



CORPORATE SOCIAL RESPONSIBILITY REPORT IN 2021



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About the Report.....	03
Message from the Management	04
Future prospects	81
GRI Standards Index.....	82
Reader feedback form.....	85

ABOUT XIANJU

Company profile.....	08
Main business and products	09
Organizational structure	12
Corporate culture	14
Awards and honors	15
Important associations joined in.....	19
Market performance.....	19

Innovation: Driving Development

Driving Development	22
R&D system	23
R&D pipelines	23
Innovation platform	24
Innovation guarantee.....	28
Industry-university-research combination	29

Governance: Strengthening the foundation

Standardize corporate governance	32
Advocate employment integrity	33
Compliant information disclosure	33
Protection of interests of medium and small investors	34
Responsibility management.....	34
Communication with interested parties	35

Partner: Cooperation and mutual benefits

Quality management	40
Organization Chart of Quality Assurance System of.....	41
High-quality services.....	42
Fair competition	44
Information security	45
Intellectual property	46
Supplier management	47

CONTENTS

Employees: People-oriented

Employee profile	50
Protection of rights and interests	52
Democratic management	52
Employee training.....	53
Employee development.....	53
Employee care.....	56

Environment: Green development

Environmental management system	60
Environmental emergency management	61
Environmental publicity and training	62
Reduce energy consumption.....	62
Climate change response.....	64
Pollutant management.....	65
Green design.....	66
Green production	67
Green office.....	67

Safety: Of paramount importance

Safety management system	70
Occupational health management	71
Process safety management.....	73
Safety emergency management	73
Safety production training.....	75

Responsibility: Be brave in taking responsibility

Localized employment	78
Localized procurement.....	78
Build a public welfare brand.....	79
Fight the pandemic as one	80

About the Report

Publication cycle

This Report is an annual report and the first corporate social responsibility report issued by Zhejiang Xianju Pharmaceutical Co., Ltd.

Time frame

For the period from January 1, 2021 to December 31, 2021. Some contents will be traced back or extended forward due to considerations of project continuity or material impact.

Reporting boundaries

The contents of this Report cover Zhejiang Xianju Pharmaceutical Co., Ltd. and its holding subsidiaries, which are consistent with the business coverage area of the Company, including the Company's corporate social responsibility concepts, strategies and specific practices, as well as the business operation status during the reporting period.

Preparation basis

This Report is prepared on the basis of the GRI STANDARDS core program issued by the Global Sustainability Standards Board (GSSB), and with reference to the Basic Framework of China's Corporate Social Responsibility Report Preparation Guide (CASS-CSR 4.0) and the United Nations Sustainable Development Goals (SDGs).

Data description

The data quoted in this Report are from the official documents and statistical data of the Company. For the data quoted in this Report, weights and measures are in the metric system and the monetary unit is RMB, unless otherwise specified.

Reference description

For the convenience of presentation and reading, Zhejiang Xianju Pharmaceutical Co., Ltd. is referred to as "Xianju Pharma", "Xianju", the "Company" or "we/us/our" in this Report (unless otherwise specified in the text).

Publication method

This Report is published in electronic form. You can read and download this Report in electronic form on the designated information disclosure website of Shenzhen Stock Exchange (www.cninfo.com.cn) or the official website of the Company (www.xjpharma.com).

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Message from the Management



The year 2021 was an extraordinary year for the Company. Faced with the superimposed influence of national centralized mining, DRGs/DIP deepening and COVID-19 pandemic, under the correct leadership of the Board of Directors, the management team of the Company united all employees, concentrated their efforts, tackled difficulties, took the achievement of economic benefits, the growth and care of employee and the fulfillment of social responsibility as the driving force and direction of corporate value creation while successfully completing its business objectives, and make a hundred times of efforts to care for the common progress of company ecology and social ecology, to take practical action to fulfil its social responsibility.

Scientific and technological innovation, enhancing development forces

In 2021, Xianju Pharmaceutical continued to focus on the steroid field, focusing on the consistency evaluation of generic drugs and the research and development of innovative drugs, and building and optimizing the "source-absorption-landing" trinity research and development system of "production, education and research" with an open and learning attitude, so as to provide patients with more high-quality products with precise efficacy and reliable quality, and make continuous efforts to improve human health.

Safety and environmental protection, adhering to green development

In 2021, Xianju Pharmaceutical adhered to the principle of coordinated development of safety and environmental protection and economic construction, increased investment in software and hardware, insisted on improving the level of safety and environmental protection by means of technological breakthroughs, actively promoted pipelining and sealing, advocated green development, and strived to create the best EHS practice model in the industry. The company was awarded the "National Green Factory" by the Ministry of Industry and Information Technology.

People-oriented, helping employees to develop

In 2021, Xianju Pharmaceutical adheres to the people-oriented principle, implements the strategy of "strengthening the company with talents", further implements the multi-channel talent development system and broadband salary, optimizes the training system for reserve talents and employees, takes practical measures to ensure that the synchronization of employees' career planning and company development, meets the future-oriented and self-breaking needs of employees in the construction of specialization, continuously increased employees' sense of happiness and gain, and enhanced the cohesion of the Company.

Compliant operation, sharing development achievements

In 2021, Xianju Pharmaceuticals adhered to compliance operations, continued to optimize the corporate governance system, strengthened its capital market, risk control and investor relations management, and continuously enhanced its development effectiveness; adhered to a prudent profit distribution policy, and continued to reward investors. The company's information disclosure continued to receive an excellent annual information disclosure appraisal from the Shenzhen Stock Exchange.

Share and build together, feeding back to the society earnestly

In 2021, Xianju Pharmaceuticals insisted on expanding the coverage of corporate social responsibility while developing itself, actively participated in charitable activities such as helping students, schools, the elderly, farmers, orphans and the poor, and gave back to the society earnestly. In 2022, Xianju Pharmaceutical will celebrate its 50th anniversary. After 50 years of entrepreneurship and hardship, we will start a new journey with more powerful motivation, continue to uphold the purpose of "produce first-class products and devote to human health", break through inertia thinking with an open mind and an assiduous spirit, continuously enhance our core competitiveness with our strengths, and promote the high-quality development of the Company.

Management:



ABOUT XIANJU

Company profile.....	08
Main business and products.....	09
Organizational structure.....	12
Corporate culture	14
Awards and honors	15
Important associations joined in.....	19
Market performance.....	19

Company profile

Zhejiang Xianju Pharmaceutical Co., Ltd. (stock code: 002332.SZ), formerly known as Xianju Pharmaceutical Factory, was founded in 1972 and is located in Xianju County, Taizhou City, Zhejiang Province. The Company, with "our sincerity and service for your health and happiness", as the corporate mission and "becoming one of the top ten steroid drug suppliers in the world and becoming an enterprise favored by customers and employees" as its development vision, focuses on the steroid hormone field. The Company has a total share capital of 989,204,866 yuan and more than 3,600 employees.

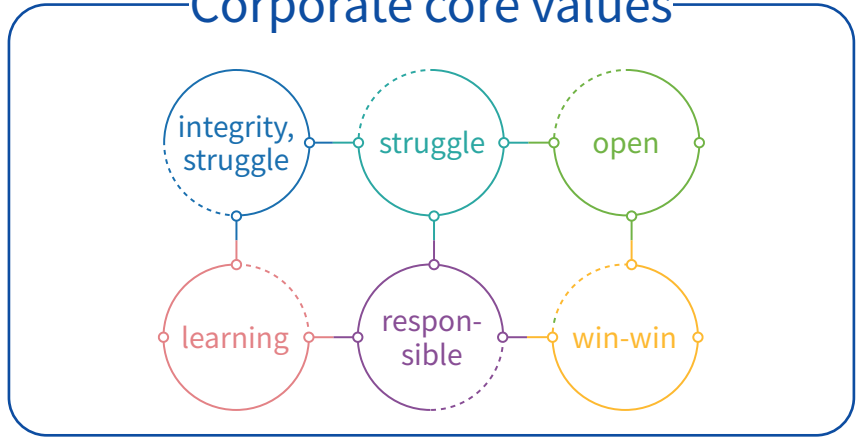
Xianju Pharma is one of the top 100 enterprises in China's pharmaceutical industry and a key high-tech enterprise listed in the National Torch Program. It has Zhejiang Steroid Drug Engineering Technology Research Center, Zhejiang Key Enterprise Research Institute and national postdoctoral program workstation. We have undertaken the National "863" Program project, the National Torch Program project, the National Major New Drug Development project, the National Key New Product Program project, etc. The Company manufactures unique products, adheres to the integrated business model of APIs and preparations, and is mainly engaged in the research, production and sales of steroid APIs and preparations. The Company has built product clusters and service clusters closely around four major therapeutic fields (gynecology, anesthesiology, respiratory and dermatology) in terms of product R&D.

Xianju Pharma has established a long-term cooperative relationship with more than 20 famous domestic research institutes (universities) such as Shanghai Institute of Organic Chemistry, Chinese Academy of Sciences, Zhejiang University and China Pharmaceutical University, recruits senior scientific research talents, carefully cultivates young people who are interested in the steroid medicine industry to become the mainstay of Xianju Pharma, encourages technological innovation, respects the development concept of combining personal growth with enterprise development, and gradually integrates with international new drug development. The Company has begun to form a technical architecture system with foreign high-end R&D institutions as the source, Hangzhou and Xianju research institutes as the digestion and absorption entities, and Xianju base as the implementation entity.

Xianju Pharma owns three core manufacturing platforms in China, namely Xianju Yangfu API Production Area, Xianju Yangfu Preparation Production Area and Linhai Chuanlan Production Area, and owns two standardized API plants abroad with Italian subsidiary NewChem as the main body.

Xianju Pharma advocates the culture of "truthfulness, win-win and innovation" and adheres to the core values of "integrity, struggle, open, learning, responsible and win-win". The Company adheres to the strategic concept of achieving win-win in customers, enterprise, employees and society, and advocates the value concept that personal value is reflected in the process of realizing enterprise value and social value. In the future development, the Company will continuously improve its business management level and develop high-tech products, give full play to scale effect to promote its development in a high-quality manner, and contribute to the cause of human health.

Corporate core values



Main business and products

Xianju Pharma is a comprehensive manufacturer of APIs and preparations, and is mainly engaged in the research, production and sales of steroid APIs and preparations. Steroid drugs are endogenous drugs in human body, which play an irreplaceable role in maintaining human health. They have strong pharmacological effects of anti-infection, anti-allergy, anti-virus and anti-shock, and can improve protein metabolism, restore and enhance physical strength. There are rich kinds of steroid hormone drugs, with dozens of steroid hormones naturally existing in human body, mainly including progesterone, estrogen, androgen, glucocorticoid and mineralocorticoid.

The main products of Xianju Pharma are divided into four categories: corticosteroid drugs, sex hormone drugs (gynecological and family planning drugs), anesthesia and muscle relaxants and respiratory drugs.

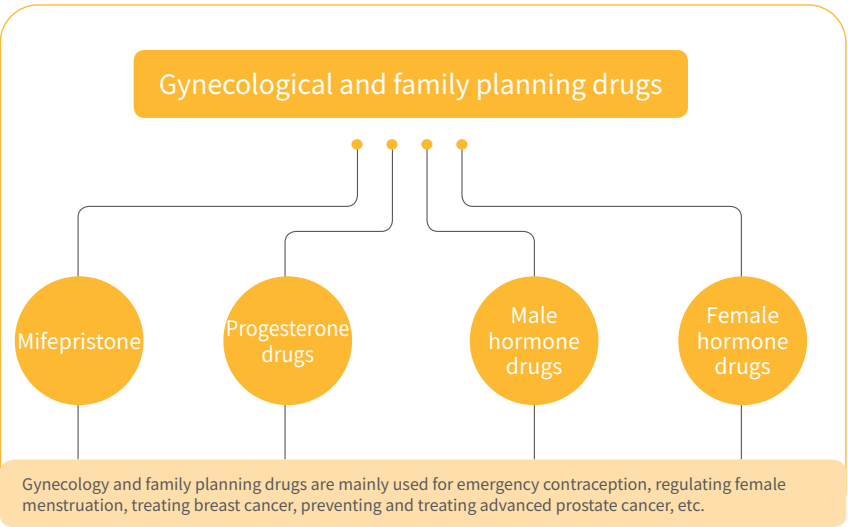
I. Corticosteroid drugs

Corticosteroid drugs are divided into multiple product series such as dexamethasone, prednisone and triamcinolone series, which are mainly used to treat heart disease, skin diseases, bronchial diseases, etc.



II. Sex hormone drugs (gynecological and family planning drugs)

Gynecological and family planning drugs are divided into multiple product series such as mifepristone, progesterone, androgen and estrogen series, which are mainly used for emergency contraception, regulating female menstruation, treating breast cancer, preventing and treating advanced prostate cancer, etc.



先兆流产 复发性流产 益玛欣 安心之选

Threatened Miscarriage Recurrent Miscarriage YIMAXIN A Safer Choice

黄体酮 | 胶囊 孕激素胶囊 孕激素胶囊 孕激素胶囊

【适应症】 先兆流产和习惯性流产、经前期紧张综合征、无排卵型功血和无排卵型闭经、与雌激素联合使用治疗更年期综合征。

【规格】 50mg

【用法用量】 用于先兆流产和习惯性流产、经前期紧张综合征、无排卵型功血和无排卵型闭经，常规剂量为每次200mg-300mg（4-6粒），1次或2次服用，每次剂量不超过200mg（4粒），服药时间最好间隔12小时。详细内容见说明书。

【禁忌】 对黄体酮或本品中其他成分过敏者； 阴道不明原因出血； 急性性肺炎、急性肝衰、肺中肌或有既往病史者； 乳腺肿瘤或乳腺增生。

【不良反应】 突破性出血、阴道点状出血等，详细内容见说明书。

国药准字：H20041802 国药准字（2）类：241215-0054#

浙江仙居制药有限公司 ZHEJIANG XIANJU PHARMACEUTICAL CO., LTD.

地址：浙江省台州市仙居县白塔镇工业园区 邮编：311301 电话：0571-85000000 0571-85717178

决雌醇环丙孕酮片 (商品名：决雌醇环丙孕酮片)

痤疮、多毛、脱发、多囊卵巢综合征妇女的治疗和避孕保护

决雌醇环丙孕酮片

【适应症】 本品适用于治疗痤疮、多毛、脱发、多囊卵巢综合征、避孕等。

【规格】 2.5mg/25mg 5mg/50mg

【用法用量】 本品适用于治疗痤疮、多毛、脱发、多囊卵巢综合征、避孕等。

【禁忌】 对本品或本品中其他成分过敏者； 肝功能不全者； 急性性肺炎、急性肝衰、肺中肌或有既往病史者； 乳腺肿瘤或乳腺增生。

【不良反应】 突破性出血、阴道点状出血等，详细内容见说明书。

国药准字：H20090186 国药准字（2）类：241215-0054#

浙江仙居制药有限公司 ZHEJIANG XIANJU PHARMACEUTICAL CO., LTD.

地址：浙江省台州市仙居县白塔镇工业园区 邮编：311301 电话：0571-85000000 0571-85717178

III. Anesthesia and muscle relaxants

Anesthesia and muscle relaxants are divided into multiple product series such as vecuronium bromide for injection (Xianlin), rocuronium bromide, flumazenil, ropivacaine mesylate, neostigmine methylsulfate, which are mainly used for surgical anesthesia and acute pain control.

罗库溴铵 | 注射液 ROCURONIUM BROMIDE INJECTION

仙居

神经肌肉阻滞的理想选择

在异丙酚或芬太尼/硫喷妥钠快速诱导麻醉时，再给予罗库溴铵1.0mg/kg后，60秒内分别在93%和96%的患者中获得满意的插管条件

在重复追加维持剂量时未见蓄积作用

择期心脏手术患者中，当给罗库溴铵0.6-0.9mg/kg达最大阻滞期间，最常见的心血管变化是轻微的，且无显著临床意义

【适应症】 罗库溴铵为全身麻醉辅助用药，用于常规诱导麻醉期间气管插管，以及维持术中骨骼肌的神经肌肉阻滞。

【规格】 2.5ml:25mg 5ml:50mg

【用法用量】 和其他神经肌肉阻滞药物一样，本品的给药剂量应个体化。

【禁忌】 对罗库溴铵或本品中任何辅料成分有过敏反应者。

【不良反应】 最可能发生的不适反应（ADR）包括注射时的疼痛反应、生命体征的改变和神经肌肉阻滞的延迟。详细内容见说明书。

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甲磺酸罗哌卡因注射液 Ropivacaine Mesylate Injection

卓越科技 无限信赖

提供良好麻醉以及肌肉松弛作用 独特的镇痛-感觉神经分离阻滞作用 无神经分离和术后镇痛

【适应症】 罗库溴铵为全身麻醉辅助用药，用于常规诱导麻醉期间气管插管，以及维持术中骨骼肌的神经肌肉阻滞。

【规格】 2.5ml:25mg 5ml:50mg

【用法用量】 和其他神经肌肉阻滞药物一样，本品的给药剂量应个体化。

【禁忌】 对罗库溴铵或本品中任何辅料成分有过敏反应者。

【不良反应】 最可能发生的不适反应（ADR）包括注射时的疼痛反应、生命体征的改变和神经肌肉阻滞的延迟。详细内容见说明书。

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Respiratory drugs

Respiratory drugs are divided into multiple product series such as mometasone furoate nasal spray, tiotropium bromide inhalation dry powder, ciclesonide inhalation aerosol, which are mainly used for maintenance treatment of seasonal or perennial rhinitis, chronic obstructive pulmonary disease (COPD) and asthma patients.

