

# 2025 ESG Report

**Shanghai Henlius Biotech, Inc.**

Stock Code: 2696



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# About This Report

This is the seventh Environmental, Social, and Governance (ESG) related report (the "Report") released by Shanghai Henlius Biotech, Inc. ("Henlius" "we" or the "Company"). The purpose of this report is to provide shareholders, employees, the government, customers, partners, media, public and other stakeholders with an objective and accurate account of the Company's measures and achievements in sustainable development, with a focus on ESG.

## Basis and Reference

This report is compiled as required by the *Appendix C1 Corporate Governance Code* and the *Appendix C2 Environmental, Social and Governance (ESG) Reporting Code* to the *Rules Governing the Listing of Securities* issued by the Stock Exchange of Hong Kong Limited. It also references selected indicators from the Global Reporting Initiative (GRI) Standards.

## Period of Reporting

The Reporting Period covers the information and data of the Company from 1 January 2025 to 31 December 2025 (the "Reporting Period" or the "current year"), the same as that of the 2025 Annual Report of the Company. The latest practicable date is 19 March 2026

## Scope of Reporting

This report covers Shanghai Henlius Biotech, Inc. (2696.HK) and its subsidiaries, consistent with the scope of the Company's 2025 Annual Report.

## Disclosure of Reporting

This report is disclosed alongside the Company's 2025 Annual Report; and the financial data involved are consistent with the 2025 Annual Report. In this report, the amounts mentioned are in CNY unless otherwise specified. Other data and cases mainly come from the Company's statistical reports and related documents.

## Report Verification

Henlius has commissioned an external agency to provide independent verification services for this report and provide verification statements. The verification is based on the SGS Sustainability Report Verification Methodology, with reference to internationally recognized standards and guidelines, including the Global Reporting Initiative (GRI) standards and the ISAE 3000. The scope of verification of this report is the office area and manufacturing facilities in Xuhui and Songjiang, Shanghai of Henlius.

## Report Retrieval

The report is published in Simplified Chinese, Traditional Chinese and English. In the event of any discrepancy between different versions, the Simplified Chinese version shall prevail. The report is available on the Stock Exchange of Hong Kong website ([www.hkexnews.hk](http://www.hkexnews.hk)) and the official website of Henlius ([www.henlius.com](http://www.henlius.com)).





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# Message from Management

Chairman  
Wenjie Zhang



Executive Director, Chief Executive Officer  
Dr. Jason Zhu



In 2025, Henlius took solid steps in strategy execution, responding decisively to external challenges with tangible business results. As an innovative biopharmaceutical company with a mission of “to improve patients’ lives by timely providing them with quality and affordable protein therapeutics” , we advanced steadily along our “Globalization 2.0” growth path. Amid industry cycles, we maintained strategic focus, upheld our patient-centric philosophy, and remained deeply committed to addressing unmet clinical needs. We firmly believe that operational excellence and differentiated innovation are the cornerstones that enable us to navigate cycles and continuously create value.

As of the end of 2025, the Company had 10 products approved worldwide, benefiting over 1,000,000 patients cumulatively. Our globalization strategy delivered significant results during the year: Core product HLX02 (trastuzumab, Zercepac® in Europe, HERCESSI™ in the U.S.) has successfully covered 50+ countries and regions and has been included in the national reimbursement drug lists of China, the UK, France, and Germany. Serplulimab, the world’s first anti-PD-1 mAb approved for first-line small cell lung cancer treatment, secured additional approvals in 2025 across the EU, UK, India, Singapore, Peru, and other markets—bringing the total to over 40 countries—and has established a broad footprint spanning both mature markets in Europe and the US and emerging economies. Looking ahead, we are proactively advancing a diversified pipeline of more than 50 early-stage assets, with a focus on accelerating global multi-regional clinical trials for first-in-class (FIC) and best-in-class (BIC) assets such as HLX43 (PD-L1 ADC), to deliver enhanced clinical benefits that meet patient expectations.

