our athletes participated in the marathon to showcase a positive, healthy and balanced lifestyle to all sectors of the society through the competition and use it as a platform to promote the culture of traditional Chinese medicine.

二零二三年十月二十二日，備受矚目的中國北京同仁堂·2023北京大興永定河馬拉松在北京市大興區鳴槍開跑。作為此次大賽的品牌贊助方，我們不僅派出了選手參加此次賽事，更是將此次賽事作為一次向社會各界倡導積極、健康、平衡的生活方式，推廣中醫藥文化的有效窗口。



Beijing Tong Ren Tang • 2023 Beijing Yongding River Marathon
北京同仁堂 • 2023 北京大興永定河馬拉松

5. 文化傳播 回饋社會

5.3 Community Service

深入社區

The Group insists on fulfilling its social responsibilities, and it is committed to promoting the development of the targeted regions for assistance, improving local people's livelihood, and contributing to the comprehensive rural revitalisation on the basis of consolidating the achievements of assisting the disadvantaged.

本集團堅持履行社會責任，在鞏固脫貧拓展攻堅成果的基礎上，致力於促進脫貧地區發展和群眾生活改善，全面推進鄉村振興。

Consumption-driven Assistance

消費幫扶

The Group continued to strengthen consumption-driven assistance. For example, it reserved a share of no less than 30% in the procurement made by canteens and labour unions, which is designated to purchase assistance-related products. During the year, the Group continued to strengthen communication with the Mass Entrepreneurship and Innovation Centre to expand sales of high-quality agricultural products in the targeted regions for assistance, and increase farmers' income. The Group also increased the publicity and promotion of consumption-driven assistance, communicating the spirit of rural revitalisation to cadres and staff members. In 2023, the Group actively responded to the call of rural revitalisation. The canteen of each branch factory purchased more than RMB1.2 million of rice, oil, non-staple food and other products, accounting for 30% of canteens' total procurement value. Assistance-related procurement made by labour unions reached nearly RMB1.5 million, accounting for 32% of labour unions' total procurement value.

In March 2023, the Beijing Municipal Consumption-driven Assistance and Mass Entrepreneurship and Innovation Centre gave the Group an honorary banner of "Responsible state-owned enterprise supporting rural revitalisation" as a recognition of our contribution to rural revitalisation.

本集團持續加強消費幫扶，加大採購力度，預留食堂、工會不低於30%的採購份額採購幫扶產品，在過程中不斷優化消費幫扶實踐：年內，本集團不斷加強與雙創中心的溝通，促進幫扶地區優質特色農副產品擴大銷售、農戶持續增收，同時，加大消費幫扶宣傳推介力度，讓幹部職工了解鄉村振興有關精神。二零二三年，本集團積極響應鄉村振興，各分廠食堂總計採購米、麵油、副食等產品共計120餘萬元，佔食堂採購總額的30%，工會幫扶採購金額達近150萬元，佔工會總採購額的32%。

二零二三年三月，北京市消費幫扶雙創中心給予本集團「踐行國企社會責任同心助力鄉村振興」榮譽錦旗，對我們在鄉村振興工作中做出的貢獻給予了肯定。

5. Cultural Dissemination and Contributions to Society

Employment-driven Assistance

就業幫扶

During the year, the Group employed two people from the targeted region for assistance in Inner Mongolia. At the same time, we carry out comprehensive induction training for new employees to help them quickly integrate into the corporate culture and improve their professional skills. Through systematic selection, education, employment and retention, we are able to match talent with posts, and promote the successful completion of employment-driven assistance.

本年度，本集團錄用內蒙古幫扶地區2名人員。同時，我們積極為入職人員進行全面的入職培訓，幫助其迅速融入企業文化，提高職業技能。通過科學的選、育、用、留方式，實現人員和崗位的精準匹配，推動就業幫扶的圓滿完成。

Education-driven Assistance

教育幫扶

During the year, the Group actively implemented the 2023 rural revitalisation deployment plan agreed by the SASAC of Beijing Municipality and the Tong Ren Tang Holdings. The Group's Youth League Committee started from the youth education to help young people develop reading habits, promote their healthy growth and all-round development, and provide practical help for young people. To this end, we actively worked with the Beijing Youth Development Foundation. We donated and built a reading room named "Beijing Tong Ren Tang Hope Reading Room" in Hotan of Xinjiang, Beijing's targeted region for assistance, to improve local education infrastructure. The project is one of the "Hope Series" projects under the Beijing Youth Development Foundation. For a reading room, enterprises donate RMB50,000 while the foundation purchases more than 4,000 books for schools.