逸青 糠酸莫米松鼻喷雾剂

3岁以上儿童及成人可用 的鼻腔用糖皮质激素

简要说明书

【适应症】 本品适用于治疗季节性过敏性鼻炎、常年性过敏性鼻炎、哮喘等。

【规格】 2.5mg/25mg 5mg/50mg

【用法用量】 本品适用于治疗季节性过敏性鼻炎、常年性过敏性鼻炎、哮喘等。

【禁忌】 对本品或本品中其他成分过敏者； 肝功能不全者； 急性性肺炎、急性肝衰、肺中肌或有既往病史者； 乳腺肿瘤或乳腺增生。

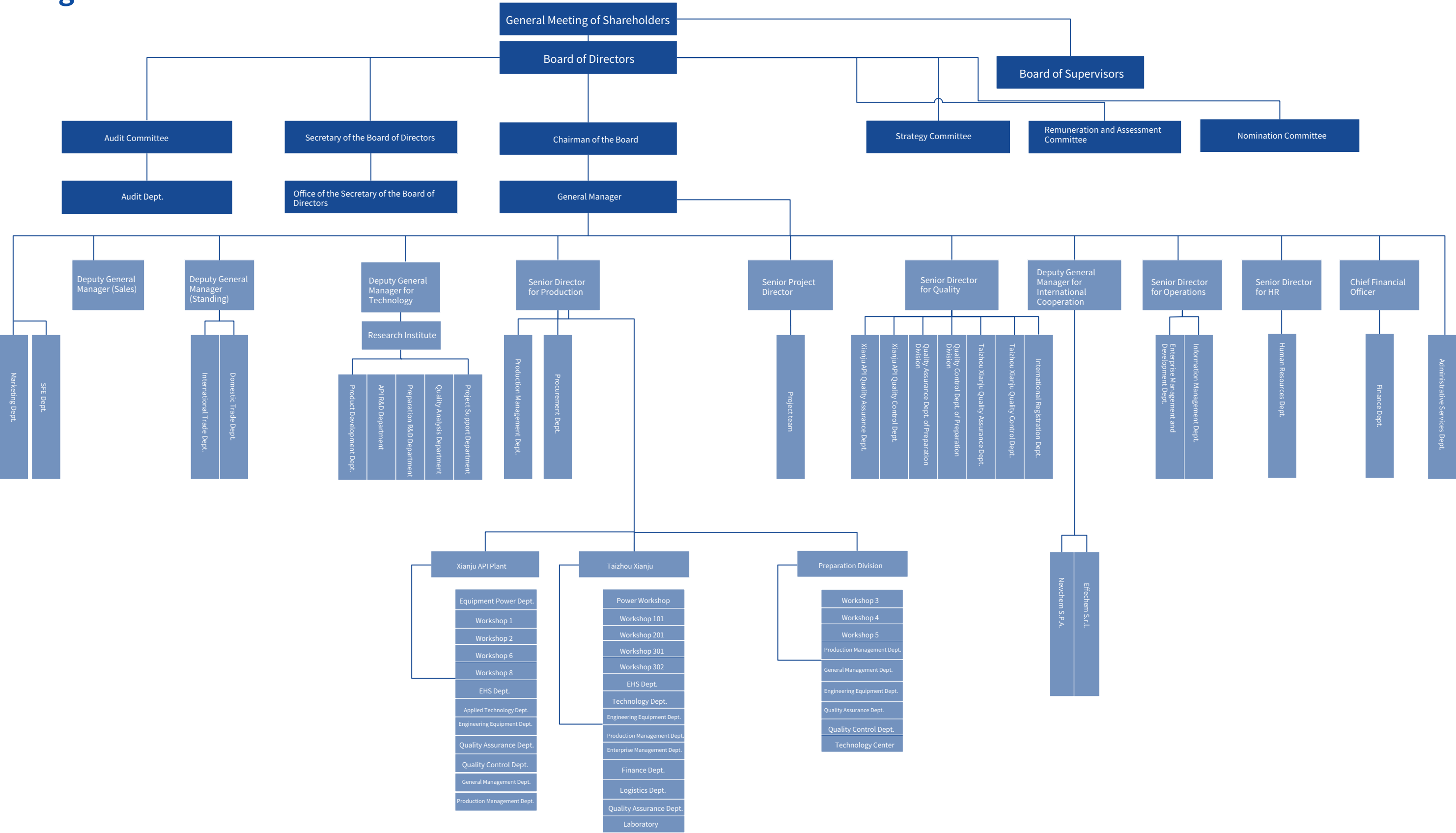
【不良反应】 突破性出血、阴道点状出血等，详细内容见说明书。

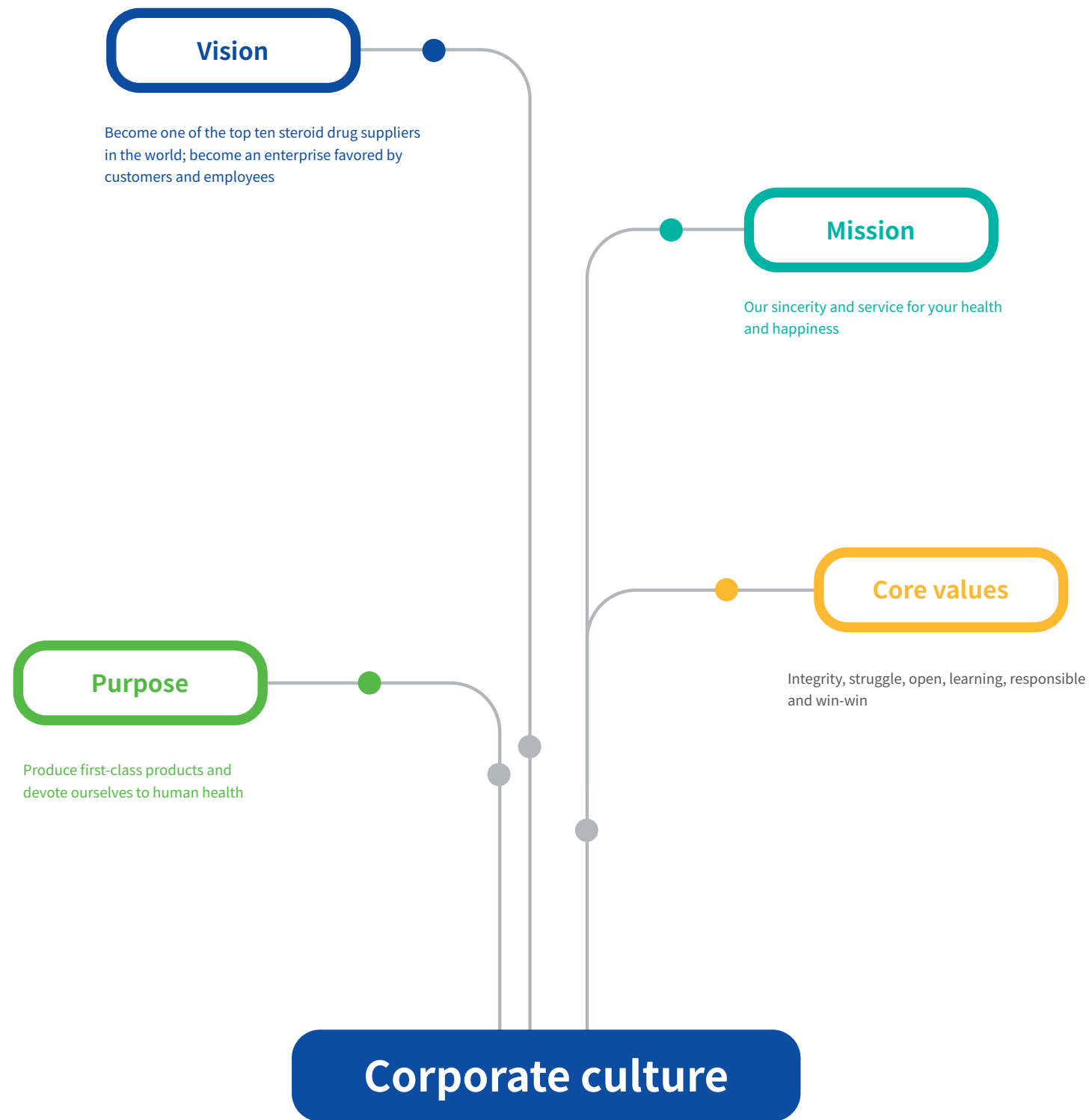
国药准字：H20113491 国药准字（2）类：241215-0054#

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Organizational structure

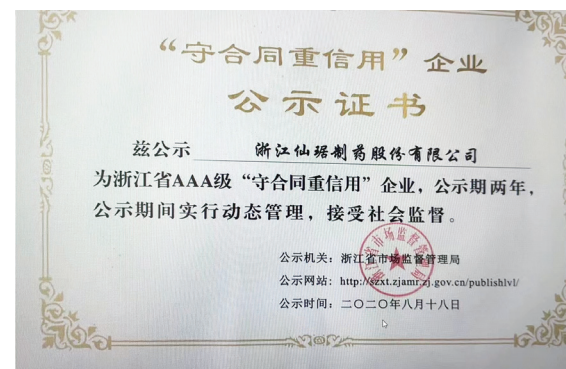
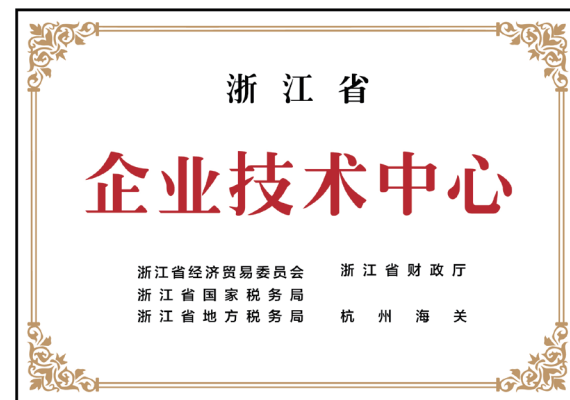




Awards and honors

Level	Awards and honors	Issuing authority
National level	National Green Plant in 2021	General Office of Ministry of Industry and Information Technology
National level	Top 100 Enterprises in China's Pharmaceutical Industry in 2020	2021 (38th) National Pharmaceutical Industry Information Annual Meeting
National level	Top 100 Enterprises of Comprehensive Strength in China's Chemical Pharmaceutical Industry	2020 Annual Summit of China Chemical Pharmaceutical Industry
National level	Obstetrics and gynecology (progesterone capsules), excellent brands of drugs for other departments	2020 Annual Summit of China Chemical Pharmaceutical Industry
National level	Quality Supplier and Partner in the International Market in 2019	China Chamber of Commerce for Import and Export of Medicines and Health Products
National level	TOP 100 Chinese Pharmaceutical Companies in 2019	Expert Committee on TOP 100 Chinese Pharmaceutical Company Rankings
National level	Benchmarking Enterprise of 2018 Pharm China	Pharm China for the 40th Anniversary of Reform and Opening-up
National level	Top 100 Industrial Enterprises of Comprehensive Strength in China's Chemical Pharmaceutical Industry in 2017	Annual Summit of China Chemical Pharmaceutical Industry
National level	Excellent API Export-oriented Enterprise Brand in 2020	Annual Summit of China Chemical Pharmaceutical Industry
Provincial level	Best Contribution Award in 2021	Industrial and Commercial Bank of China Zhejiang Branch
Provincial level	AAA-level "Enterprise of Observing Contract and Valuing Credit" in Zhejiang Province in 2020	Zhejiang Administration for Market Regulation
Provincial level	"Invisible Champion" Enterprise in Zhejiang Province in 2021	Zhejiang Provincial Department of Economy and Information Technology
Provincial level	Water-saving Benchmarking Enterprise in 2021	Water Resources Department of Zhejiang Province and six other departments
Provincial level	Top Ten High-tech Enterprises in Zhejiang Province in the Field of Biology and New Medicine Technology in 2020	High-tech Enterprise Association of Zhejiang Province
Provincial level	Top 100 High-tech Enterprises of Innovation Capabilities in Zhejiang Province in 2020	High-tech Enterprise Association of Zhejiang Province
Provincial level	Leading Innovative Enterprise in Zhejiang Province in 2019	Science and Technology Department of Zhejiang Province
Provincial level	Top 30 Zhejiang Local Private Enterprises with Multinational Operations in 2018	Zhejiang Outbound Investment Enterprises Association
Provincial level	Well-known Trade Name in Zhejiang Province in 2018	Zhejiang Administration for Industry and Commerce

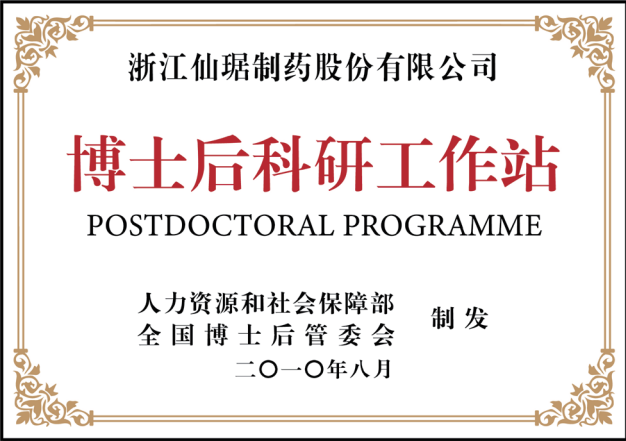
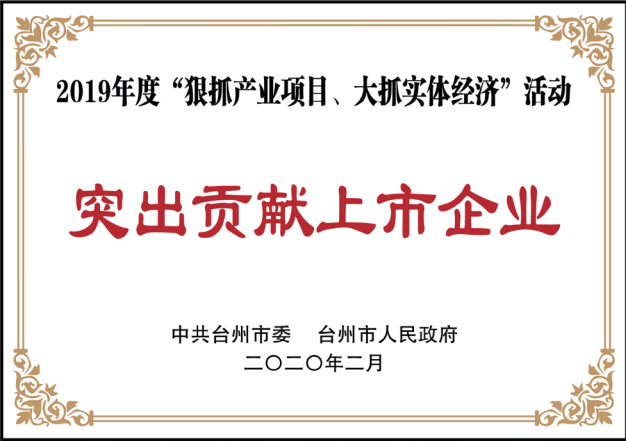
National level



Provincial level



Provincial level



Important associations joined in

Important associations and institutions that Xianju Pharmaceutical joined in

S/N	Name of Association	Title
1	China Nonprescription Medicines Association	Governing unit
2	China Pharmaceutical Industry Association	Governing unit
3	Zhejiang Chemical Safety Association	Governing unit
4	Zhejiang Pharmaceutical Association	Vice President unit
5	Zhejiang Pharmaceutical Association	Standing council member
6	Taizhou Pharmaceutical Chemical Industry Association	Governing Vice President unit
7	Taizhou Import and Export Enterprises Association	Vice President unit

Market performance

In 2021, Xianju Pharma achieved operating income of 4,345,284,800 yuan, a year-on-year increase of 8.12%; operating profit of 740,550,700 yuan, a year-on-year increase of 24%; total profit of 731,682,200 yuan, a year-on-year increase of 17.78%; net profit attributable to listed company shareholders of 609,770,700 yuan, a year-on-year increase of 20.86%; earnings per share of 0.62 yuan, a year-on-year increase of 12.73%. During the reporting period, the Company's operating income, total profit and net profit attributable to listed company shareholders kept increasing year-on-year, mainly due to the growth of the Company's pharmaceutical business sales in 2021, especially the rapid growth of respiratory products. The API business remained stable as a whole, overcoming the impact of relocation and optimization of Yangfu New Plant. The Company focused on the main business of steroid hormones, paid close attention to technical improvement, and accelerated the development of preparation products and the construction of the API technology platform.

At the end of 2021, the total assets of Xianju Pharma were 6,732,401,900 yuan, a year-on-year decrease of 1.55%; the owner's equity attributable to listed company shareholders was 4,821,818,100 yuan, a year-on-year increase of 8.48%.

Unit: Yuan

Group total	2021	2020	2019
Operating income	4,337,150,964.75	4,018,872,772.40	3,708,545,530.97
Total profit	725,885,653.67	621,248,494.85	527,297,088.54
Net profit	617,878,760.05	528,998,565.99	442,478,393.71
Net profit attributable to parent company	615,942,771.05	504,509,427.41	410,368,585.97
Total assets	6,723,208,000.32	6,838,231,066.49	5,824,345,547.49
Total liabilities	1,778,315,938.10	2,255,881,487.04	2,765,742,131.88
Asset-liability ratio	26.45%	32.99%	47.49%
Total tax payment	393,335,635.48	272,345,764.47	302,672,014.51



Innovation: Driving Development

- Driving Development22
- R&D system 23
- R&D pipelines23
- Innovation platform24
- Innovation guarantee.....28
- Industry-university-research combination29

Driving Development

"It is necessary to have effective tools to do good work." Insisting on innovative thinking and scientific and technological innovation, Xianju Pharma has established the development direction of high-tech industry with the scientific research goal of "improve human reproductive health", and has made successful attempts in realizing the "safety, high efficiency, stability and controllability" of drug use, and has begun to form a modern reproductive health drug development technology chain with steroid hormone drugs as carriers, setting up a technology and quality platform for the development from a traditional pharmaceutical plant to a modern international pharmaceutical company.

Xianju Pharma has been sorting out the existing developed products based on the new changes in the national policy environment, and actively promoting the R&D focus, and has built product clusters and service clusters closely around the core therapeutic fields such as gynecology and assisted reproduction, anesthesia and muscle relaxation, and respiratory. The Company will, based upon market investigation and positioning, set up product clusters in various therapeutic fields to identify and obtain the potential products required and prepare good product reserves for the sustainable and stable development of the Company in the next 5-10 years. At present, the main products under research take market space and company opportunities as the breakthrough point, and the original research product pipeline with good competition pattern as the standard.

In recent years, Xianju Pharma's ropivacaine mesylate and injection projects, rocuronium bromide and its injections, mometasone furoate and its cream, vecuronium bromide and its injections, mifepristone APIs and tablets, prednisolone, etc. have successively won the China High-tech Product Innovation Award by the Ministry of Science and Technology, the Science and Technology Award by the People's Government of Zhejiang Province and the Science and Technology Progress Award by Taizhou Municipal People's Government.

In China, with the progress of consistency evaluation and related assessment of API preparations, APIs with higher quality, more adequate quality research and the capability of providing value-added services such as technical document packages will gradually become an important selection factor for downstream customers.

Xianju Pharma has **22** varieties of consistency evaluation, of which **9** have been declared and **5** have been approved. The products that have been approved include rocuronium bromide injection, finasteride tablets, misoprostol tablets, ropivacaine hydrochloride injection and flumazenil injection. The application materials for consistency evaluation of prednisolone tablets, prednisone acetate tablets, dexamethasone sodium phosphate injection and mifepristone tablets have been accepted, and the examination and approval are proceeding in an orderly manner.