Quality and safety serve as the pass check for Henlius' global expansion. In 2025, we remained steadfast in benchmarking against the highest international standards. Our Xuhui and Songjiang sites, while

maintaining GMP certifications from China, the U.S., and the EU, successfully passed nearly 100 on-site inspections and audits conducted by regulatory authorities and international partners. This milestone underscores that our quality system is now fully aligned with world-class standards. Concurrently, we recognize that efficiency is competitiveness, and have accelerated our transition to digitalized production. By implementing digital tools such as the TrackWise QMS, achieving Class AA certification under China's Integration of Informatization and Industrialization Management System standards , and being recognized as a “2025 Shanghai Advanced-level Smart Factory”, we have comprehensively enhanced the operational efficiency of our quality system. Through technological advancements, we have achieved cost reduction and efficiency gains, providing a solid foundation for the consistent supply of products and improved market accessibility.

Talent and culture are the internal drivers of our long-term development. Upholding the talent philosophy of “Moving to the Future Together”, we are committed to fostering a balanced, inclusive, and dynamic workplace. In 2025, with the expansion of our overseas business, more professionals with cross-cultural backgrounds joined Henlius. The Company was recognized as one of HR Asia's Best Companies to Work for in Asia for the fourth consecutive year. Through a comprehensive training system, we continuously empower our employees, enabling every dedicated individual to realize their personal value on the Henlius platform and driving the mutual growth of both our people and the Company.

In environmental governance, we integrate green and low-carbon principles throughout our entire operations and actively respond to climate action. In 2025, all of the Company's commercial manufacturing facilities obtained ISO 14001:2015 certification for environmental management systems.

We revised and published our [Environmental Management Policy](#), established new environmental targets, defined oversight mechanisms at the Board level, and actively advanced green supply chain initiatives. By collaborating with upstream and downstream partners to reduce our carbon footprint, we remain committed to achieving a harmonious balance between business value and the ecological environment.

We actively fulfill our corporate citizenship responsibilities and advance the equitable distribution of healthcare resources. Our public welfare program, "Rural Healthcare Charity Initiative" has been running for five consecutive years, reaching over 40 remote counties across China and benefiting tens of thousands of patients and grassroots medical professionals. Through sustained philanthropic efforts, we have tangibly improved healthcare services in underdeveloped regions, bringing quality medical resources to more communities in need.

Steady governance leads to sustainable success. Henlius continues to refine its governance structure and strengthen compliance and risk control. We have fully integrated ESG principles into our strategic decision-making and daily operations, while continuously enhancing the capacity of the Board of Directors and its committees to fulfill their duties. Looking ahead to 2026, Henlius will further deepen its globalization strategy and strengthen cross-border operational capabilities across the entire value chain—from R&D and manufacturing to commercialization. Together with our broad network of partners, and with a pragmatic approach and efficient execution, we are committed to delivering more, better, and more accessible treatment options to patients worldwide.



# 2025 ESG Highlights

In 2025, Henlius remained true to its founding aspirations, steadily advancing its sustainable development goals. Through deep business cultivation, unwavering commitment to innovation, and operational optimization, we achieved remarkable results across multiple areas, demonstrating the Company's core value.

## Product

### R&D Investment

R&D investment reached CNY **2.4919** billion  
**50+** early-stage Assets  
**4** orphan drugs/rare disease products in the approved marketing/clinical research stage

### Product Access

Additional Patients Benefited: **~250,000**  
**4** new overseas approved products (**7** overseas approved products in total)  
1 new product added to China's national drug reimbursement list (a total of **6** products included)  
For Serplulimab Long-term drug donation and patient assistance projects in **4** countries  
Serplulimab into **Indian and Latin American markets**  
HLX04 into **Latin America**

### Product Quality

**100%** of manufacturing facilities obtained **ISO 9001:2015** certification for quality management systems  
**100%** in-house product testing coverage  
QC laboratory accredited by the China National Accreditation Service for Conformity Assessment (CNAS)  
**100%** of operational manufacturing facilities have obtained **GMP certification**

### GMP Training

**All employees:** Annual product quality and GMP general knowledge training and assessments, covering quality management systems, quality mission and policy, etc., with **100%** employee participation  
**GMP personnel:** Average training hours per employee reached approximately **71** hours, with **100%** coverage of GMP personnel

