

康龙化成环境和可持续发展方针

Pharmaron Environmental and Sustainability Policy

康龙化成（北京）新药技术股份有限公司
Pharmaron Beijing Co., Limited

2025 年 8 月

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目的 Purpose

康龙化成将环境保护和可持续发展作为企业发展的核心战略，旨在通过科技创新和管理优化，持续降低对环境的负面影响，构建低碳、高效的产业生态，并与利益相关方合作推动绿色发展。

Pharmaron implements technological innovation and management optimization to minimize the environmental impact in collaboration with customers, suppliers, partners, and communities. To co-create a low-carbon, high-efficiency industrial ecological system is our aim. We will achieve progressive advancement in environmental and sustainability performance with continual improvement.

适用范围 Scope

本政策适用于康龙化成（北京）新药技术股份有限公司（“总部”）及其分公司、全资或控股子公司（与总部分别及合并称为“康龙化成”或“公司”）以及公司的全体员工，包括正式员工、劳务派遣员工和临时员工（合称“员工”）。

This Policy applies to Pharmaron Beijing Co., Ltd. (the “Headquarters”) and its branches, wholly-owned or controlled subsidiaries (respectively and collectively “Pharmaron” or “the Company”), and all employees of the Company, including permanent employees, employees under labor dispatching arrangements and temporary employees (collectively, the “Employees”).

本政策自公司董事会批准之日起生效。

This policy is effective from the date of approval by the Company's Board of Directors.

康龙化成环境和可持续发展方针

Pharmaron Environmental and Sustainability Policy

康龙化成将环境保护和可持续发展作为企业发展的核心战略，一直秉持可持续发展理念，坚持环境保护和可持续发展与经济效益相结合，不断加强环境保护和可持续发展，促进绿色发展。

At Pharmaron, we position environmental protection and sustainable development as the core strategy driving our corporate growth. Guided by the philosophy of sustainable development, we integrate environmental protection and sustainability with economic performance, continuously strengthening our commitment to promoting green development.

为此，我们建立了完善的管理体系，将环境保护和可持续发展工作融入到公司生产活动和日常运营的各个环节，并致力于通过科技创新和管理优化，持续降低对环境的负面影响，并与客户、供应商、合作伙伴及社区携手，共同构建低碳、高效的产业生态，我们将通过持续改进，实现环境和可持续发展绩效的不断提升。

To operationalize this commitment, we have established a robust management system that embeds environmental protection and sustainability into every step of our production activities and daily operations. We implement technological innovation and management optimization to minimize the environmental impact in collaboration with customers, suppliers, partners, and communities. To co-create a low-carbon, high-efficiency industrial ecological system is our aim. We will achieve progressive advancement in environmental and sustainability performance with continual improvement.

为达成环境和可持续发展方针的战略目标，我们承诺：

To achieve the strategic objectives in this policy, we commit to:

- 严格遵守全球各运营地环境保护和可持续发展法律法规要求，实施良好的行业实践；
strictly comply with all applicable environmental protection and sustainability laws and regulations in regions where we operate and implement industry-standard practices.
- 拒绝污染环境，将环境保护作为业务运营的基本准则；

categorically reject environmentally harmful practices, with environmental protection as a fundamental operating principle.

- 实施全员环境和可持续发展培训计划，提升员工环境保护、可持续发展意识和应急响应能力；

implement employee training in environmental protection and sustainability to improve employee awareness and emergency response capabilities.

- 实施能源管理体系，持续提高能源利用效率；

optimize efficient use via the implementation of an energy management system.

- 推行优化各类减废措施，减少生产和运营中废弃物的产生并确保所有废弃物合规处置；

adopted waste reduction initiatives to minimize waste from production and operations, ensuring full compliance with waste disposal.

- 定期发布环境和可持续发展责任报告，披露环境保护和可持续发展方面的进展和举措；

publish responsibility reports to disclose the company's environmental and sustainability initiatives.

- 始终坚持生物多样性保护的理念，密切关注公司运营对周边环境和生态系统可能产生的影响，识别潜在的生物多样性风险，并积极开展生态影响评估工作；

uphold the concept of biodiversity protection and take biodiversity into full consideration. closely monitor the potential impacts of corporate operations on the surrounding environment and ecosystems, identifying potential biodiversity risks, and actively conducting ecological impact assessments.

- 保护生物敏感区域，避免在生物敏感区域建厂和进行运营活动，以保护当地的生态环境和生物多样性，防止运营活动对当地生物多样性和生态系统稳定造成重大不利影响。

protect biologically sensitive areas by avoiding the construction of facilities and operational activities in these sensitive areas, thereby safeguarding the local ecological environment and biodiversity, and ensuring our operations do not cause significant adverse effects on local biodiversity and ecosystem stability.

- 每位经理都有责任在其职能职责范围内执行本政策、以身作则并监督、指导向其报告的员工。

Each Manager of the Company is responsible for acting as a role model in enforcing this Policy within the ambit of his/her functions and duties, and supervising and guiding the Employees reporting to him/her.

- 所有员工都有责任遵守本政策中制定的原则和规定。

All Employees are responsible for adhering to the principles and requirements set forth in this policy.

- 本政策的所有者是总部 EHS 部。有关本政策的任何疑问，应向总部 EHS 部进行咨询。

The EHS Department at the Headquarters is the policy owner of this Policy. Any questions regarding this policy should be directed to the EHS Department at Headquarters.

《康龙化成环境、健康、安全方针》于 2012 年 11 月生效，本政策是独立的《康龙化成环境和可持续发展方针》，于 2025 年 8 月生效。

"Pharmaron Environmental, Health and Safety Policy" came into effect in November 2012. This policy is an independent "Pharmaron Environmental and Sustainability Policy", effective in August 2025.