Xianju Pharma has **18** generic varieties, of which **6** have been declared. The products that have completed the registration of domestic drug production include: methylprednisolone tablets, sugammadex APIs and preparations, cisatracurium besylate injection, estradiol valerate tablets, dexamethasone sodium phosphate injection and drospirenone and ethinylestradiol tablets. Methylprednisolone tablets have passed the assessment.

R&D system

Xianju Pharma has been focusing on the research and development of steroid drug for many years, and has accumulated remarkable advantages in technological innovation, product research and development, research specifications, scientific research equipment and talent team, etc., and formed R&D innovation and industrialization capabilities in multiple disciplines such as drug synthesis, biotechnology, drug preparation, drug analysis and drug registration. Xianju Pharma has undertaken the National "863" Program project, the National Torch Program project, the National Major New Drug Development project, the National Key New Product Program project, etc. With the increasing pace of enterprise innovation, in addition to the headquarters research institute, the Company has established high-end preparation research and development centers in Hangzhou and other places, laying a solid foundation for the development of new technologies and new products.

Xianju Pharma has been focusing on the field of steroid hormone drugs, taking steroid hormone drugs as the foundation, developing APIs and preparations in parallel with integrated operations, strengthening the development of new technologies and new products, and promoting generic and innovative drugs simultaneously. At the same time of independent research and development, Xianju Pharma will continue to expand the space for scientific research cooperation at home and abroad, absorb advanced innovation achievements, and constantly improve its product lines to provide high-quality services to meet the ever-increasing clinical demands.

R&D pipelines

 **Periconceptional drugs**

Xianju Pharma has formed a series of products, mainly including progesterone supplement, estrogen supplement, hormone replacement therapy, emergency contraceptives, oral contraceptives, medium-acting contraceptives, induced labor drugs, gonadotropin regulation and other drugs.

 **Perioperative drugs**

Xianju Pharma has formed a series of products mainly including medium and short-acting muscle relaxants, muscle relaxation blocking, anesthesia, anesthesia induction, anesthesia maintenance, sedation, analgesia and antiemetic drugs.

 **Respiratory drugs**

Taking various corticosteroids, bronchodilator drugs, anti-allergic drugs, etc. as effective ingredients, Xianju Pharma has developed various formulations through advanced drug delivery technology, forming dosage forms for respiratory system administration such as nasal spray, dry powder and aerosol, which are used for the treatment of various rhinitis, obstructive pneumonia, bronchial asthma and other diseases.

 **Dermatological drugs**

Taking various low, medium and high-efficiency corticosteroids and antibacterial drugs as the main components, Xianju Pharma has developed various semi-solid preparations by using advanced semi-solid technology, which are used for the treatment of various dermatological diseases.

Innovation platform

Over **50** API products approved for domestic registration

12 products submitted to US-DMF

12 products obtained EU CEP certificates

Green chemical synthesis technology platforms

Xianju Pharma has long been committed to the research and development and production of steroid drugs, and has a profound background in the field of steroid drug synthesis and a technical team with considerable technical level and rich practical experience. Xianju Pharma is capable of drug synthesis route innovation, new API product development, process greenization transformation, equipment optimization and upgrading, etc. Xianju Pharma is familiar with the pharmaceutical research and technical specifications and registration regulations at home and abroad. At present, the Company has more than 50 API products approved for domestic registration, 12 products submitted to US-DMF, and 12 products granted with EU CEP certificates.



Biotechnology platforms

of steroid microbial transformation, and has accumulated rich experience in strains and fermentation processes related to steroid drug synthesis. It has technical platforms such as microbial strain transformation, fermentation process development, enzyme catalysis technology development, efficient separation technology development and steroid drug resources development, etc.



Over **200** sets of R&D instruments

Preparation R&D platform

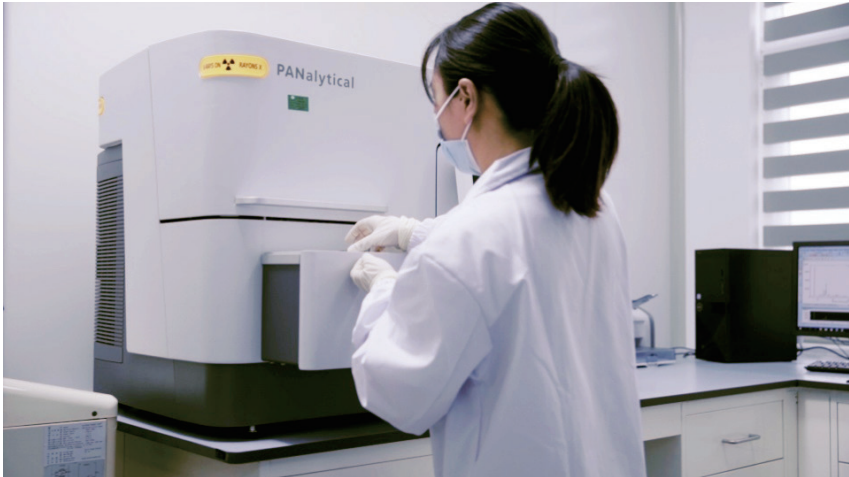
Xianju Pharma currently operates more than ten kinds of dosage forms, and has an experienced R&D team, which is capable of developing various oral preparations, injections, external preparations and inhalation preparations, etc. In addition, it is equipped with more than 200 sets of R&D instruments such as fluidized bed, jet mill, particle tester and freeze dryer, offering the capability to provide various new products for the development of the Company.



Special technology platforms

1. Study on crystallographic form

Xianju Pharma is equipped with crystallization process development and crystallographic form characterization instruments such as powder X-ray diffractometer (XRD), thermogravimetric analyzer (TGA), differential scanning calorimeter (DSC), infrared spectrum (HR), hot stage microscope and infrared spectrometer, which support pharmaceutical research on crystallographic form screening, drug crystallization process control and crystallographic form stability, etc.

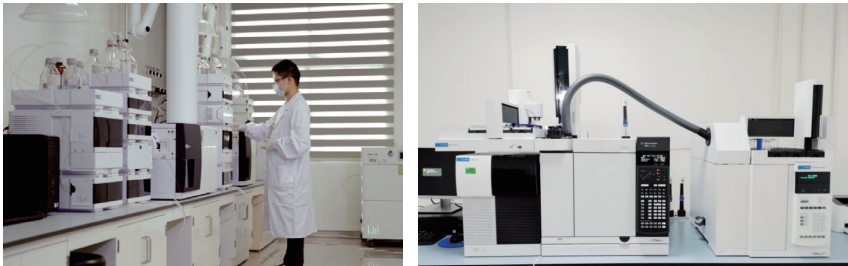


Reaction heat risk assessment

Xianju Pharma is equipped with Mettler RC1e TM automatic laboratory reaction calorimeter and differential scanning calorimeter (DSC), which can be used to carry out comprehensive and quantitative reaction risk research and process risk assessment on drug synthesis process, provide real safety technical data for process design, and conduct safety risk assessment before trial production of new process and existing production process to ensure production safety.

Impurity research

Xianju Pharma is equipped with high-end impurity separation instruments of various specifications, such as DC200 preparative liquid phase, DC600 preparative liquid phase and Waters preparative liquid phase, various high-end analytical instruments (HPLC-TOF, GC-MS, etc.) and high-level technicians and analysts, and is able to carry out impurity preparation (including synthesis and separation), impurity analysis (impurity structure confirmation, content calibration, etc.), genotoxic impurity analysis, detection and assessment, etc.



Semisolid preparation research

Xianju Pharma has an experienced research and development team of semi-solid preparations, is equipped with imported small emulsion tanks, rheometers, hot stage microscopes and other instruments and equipment, which can fully support the development of transdermal and trans-luminal drug delivery preparations, and has many varieties such as vaginal gel preparations and skin topical preparations under research. The platforms are cooperating with foreign high-level preparation R&D companies to develop strategic varieties, which further improves the R&D level of the platforms.



Innovation
guarantee

© Inhalation preparation research

Xianju Pharma has established research and development platforms for inhalation preparations such as spray, atomizer and dry powder. It has complete supporting R&D and detecting instruments and equipment, such as high performance liquid chromatograph, high-speed disperser, laser particle size analyzer, multi-stage collider (ACI, NGI), spray morphology test system, automatic particle image and chemical composition analyzer and other professional spray instruments and equipment, which can fully support the development of lung administration inhalation preparations. Xianju Pharma is engaged in the development of high-end generic drugs and improved new drug preparations.



On the basis of technical support from three joint laboratories, technology centers and R&D centers, Xianju Pharma has set up a management office and an expert committee to coordinate the operation and implementation of the enterprise research institute, with divisions focusing on innovative drug synthesis, generic drug synthesis, drug new form research, quality research, process transformation research, information and intelligence, intellectual property research, etc. Xianju Pharma has a relatively comprehensive talent structure all the way from synthesis, extraction, analysis, preparation to new drug approval, and has a group of pilot-scale technicians with rich production experience, which lays a solid foundation for the large-scale production of new drugs.

In the divisions of the R&D system, including Xianju Research Institute, Hangzhou Xianju Technology Innovation Co., Ltd., Zhejiang Xianju Cuize Pharmaceutical Technology Co., Ltd., Zhejiang Xianju Pharmaceutical Technology Co., Ltd. and Xianju (Jiaxing) Pharmaceutical Technology Co., Ltd., Xianju Pharma invests a lot of money in product development every year. In recent years, the R&D investment accounts for more than 5% of the sales revenue. In 2019, the R&D investment was 204,521,900 yuan, accounting for 5.51% of the sales revenue; In 2020, the R&D investment was 208,385,900 yuan, accounting for 5.19% of the sales revenue; In 2021, the R&D investment was 243,374,000 yuan, accounting for 5.62% of the sales revenue.

Industry-
university-
research
combination

In recent years, Xianju Pharma has established long-term collaborations with more than 20 famous domestic scientific research institutions such as Zhejiang University, Shanghai Institute of Organic Chemistry, Chinese Academy of Sciences, China Pharmaceutical University and Dalian University of Technology, engaged relevant experts as consultants, established a comprehensive expert consultation and technical support system, and focused on key project products relying on its strong scientific research force.

Xianju Pharma also has extensive exchanges and has established good collaboration with famous research institutions at home and abroad. It has conducted in-depth cooperation with three foreign laboratories, namely Delim Cosmeics & Pharmas.r.l in Italy, Cinfainnova in Spain and Monterease in Italy, and established shared databases with domestic and foreign institutions to improve the research level of the Company.

List of shared databases

Name of cooperative organization	Shared database
SCIFINDER	Clinical information database of chemical synthesis, analysis and pharmacology
NEWPORT	Comprehensive information database of generic drug project establishment
PDB	Information database of domestic generic drug sales
DXY Insight	Information database of domestic generic drug registration
PatSnap	Global Patent Information Database
MULTICASE	Genotoxicity database





Governance: Strengthening the foundation

- Standardize corporate governance32
- Advocate employment integrity33
- Compliant information disclosure33
- Protection of interests of medium and small investors 34
- Responsibility management.....34
- Communication with interested parties35

Standardize corporate governance

31857
shareholders

9
directors

3
independent directors

Xianju Pharma persistently improves the management system, seeks benefits from management, improves the efficiency of capital operation, integrates its comprehensive resources to the maximum extent and maintains its sustainable development. While maintaining steady business growth, Xianju Pharma constantly creates new economic growth points, and strives to create maximum return on investment for shareholders.

Xianju Pharma operates in strict accordance with the requirements of the Company Law, Securities Law and other laws and regulations and the Articles of Association, and has built a comprehensive modern management system that meets the requirements of regulatory agencies, including the general meeting of shareholders, the Board of Directors, the Board of Supervisors and the management.

The general meeting of shareholders is the highest authority of Xianju Pharma, which consists of all 31,857 shareholders (as of December 30, 2021). The Company convenes and holds the general meeting of stockholders in strict accordance with the Company Law, the Articles of Association and the Rules of Procedure of General Meetings of Stockholders to exercise its functions and powers according to law. The Company holds an annual general meeting of shareholders every year. At the annual general meeting of shareholders, the Board of Directors and the Board of Supervisors report their work in the past year to the general meeting of shareholders, and each independent director makes a debriefing report.

The Board of Directors is the decision-making body of the Company, which is accountable to the general meeting of shareholders and exercises its functions and powers within the scope of functions and powers conferred by the Company Law, the Articles of Association and the general meeting of shareholders. The Board of Directors of the Company currently has 9 directors, including 3 independent directors. There are four special committees under the Board of Directors, namely: the Strategy Committee, the Audit Committee, the Nomination Committee and Remuneration and the Assessment Committee. The special committees are accountable to the Board of Directors and perform their duties in accordance with the Articles of Association and the authorization of the Board of Directors. Their proposals shall be submitted to the Board of Directors for deliberation and decision. All members of the special committees are directors, among which independent directors account for the majority and serve as conveners in the Audit Committee, the Nomination Committee and the Remuneration and Assessment Committee, while the convener of the Audit Committee is an accounting professional.

With the Articles of Association, the Rules of Procedure of the Board of Supervisors and other relevant provisions. It conscientiously performs its duties, honestly, diligently and dutifully supervises the Company's finance and the legality and compliance of directors and senior management personnel in performing their duties, and safeguards the legitimate rights and interests of the Company and shareholders. The Board of Supervisors of the Company is now composed of 7 supervisors, including 3 employee supervisors elected by the employee congress of the Company.

Senior management personnel of the Company refers to the general manager, deputy general manager, secretary of the Board of Directors, chief financial officer and other personnel appointed by the Board of Directors. The selection of senior management personnel of the Company is carried out in an open and transparent way, based on the domestic and overseas talent markets and by giving full play of talent recommendation intermediaries, thus establishing a high-quality team of professional managers. Senior management personnel should not be changed at will during their term of office. Any necessary adjustment shall be subject to legal procedures and public disclosure.

Advocate employment integrity

Xianju Pharma advocates a corporate culture of integrity and uprightness, creates an anti-fraud corporate culture environment, and establishes a work style of integrity, diligence and dedication. The Company establishes and improves the Anti-fraud Management System and formulates the Code of Business Ethics to regulate the professional conducts of employees and prevent corruption.

Xianju Pharma adopts a zero tolerance policy for corruption, strictly prohibits any form of fraud or corruption by its employees. The Company encourages reporting various dishonest conducts, and opens up various reporting channels such as telephone, e-mail, letter and interview. After receiving the report, the Company will conduct a special investigation, and the investigators will keep the information strictly confidential all the way from the receipt of the report to the closure of the case to ensure the safety of the informer.

The Audit Committee under the Board of Directors of Xianju Pharma is the leading body of the Company's anti-corruption work, which guides and supervises the anti-corruption work of the head office; the Audit Department of the Company is the permanent body against anti-corruption work, and is an independent supervisory body under the leadership of the Chairman of the Board of Directors, which is responsible for the maintenance of the Company's integrity reporting channels and the investigation and handling of reports.

The Company and its subordinate branches and subsidiaries improve the internal control system, conduct regular self-assessment on internal controls, and promptly analyze and raise preventive and control measures for the risk areas and key links that are prone to corruption in the process of operation and management. In 2021, there were no lawsuits related to corruption in the Company.

Compliant information disclosure

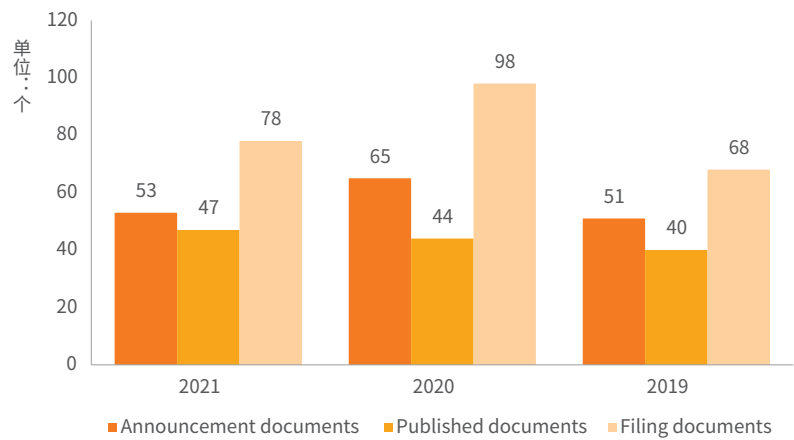
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information disclosure documents

Xianju Pharma attaches great importance to the management of information disclosure and to the protection of the legitimate rights and interests of investors. In accordance with the Company Law, Securities Law, Administrative Measures for Information Disclosure of Listed Companies, Listing Rules of Shenzhen Stock Exchange, Guidelines for Standardized Operation of Listed Companies of Shenzhen Stock Exchange, Guidelines No.1 for Self-regulation of Listed Companies - Standardized Operations of Companies Listed on the Main Board and other relevant laws, regulations, normative documents and the Articles of Association, Xianju Pharma carries out information disclosure in a timely, complete, accurate and effective manner without false records through Securities Times, China Securities Journal, Shanghai Securities News, Securities Daily and CNINFO (www.cninfo.com.cn); and reports the Company's news in time through Weibo/WeChat official account, official website and paper media.

In 2021, Xianju Pharma issued a total of 100 information disclosure documents (including 53 announcement documents, 47 published documents and 78 filing documents), all free from errors in information disclosure, and received an "A" in the information disclosure assessment by Shenzhen Stock Exchange.

Protection of interests of medium and small investors

The information disclosure of Xianju Pharma in the past three years is as follows:



Xianju Pharma attaches great importance to the protection of the rights of medium and small investors. In the case of deliberations for major issues affecting the interests of medium and small investors in the general meeting of shareholders, the votes of medium and small investors are counted separately, and the results of the separate counting are disclosed publicly in a timely manner. The Board of Directors, the Board of Supervisors and the general meeting of shareholders of the Company fully consider the opinions of independent directors and medium and small investors in the decision-making and demonstration of profit distribution policies.