### Lean Production

**206** lean improvement projects were completed throughout the year, with a cumulative income of about CNY **31** million

### Pharmacovigilance

Awarded the first "Pharmacovigilance Training Base" in Shanghai by Shanghai Drug Administration  
Awarded the title of "2025 National Outstanding Performer in Adverse Drug/Medical Device/Cosmetic Reaction Monitoring and Evaluation" by the National Center for ADR Monitoring

## Talent

### Workforce Diversity

**53%** female employees  
**19** disabled employees  
Organize and carry out multicultural cultivation activities such as Buddy project, Café Chat and cross-cultural workshop, strengthening employees' sense of belonging and significantly improving retention of overseas employees

### Employee Development

**123** employees supported in obtaining professional certifications  
Training hours per capita **70.58** hours  
Training coverage **98.54%**  
Training investment CNY **3.53** million, up **69%** from 2024

### Employee Incentive

**283** employees received ESOP incentives, accounting for **7.5%** of total employees

### Employee Communication

A new mental health course was launched, involving **1,000** general staff and more than **150** management staff

### Occupational Health and Safety

**100%** of commercial manufacturing sites certified to **ISO 45001:2018** (Occupational Health and Safety Management System)

### Employer Award

Awarded HR Asia **Best Companies to Work for in Asia Award** for 4 consecutive years



## Environment

Environmental System Certification	<b>100%</b> of commercial manufacturing sites certified to <b>ISO 14001:2015</b> (Environmental Management System)
Environmental Investment	CNY <b>6.7288</b> million
General Industrial Solid Waste Discharges	<b>13.6%</b> down from 2024
NOx Emissions	<b>11.6%</b> down from 2024
Discharge and Emission Compliance	<b>100%</b> compliance of wastewater, exhaust gas and waste discharge
Environmental Management Audit	<b>5</b> internal environmental management audits and <b>20</b> external environmental management audits completed
Green Office	Over <b>1,205</b> sheets of paper saved via online document registration and circulation <b>2,536</b> liters of fuel saved through energy efficiency management of the owned vehicle fleet

## Social

Public Welfare Donations	CNY <b>91.80</b> million
Public Welfare Activities	<b>15</b> "Rural Healthcare Charity Initiative" activities
Supply Chain Localization	<b>86%</b> of localized suppliers integrated into the Company's GMP system <b>68%</b> of projects using localized suppliers
On-Time In-Full (OTIF)	<b>99.9%</b>

## Corporate Governance

Business Ethics	<b>1</b> anti-corruption training session for Board members, with <b>100%</b> participation Conducted a total of <b>10</b> business ethics audits across multiple operating locations
ESG Management	<b>2</b> ESG specialized meetings held
Compliant Operation	<b>86</b> compliance training sessions, with a total of <b>4,886</b> attendances Annual internal compliance certification program fully implemented for the fifth consecutive year, with a <b>100%</b> sign-off of Compliance Confirmation Letter
Responsible Marketing	<b>Training:</b> – <b>All employees:</b> Company-wide mandatory training on the <i>Responsible Marketing Policy</i> completed – <b>Commercial team:</b> Specialized responsible marketing training sessions organized, with the online learning platform reaching <b>3,407</b> attendances and live-streaming courses reaching <b>2,390</b> attendances <b>Audit:</b> –Conducted <b>1</b> marketing and market management audit and <b>1</b> responsible marketing audit, covering <b>31</b> control points in total, with <b>68</b> audit items completed
Information Security	Attained <b>ISO/IEC 27001:2022</b> certification for Information Security Management System (ISMS) Songjiang Site obtained Class AA of China's Integration of Informatization and Industrialization Management System Certification and was recognized as a <b>"2025 Shanghai Advanced-level Smart Factory"</b>
Intellectual Property	Filed <b>21</b> invention patent applications and was granted <b>22</b> invention and utility model patents Completed the certification upgrade from the <i>Enterprise Intellectual Property Management System</i> to the <i>Enterprise Intellectual Property Compliance Management System</i> , and obtained the Compliance Management System Certificate



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- By strengthening collaboration between the internal supply chain and external distributors, the Company optimized product distribution networks and response speeds to ensure continuity of patient treatment.
- Proactively engaged commercial partners to expand and promote high-quality products in emerging markets, improving drug accessibility for patients in developing countries.
- Developing stable and sustainable medication payment solutions for patients by leveraging the "multiplier effect" of commercial insurance, diversifying payment models, expanding coverage for innovative drugs, and providing drug donations to patients in need.