We believe in revitalising the country through science and education, putting people first, and regarding the young generation as the hope of the country and the nation. The Group actively fulfils its social responsibilities as a state-owned enterprise, supports the development of philanthropy through donations, and strives to provide new assistance for youth education.

本年度，本集團積極貫徹落實北京市國資委及集團公司關於二零二三年鄉村振興工作部署，本集團團委以青少年教育為出發點，助力青少年養成閱讀習慣，促進青少年健康成長和全面發展，為青少年提供切實的幫助，為此，我們積極聯合北京青少年發展基金會，向北京市對口支援地區新疆和田捐贈建立一所學校閱覽室「北京同仁堂希望閱覽室」，用於提升當地的教育基礎建設水平。該項目為北京青少年發展基金會「希望系列」項目之一，企業投入資金5萬元，基金會為學校購買4,000多冊圖書。

科教興國，以人為本，青少年是國家、民族未來的希望，本集團積極踐行國企社會責任，通過公益捐贈，支持慈善事業的發展，也努力為青少年教育提供新助力。

5. 文化傳播 回饋社會

Community Engagement

社區參與

More than a decade ago, the Company worked with local residents of nearby streets to build a culture wall for traditional Chinese medicine. To comprehensively display the Tong Ren Tang brand and variety, spread the Chinese medicine culture and improve the display effect, the Company reorganised the contents of the Chinese medicine culture wall and redesigned the display under the central planning of the territorial landscape improvement project during the Reporting Period. After the renovation, this traditional Chinese medicine culture wall measuring nearly 200 metres reappeared with a new look. Every night, the external wall of the factory area on the south side of Zhaogongkou Bridge in Beijing, and the culture wall consisting of 51 light boxes are lit on time, which serves a lighting purpose while spreading traditional Chinese medicine culture to residents.

早在十幾年前，本公司便與屬地街道合作，打造了中醫藥文化牆。為了更加全面地展示同仁堂品牌與品種，傳播中醫藥文化，提升展示效果。於報告期內，本公司在屬地景觀提升工程的統一規劃下，對原有的中醫藥文化牆內容進行了重新梳理，對展示方式進行重新設計。經過提升改造後，這條近兩百米的中醫藥文化牆煥新亮相，每天晚上，本公司位於北京市趙公口橋南側的廠區外牆上，會準時亮起由51個燈箱組成的文化牆燈帶，在成為居民了解中醫藥文化的便捷窗口的同時也起到了照明效果。



Traditional Chinese medicine culture wall
中醫藥文化牆



Lighted culture wall
文化牆燈帶

Appendix

Table of ESG KPIs¹
ESG 關鍵績效指標表¹

Environmental KPIs 環境關鍵績效指標	Unit 指標單位	2023 年	2022 年
Energy and resources consumption 能源及資源消耗量			
Total water consumption 總耗水量	10,000 m ³ 萬立方米	123	126
Water consumption intensity 耗水強度	m ³ /RMB10,000 (total operating income) 立方米/萬元營收	2	3
Comprehensive energy consumption ² 綜合能源消耗量 ²	10,000 t of standard coal 萬噸標煤	3.35	3.11
Electricity 電	10,000 kWh 萬千瓦時	7,294	7,104
Natural gas 天然氣	10,000 m ³ 萬立方米	1,450	1,325
Steam 蒸汽	10,000 t 萬噸	6.0	5.5
Integrated energy consumption intensity 綜合能源消耗強度	t of standard coal/ RMB10,000 (total operating income) 噸標煤/萬元營收	0.06	0.07
Product instructions purchased (packaging materials) ³ 產品說明書採購量 ³ (包裝材料)	t 噸	350	318
Pollutants Discharge 污染物排放量			
Waste water discharge 廢水排放量	10,000 t 萬噸	98	100
Chemical oxygen demand 化學需氧量(COD _{cr})	t 噸	79	70

¹ Unless otherwise specified, Tong Ren Tang Chinese Medicine Group is not included in data.
數據除非特別註明，均不包含同仁堂國藥集團。

² In addition to electricity, natural gas and steam, comprehensive energy consumption includes gasoline, diesel and liquefied petroleum gas.
綜合能源消耗量，除電、天然氣、蒸汽外，亦包括汽油、柴油及液化石油氣使用量。

³ The Company produces more than 100 Chinese patent medicine products, and uses more than 1,000 types of packaging materials (such as product manuals, composite films, packaging boxes, etc.), with different specifications and measurement units, so the statistics of the total amount and density of packaging materials used in finished products is not applicable. Product instructions purchased is closely related to the production plan and output.