Xianju Pharma serves investors based on the principles of "receiving investors enthusiastically, listening to their opinions patiently and answering their inquiries carefully", actively carries out investor relations management through online annual performance briefings, investor reception days and investor hotlines, etc., and enhances investors' understanding of the Company through one-to-one, one-to-many roadshows and counter roadshows; sets up an investor relations platform in the Company's official website to timely announce the relevant information of the Company to help investors better understand the Company; publicizes the protection of the rights and interests of investors' through the Company's WeChat official account and other platforms to prompt investors to establish rational investment concepts. In 2021, the Company conducted a total of 11 online and offline institutional surveys, received more than 360 fund companies and securities companies for surveys in total; and responded to 79 inquiries from investors on the interactive platform.

Responsibility management

Social responsibility policy

With adherence to the corporate social responsibility concept of "sharing development achievements and building a better life together", Xianju Pharma has always regarded fulfilling social responsibility as its core strategic goal. When formulating development strategy and implementing major decisions, the Company comprehensively analyzes the impact on society and environment, identifies and tracks potential risks and hidden dangers, and plans measures and processes ahead and responds in time. The Company integrates social responsibility management into its daily operations, fully integrates the concept of corporate social responsibility into the whole process of enterprise R&D, procurement, production and sales, and into financial management, human resources management, risk management and other functions and systems, optimizing relevant links and processes and realizing all-round integration in the whole process.

Social responsibility goal: Through the formulation of management procedures and the promotion of management update, improve energy conservation and environmental protection, employee rights protection, consumer rights protection, employment integrity system construction and supply chain social responsibility improvement.

Social responsibility indicators: 0 cases of misuse of child labor, 0 cases of forced labor, 100% coverage of social security, 100% conclusion of collective agreements, 100% completion of occupational health examination, and 0 cases of illegitimate interests.

0 misuse of child labor	100% conclusion of collective agreement
0 forced labor incidents	100% coverage of social security
100% occupational health examination	0 illegitimate interests

Communication with interested parties

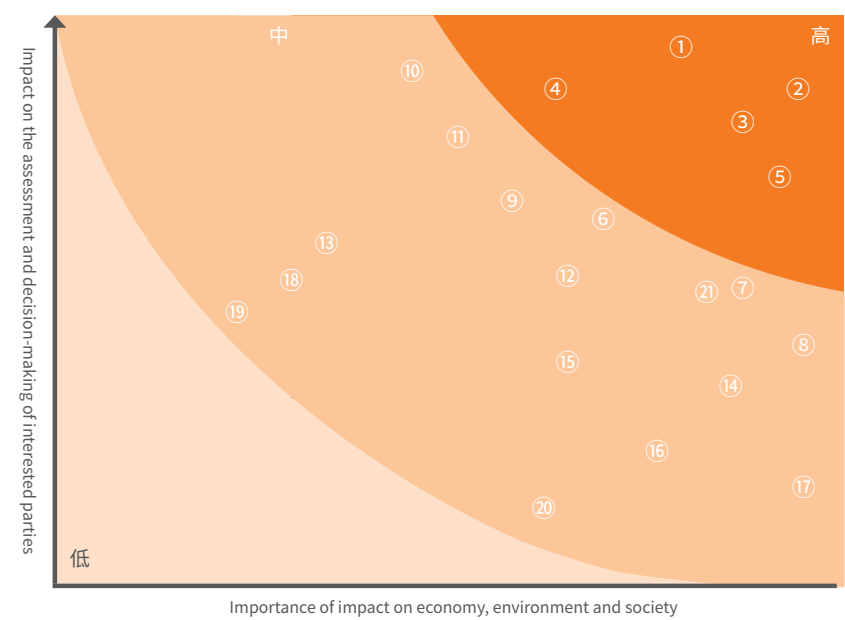
Xianju Pharma regards communication with interested parties as the focus of corporate social responsibility management, attaches great importance to communication with interested parties, accurately identifies interested parties based on issues such as customer needs, investor interests, supply chain management, employee rights and interests, occupational health and safety, community cooperation, regulatory requirements, environmental protection, and corporate image. By means of research and interviews, etc., and through the full participation of interested parties, the Company understands their expectations and demands, and takes measures according to its own production, operation and actual business conditions, and strives to respond to and meet reasonable demands.

Interested Parties	Expectations and demands	Communication and response
Investors	Standardize corporate governance Disclosure of business information Sustainable profitability	Establish and improve the modern corporate governance system Conduct timely and standardized information disclosure Provide reasonable returns on investment
Customers	Quality management Suggestion feedback Information security	Construction of quality management system Construction of customer service system Strengthen information security and privacy protection
Regulatory agencies	Standardized corporate governance Disclosure of business information	Optimize the internal compliance management system Timely and accurate disclose business information
Suppliers	Improve sustainable development performance Honest trade	Carry out cooperative projects with suppliers Promote sustainable procurement Fair and compliant trade
Employees	Protect the legitimate rights and interests of employees Provide space for career development Salary and welfare protection Health and safety protection	Regulate employment and respect human rights Innovate employee development channels Ensure wages and welfare according to law Perfect the occupational health and safety management system
Communities	Drive the development of community economy Carry out multi-level and multi-directional cooperation Community public welfare undertakings	Provide employment positions Support community construction Carry out public welfare and volunteer service activities
Environment	Energy conservation and consumption reduction Reduce pollution	Adopt energy-saving technology Reduce pollutant emissions
Peers	Technical exchange Collaborative innovation Industry development	Industry conferences Seminars Industry-university-research cooperation
Governments	Pay taxes in full according to law Lead technological innovation Abide by laws and regulations	Initiatively pay taxes Innovate in technology Comply with laws and regulations
Media, NGOs, third-party organizations	Sustainable development compliance Interview and communication	Improve the management of sustainable development Conduct visits, meetings, etc.

Analysis of substantive issues

In order to fully understand the concern of interested parties on the social responsibility issues of Xianju Pharma, and make targeted responses to various issues in this Report, the Social Responsibility Report Preparation Team, in accordance with the Sustainable Development Report Standards (GRI Standards) issued by the Global Sustainability Standards Board (GSSB), comprehensively identifies issues related to the Company's impact on economy, environment and society and the impact on the assessment and decision-making of interested parties through internal and external questionnaires, meetings, interviews and other research work and with reference to industry characteristics.

By analyzing international and domestic social responsibility standards and the policy requirements of the national and local governments, and combining with the Company's development strategy and planning, Xianju Pharma ranks the substantive issues from two dimensions of "impact on the assessment and decision-making of interested parties" and "importance of impact on economy, environment and society", and forms an importance assessment matrix to guide the social responsibility promotion efforts in a scientific and orderly manner.



Highly important issues

- ① Employee rights and interests
- ② Environmental protection
- ③ Safety production
- ④ Quality management
- ⑤ Customer service

Moderately important issues

- ⑥ Innovation-driven development
- ⑦ Information security
- ⑧ Anti-corruption and integrity
- ⑨ Training and development
- ⑩ Intellectual Property
- ⑪ Green office
- ⑫ Climate change
- ⑬ Fair competition
- ⑭ Pollution prevention and control
- ⑮ Information disclosure
- ⑯ Risk warning
- ⑰ Community co-construction
- ⑱ Energy conservation
- ⑲ Energy conservation
- ⑳ Supply chain maintenance



Partner: Cooperation and mutual benefits

Quality management40

Organization Chart of Quality Assurance System of.....41

High-quality services.....42

Fair competition44

Information security45

Intellectual property46

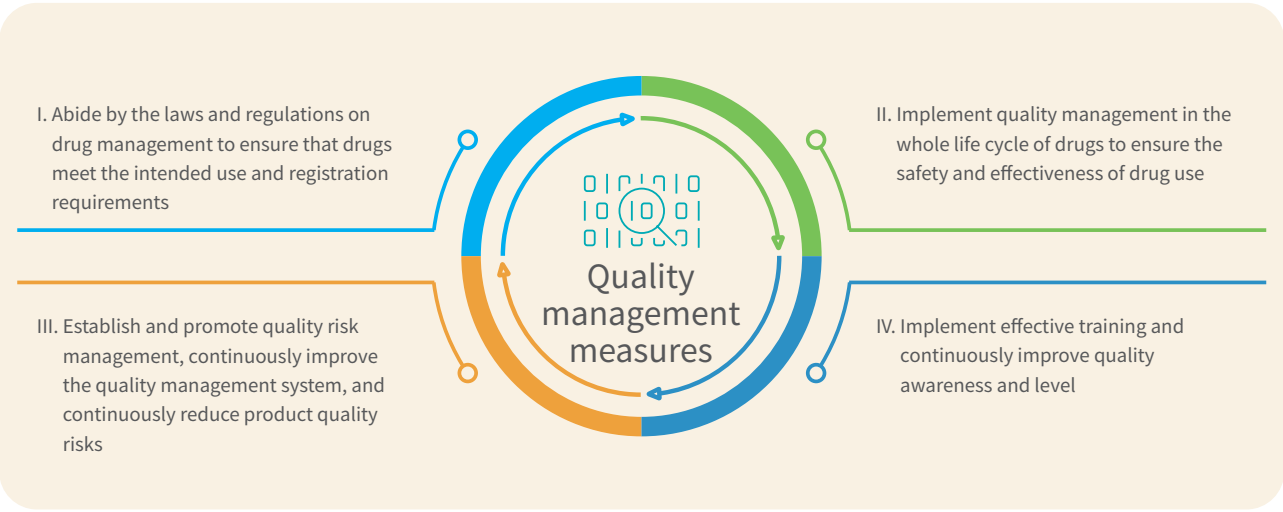
Supplier management47

Quality management

Xianju Pharma keeps in mind the saying that "Every trade must not involve fraud, especially the pharmaceutical industry as it is closely related to life.", and has always been focusing on quality. It has specially set up a product quality assurance department and established a quality assurance system, to further improve and perfect the quality standards of raw materials, intermediates and products, therefore ensuring the required quality from the source; besides, it is gradually carrying out product quality assurance system certification for main raw materials and packaging materials manufacturers.

Quality management policy

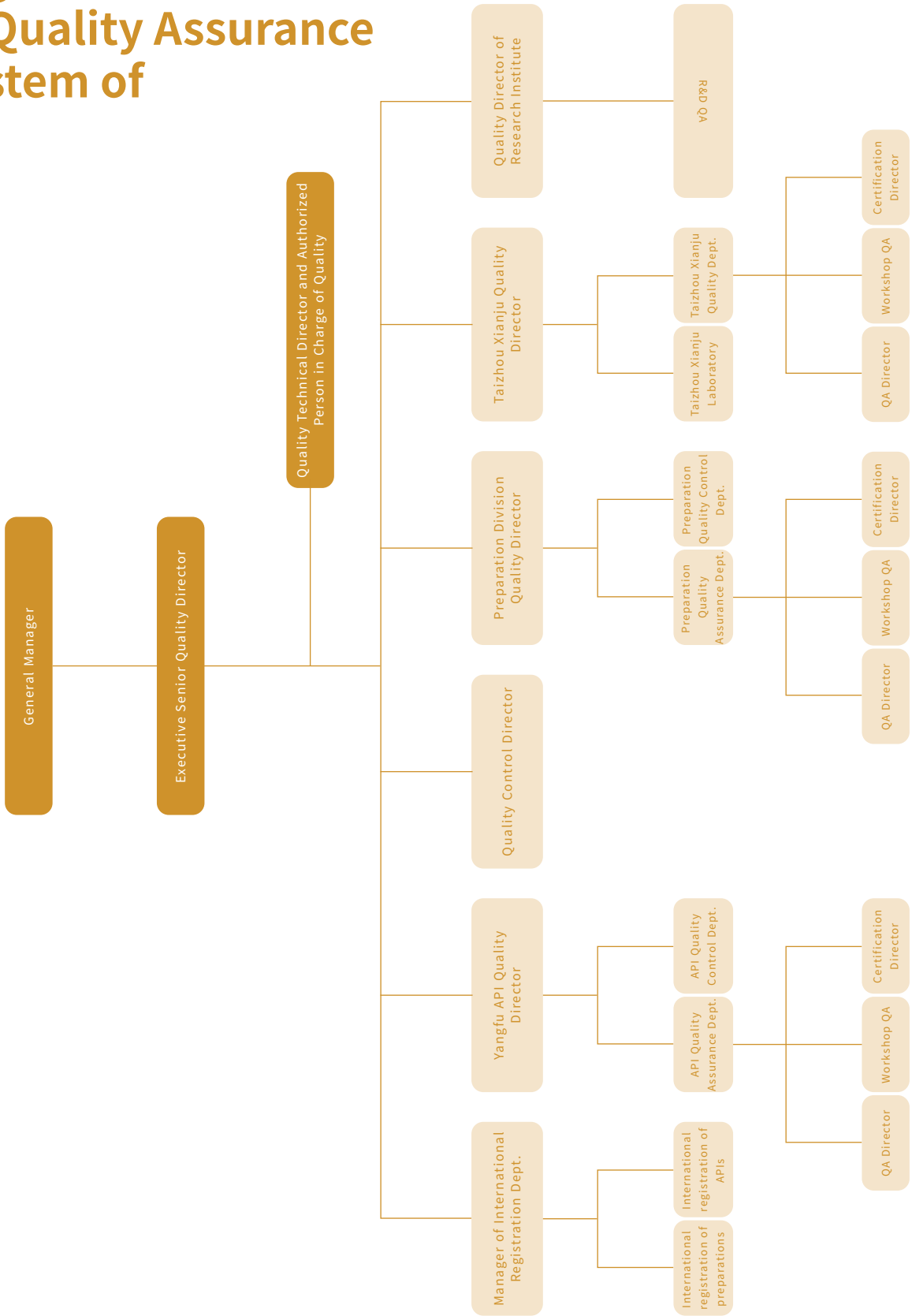
Xianju Pharma pursues the purpose of "producing first-class products and devoting ourselves to human health" and advocates the concept of "quality-oriented, safe and effective". We undertake to:



Quality management system

Xianju Pharma has established a comprehensive quality management system, which is under the direct leadership of General Manager and is independent of the production system, and the quality director performs the quality management function on behalf of General Manager. Under the quality management system, the Quality Assurance Department is responsible for effectively monitoring the whole process related to product quality activities, the laboratories consisting of raw material and finished product laboratories, central control laboratories and central control rooms in preparation workshops, are responsible for effectively monitoring the whole process related to product quality control; the International Registration Department is responsible for organizing foreign registration of products, publicity and implementation of foreign drug administration laws and regulations and technical support for foreign customers; the quality director of the Company authorizes the person in charge of the quality of each branch plant to directly control the quality system of each branch plant, and each branch plant has a quality assurance and inspection team. At present, the Company has obtained GMP (Good Manufacturing Practice) management system certification.

Organization Chart of Quality Assurance System of



100%

pass of market sampling inspection

The APIs of 30 specifications were registered and approved in Europe, Japan, South Korea and other countries

High-quality services

Quality management measures

Xianju Pharma has established a comprehensive quality management system, formulated a series of SOPs and strictly implemented them. All operations are recorded and traceable; Xianju Pharma has established timely and effective procedures for customer quality complaints and product recall. Verification management, change management, deviation management and risk management, etc. are implemented throughout the product life cycle. Over the years, the Company has maintained stable product quality, and the qualified rate of market sampling inspection is 100%, earning a good market reputation for the Company.

Xianju Pharma not only manages the production of products in strict accordance with the relevant SOPs, but also is equipped with advanced detection equipment such as high performance liquid chromatography, gas chromatography and liquid chromatography-mass spectrometry to conduct intermediate control of the pharmaceutical production process and release inspection of finished products. The Company also has a dedicated quality research team to develop and verify detection methods, and carry out quality research work including impurity separation, identification and tracking, etc.

Xianju Pharma adopts the enterprise internal control quality standards more rigorous than the pharmacopoeia standards, and formulates the assessment indicators of the first-pass rate and excellent product rate of product quality; Xianju Pharma organizes production according to GMP standards, follows procedures and takes data as a benchmark, so that every link can be traced, each responsibility is carried out by individuals, and the product quality is strictly controlled.

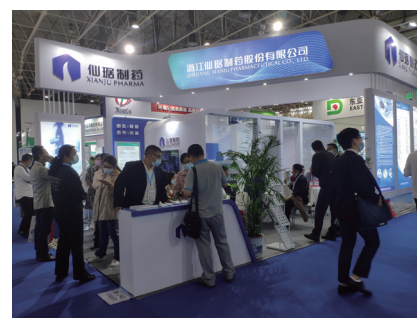
Quality management performance

With adherence to the saying that "Medicinal materials must be authentic and genuine, and drug production must be exquisite and refined", Xianju Pharma has finally achieved gratifying results through unremitting efforts: nearly 30 types of APIs of Xianju Pharma have been registered and approved in Europe, America, Japan and South Korea, and passed official on-site inspections by FDA of the United States, EDQM of the European Union, PMDA of Japan, HC of Canada and MFDS of South Korea, etc. All products of the Company have passed the national GMP certification.

Xianju Pharma adheres to customer demand as the center, always takes customer satisfaction as the measurement standard, strengthens communication with customers, responds quickly and executes accurately, focuses on safeguarding customer interests, and is committed to providing customers with better service.

Customer training

Every year, Xianju Pharma actively participates in industry exhibitions such as API conferences in China, CPhI exhibitions in Shanghai and Europe, publicizes the latest products and services of the Company to domestic and foreign customers, and continuously deepens connection and cooperation with them.



API Wuhan Exhibition



CPhI Frankfurt API Exhibition

814

customer training sessions completed

Over 10000

physicians involved in training



CPhI Shanghai Exhibition

Xianju Pharma actively expands its academic promotion network, continuously promotes and timely adjusts and improves its refined management. By conducting epidemiological investigations, inviting experts and scholars in academic fields to organize online live broadcasts, contacting well-known medical experts to carry out offline free clinics, participating in conference booths to demonstrate the Company's new products and technologies, and other multi-mode professional publicity and education methods for doctors and patients, Xianju Pharma focuses on improving doctors' diagnosis and treatment capacities, while enhancing patients' awareness of diseases. By the end of 2021, Xianju Pharma had completed 814 customer trainings, involving more than 10,000 doctors.