- Donated special subsidies for the education of children from low-income families, effectively safeguarding educational access and equal development opportunities for children from disadvantaged households.
- Actively collaborated with universities and educational institutions to provide employees with free, high-quality learning resources and training courses.



- Strengthened the standardized operation and maintenance management of wastewater treatment facilities.
- Conducted emergency drills related to wastewater management, including scenarios such as wastewater leakage and alarm activation of online monitoring systems for wastewater treatment.
- Actively promoted water reuse projects to achieve efficient utilization of water resources.



- Proactively built and continuously maintained a diverse, equitable, and inclusive workplace, supporting female employees, young employees, and employees with disabilities in gaining ample development space and growth support.
- Carried out recruitment initiatives for people with disabilities to effectively safeguard their equal employment rights, actively contributing job opportunities to the disabled community and promoting shared development.
- Established a comprehensive training and development system along with clear career paths. Provided a dignified, growth-oriented, and competitive multifaced career platform for all employees.



- Continued deep participation in the "Rural Healthcare Charity Initiative," providing systematic medical assistance and professional training in remote rural areas to improve healthcare accessibility and service levels in underdeveloped regions.



- Formulated the [Diversity Policy](#) to prohibit discrimination based on age, gender, disability, race, ethnicity, origin, religious belief, economic status, or other legally protected characteristics.
- Strictly adhered to the principles of fairness in recruitment and promotion processes, ensuring equal opportunities and transparent procedures.



- Promoted sustainable procurement by signing the [Green Supply Chain Clauses](#) with direct procurement suppliers, driving responsible operations across the supply chain and reducing resource consumption and carbon footprint throughout the product life cycle.



- Adopted precision management approaches and implemented a series of energy-saving technological transformation projects, with designated professionals specifically assigned to organize and advance various energy conservation initiatives.
- Established a performance evaluation system for project participants, directly linking energy-saving and emission reduction outcomes to individual performance.
- Advanced the development of a smart energy management platform, enabling plant-wide metering and multi-system data integration to support energy conservation, refined management, and intelligent operations.



- Continuously enhanced the independence, professionalism, and diversity of the Board of Directors while strengthening ESG governance.
- Conducted various compliance training programs, including new employee orientation and department-specific compliance training, covering relevant business departments such as Sales Operations, Marketing, Medical Affairs, and Public Relations.
- Reviewed the business ethical conduct of all employees (including Board members, senior management, and part-time staff) and partners across all operating locations and business departments.
- Conducted compliance training programs (including anti-corruption and business ethics standards) for all employees (including part-time) and contractors.
- Provided anti-corruption training specifically for the Board of Directors.



- Established joint ventures and biopharmaceutical manufacturing facilities in developing countries, not only introducing more clinically valuable and accessible medicines into these markets but also supporting the enhancement of local biopharmaceutical production and management capabilities through the transfer of production systems, alignment with quality management standards, and sharing of operational experience—thereby strengthening the resilience and self-sufficiency of regional pharmaceutical supply chains.
- Actively exchanged and collaborated with experts from world-leading research institutions and universities, while establishing strategic partnerships with multiple global cutting-edge biopharmaceutical companies.



# About Henlius

## Who We Are

Henlius (2696.HK) is a global, innovation-driven biopharmaceutical company committed to delivering high-quality, affordable biologic therapies to patients worldwide. Founded in 2010, Henlius has established an integrated, end-to-end biopharmaceutical platform encompassing global R&D, clinical operations, regulatory affairs, manufacturing, and commercialisation. The Company employs nearly 4,000 people globally and operates across multiple regions, including China, the United States, and Japan.

## Mission and Vision

**Mission:** To improve patients' lives by timely providing them with quality and affordable protein therapeutics through technical innovation and operational excellence.