本公司常年生產的中成藥產品類別超過百種，所用包材種類逾千種(如產品說明書、複合膜、包裝盒等)，且其規格、計量單位均有差異，故，不適用於統計產成品所用包材總量及密度。產品說明書採購量與生產計劃及產量密切相關。

附錄

Environmental KPIs 環境關鍵績效指標	Unit 指標單位	2023年	2022年
Biochemical oxygen demand 五日生化需氧量(BOD ₅)	t 噸	36	27
Ammonia nitrogen 氨氮	t 噸	1	2
Suspended solids 固體懸浮物(SS)	t 噸	35	40
NO _x emissions 氮氧化物排放量	t 噸	27	25
Total GHG emission ⁴ 溫室氣體排放總量 ⁴	10,000 tCO ₂ -e 萬噸二氧化碳當量	9	8
Direct GHG emission 直接溫室氣體排放量	10,000 tCO ₂ -e 萬噸二氧化碳當量	3	3
Indirect GHG emission 間接溫室氣體排放量	10,000 tCO ₂ -e 萬噸二氧化碳當量	6	5
Intensity of GHG emissions 溫室氣體排放強度	tCO ₂ -e/RMB10,000 (total operating income) 噸二氧化碳當量/ 萬元營收	0.17	0.19
Total hazardous waste ⁵ 有害廢棄物總量 ⁵	t 噸	109	82
Hazardous waste intensity 有害廢棄物產生強度	Kg/RMB10,000 (total operating income) 千克/萬元營收	0.20	0.18
Total non-hazardous waste ⁶ 無害廢棄物總量 ⁶	t 噸	11.41	12.80
Non-hazardous waste intensity 無害廢棄物產生強度	Kg/RMB10,000 (total operating income) 千克/萬元營收	0.02	0.03

⁴ GHG emissions are calculated according to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard issued by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), the Fifth Assessment Report 2013 of the Intergovernmental Panel on Climate Change (IPCC), and the Guidelines for Calculation Methods and Reporting of Greenhouse Gas Emissions from Industrial and Other Industrial Enterprises (Trial). The GHG emission factors related to electricity consumption are converted in accordance with the *Notice on the Management of GHG Emissions Reporting for Power Generation Sector from 2023 to 2025* issued by the Ministry of Ecology and Environment of the People's Republic of China.

溫室氣體排放量依據世界資源研究所(WRI)和世界可持續發展工商理事會(WBCSD)發佈的《溫室氣體核算體系—企業核算與報告標準》、政府間氣候變化專門委員會(IPCC)《第五次評估報告2013》以及《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》核算得出。其中電力部分的溫室氣體排放因子參照中華人民共和國生態環境部印發的《關於做好2023–2025年發電行業企業溫室氣體排放報告管理相關重點工作的通知》進行換算。

⁵ Hazardous wastes mainly include waste chemical reagents, laboratory waste liquid, empty bottles of waste chemical reagents, medical wastes, sludge, waste heat conducting oil, waste mineral oil, waste drugs, activated carbon, etc.

有害廢棄物主要為廢舊化學試劑、實驗室廢液、廢化學試劑空瓶、醫療廢物、污泥、廢導熱油、廢礦物油、報廢藥品、活性炭等。

⁶ Non-hazardous waste is mainly waste instructions, and the amount of which is calculated based on the Company's ledger and the unit weight of corresponding instructions.