包罗万象 一库到底

大会主席
刁玉刚 教授
北部战区总医院麻醉科主任

特邀嘉宾
黄泽清 教授
辽宁省肿瘤医院麻醉科主任

时间	题目	讲者
19:00-19:05	主席开场	刁玉刚 教授
19:05-19:45	肌松药物的合理使用：我们的经验和思考	薛庆生 教授
19:45-20:15	腹腔镜下肿瘤手术肌松认识	黄泽清 教授
20:15-20:30	线上讨论&总结	刁玉刚 教授

5/30 直播时间 19:00-20:30

长按识别二维码进入观看直播

主办单位：浙江仙琚制药股份有限公司

益欣有你 母孕天成

妇科内分泌大讲堂

2021年4月23日 19:00-20:30

长按识别二维码 进入观看直播

代萌梅 教授
首都医科大学附属北京妇产医院

田秦杰 教授
北京协和医院

阮祥燕 教授
首都医科大学附属北京妇产医院

日期	内容	主席讲者
19:00-19:10	主席致辞	代萌梅 教授
19:10-19:40	《孕激素发展史及临床应用》	田秦杰 教授
19:40-20:10	《PCOS患者的不孕管理》	阮祥燕 教授
20:10-20:30	讨论答疑	代萌梅、田秦杰、阮祥燕 教授

‘克服炎症，’林机制胜

妇科炎症病例分享会

会议主席：谢晋京 教授
点评专家：安银芳 教授、陈虹 教授
病例分享专家：夏娜 老师、卢巧玲 老师、孙慧慧 老师

会议时间：12月21日晚上 19:00-21:00

时间	内容	主讲/点评专家
18:30-19:00	腾讯线上会议(468 656 665)	主持人/点评专家
19:00-19:10	大会主席致辞	谢晋京 教授
19:10-19:15	仙琚制药介绍	市场部
19:15-19:45	病例讨论一：《BV参与的混合菌群感染的病例分享》 讲者：夏娜 湖北妇幼保健院	安银芳 陈 虹
19:45-20:15	病例讨论二：《妊娠期间感染的病例分享》 讲者：孙慧慧 浙江大学附属第一医院	安银芳 陈 虹
20:15-20:45	病例讨论三：《老年性阴道炎的病例分享》 讲者：卢巧玲 陕西省妇幼保健院	安银芳 陈 虹
20:45-20:45	会议互动环节	谢晋京 安银芳 陈 虹
20:45-20:55	大会总结&会议结束	谢晋京

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浙江仙琚制药股份有限公司



Xianju Sunshine Angel Foundation Public Welfare Clinic

After-sales service

Xianju Pharma advocates service priority, continuously optimizes customer complaint handling procedures, product recall procedures, product return handling procedures, market customer information feedback and processing management procedures, etc., and constantly makes summaries, optimizations and innovations in practice. Xianju Pharma, through proactive contact, learns customer satisfaction with product use and service provision, and responds accordingly; listens carefully to understand their demands, provides assistance, analysis and trouble-shooting; follows up the whole process to ensure the integrity and smoothness of the whole supply chain, timely coordinates issues encountered in various links, and continuously improves the customer experience and satisfaction.

Potential risk warning

Xianju Pharma keeps an eye out for changes in the whole market environment (especially after the outbreak of COVID-19 pandemic) and the industry dynamics, and timely reminds and informs customers of potential risks (quality risks, drug administration risks, transportation risks, delivery risks, etc.) in the products and services supplied by means of telephone, email and other media.

Fair competition

Xianju Pharma abides by the principle of fair competition, strictly complies with the Company Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China and other laws and regulations, supports open and fair competition, and prohibits direct or indirect contact with suppliers or customers to restrict trade or exclude other competitors from the market in an unfair manner. It forbids the division of markets or customers with competitors, or the boycott of customers or suppliers; and prohibits the improper and discriminatory treatment of comparable and competitive customers in terms of prices, discounts or subsidies. The Company strictly complies with local laws, regulations and business standards, promotes the construction of a free market, sticks with equal treatment for market players, maintains a good competitive order, supports API operators to innovate and develop and enhance their international competitiveness.

Xianju Pharma trains its employees on fair competition awareness to prevent unfair competition. By carrying out risk assessment on unfair competition conducts to identify risks and taking corresponding measures, and by formulating reporting procedures to monitor anti-unfair competition conducts and protect informers, Xianju Pharma has actively created a healthy and transparent business atmosphere and a sound business competition environment.

During the reporting period, there were no legal proceedings related to improper competition in Xianju Pharma.

Information security

Xianju Pharma has always attached importance to keeping trade secrets and protecting information security, complied with the laws and regulations of the countries (regions) where it operates on the collection, use and manage of personal information, and devoted itself to the construction of information security.

Xianju Pharma has formulated and implemented relevant systems such as the Archives Management System, Informatization Management System, Confidentiality System, Information Disclosure Management System, Insider Information Confidentiality System and Insider Information Registration Management System to manage data, information, software and hardware and improve the reliability, security and usability of data and information management software and hardware, therefore ensuring that the infrastructure of information security system meets the Company's needs of strategic development.

Internal security measures: Xianju Pharma set up a trade secret protection team in December 2016, with the legal representative of the Company as the first person responsible, which classifies and audits the confidential information of the Company, and divides the relevant information into three levels: "top secret", "confidential" and "secret", and has the full-time archive managers responsible for classified management. In addition, Xianju Pharma enters into a non-competition confidentiality contract with relevant personnel to further protect the Company's information security.

Software security measures: In order to protect intellectual property and trade secrets, Xianju Pharma implements the Computer Document Technology Encryption (DES) project, which automatically encrypts the documents and drawings generated by computers to prevent the contents of documents and drawings from being acquired by third parties after their outbound transmission, thus protecting the legitimate rights and interests of the Company. Based on the theory and technology of digital copyright protection and the principle of 512-bit key multiple encryptions, and in combination with the hardware environment, the system automatically injects key information into the controlled files during the operation process to form encrypted files. Through the implementation of this project, all the internal documents of the Company are automatically encrypted. Unauthorized documents can't be opened once they are out of the network environment of the Company, thus achieving the purpose of preventing breach of confidence.

Xianju Pharma has set up a trade secret protection team, which conducts training and publicity to its employees on information security twice a year, and engages experts to assess the Company's protection level of trade secrets, so that it is constantly optimized and upgraded.



As of the date hereof, there have been no disputes or lawsuits arising from information leakage in Xianju Pharma.

Intellectual property

50
invention patents

4
utility model patents

2
design patents

Xianju Pharma regards the respect for intellectual property and the protection of intellectual property from infringement as a long-term important responsibility. The Company strictly complies with intellectual property laws and regulations, respects the intellectual property rights and interests of all parties, standardizes the management of internal knowledge exchange and sharing, external knowledge and enterprise knowledge assets, form a list of knowledge assets based on the knowledge and information materials collected and sorted out by various departments to ensure that the Company does not infringe upon patents, copyrights or other intellectual property rights of other companies and individuals in its operations.

Xianju Pharma establishes intellectual property incentive mechanism, standardizes its intellectual property management, encourages invention and creation, promotes technological innovation and forms its independent intellectual property, thus promoting the progress of production technology, and improving its market competitiveness and economic benefits. The Company has 50 invention patents, 4 utility model patents and 2 design patents. Patent granting of the Company in the past three years are as follows:

S/N	Patent name	Patent number	Date of authorization announcement
1	Progesterone nano-composition and preparation method thereof	ZL201510353184.4	2019.4.19
2	Endoscope image processor	ZL201930249840.5	2019.05.21
3	A method for the preparation of hydrocortisone acetate	ZL201710268441.3	2019.08.27
4	Misoprostol composition, tablet and use thereof	ZL201810396645.X	2019.09.10
5	A method for the preparation of dehydroepiandrosterone	ZL201711080913.9	2019.09.20
6	A method for the preparation of betamethasone sodium phosphate freeze-dried powder injection	ZL201410846984.5	2019.10.25
7	An acyl coenzyme A-reductase gene phsR and application thereof	ZL201610528007.X	2019.11.26
8	Handle assembly and endoscope using the same	ZL201922048022.6	2019.11.22
9	Data transmission mechanism	ZL201920743583.5	2019.11.01
10	A method for the preparation of 17α-acetoxy-(8,13)-ene-11α-hydroxyprogesterone	ZL201610503109.6	2020.2.21
11	Endoscope image processor	ZL201930251990.X	2020.03.24
12	Method for the preparation of diketal	ZL201810429794.1	2020.5.8
13	Patent certificate of invention for synthesis and purification method of finasteride chiral impurity (5 β-finasteride)	ZL201810965095.9	2020.6.5
14	An HPLC method for analysis of estrone related substances	ZL201711388902.7	2020.08.25
15	Endoscope insertion part head end, endoscope insertion part and endoscope	ZL201922048178.4	2020.08.11
16	Dispensing device	ZL201922192965.6	2020.09.04
17	Method for the preparation of methyl tetraenes	ZL201710412391.1	2020.10.02
18	Method for the preparation of tibolone intermediate	ZL201910043225.8	2021.01.26
19	Method for the preparation of dexamethasone intermediate	ZL201910454561.1	2021.01.29
20	Method for the preparation of betamethasone intermediate	ZL201910454446.4	2021.03.26
21	Method for the preparation of boldenone by microbial transformation	ZL201910037611.6	2021.08.27
22	A method for the preparation of tetraene acetate	ZL201711255248.2	2021.09.28

Supplier management

Xianju Pharma, while undertaking corporate social responsibility, actively builds supplier credit system, ensures supply quality, and vigorously advocates the concept of responsible procurement. Based on the principle of open, fair and just procurement, the Company actively builds the supplier management system, strictly controls the procurement process, ensures the procurement quality, continuously improves the requirements for suppliers to fulfill their social responsibilities, strengthens communication with suppliers through various forms, jointly establishing a healthy, virtuous and sustainable green supply chain.

Xianju Pharma has a supplier management manual to effectively plan, organize and control all links of the supply chain, establishes a quota competition mechanism based on quality and price comparison and a perfect supplier performance monitoring system, implements the mechanism for selecting the superior and eliminating the inferior, and fully builds a high-strength supporting platform for the brand of Xianju Pharma. From time to time, the Company dispatches officials and technical personnel to visit suppliers and conduct technical exchanges and other activities, so that the two sides continue to match and progress and develop together. Xianju Pharma attaches great importance to the development of suppliers, often encourages suppliers to cooperate with the Company to solve difficult problems, and adopts various methods to help suppliers improve their performance.





Employees: People-oriented

- Employee profile50
- Protection of rights and interests52
- Democratic management52
- Employee training53
- Employee development.....53
- Employee care56

Employee profile

337
employees recruited

200 males 137 females

64 fresh graduates 3 veterans

8 masters 94 bachelors

148
junior college graduates

Employees are the foundation of enterprise development and the source of enterprise innovation. Xianju Pharma attaches great importance to the protection of employees' rights and interests, provides employees with a humanized working environment, creates a diversified and harmonious working atmosphere, implements the construction of "wide caliber and big pattern" human resources system, accelerates and strengthens the training of internationalized talents and various professional talents, establishes a broad-banding compensation system, follows the path of "professional achievements with professional talents", strives to build a platform for employees to realize their values and share development achievements with them.

Xianju Pharma always pursues the employment concept of fairness, equality and merit-based admission, carries out recruitment activities with equal pay for equal work and no gender discrimination, attaches importance to the diversity of talents, provides fair, open and transparent employment opportunities, and prohibits restrictions on employee recruitment and admission due to factors such as gender, age, race, skin color, religious belief and economic ability.

Xianju Pharma has established cooperation with many higher technical schools. The head office has set up teaching practice bases in Lanzhou University of Technology and Zhejiang University of Technology, providing approximately 40 internship positions in 2021. In addition, the Company conducts external recruitment online and offline simultaneously, providing no less than 30 categories of job vacancies and the employment demand of approximately 150 people every year, as well as relevant subsidies, so as to actively promote the bilateral interaction between talent introduction and employment promotion. In 2021, the Company recruited a total of 337 employees, including 200 males and 137 females; 64 fresh graduates and 3 veterans. Among the new employees, 8 have master degree, 94 have bachelor degree and 148 have associate college degree.

Table of employment driven by Xianju Pharma in the past three years Unit: person

Year	Gender		Educational background				Region		Total recruitment	Number of fresh graduates	Number of veterans
	Male	Female	Doctor	Master	Bachelor	Associate college	Within the county	Outside the county			
2021	200	137	0	8	94	148	94	243	337	64	3
2020	237	150	1	17	123	144	122	265	387	72	4
2019	297	264	0	8	156	233	125	436	561	99	2

9
directors

49
senior managers

Employment of Xianju Pharmaceutical in 2021



Specialty composition

Category of specialty composition	Number of specialty composition (persons)	Category of education level	Number (persons)
Production personnel	1194	Doctor	36
Sales personnel	895	Master	183
Technical personnel	905	Bachelor	824
Financial personnel	62	Junior college	955
Administrative staff	600	Technical secondary school and below	1658
Total	3656	Total	3656

Education level

Xianju Pharma cares about gender equality, resolutely eradicates discrimination against women in employment, provides equal employment opportunities, implements equal pay for equal work for men and women, and prohibits discriminatory treatment in remuneration on grounds of gender.

In the past three years, the employee turnover rate of Xianju Pharmaceutical has decreased year by year, as shown in the following table: Unit: person

Year	Gender		Educational background				Region		Total number of employees left	Turnover rate
	Male	Female	Doctor	Master	Bachelor	Associate college	Within the county	Outside the county		
2021	259	165	1	11	117	164	112	312	424	12.51%
2020	297	197	0	9	118	192	118	376	494	13.48%
2019	399	258	1	7	152	284	146	511	657	16.74%

Protection of rights and interests

100% conclusion of labor contracts and coverage of social insurance

Xianju Pharma strictly abides by the Labor Law, Labor Contract Law and other laws and regulations, regulates its employment conducts, builds harmonious labor relations, respects the internationally accepted code of conduct for social responsibility, resolutely eradicates child labor and forced labor, and prohibits discrimination and harassment.

Xianju Pharma follows the principle of distribution according to work, adheres to the concept of "win-win", establishes a compensation structure beneficial to the development of employees based on basic salary and supported by performance and other benefits, and ensures that the compensation standard of our employees is higher than the one of the same industry, and the minimum wage standard is higher than the local minimum wage standard stipulated by the government.

Xianju Pharma strictly implements the national regulations on employee leave, and employees are entitled to rest and vacation according to law, and to marital and bereavement leave, maternity leave and family planning leave according to regulations. Xianju Pharma implements a paid annual leave system, and provides overtime pay or compensatory time off to employees who work overtime on holidays and public holidays due to production and operation requirement in accordance with the Labor Law.

Xianju Pharma enters into labor contracts with its employees according to laws and regulations, and pays five kinds of social insurance and one housing fund for employees. In 2021, the rates of labor contract conclusion and social insurance participation of employees were both 100%.

Democratic management

Xianju Pharma strengthens its democratic management by means of employee congress, employee democratic management committee, employee directors and employee supervisors, etc. The Company has established a comprehensive communication mechanism through various channels such as plant affairs publicity, democratic consultation and general manager's mailbox. The Company maintains open, frank and effective communication with employees, listens to their opinions and protect their rights and interests.



At the Second Staff Congress of the Sixth Session of Xianju Pharma, the employee representatives proposed 53 pieces of suggestions, 45 of which have been implemented; several suggestions that are inappropriate for implementation at present have also been replied and delivered to the proponents themselves. Among them, 2 proposals were submitted for the competition of the National Excellent Employee Representative Proposal, and 1 proposal won the National Excellent Employee Representative Proposal of "Aggregate Strength and Promote Development". In 2021, the Company collected 64 reasonable suggestions from employees through various channels and adopted 43 of them.

Employee training

646 training sessions

17679 participants

In Xianju Pharma, at the beginning of each year, the Human Resources Department analyzes and interprets the corporate strategy, human resources strategy, annual business plan and business objectives, identifies the priorities and trends of the Company's business development, and determines the key areas and strategies for the investment of training resources in combination with the annual human resources plan. In the meantime, the Human Resources Department organizes the investigation of training needs of relevant departments, and formulates annual company-level and department-level training plans according to training needs.

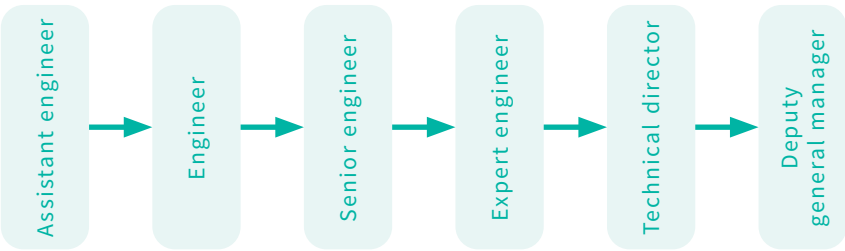
Xianju Pharma conducts trainings on its employees by both outsourced training and internal training. For internal training, Xianju Pharma organizes appropriate lecturers to conduct various trainings on schedule according to the training plan. Besides, according to the business development and the latest industry requirements, the Company designates corresponding personnel to take external trainings from time to time. In combination with the latest development trend, the Company implements the combination of offline training and online training, and realizes simultaneous training in each plant area by using network platforms such as DingTalk.

In 2021, Xianju Pharma conducted 646 trainings with 17,679 participants, with a training coverage rate of 98%, 63,230 training hours and 33.6 training hours per person.

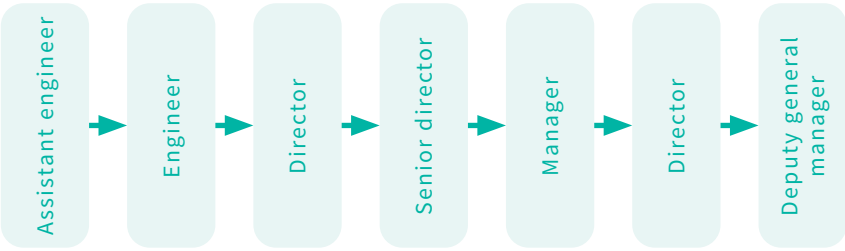
Employee development

Xianju Pharma pursues excellence and carefully cultivates young people who are interested in steroid medicine industry to become the mainstay of Xianju Pharma, encourages technological innovation, advocates the development concept of combining personal growth with enterprise development, plans various career development channels for employees, and establishes two development channels with P (profession channel) and M (management channel) as the main lines. Each channel is divided into multiple ranks, and each rank into multiple grades. A clear and fixed gap is maintained within ranks, and the gap between ranks is gradually increased to form a stable and rule-based gradient.