**Vision:** Be the most trusted biopharma providing innovative and affordable medicines for all patients.

## Core Values

- Honesty
- Execution
- Nurturing
- Leadership
- Innovation
- Uncompromising on Quality
- Science & Strategy-Oriented

# HENLIUS

Patients Benefited **1,000,000+**

**10**

Products Approved Globally

**60+**

Countries and Regions Approved

Products Approved by China NMPA

**7**

Products Approved by U.S. FDA

**4**

Products Approved by EU EMA

**4**

Henlius leads with **4** FDA-approved biologics among **16** from China

**84,000**

Total Manufacturing Capacity

**1,300+**

GMP Production Batches

**30+**

Clinical Trials Ongoing

**1,000+**

Partner Clinical Centers

Products available in **Asia, Europe, North America, South America**

Available in **20+** countries across **5** continents

**66**

NDA Approved Globally

**164**

IND Approved Globally

**20+**

International Partners

**~1,600**

Oncology Commercial Professionals

**50+**

Early-stage Assets



# ESG Management Strategy

Henlius integrates ESG management deeply into its corporate strategy, focusing on five core areas to systematically improve ESG performance and build a long-term operational mechanism supporting sustainable development.





# Stakeholder Engagement

Henlius is committed to building systematic, regularized, and diversified stakeholder communication mechanisms, conducting extensive and in-depth engagement through multiple platforms and channels. During the Reporting Period, Henlius continuously identified and promptly responded to the key concerns and expectations of its stakeholders.

Stakeholder	Topics of Concern	Communication Channels
Shareholders/ investors	<ul style="list-style-type: none"> <li>Compliance operations</li> <li>Corporate governance</li> <li>Product innovation and R&amp;D</li> <li>Product quality and safety</li> <li>Anti-corruption and business ethics</li> </ul>	<ul style="list-style-type: none"> <li>General Meeting of Shareholders</li> <li>Brokerage summit</li> <li>Results presentation</li> <li>Information disclosure of listed companies</li> <li>On-site visits</li> <li>Roadshow</li> </ul>
Government and regulators	<ul style="list-style-type: none"> <li>Compliance operations</li> <li>Industry collaboration and development</li> <li>Product quality and safety</li> <li>Anti-corruption and business ethics</li> <li>Product innovation and R&amp;D</li> <li>Emissions management</li> <li>Water resources use</li> <li>Energy use</li> <li>Tackling climate change</li> </ul>	<ul style="list-style-type: none"> <li>Participating in industry standards formulation</li> <li>Participating in policy formulation</li> <li>Providing suggestions</li> <li>Participating in government projects</li> <li>Written communication or conference call with government departments</li> <li>Receiving inspections and audits conducted by regulatory authorities</li> </ul>
Partners	<ul style="list-style-type: none"> <li>Industry collaboration and development</li> <li>Product quality and safety</li> </ul>	<ul style="list-style-type: none"> <li>Industry exchanges</li> <li>Visits</li> <li>Talks</li> </ul>
Clients	<ul style="list-style-type: none"> <li>Inclusive healthcare</li> <li>Responsible marketing</li> <li>Anti-corruption and business ethics</li> <li>Customer rights and privacy protection</li> <li>Product quality and safety</li> </ul>	<ul style="list-style-type: none"> <li>Customer service and customer complaint handling</li> <li>Customer satisfaction survey</li> <li>Official social media</li> <li><a href="#">Official website</a></li> <li>Company hotline (mail and phone)</li> </ul>