無害廢棄物主要為廢棄說明書，總量根據本公司統計台賬及相應規格的說明書單位重量核算得出。

Appendix

Social KPIs 社會關鍵績效指標	Unit 指標單位	2023 年	2022 年
Staff employment (including Tong Ren Tang Chinese Medicine Group) 員工僱傭 (包括同仁堂國藥集團)			
Headcount 正式員工人數	Person 人	4,101	4,089
Male 男性員工	Person 人	1,908	1,978
Female 女性員工	Person 人	2,193	2,111
Chinese mainland 中國大陸員工	Person 人	3,396	3,408
Hong Kong SAR and Macao SAR 中國港澳員工	Person 人	381	368
Overseas 海外員工	Person 人	324	313
Post-graduate and above employees 研究生及以上學歷員工	Person 人	303	262
Bachelor degree 本科學歷員工	Person 人	1,658	1,513
College degree 大專學歷員工	Person 人	1,057	1,173
Senior high school and below 高中及以下學歷員工	Person 人	1,083	1,141
Aged under 30 30歲以下員工	Person 人	716	730
Aged 30 to 39 30至39歲員工	Person 人	1,696	1,731
Aged 40 to 49 40至49歲員工	Person 人	1,024	1,034
Aged 50 and above 50歲以上員工	Person 人	665	594

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Social KPIs 社會關鍵績效指標	Unit 指標單位	2023 年	2022 年
Turnover of regular employees 正式員工流失率	%	6.90%	6.29%
Turnover of female employees 男性員工流失率	%	6.92%	6.17%
Turnover of female employees 女性員工流失率	%	6.89%	6.40%
Turnover of Chinese mainland employees 中國大陸員工流失率	%	6.48%	5.84%
Turnover of employees in Hong Kong SAR and Macao SAR 中國港澳員工流失率	%	10.76%	10.60%
Turnover of overseas employees 海外員工流失率	%	6.79%	6.07%
Turnover of employees aged under 30 30 歲以下員工流失率	%	6.42%	10.00%
Turnover of employees aged 30 to 39 30 至 39 歲員工流失率	%	6.90%	6.76%
Turnover of employees aged 40 to 49 40 至 49 歲員工流失率	%	8.40%	4.84%
Turnover of employees aged 50 and above 50 歲以上員工流失率	%	5.11%	2.86%
Rate of signing labour contracts 勞動合同簽訂率	%	100%	100%
Social insurance coverage 社會保險覆蓋率	%	100%	100%

Appendix

Social KPIs 社會關鍵績效指標	Unit 指標單位	2023 年	2022 年
Employee trainings 員工培訓			
Number of trainings 培訓總場次	Number 次	731	500
Total training participants 培訓總人次	Attendance 人次	37,939	–
Total training hours 員工培訓總學時	Hour 小時	104,115	–
Training hours/person 人均學時	Hour 小時	31.52	22.37
Average training hours of male employees 男性員工平均學時	Hour 小時	31.73	22.98
Average training hours of female employees 女性員工平均學時	Hour 小時	31.31	21.70
Average training hours of middle and above employees 中層及以上員工平均學時	Hour 小時	30.69	19.25
Average training hours of general employees 普通員工平均學時	Hour 小時	31.65	22.85
Percentage of employees trained 受訓員工比例	%	100%	100%
Percentage of male employees trained 男性員工受訓比例	%	100%	100%
Percentage of female employees trained 女性員工受訓比例	%	100%	100%
Percentage of middle and above employees trained 中層及以上員工受訓比例	%	100%	100%
Percentage of general employees trained 普通員工受訓比例	%	100%	100%

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Social KPIs 社會關鍵績效指標	Unit 指標單位	2023 年	2022 年
Health and safety 健康與安全			
Number of work-related deaths ⁷ 因工亡故人數 ⁷	Person 人	0	1
Percentage of work-related deaths 因工亡故比率	%	0.00%	0.03%
Lost days due to work injury 因工傷損失工作日數	Day 天	466	436
After-sales service 售後服務			
Total number of enquiries and complaints 諮詢及投訴數量總計	Case 件	2,789	2,750
Complaint resolution rate 投訴解決率	%	100%	100%
Percentage of product recalls due to safety and health problems 產品由於安全健康問題回收的百分比	%	0	0
Distribution of suppliers 供應商分佈			
Total number of qualified suppliers 合格供應商總數	Number 家	241	223
Northern China 華北區域	Number 家	127	120
Other provinces, cities, and autonomous regions in Chinese mainland 中國大陸其他省、市、自治區	Number 家	114	103