Profession channel:

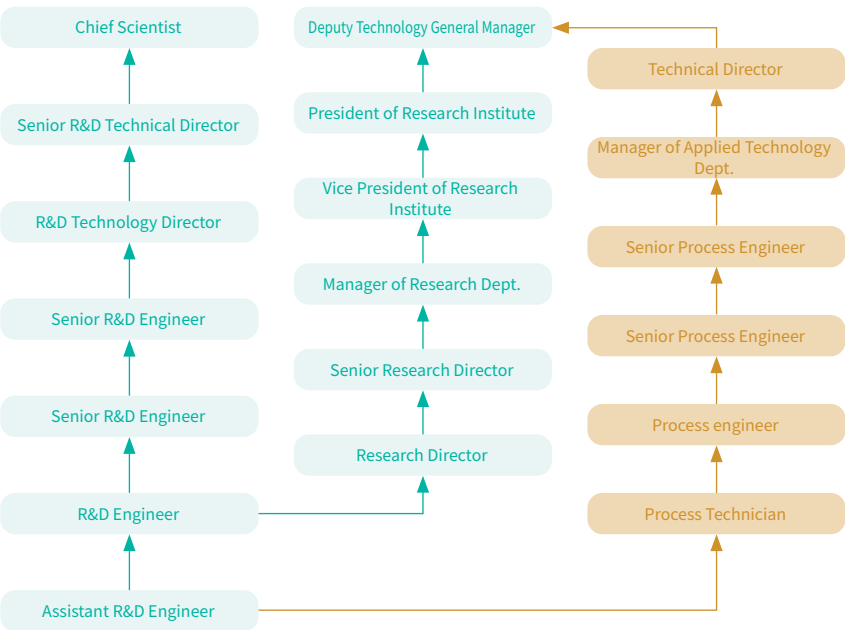


Management channel:

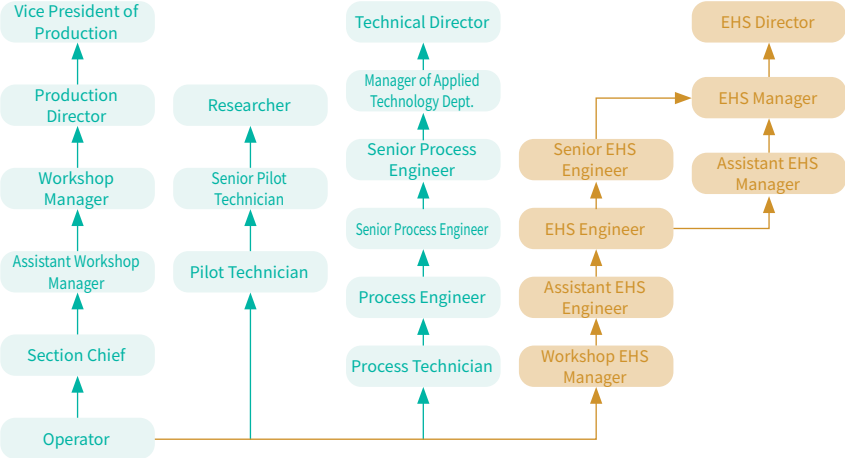


In the meantime, employees can develop in multiple directions, including R&D, process, registration, quality and EHS, etc. Employees may choose the appropriate path for in-depth development according to their own development needs, and may also make corresponding shifts in various paths to continuously improve their capabilities in multiple fields.

Dual development channels of R&D and process:



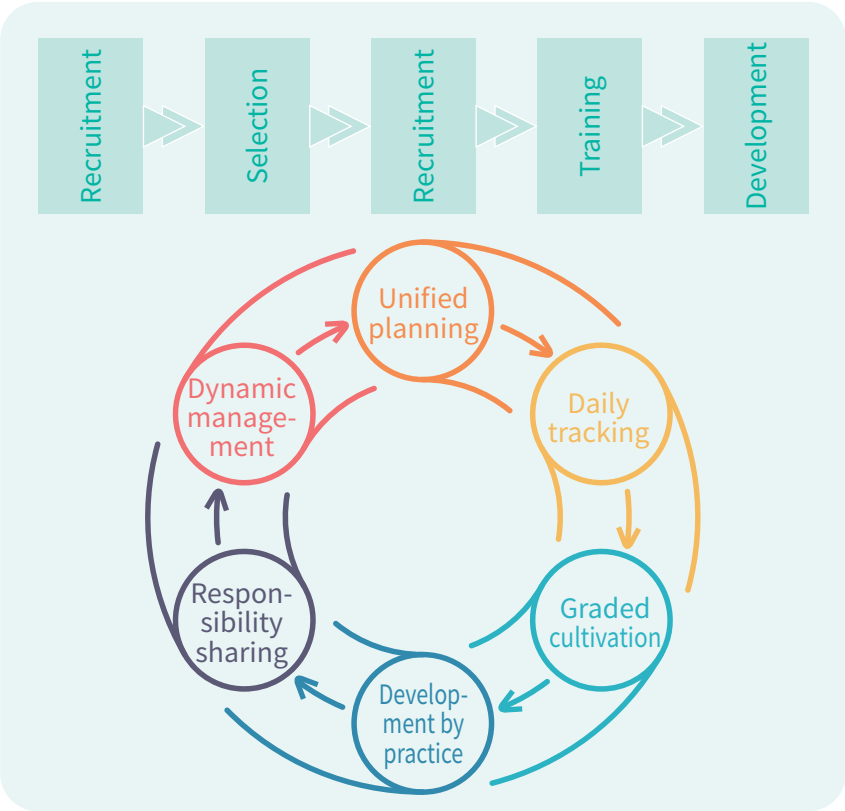
Multiple development channels of production, R&D and EHS:



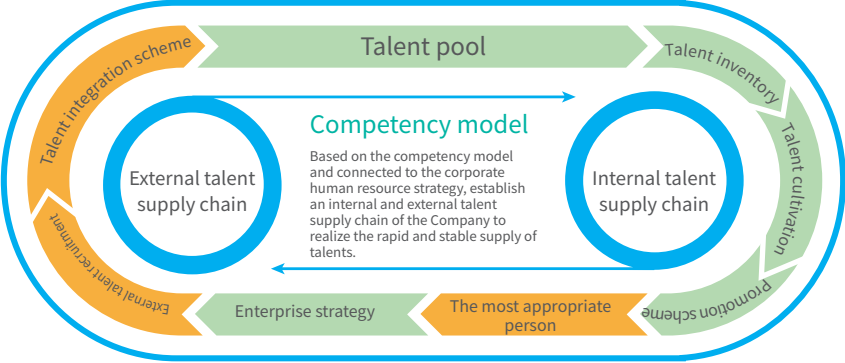
Xianju Pharma has established a comprehensive talent training system, constructed a scientific talent training path, established a talent pool based on quality model, built an internal and external talent supply chain, and achieved rapid and stable talent supply.

Training program	Duration
Successor program	3 years later
High-growth talent program	1-3 years
Profession promotion	6-12 months
Foundation training	6 months

Talent training system:



Talent pool:



Employee care

Xianju Pharma cares for the work and life of its employees. In order to relieve them from psychological anxiety and mental stress, enrich their cultural life, strengthen team cohesion and shape a positive, healthy and uplifting corporate culture, Xianju Pharma actively organizes diversified activities for its employees. In 2021, the Company organized the chorus competition of "We Follow the Party Forever " and the singing meeting of "Sing a Song for the Party", which not only spread the corporate values, corporate philosophy, corporate spirit and corporate ethics, and promoted the construction of corporate culture; but also provided a stage for its employees to show their talents, and as a result enhanced their cohesion.



Singing meeting of "Sing a Song for the Party"



"Wonderful Baseball" Mid-Autumn Festival activity



"Welcome New Employees" fabric DIY activity



3.8 "Make Rice Dumplings" activity

over **130,000** yuan of special funds allocated in 2021

205 visits

30,300 yuan sympathy gifts

45 employees in difficulties subsidized

subsidy amount of **60,000** yuan

Emergency relief for **7** people

subsidy amount of **47,000** yuan

Xianju Pharma puts its care for its employees into their work and life. Xianju Pharma has carried out the activity of "deliver coolness in summer" year after year. In 2021, it allocated a special fund of more than 130,000 yuan to provide cold drinks to employees in the canteen, as well as herbal tea products and cooling medicines to the production line employees free of charge during the high temperature days in summer. Xianju Pharma adheres to the system of visiting and offering help to employees when they are sick. In 2021, the Company made 205 visits and offered various supports worth 30,300 yuan. Xianju Pharma has carried out support activities for the Double Ninth Festival and Spring Festival year after year, and in 2021, offered door-to-door supports to more than 690 retired employees one by one, showing the Company's care.



Offer supports to retired employees during Double Ninth Festival

When employees or their families suffer from major diseases or distressing family events, Xianju Pharma provides assistance to employees in difficulty and their children in many ways to meet their urgent needs, prevent employees from becoming poor due to illness, prevent employees' children from dropping out of school due to poverty, and help them get out of the woods with the strength of the Company as an organization. In 2021, the Company provides subsidies for 45 employees with difficulties, amounting to 60,000 yuan; and emergency assistance for 7 employees, amounting to 47,000 yuan.





Environment: Green development

Environmental management system	60
Environmental emergency management	61
Environmental publicity and training	62
Reduce energy consumption	62
Climate change response.....	64
Pollutant management	65
Green design.....	66
Green production	67
Green office.....	67

Environmental management system

Xianju Pharma pursues the purpose of "producing first-class products and devoting ourselves to human health", advocates green environmental protection, safety and health, and follows the path of sustainable development. With respect to the Company's production, operation and service management activities, we undertake to: abide by policies and regulations on environmental protection and safety, and ensure safe production and pollutant discharge up to standard; promote cleaner production, energy conservation and consumption reduction, pollution reduction and efficiency increase, control major risks and protect health; strive to achieve EHS management system and continuous improvement; implement effective training to continuously improve the capability and awareness of environmental protection and safety.

Xianju Pharma adheres to the concept of green development, constantly standardizes its own environmental and occupational health and safety management, comprehensively realizes pollution prevention, pollution reduction and efficiency improvement, effectively controls and analyzes, reduces accidents and promotes the green development of the Company. In accordance with GB/T24001-2016 and GB/T45001-2020 standards, Xianju Pharma has set up a management representative of environmental and occupational health and safety management system, who is solely responsible for the Company's environmental and occupational health and safety management. Xianju Pharma takes "adhering to green development and promoting civilized production" as its corporate goal, and undertakes to abide by laws and regulations, promote green civilization, realize pollution prevention, accident prevention and continuous improvement, and continuously improve its environmental performance.

The Company is committed to "environmental compliance" and advocates an environmentally friendly development model. In 2003, Xianju Pharma passed ISO14001 environmental management system certification for the first time, and passed the latest re-certification in September 2021.



Environmental emergency management

Xianju Pharma adheres to the principle of "putting prevention in the first place, followed by comprehensive treatment". While doing a good job in normal risk management and control, Xianju Pharma continuously prepares for emergency. It has prepared an environmental emergency response program, is equipped with emergency rescue equipment, regularly carries out environmental factor identification to identify the risk of environmental emergencies and potential risk points, and promptly takes corrective and preventive measures.



Xianju Pharma has prepared the Contingency Plan for Environmental Emergencies, based on which the Company identifies and evaluates the environmental risks in the process of enterprise operation, and proposes corresponding emergency control measures. The Company has established the Emergency Preparedness and Response Control Procedures, which clarifies the responsibilities and processes for internal emergency response of the Company. The Company conducts environmental emergency drills every year to continuously improve the emergency awareness and emergency response level of its employees.

Environmental publicity and training

Every year, Xianju Pharma conducts environmental protection management training, strengthens environmental protection training and publicity for its employees and personnel on important environmental positions, and conducts training and instructions from aspects such as energy conservation and low carbon, green ecological construction, sustainable development, garbage classification, so as to continuously improve the employees' environmental protection awareness and environmental protection management skills.



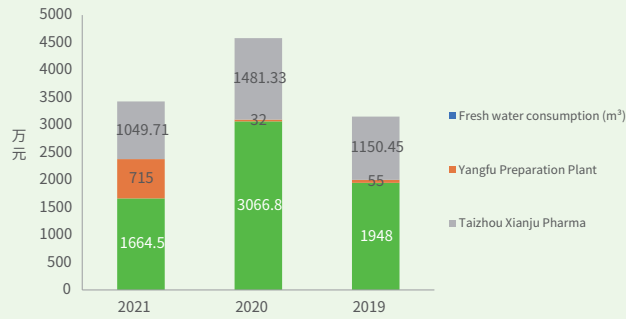
Reduce energy consumption

In order to reduce energy consumption, improve energy utilization efficiency and promote energy conservation management, Xianju Pharma actively carries out cleaner production audits to reduce energy consumption from the source. Chemical reaction heat transfer, material transportation, ventilation and air conditioning systems are the main sources of energy consumption for the Company, and also the key links for us to improve energy efficiency. Through the optimization of secondary refrigerant, the utilization of waste heat, the use of energy-saving equipment, and the adoption of frequency conversion technology, we have seen the effect of energy conservation and consumption reduction. According to GB/T23331-2020 Energy management systems - Requirements with guidance for use, we established the company energy management system in 2021, which has passed the energy management system certification.

Xianju Pharma takes "increasing revenue and reducing expenditure, abating emission and reducing consumption, implementing cleaner production and promoting continuously" as its energy policy, constantly innovates, develops and utilizes clean energy while properly utilizing conventional energy, protects the environment and promotes green ecological construction. The Company strives to achieve energy conservation from technical and management aspects, continuously reduces energy consumption, improves energy utilization efficiency, continuously improves its enterprise energy management system, and consolidates the basic efforts of its energy management.



Chart of total investment of Xianju Pharma in environmental protection, energy conservation and consumption reduction in the past three years;



Xianju Pharma has set up an energy conservation management organization and formulated a series of energy management systems from the aspects of energy procurement, measurement, statistics, production process management and quota assessment, which has promoted the effective development of various energy conservation work of the Company, detailed energy consumption indicators to various products and workshops, and achieved preferable effects of energy conservation and consumption reduction for the Company.

According to the requirements of GB50034-2013 "Standard for lighting design of buildings", Xianju Pharma mainly uses LED energy-saving lamps in each workshop with illumination of 150 - 300Lx; and installs road lamps beside all roads in the plant area, with courtyard lawn lamps in the front area of the plant in match with the green area, and solar road lamps with 8m high poles in the rest of plant areas. The lines are laid by cables buried underground, and the road lamps in the entire plant area are controlled in the guard room. The 10kV and 380/220 V power lines are laid by YJV22 cables buried underground. The lighting control adopts the mode of a combination of centralized control and grouping control, which is convenient for control according to needs. For public places with corridor and stair etc., sound and light control switches are used, which is beneficial to saving electricity.

Xianju Pharma uses water-saving sanitary ware and properly controls the water supply pressure of sanitary ware, which can reduce the flow of sanitary ware by more than 50%, thus reducing the waste of water resources and improving the utilization efficiency of water resources. Pure water is required for cleaning the reaction still in the production process. The Company makes full use of the concentrated water generated in the process of preparing pure water for sanitary cleaning or supplementing circulating cooling water, and recycles the cooling water, thus improving the utilization rate of water resources in the Company.

Fresh water consumption of Xianju Pharma in the past three years		
Year	Fresh water consumption (m³)	
2021	736708	
2020	964002	
2019	1134857	

Climate change response

The general equipment of Xianju Pharma includes refrigeration units, screw air compressors, transformers, etc. According to the technical data and nameplate parameters of the equipment, and compared with the corresponding energy consumption limit value and energy efficiency grade standard, the energy efficiency grade of the existing general equipment has reached the corresponding energy efficiency limit value, and the matched motors have reached the energy efficiency above Grade 2. Compared with the relevant equipment energy efficiency quota and energy efficiency grade standards issued by China, as well as the Catalogue for Eliminating Backward Production Capacity, Process and Products and the Catalogue for Eliminating Backward Electromechanical Equipment (Products) with High Energy Consumption (the first batch, the second batch, the third batch and the fourth batch), the Company has not used any high energy consumption equipment officially eliminated by China.

Table of energy consumption per unit output value of Xianju Pharma in the past three years			
	2021	2020	2019
Total energy consumption (tons of standard coal)	20183.55	20246.36	20556.3
Gross output value (10,000 yuan)	230119	221330	212752
Added value (10,000 yuan)	135490	130950	143641
Energy consumption per unit output value (10,000 yuan/ton standard coal)	0.0877	0.0915	0.0966
Energy consumption per unit added value (10,000 yuan/ton standard coal)	0.1490	0.1546	0.1431

In active response to international requirements, Xianju Pharma checked its greenhouse gas emissions and formed a greenhouse gas emission report in accordance with GHG Protocol, ISO14064-1 and IPCC Guideline-2006, in order to actively seek approaches and methods to reduce greenhouse gas emissions on the existing basis and thus reducing its adverse impact on climate change.

Statistics of greenhouse gas emissions of Xianju Pharma	
Year	Amount of greenhouse gases generated (tons/equivalent)
2020	82254.4
Category I (greenhouse gas emissions from direct combustion of fuels)	991.55
Category II (greenhouse gas emissions converted from purchased electricity, steam, etc.)	81205.2
Category III (greenhouse gas emissions from supply chains)	57.67
2019	53246.7
Category I (greenhouse gas emissions from direct combustion of fuels)	826.02
Category II (greenhouse gas emissions converted from purchased electricity, steam, etc.)	52365.9
Category III (greenhouse gas emissions from supply chains)	54.8

Note: The data of 2021 has not been calculated yet due to the requirements of government regulatory authorities.

Pollutant management

Xianju Pharma strictly implements environmental protection laws and regulations in the process of production and operation, and discharges pollutants incompliance with standards. In order to further optimize the industrial structure and improve the level of process equipment, pollution prevention and cleaner production, the Company optimizes the existing product structure and upgrades the product grade by replacement of the outdated equipment, further improves the treatment facilities for discharging pollutants, and reduces the use of toxic and harmful substances.