Stakeholder	Topics of Concern	Communication Channels
Employees	<ul style="list-style-type: none"> <li>Employee communication and care</li> <li>Employee rights protection</li> <li>Occupational health and safety</li> <li>Employee training and promotion</li> <li>Compliant employment</li> <li>Intellectual property rights management</li> </ul>	<ul style="list-style-type: none"> <li>Employee interviews</li> <li>Internal email</li> <li>Labor union and workers' congress</li> <li>Employee care activities</li> <li>Employee training and promotion</li> <li>Employee satisfaction survey</li> <li>Corporate culture activities</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Sustainable supply chain management</li> <li>Compliance operations</li> <li>Anti-corruption and business ethics</li> </ul>	<ul style="list-style-type: none"> <li>Supplier audit and communication</li> <li>Green supply chain management</li> <li>Supplier conference</li> </ul>
Media	<ul style="list-style-type: none"> <li>Industry cooperation and development</li> <li>Anti-corruption and business ethics</li> <li>Product quality and safety</li> <li>Product innovation and R&amp;D</li> <li>Community charity</li> </ul>	<ul style="list-style-type: none"> <li>Information disclosure of listed companies</li> <li><a href="#">Official website</a></li> <li>Press conference/media communication meeting</li> <li>Media interview</li> <li>Official social media</li> </ul>
Communities and the public	<ul style="list-style-type: none"> <li>Emissions management</li> <li>Energy use</li> <li>Community charity</li> </ul>	<ul style="list-style-type: none"> <li>Site investigation</li> <li>Charitable projects</li> <li>Environmental impact analysis and management</li> <li>Working meeting of government environmental supervision departments</li> <li>Communicating with neighborhood committees</li> <li><a href="#">Official website</a></li> <li>Official Social Media</li> </ul>



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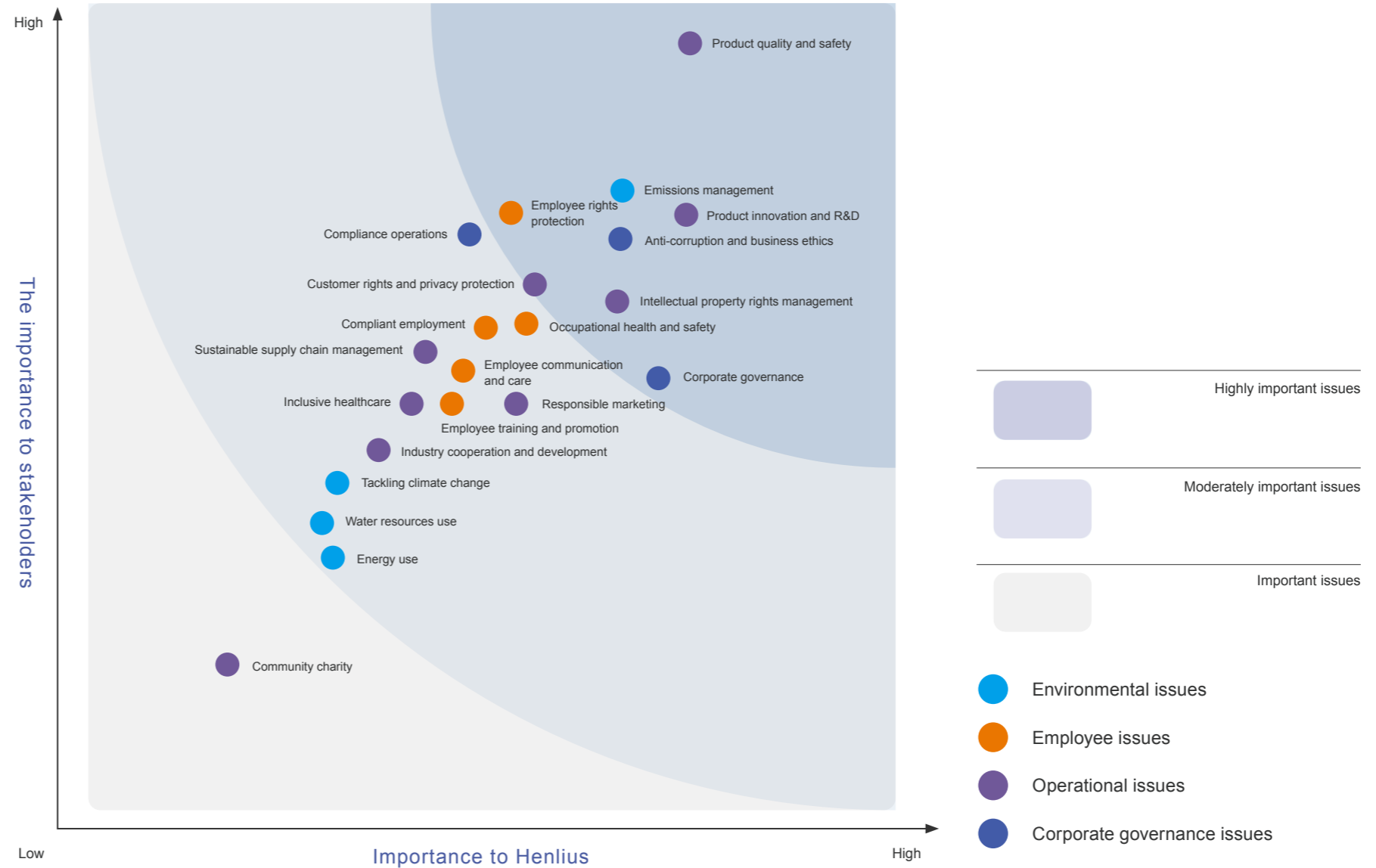