⁷ One occupational fatality in 2022 caused by sudden illness on the way from work.
2022 年度因工亡故 1 人，為下班途中突發疾病亡故。

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HKEx ESG Reporting Guide Index

香港聯交所環境、社會及管治報告指引內容索引

Environmental, Social and Governance Reporting Guide 《環境、社會及管治報告指引》		Corresponding chapter 報告內容
A. Environmental 主要範疇 A. 環境		
Aspect A1: Emissions 層面 A1：排放物		
A1	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 一般披露 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	3.2 Emission Management 3.2 排放物管理
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Table of ESG KPIs ESG 關鍵績效指標表
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (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)。	Table of ESG KPIs ESG 關鍵績效指標表
A1.3	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)。	Table of ESG KPIs ESG 關鍵績效指標表
A1.4	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)。	Table of ESG KPIs ESG 關鍵績效指標表
A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	3.2 Emission Management 3.2 排放物管理
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	3.2 Emission Management 3.2 排放物管理

附錄

Environmental, Social and Governance Reporting Guide 《環境、社會及管治報告指引》		Corresponding chapter 報告內容
Aspect A2: Use of Resources 層面 A2：資源使用		
A2	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. 一般披露 有效使用資源(包括能源、水及其他原材料)的政策。	3.1 Use of Resources Management 3.1 資源使用管理
A2.1	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)。	Table of ESG KPIs ESG 關鍵績效指標表
A2.2	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)。	Table of ESG KPIs ESG 關鍵績效指標表
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	3.1 Use of Resources Management 3.1 資源使用管理
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述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。	3.1 Use of Resources Management 3.1 資源使用管理
A2.5	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)每生產單位估量。	Table of ESG KPIs ESG 關鍵績效指標表

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Environmental, Social and Governance Reporting Guide 《環境、社會及管治報告指引》		Corresponding chapter 報告內容
Aspect A3: The Environment and Natural Resources 層面 A3：環境及天然資源		
A3	General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources. 一般披露 減低發行人對環境及天然資源造成重大影響的政策。	3. Environmental Protection and Ecological Conservation 3. 綠水青山 生態長存
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	3. Environmental Protection and Ecological Conservation 3. 綠水青山 生態長存
Aspect A4: Climate Change 層面 A4：氣候變化		
A4	General Disclosure Policies on identifying and addressing major climate-related issues that have already had or may have an impact on the issuer. 一般披露 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	3.3 Coping with Climate Change 3.3 應對氣候變化
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	3.3 Coping with Climate Change 3.3 應對氣候變化

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Environmental, Social and Governance Reporting Guide 《環境、社會及管治報告指引》		Corresponding chapter 報告內容
B. Social 主要範疇 B. 社會		
Employment and Labour Practices 僱傭及勞工常規		
Aspect B1: Employment 層面 B1：僱傭		
B1	<p>General Disclosure Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.</p> <p>一般披露 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：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>4.1 Employees' Rights and Interests 4.1 員工權益</p>
B1.1	<p>Total workforce by gender, employment type (for example, full- 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。</p>	<p>Table of ESG KPIs ESG 關鍵績效指標表</p>
B1.2	<p>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。</p>	<p>Table of ESG KPIs ESG 關鍵績效指標表</p>

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Environmental, Social and Governance Reporting Guide 《環境、社會及管治報告指引》		Corresponding chapter 報告內容
Aspect B2: Health and Safety 層面 B2：健康與安全		
B2	<p>General Disclosure Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.</p> <p>一般披露 有關提供安全工作環境及保障僱員避免職業性危害的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>4.3 Occupational Health and Safety 4.3 職業健康安全</p>
B2.1	<p>Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。</p>	<p>4.3 Occupational Health and Safety 4.3 職業健康安全</p>
B2.2	<p>Lost days due to work injury. 因工傷損失工作日數。</p>	<p>4.3 Occupational Health and Safety 4.3 職業健康安全</p>
B2.3	<p>Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。</p>	<p>4.3 Occupational Health and Safety 4.3 職業健康安全</p>
Aspect B3: Development and Training 層面 B3：發展及培訓		
B3	<p>General Disclosure Policies on improving employees' knowledge and skills for performing their duties. Description of training activities. 一般披露 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。</p>	<p>4.2 Employee Development 4.2 員工發展</p>
B3.1	<p>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、中級管理層等)劃分的受訓僱員百分比。</p>	<p>Table of ESG KPIs ESG 關鍵績效指標表</p>
B3.2	<p>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。</p>	<p>Table of ESG KPIs ESG 關鍵績效指標表</p>