Wastewater treatment

Currently, the wastewater of Xianju Pharma mainly comes from production wastewater, cleaning wastewater and waste gas absorption tower wastewater in the production process, as well as domestic sewage and initial rainwater. Each production workshop is equipped with a wastewater collection pool/tank, and the high-salt wastewater and high-concentration wastewater generated in the production process are pretreated by the workshop and then discharged into the sewage station. We inactivate the pharmaceutical active components in wastewater to ensure that there is no impact on the environmental waters. Production wastewater and reaction still cleaning water are collected by workshop pipelines and then sent to the plant sewage station along elevated pipelines. The wastewater is strictly processed and then discharged into the sewage treatment plant of the park after reaching the standard upon online monitoring. Every year, the Company entrusts an independent and qualified third party to supervise and monitor the emission situation.

Statistical table of wastewater discharge of the Company in the past three years

Year	Discharge amount of wastewater/tons		
	Yangfu API Plant	Yangfu Preparation Plant	Taizhou Xianju Pharma
2021	265024	133228	269710
2020	193701	53859	256326
2019	105015	59413	188281

Waste gas treatment

Xianju Pharma has formulated the Waste Gas Management Procedures, which stipulates the processes of waste gas collection, treatment and emission, etc.; the Operating Rules for Waste Gas Treatment, which stipulates the precautions for the operation of waste gas treatment facilities, etc., and the principles of classified treatment of waste gas after the classified collection and substance-based pretreatment thereof, thus ensuring the effective operation of waste gas treatment facilities.

Xianju Pharma adopts advanced technology to treat process waste gas. The treatment processes adopted for process waste gas generated in Yangfu API Plant and Taizhou Xianju Plant are: workshop condensation + spray absorption + RTO + terminal secondary alkali absorption; while the treatment processes adopted for dust-containing waste gas generated in Yangfu Preparation Plant are high-efficiency filtration and hydraulic dust removal.

Statistical table of RTO emissions of Xianju Pharma in the past three years

Year	VOCs emissions (tons)	
	Yangfu API Plant	Taizhou Xianju Plant
2021	1.4	10.5
2020	3.2	13.3
2019	3.9	14.3

Note: Calculations are made based on the annual operation days and emission concentration limit

In accordance with the Revised Work Plan for Heavy Pollution Weather Warning Grading Standards and Emergency Emission Reduction Measures (H. B. D. Q. H. [2017] No.86) and the Notice on Printing and Distributing the Comprehensive Control Plan for Air Pollution in Autumn and Winter of 2021-2022 (H. D. Q. [2021] No.104), Xianju Pharma formulated the work plan for peak shift production in heavy pollution weather, and implements peak shift production according to relevant policy requirements.

Solid waste treatment

In accordance with the Standard for pollution control on the non-hazardous industrial solid waste storage and landfill (GB 18599-2020) and the Standard for pollution control on hazardous waste storage (GB18597-2001), Xianju Pharma has set up storage sites (hazardous waste warehouses), hazardous waste generation sites and stacking sites that meet the standard requirements in the plant area, and stored and processed solid wastes according to the standards.

Hazardous solid wastes generated by Xianju Pharma in the production process include waste solvents, waste residues, waste salt, high-boiling residues, waste liquid, etc. We recover and recycle the solvents used in the production process to the greatest extent, and entrust hazardous wastes to hazardous waste treatment units with disposal qualifications recognized by local environmental protection departments for treatment. At present, we have entrusted Zhejiang Taizhou Dechang Environmental Protection Co., Ltd., Zhejiang Fengdeng Green Energy Environmental Protection Co., Ltd. and other qualified units with such treatment, and we strictly implement systems of hazardous waste declaration and registration, hazardous waste transfer manifests, etc. General solid wastes, including biochemical sludge and corn grits, are entrusted to Yindahai Environmental Protection Technology Co., Ltd. and other related companies for comprehensive utilization.

Hazardous waste discharge of Xianju Pharma in 2019-2021

Plant	Disposal amount in 2021 (tons)	Disposal amount in 2020 (tons)	Disposal amount in 2019 (tons)
Yangfu API Plant	4085.918	3399.98	2485.29
Yangfu Preparation Plant	73.48	49.96	50.36
Taizhou Xianju Plant	12351.59	5647.056	3055.56

Noise control

The main noise sources of Xianju Pharma are motors, freezers, centrifuges, various fans and mechanical rotating equipment in the production process. In the construction of plant buildings, measures such as installing shock absorbers and mufflers for equipment with high noise sources are taken, and sound insulation duty rooms are set in posts with high noise sources. The predicted values of daytime noise at each plant boundary can meet GB12348-2008 Emission Standard for Industrial Enterprises Noise at Boundary.

During the construction process, according to the Code for Design of Chemical Enterprises and the Standard for Lighting Design of Buildings (GB50034-2013), Xianju Pharma takes the direction, layout, building plane, shape, structure and building materials of the plant into comprehensive consideration to meet the optimum energy-saving requirements of architectural design:

- (1) The buildings are arranged in the north-south direction as much as possible. Given the large size of the buildings in the administrative area and comprehensive warehouses, windows are opened as little as possible on the east and west external walls to reduce the impact of sunshine on the buildings and reduce the consumption of cold sources in summer;
- (2) Due to the requirement of purification in the production area of the Company, in order to reduce the capacity loss in the clean area, 50-thick color steel glass-magnesium composite plates are selected as the building decoration material for the partition walls and ceilings in the clean area, which have good sealing and thermal insulation and can meet the requirements of energy conservation.

- (3) On the premise that the shape design of corporate buildings meets the production requirements, the ratio of the external wall area to the volume of the surrounding buildings are reduced as much as possible, and the size of doors and windows is reasonably determined under the conditions of meeting the requirements of lighting, ventilation and explosion prevention;
- (4) The locations of substations and distribution stations are selected reasonably, with the locations of substations being in the load center as much as possible, and the conductor sections are selected correctly.
- (5) In terms of lighting, the Company mostly adopts high-efficiency energy-saving lamps, which reduces the lighting power consumption per unit area and improves the illumination and color rendering. For lamps that can utilize natural light or lighting with variable illumination, the Company adopts automatic on-off control mode in groups and pieces, to achieve the effect of lighting energy conservation.

Green production

Xianju Pharma adopts green synthesis process in its products. It studies and tackles key problems in key common technologies such as chiral drug innovation technology, biological and new pharmaceutical processes, micronization technology, bioadhesive targeted administration technology, and continuous tube reaction technology, gives priority to environment-friendly solvents (ICH Class 3 solvents) in greener replacement of toxic and harmful raw materials and solvents. For example, for prednisolone, it changes polluting raw materials such as sodium nitrite into enzyme-catalyzed reaction route, which reduces the use of nitrite, a carcinogenic raw material, and greatly reduces the toxicity of raw materials. In addition, the Company originally used active nickel as hydrogenation reagent for progesterone. As a result, in the preparation process of active nickel, a large amount of tap water was used and a large amount of nickel-containing wastewater was generated. The Company now has changed to progesterone palladium-carbon process to optimize the hydrogenation and hydrolysis process in the progesterone production process. It changed the hydrogenation reagent from active nickel to palladium carbon, and the hydrogenation and hydrolysis refining solvent from ethanol to methanol, which optimizes the oxidation reaction time. It also changed the water vapor flushing distillation to vacuum concentration, and reduced the refining times from 3 times to 2 times. Compared with those before improvement, the toxicity of raw materials is lowered, the generation of wastewater is greatly reduced, and the annual expenditure is saved by 2.69 million yuan.

Combining the development direction of "green, confinement, automation, continuity and channelization", Xianju Pharma integrates green synthesis technology, promotes asep sis in the preparation production workshop, promotes 6S management in the clean area of the workshop, completely seals the production workshop, and reduces unorganized discharges. In the design process of the workshop, it follows the concept of "vertical flow", and adopts advanced production equipment and facilities and automatic control devices such as DCS to improve the overall production level. The Company improved the applicable biological method, using hydrocortisone acetate as the starting material, feeding it in aqueous phase, and using dehydrogenase and hydrolase in microbial cells to synergistically catalyze the production of prednisolone. No solvent is used in the fermentation process and the conditions are mild. In addition, the biological refining process adopts T reagent reaction with high impurity removal efficiency, which results in better drug quality and 50% lower solvent consumption per unit than those obtained using chemical double crystallization method.

In the context of low-carbon economy, major industries around the world are seeking energy-saving, environmentally friendly and efficient management modes. Xianju Pharma actively responds to the trend of the times, improves its internal management regulations and advocates green office.

The Company optimized the lighting system and air conditioning system, uses LED lamps for lighting in the whole plant, and are turned off when people leave. Calculated at the total power of 60kw, the total electricity conservation (calculated at the electricity conservation rate of 50%) is 196,000kw.h; the Company has stipulated the conditions for turning on and off the air conditioning system, so as to avoid energy waste while ensuring appropriate working and production temperature conditions. The Company adopts water-saving sanitary for all faucets, urinals and other sanitary ware, saving more than 30% of water consumption, i.e. approximately 30,000 tons annually. During training, the Company sets up branch venues, and video conferences are adopted in the branch venues to reduce employees' travel. The Company sets up classified waste bins for scientific classification and disposal of waste; promotes paperless office, and uses internal email for document circulation and communication at ordinary times, saving paper resources.

Green design

Green office



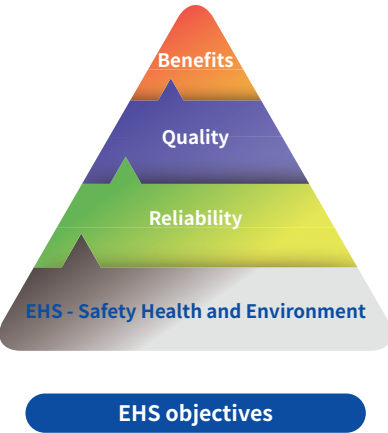
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Safety: Of paramount importance

Safety management system	70
Occupational health management	71
Process safety management.....	73
Safety emergency management	73
Safety production training.....	75



Safety management system



Environment, Occupational Health and Safety (EHS) are an integral part of all our operations. Xianju Pharma adheres to the sustainable development strategy, upholds the concept of "life first, safety first", always undertakes corporate social responsibility, increases investment in safety production costs, takes serious measures to the construction of safety management system, strengthens safety emergency management, improves the safety awareness of all employees, and builds a solid network of safety assurance. We are committed to protecting the occupational health and safety of our employees, protecting the environment and our facilities from harmful effects, and actively promoting green production to ensure our long-term competition advantages while leaving a clean environment for the community and future generations.

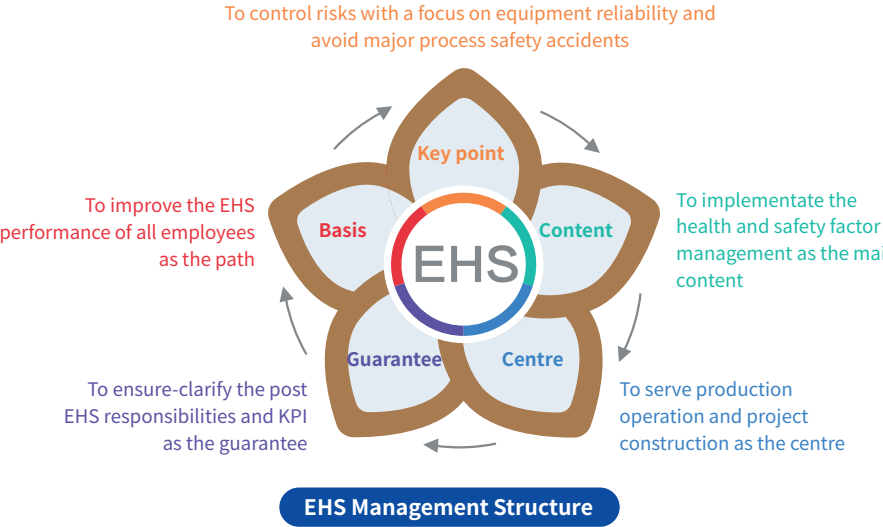
Xianju Pharma strictly abides by relevant national and local laws, regulations, standards and specifications, actively promotes Responsible Care and the Pharmaceutical Supply Chain Initiative (PSCI), establishes and strictly implements various EHS procedures of the Company, and actively carries out hazard identification and risk assessment to effectively prevent accidents and ensure the life, health and safety of its employees.

Xianju Pharma advocates the safety culture concept of "full participation, local management and professional support", gives full play to the significant role of each employee in EHS management, provides internal and external EHS expert support by reliance on local management, and gradually eliminates various hidden dangers in its operation, thus reducing the occurrence of work-related accidents.

Xianju Pharma takes a proactive approach to communicating with the communities in which it operates, and elaborates our commitment to continuous improvement in safety, health and environmental protection. In addition, it also communicates its latest progress and information in this regard, responds to issues of public interest or concern, and takes appropriate measures.

Xianju Pharma implements a fully integrated "module + element" EHS management system, realizes an enterprise EHS management organization system covering every single element and with full life cycle and cross-functional cooperation, strictly implements national and local laws and regulations, actively promotes RC and PSCI standards, and actively manages EHS affairs to ensure that the Company's operations continuously comply with policy and legal requirements and meet customer needs.

Xianju Pharma is committed to continuously improving EHS management performance, implementing local management, clarifying responsibilities and authorities, incorporating EHS into performance appraisal, and continuously improving its EHS management level.



Occupational health management

Xianju Pharma regularly carries out risk factor identification and implements relevant safety measures every year, regularly organizes various EHS inspections on site, and carries out unscheduled inspections on equipment, process, safety, automatic control instruments, fire protection, special operations, hazardous chemicals, etc. (including at the company level, workshop level and team level), and implements corrective measures against hidden dangers identified based on the principle of "five determinations" to complete closed-loop management. The Company gives full play to the function of local self-inspection, formulates the detailed rectification plan for hidden dangers and tracks its implementation, so as to prevent and reduce the occurrence of accidents.

Xianju Pharma entrusts external industry experts to regularly review the implementation of EHS regulations in its production, operation and management activities, and seriously accept external EHS audits from customers and third parties.

The Company passed OHSAS 18001 certification for the first time in 2009, which has been changed to ISO45001 occupational health and safety management system, and recently passed the re-certification in September 2021.

Xianju Pharma always puts the occupational health and safety of its employees in the first place, adheres to the policy of putting prevention first and integrating prevention with control, conscientiously implements the national laws and regulations on the prevention and control of occupational diseases, constantly improves the prevention and control mechanism of occupational diseases, formulates and improves relevant systems such as hazard source identification, employee occupational health management, emergency accident management, and carries out hazard source identification and risk assessment for all operational activities and all personnel activities, and regularly carries out occupational hazard factors detection. In addition, Xianju Pharma distributes personal protective equipment to employees that meets the national requirements on occupational health and safety protection.

Xianju Pharma cares for its employees, provides them with a safe and healthy working environment, and gradually carries out confinement and automation transformation on critical devices, thus effectively reducing the exposure to active ingredients of drugs and avoiding damage to employees' bodies.

Xianju Pharma has formulated standard operating procedures to standardize its operation processes and established the PPE matrix according to the post hazard factors to analyze the PPE requirements of different posts in the production process. In addition, according to the regulations and requirements of GB39800.1-2020 Specification for the provision of personal protective equipment - Part 1: General requirement and GB/T18664-2002 Selection, use and maintenance of respiratory protective equipment, Xianju Pharma provides employees with PPE meeting the protection requirements to avoid occupational injuries in the production process.



Moreover, Xianju Pharma has been continuously improving the confinement, automation and channelization level of its equipment and facilities, improved the working environment through engineering measures, reduced the exposure to personnel to harmful substances, and reduced occupational health hazards. (e.g. three-in-one, glove box, etc.)



Xianju Pharma popularizes occupational health-related knowledge to its employees and regularly organizes relevant trainings to improve their awareness of occupational health.



Xianju Pharma regularly carries out occupational health monitoring, identifies employees suspected of having occupational diseases or occupational contraindications through occupational health examination, and treats them according to the relevant provisions of the Occupational Disease Prevention and Control Law or transfers their positions upon discovery. In 2021, the coverage rates of occupational health examination and occupational health records were both 100%. There were 0 cases of suspected occupational diseases.

Process safety management

Xianju Pharma believes that the key to its sustainable operation lies in its outstanding risk prevention performance. We strive to implement process safety management (PSM) by insisting that:

Xianju Pharma conducts reaction heat risk test and assessment on all chemical reaction processes in commercial production process, thermal stability test of related raw materials, intermediate products, products and by-products, and risk assessment of unit operations such as distillation, drying and storage. Furthermore, Xianju Pharma applies the test data and assessment results to HAZOP/LOPA analysis, and takes corresponding engineering control and management measures in accordance with the standard requirements, meanwhile the measures are also used as the preconditions of PSSR to ensure that the substantial risks are controllable.

Xianju Pharma entrusts well-known design institutes in the industry to carry out LOPA analysis and SIL grading on hazardous chemical processes and hazardous chemical storage tanks under the Company's key supervision, and implements relevant requirements according to SIL assessment report, and sets up DCS/SIS system.

Xianju Pharma adopts vertical flow design for production equipment, uses weighing module and flowmeter for measurement; protects reaction stills and solvent storage tanks containing flammable and explosive chemicals with nitrogen seal, configures safety discharge system for all reaction stills; and uses TCU for heating and cooling reaction stills.

Xianju Pharma also focuses on the risk control in the process of R&D and testing, and conducts assessment of systems of process safety, health impact of highly active pharmaceutical ingredients and environmental emission risks for R&D, pilot projects and process transfer projects prior to commercial production. In the process of process research and development, the Company has to address how to minimize waste discharge, waste water generation and waste gas emission.

Xianju Pharma strictly registers various solvents recycled in the production process to ensure the controlled management of chemicals.

Safety emergency management

Xianju Pharma has established a crisis management mechanism to adequately cope with various crises triggered by unexpected events. The Company has set up various accident emergency rescue execution teams for aspects such as emergency response, medical first aid, emergency fire control, site security, investigation and liaison, environmental monitoring, technical disposal, and has clearly assigned the main responsibilities and tasks. Emergency rescue is under the unified command of the emergency rescue headquarters.