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# Materiality Matrix

Henlius regularly communicates with stakeholders through diverse channels to understand their expectations and opinions regarding the Company's ESG performance. Our stakeholders include, but are not limited to, shareholders and investors, government and regulators, partners, clients, employees, suppliers, media, and communities and the public. During the Reporting Period, the Company fully considered the views of stakeholders in daily operational decisions and took timely actions to respond to their concerns.

Henlius has included 21 issues into the material issues matrix, of which 8 issues were evaluated as highly important, namely product quality and safety, emissions management, product innovation and R&D, employee rights protection, anti-corruption and business ethics, intellectual property rights management, corporate governance, and customer rights and privacy protection. This report will focus on disclosing information related to each ESG materiality issue.





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Pipeline	14	Drug Affordability	16			Quality Management Practices	19
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						Clinical Medication Safety	23





# Product Pipeline

As of the end of 2025, Henlius has achieved regulatory approvals for 10 products across 60 countries and regions worldwide, including seven approvals in China. The Company has also reached multiple milestones in major biopharmaceutical markets, with four products approved by the U.S. Food and Drug Administration (FDA) and four products authorized by the European Medicines Agency (EMA).

## Marketed Products

Product	Therapeutic Areas	Approved Countries and Regions
<b>HLX01</b> rituximab	Oncology Autoimmune Diseases	Approved in China, Bolivia, Nicaragua Listed in China National Drug Reimbursement List
<b>HLX02</b> trastuzumab	Oncology	Approved in over 50 countries Included in the reimbursement lists of China, the United Kingdom, France, Germany, and other countries
<b>HLX03</b> adalimumab	Autoimmune Diseases	Approved in China Listed in China National Drug Reimbursement List
<b>HLX04</b> bevacizumab	Oncology	Approved in China, Bolivia, the Dominican Republic, Mexico Listed in China National Drug Reimbursement List
<b>Serplulimab</b> innovative anti-PD-1 mAb	Oncology	Approved in over 40 countries New approvals obtained in the EU, UK, India, Singapore, Malaysia, Peru, and other countries and regions during the Reporting Period Included in the national health insurance reimbursement of Germany, Italy, Spain, and five other countries

Product	Therapeutic Areas	Approved Countries and Regions
<b>Neratinib</b>	Oncology	Approved in China Listed in China National Drug Reimbursement List
<b>Fovinaciclib</b>	Oncology	Approved in China Listed in China National Drug Reimbursement List
<b>BILDYOS®</b> denosumab (60mg/mL)	Osteoporosis, etc.	Approved in United States, European Union, United Kingdom
<b>BILPREVDA®</b> denosumab (120mg/1.7mL)	Cancer-related bone disease, etc.	Approved in United States, European Union, United Kingdom
<b>POHERDY®</b> pertuzumab	Oncology	Approved in United States

\* Updated in 2025



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# Pipeline





# Access to Health Care

## Global Layout of Products

Henlius continues to enhance drug accessibility, with a focus on expanding coverage in remote and medically underserved areas. In response to the medical needs of county-level and grassroots healthcare, the Company continuously improves its channel network and supply assurance system, promoting the extension of innovative biopharmaceuticals to multiple regions.