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Environmental, Social and Governance Reporting Guide 《環境、社會及管治報告指引》		Corresponding chapter 報告內容
Aspect B4: Labour Standards 層面 B4：勞工準則		
B4	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 一般披露 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4.1 Employees' Rights and Interests 4.1 員工權益
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	4.1 Employees' Rights and Interests 4.1 員工權益
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	4.1 Employees' Rights and Interests 4.1 員工權益
Operating Practices 營運慣例		
Aspect B5: Supply Chain Management 層面 B5：供應鏈管理		
B5	General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。	1.3 Supply Chain Management 1.3 供應商管理
B5.1	Number of suppliers by geographical region. 按地區劃分的供貨商數目。	Table of ESG KPIs ESG 關鍵績效指標表
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目、以及有關慣例的執行及監察方法。	1.3 Supply Chain Management 1.3 供應商管理

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Environmental, Social and Governance Reporting Guide 《環境、社會及管治報告指引》		Corresponding chapter 報告內容
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	1.3 Supply Chain Management 1.3 供應商管理
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供貨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。	1.3 Supply Chain Management 1.3 供應商管理
Aspect B6: Product Responsibility 層面 B6：產品責任		
B6	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 一般披露 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	2. Quality Commitment and Responsibility First 2. 品質擔當 責任至上
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	2.1 Quality Control 2.1 質量控制
B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	2.3 Customer Service 2.3 客戶服務
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	2.2 Innovation and Research and Development 2.2 創新研發
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	2.1 Quality Control 2.1 質量控制
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	2.3 Customer Service 2.3 客戶服務

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Environmental, Social and Governance Reporting Guide 《環境、社會及管治報告指引》		Corresponding chapter 報告內容
Aspect B7: Anti-corruption 層面 B7：反貪污		
B7	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 一般披露 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反腐敗
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption 反腐敗
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反腐敗
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反腐敗
Community 社區		
Aspect B8: Community Investment 層面 B8：社區投資		
B8	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 一般披露 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	5. Cultural Dissemination and Contributions to Society 5. 文化傳播 回饋社會
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	5.2 Health-preserving Medication 5.2 醫藥健康 5.3 Community Service 5.3 深入社區
B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	5.3 Community Service 5.3 深入社區

Appendix

Readers' Feedback

讀者反饋

Dear readers,
尊敬的讀者：

Thank you for reading this Report. To continuously improve the Group's sustainability management, we sincerely hope to listen to your valuable opinions and suggestions. Please help us complete this page and send back your feedback in following ways.

您好！感謝您閱讀本報告。為了不斷提高和改進本集團可持續發展管理，我們真誠地希望聽取您的寶貴意見和建議。請您協助完成本頁內容並選擇以下方式反饋給我們。

Email: ir@tongrentangkj.com

郵箱：ir@tongrentangkj.com

1. Your general evaluation of this report:

您對本報告的總體評價是：

Excellent Good Average

好 較好 一般

2. How do you think the clarity, accuracy and completeness of the information and data disclosed in this Report?

您認為本報告在信息和數據披露的清晰度、準確性和完整性上表現如何？

Excellent Good Average

好 較好 一般

3. How do you think this Report's presentation of the Group's impact on the economy, society and environment?

您認為本報告在反映本集團對經濟、社會和環境的重大影響方面表現如何？

Excellent Good Average

好 較好 一般

4. How do you think the Group's performance in safeguarding the stakeholders' interests?

您認為本集團在維護相關方利益方面做得如何？

Excellent Good Average

好 較好 一般

5. Your opinions and suggestions on the Group's sustainability management:

您對本集團可持續發展管理的意見和建議：

If you do not mind, please leave your contact information:

如果方便，請留下您的聯繫方式：

Name:

姓名：

Occupation:

職業：

Workplace:

工作單位：

Postal code:

郵編：

Email:

郵箱：

Contact:

聯繫電話：

Address:

聯繫地址：

We will fully consider your opinions and suggestions and keep your information in good care.

我們將充分考慮您的意見和建議，並承諾妥善保管您的信息。



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