Xianju Pharma pays extreme attention to accident prevention, and has gradually improved the emergency plan system including comprehensive plans, special plans and on-site disposal plans, and has established internal and external emergency communication channels and kept them open. In order to effectively coordinate the mutual assistance and mutual aid with surrounding enterprises and give full play to the coordination of emergency resources of enterprises, the Company has entered into a mutual assistance agreement with surrounding enterprises for emergency rescue of production safety accidents, forming a joint force for safety emergency response, effectively coordinating the mutual assistance and mutual aid of surrounding enterprises and giving full play to the coordination of emergency resources of enterprises.

Xianju Pharma has established a strict business continuity plan to ensure the continuous supply of products, thus satisfying the needs of customers and patients.

In accordance with GB 30077-2013 Requirements on Emergency Materials Equipment for Hazardous Chemical Enterprises, Xianju Pharma has been equipped with corresponding emergency materials and equipment and adhered to the principle of "whoever in charge is responsible" to achieve "professional management, urgent need guaranteed, and special articles for special use".

Xianju Pharma takes advantage of all possible opportunities to provide training on emergency knowledge, organize various emergency drills, minimize the damage of accidents to personnel, facilities and environment, control and reduce the impact of accidents and hidden dangers, and continuously improve the safety emergency response capabilities of all employees.

Summary of emergency drills of Xianju Pharma in 2021

Type of emergency drills	Number of times
Comprehensive drill	6
Special plan drill	12
On-site emergency plan drill	67
Total	85

Through these drills, departments and employees at all levels are further familiar with the emergency rescue plans and master the emergency response process; the science and operability of the emergency rescue plans for unexpected accidents are tested; the practical capability, emergency capability and emergency experience of employees and emergency teams are improved; the coordination between emergency experience institutions and personnel at all levels are enhanced; therefore accumulating practical experience for responding to unexpected accidents quickly, orderly and efficiently, and laying a solid foundation for organizing emergency rescue in time and effectively in case of various safety accidents.

Safety production training

Xianju Pharma has established a systematic and scientific EHS training system, and adopts a combination of offline training and online training to carry out EHS skills enhancement training for employees such as "Training of Millions of Employees" and "EHS Excellence Class", covering raw materials, processes, equipment, operations, EHS codes of conduct, etc. to enhance their safety awareness, enable them to master the basic knowledge of safe production, get familiar with safety operation procedures, improve their operation skills, understand personal protection, disaster avoidance, self-help and mutual aid methods, master accident emergency measures, use and maintenance of safety facilities and personal labor protection equipment, and occupational disease prevention knowledge, etc., and further enhance their safety skills and emergency response capabilities corresponding to their workplaces and jobs.





Responsibility:Be brave in taking responsibility

Localized employment78

Localized procurement.....78

Build a public welfare brand.....79

Fight the pandemic as one80

Localized employment

Never forget why we started and move forward bravely, and give back to the society with gratitude. While developing and advancing continuously, Xianju Pharma does not forget to give back to the society, dare to take responsibility bravely, actively fulfills social responsibilities, maintains good communication with community interested parties, regards itself as a member of the community, respects local cultural customs, strives to integrate into the local area, actively participates in community construction and social innovation, and promotes the development of local economy.

Zhejiang Xianju Pharmaceutical Co., Ltd. and Taizhou Xianju Pharmaceutical Co., Ltd. mainly employ local employees. At present, the number of local employees in the places where the Company operates is much higher than that of non-local employees. Since the Company's sales network spread across China, the daily working places of sales staff and sales management staff are also distributed in all provinces, cities and counties in China, as a result, the proportion of employees in Xianju County, where the Company is registered, is lower than that of non-local employees.

As of the end of December 2021, Zhejiang Xianju headquarters was located in Xianju County, Taizhou City, Zhejiang Province, with 1,142 local employees, accounting for 84% of the total employees of the headquarters; Taizhou Xianju Pharmaceutical Co., Ltd. has 449 local employees, accounting for 75.97% of the total number of employees; Zhejiang Xianju Sales Co., Ltd. has 328 local employees, accounting for 33.2% of the total number of employees of the sales company.

Localized procurement

Xianju Pharma gives priority to procuring products from suppliers in the place where it locates during its operation. In 2021, the total procurement amount of the Company was 1,029,927,729.15 yuan, and the local procurement amount in Zhejiang was 569,701,178.72 yuan, with a localized procurement rate of 55.31% (the procurement amount of Taizhou Xianju was added to the total procurement amount, as Taizhou Xianju was not taken as a supplier of the headquarters, i.e., the amount of procurement from Taizhou Xianju has been deducted from the total procurement amount of the headquarters, same hereinafter) Localized procurement in the past three years is as follows:

Year	Total procurement amount (yuan)	Amount of localized procurement (yuan)	Localized procurement rate (%)
2021	1029927729.15	569701178.72	55.31
2020	1,400,368,036.25	464547250.89	33.17
2019	1,186,299,480.77	498415173.06	42.01

Build a public welfare brand

Xianju Sunshine Angel Foundation is a non-public fundraising foundation initiated by Xianju Pharma, which is dedicated to reproductive health and AIDS prevention, carries out reproductive health publicity activities nationwide, publicizes the importance of youth health, pre and postnatal care and education, and assists poor children with birth defects and teenagers with unexpected pregnancy. Since its establishment in 2015, the Foundation has successively held large-scale national public welfare clinic projects such as "Reproductive Health Lecture", "Sunshine Angel Campus Tour" and "Sunshine Angel Community Tour". In 2020, in a comprehensive and joint fight against the COVID-19 pandemic, the Sunshine Angel Foundation promptly launched the "Sunshine Angel Carnation Guardian Program" and "Sunshine Angel Girls Care Action", and carried out multiple large-scale public welfare free clinic projects for grassroots patients nationwide.



In 2021, in order to fulfill the purpose of the Foundation to promote female reproductive health, the Foundation continued to carry out the "Sunshine Angel Carnation Guardian Program" and "Sunshine Angel Girls Care Action", and held public welfare activities such as free clinic and gynecological knowledge lectures, which expanded and extended excellent medical resources, realized the sharing of medical resources and promoted the cause of women's health.



On May 18, 2021, "Famous Doctors Entering Campus", an event of the "Sunshine Angel Girls Care Action" initiated by Xianju Sunshine Angel Foundation, was held at the Southeast University. Director Zhang Hongxiu, Chief Physician of Obstetrics and Gynecology Department of Jiangsu Province Hospital, gave a popular science lecture titled "Gynecological Knowledge that Girls Should Know" to the students of Southeast University in the lecture hall of the School of Economics and Management.

Fight the pandemic as one

Faced with the outbreak of the pandemic, Xianju Pharma donated 6,000 protective masks immediately, and the employees of the sales company, working overtime and overcoming difficulties, successfully delivered a batch of urgently needed supplies to Wuhan through cold chain transportation. The Company collected protective supplies from overseas through multiple channels, such as purchasing medical masks, medical protective clothing and goggles from Indonesia, Turkey and South Korea, contributing to the prevention and control of the pandemic; at the time when pandemic prevention and disinfection materials were generally in short supply in surrounding villages, Taizhou Xianju timely delivered 84 Disinfectant prepared overtime.

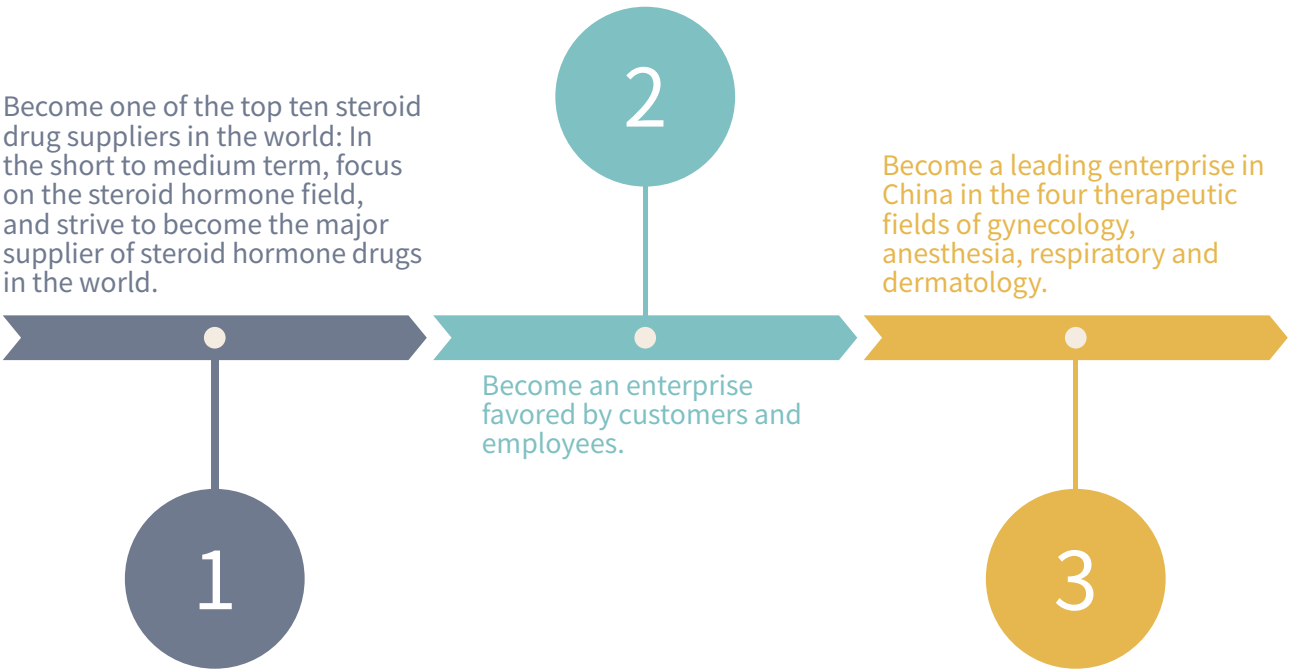
While supporting the main battlefield of the pandemic, Xianju Pharma immediately set up a leading group for pandemic prevention and control according to the requirements of Zhejiang Provincial Party Committee, Taizhou Municipal Party Committee and Xianju County Party Committee for the control of COVID-19 pandemic. In the meantime, it promptly issued emergency plans for the prevention and control of COVID-19 pandemic, formulated and implemented its internal prevention and control measures, promptly and thoroughly investigated and reported the health status of employees and their families, purchased and standardized the use of pandemic prevention supplies.

In order to quickly promote the resumption of work and production and support the front line of anti-pandemic, Xianju Pharma promptly organized employees to resume safe production. The Company formulated a scientific and comprehensive pandemic prevention plan, and made clear requirements and extensive publicity on matters such as employees' entry process, shuttle bus, dining in canteen, office communication, personal cleaning, etc., and performed strict protection in details to reduce the risk of employee infection in clusters and create a compliant and sanitary plant.

In addition, Xianju Pharma actively donated money and supplies to assist the prevention and control of the pandemic, including 1.23 million yuan in cash, 12,000 medical masks, 3,000 N95 masks, 2,016 pairs of protective goggles and 1,600 sets of protective clothing, and was awarded the honor of "Caring Unit in COVID-19 Pandemic Prevention and Control " by Xianju County Pandemic Prevention and Control Headquarters.



Future prospects



GRI Standards Index

GRI Standards 2016	Disclosure	Chapter	Remarks
GRI 102: General Disclosure			
1. Organization overview	102-1 Organization name	3.1 Company profile	
	102-2 Events, brands, products and services	3.2 Main business and products	
	102-3 Headquarters location	3.1 Company profile	
	102-4 Operating locations	3.1 Company profile	
	102-5 Ownership and legal form	3.1 Company profile	
	102-6 Markets served	3.1 Company profile	
	102-7 Organization size	3.1 Company profile	
	102-8 Information about employees and other workers	7.1 Employee profile	
	102-9 Supply chain	6.6 Supplier management	
	102-10 Major changes in organization and supply chains	3.1 Company profile	
	102-11 Early warning principles or guidelines	6.2.3 Potential risk warning	
	102-12 External initiatives	9.1 Safety management system	
	102-13 Membership of associations	3.1 Company profile	
2. Strategy	102-14 Statements by senior decision makers	2 Message from the Management	
3. Ethics and integrity	102-16 Values, principles, standards and codes of conduct	3.4 Corporate culture	
4. Governance	102-18 Governance structure	5.1 Standardize corporate governance	
5. Engagement of interested parties	102-40 List of interested parties	5.5.2 Communication with interested parties	
	102-41 Collective bargaining agreements	7.2 Protection of rights and interests	
	102-42 Identification and selection of interested parties	5.5.2 Communication with interested parties	
	102-43 Engagement approach for interested parties	5.5.2 Communication with interested parties	
	102-44 Main issues and concerns raised	5.5.3 Analysis of substantive issues	

GRI Standards 2016	Disclosure	Chapter	Remarks
6. Reporting practice	102-45 Entities covered in consolidated financial statements	3.1 Company profile	
	102-46 Defining the content and topic boundaries of the report	5.5.3 Analysis of substantive issues	
	102-47 List of substantive issues	5.5.3 Analysis of substantive issues	
	102-48 Restatement of information	/	
	102-49 Report change	/	
	102-50 Reporting period	1.2 Time frame	
	102-51 Last report date	1.1. Publication cycle	
	102-52 Reporting cycle	1.1. Publication cycle	
	102-53 Contact information for issues related to this Report	1.7 Report acquisition	
	102-54 Statement of reporting in compliance with GRI standards	1.4 Preparation basis	
	102-55 GRI content index	12. GRI Standards Index	
	102-56 External authentication	/	
GRI 103: Management method			
Management method	103-1 Description of substantive topics and their issues	5.5.3 Analysis of substantive issues	
	103-2 Management methods and their components	See the chapters for details	
	103-3 Evaluation of management methods	See the chapters for details	
Substantive issues			
GRI201: Economic performance	201-1 Economic value directly generated and distributed	3.6 Market performance	
GRI204: Procurement practices	204-1 Proportion of procurement expenditures from local suppliers	10.2 Localized procurement	
GRI205: Anti-corruption	205-2 Communication and training of anti-corruption policies and procedures	5.2 Advocate employment integrity	
	205-3 Incidents of corruption identified and actions taken	5.2 Advocate employment integrity	
GRI206: Improper competition conducts	206-1 Legal proceedings against unfair competitive practices, antitrust and antitrust practices	6.3 Fair competition	

GRI Standards 2016	Disclosure	Chapter	Remarks
GRI302: Energy	302-1 Energy consumption within the organization	8.4 Energy consumption reduction	
GRI303: Water resources and sewage	303-1 Water intake by source	8.4 Energy consumption reduction	
GRI305: Emission	305-1 Greenhouse gas emissions from indirect energy (Category 1)	8.5. Addressing Climate Change	
	305-2 Greenhouse gas emissions from indirect energy (Category 2)	8.5. Addressing Climate Change	
GRI306:Waste	306-3 Generated waste	8.6.3 Solid waste	
GRI307: Environmental compliance	307-1 Environmental compliance	8.1 Environmental management system	
GRI308: Environment assessment on suppliers	308-1 New suppliers screened using environmental criteria	6.6 Supplier management	
GRI401: Employment	401-1 New employees and employee turnover rate	6.1 Employment situation	
	401-2 Benefits provided to full-time employees (excluding temporary or part-time employees)	7.2 Protection of rights and interests	
	401-3 Parental leave	7.2 Protection of rights and interests	
GRI403: Occupational health and safety	403-1 Occupational Health and Safety Management System	9.1 Safety Management System	
	403-3 Occupational health services	9.2 Occupational health management	
	403-4 Occupational health and safety matters: workers' participation, consultation and communication	9.2 Occupational health management	
	403-5 Workers' occupational health and safety training	9.5 Safety production training	
	403-6 Promoting workers' health	9.2 Occupational health management	
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships	9.2 Occupational health management	
	403-8 Occupational health and safety management system covered workers	9.2 Occupational health management	
	403-9 industrial injury	9.2 Occupational health management	
GRI404: Training and education	404-1 Average number of training hours per employee per year	7.4 Employee training	
	404-3 Percentage of employees under regular assessment on performance and career development	7.4 Employee training	
GRI405: Diversity and equal opportunities	405-1 Diversity of governance organizations and employees	7.1 Employee Profile	
GRI406: Anti-discrimination	406-1 Incidents of discrimination and corrective actions taken	7.2 Protection of rights and interests	
GRI414: Social assessment on suppliers	GRI414: Social assessment on suppliers	6.6 Supplier management	
	414-2 Negative impact of supply chain on society and actions taken	6.6 Supplier management	
GRI418: Customer privacy	418-1 Verified complaints relating to invasion of customer privacy and loss of customer data	6.4 Information security	

Reader feedback form

Dear Readers,

Hello!

Thank you very much for reading this Report. We sincerely look forward to your assessment of this Report and your valuable suggestions, so that we can continuously improve our social responsibility efforts and enhance our capability and level of fulfilling our social responsibility work!

Multiple-choice Questions: (Please tick in the corresponding position)

1. With respect to Zhejiang Xianju Pharmaceutical Co., Ltd., you are a/an:

- ☐ Employee
- ☐ Consumer
- ☐ Supplier
- ☐ Supervisory body
- ☐ Media
- ☐ Other (please specify) _____

2. Your overall impression of this Report is:

- ☐ Very good
- ☐ Good
- ☐ Average
- ☐ Bad
- ☐ Very bad

3. In your opinion, the quality of social responsibility information disclosed in this Report is:

- ☐ Very high
- ☐ High
- ☐ Average
- ☐ Low
- ☐ Very low

4. In your opinion, the structure of this Report is:

- ☐ Highly reasonable
- ☐ Reasonable
- ☐ Average
- ☐ Bad
- ☐ Very bad

5. In your opinion, the layout and presentation of this Report are:

- ☐ Very good
- ☐ Good
- ☐ Average
- ☐ Bad
- ☐ Very bad

Open-ended Question:_____

Please kindly put forward your valuable opinions and suggestions on the Corporate Social Responsibility Report of Zhejiang Xianju Pharmaceutical Co., Ltd. in 2021:

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