To ensure stable drug supply, the Company has strengthened collaboration between its internal supply chain and external distributors, optimizing product distribution networks and response times to safeguard treatment continuity for patients. As of the end of the Reporting Period, Henlius had established long-term, stable cooperative relationships with more than 80 distributors nationwide. The collaboration network covers all 31 provinces, autonomous regions, and municipalities across China, achieving comprehensive supply assurance nationwide. During the Reporting Period, the Company completed end-to-end online management of over 1,000 distributor agreements through an electronic platform, further enhancing business transparency and compliance.

Meanwhile, Henlius actively collaborates with commercial partners to promote the expansion and marketing of high-quality products in emerging markets, enhancing access to medicines for patients in low- and middle-income countries.



**Case:**

### Expanding Footprint of HLX02 in County-Level Markets

As of December 31, 2025, HLX02 (trastuzumab) had expanded its presence to county-level markets across 22 provinces nationwide, including Inner Mongolia, Gansu, Guizhou, Ningxia, Qinghai, Xinjiang, Yunnan, and Tibet—regions in the central, western, and remote areas of China. This expansion has effectively broadened local treatment options for oncology care. In 2025, the Company delivered approximately 40,000 vials of HLX02 to remote regions, ensuring a stable supply while actively working to narrow disparities in drug accessibility between regions. These efforts have enhanced grassroots patients' access to high-quality biopharmaceuticals and improved treatment continuity.

**Case:**

### 2025 Henlius National Distributor Strategic Summit

In December 2025, Henlius hosted the "2025 Henlius National Distributor Strategic Summit" in Xiamen. Together with core distributor partners and industry experts from across the country, the Company reflected on five years of collaborative achievements and charted a new blueprint for the future development of China's innovative pharmaceutical sector.



**Case:**

### Partnering with Abbott to Expand Global Emerging Markets

Henlius, adhering to its global development strategy, actively expands in emerging markets beyond current operations through strategic collaboration with Abbott. The Company has entered into product license and supply agreement with Abbott, granting it exclusive or semi-exclusive licenses for the commercialization of four self-developed biosimilars and one innovative biologic in 69 emerging markets in Asia, Latin America and the Caribbean, as well as Middle East and Africa.

In February 2026, the Company entered into an exclusive license agreement with Abbott for the commercialisation of serplulimab (trade name in Europe: Hetronify®), Henlius' novel anti-PD-1 mAb for several indications including extensive stage small cell lung cancer (ES-SCLC) in selected markets across Asia Pacific, Africa, Central Asia, Eastern Europe, and other emerging regions.

#### Multiple Products Launched in Emerging Markets

Serplulimab	HLX01	HLX02	HLX04
<ul style="list-style-type: none"> <li>Approved in Peru, Panama, Indonesia, Cambodia, Singapore, Malaysia, Thailand</li> <li>Approved in India as the first and only commercialized anti-PD-1 therapy for 1L SCLC, benefiting over 150 patients in first 12 days post-launch</li> </ul>	Approved in Bolivia, Nicaragua	Approved in Argentina, Brazil, Mexico, Bolivia, Paraguay, Indonesia, Singapore, Cambodia, Thailand, Philippines, Myanmar	Approved in Mexico, Bolivia, Dominican Republic



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# Drug Affordability

Henlius continues to strengthen efforts in improving medication affordability by fully leveraging commercial insurance and exploring diversified payment models. The Company works to incorporate innovative drugs into broader coverage systems, while also implementing medicine donation programs and patient assistance programs for economically disadvantaged patients, providing stable and sustainable comprehensive medication support solutions.



6 Products Listed in China NDRL

### Case:

## Deepening Collaboration on the Supplementary Medical Insurance (Huiminbao)

During the Reporting Period, Henlius continued to deepen the collaboration on the access of innovative medicines into the Supplementary Medical Insurances, continuously expanding the reach of commercial insurance to benefit more patients. With the support and coordination of its partners, Henlius successfully ensured the smooth transition of its relevant product into the Supplementary Medical Insurances in multiple regions, including Tianjin, Xiamen and Suzhou in Jiangsu, Jiangmen in Guangdong, Neijiang and Mianyang in Sichuan, and Chongqing. This enabled local patients to continue receiving the insurance coverage for the next year, effectively reducing their out-of-pocket medication costs. As of the end of the Reporting Period, Henlius had successfully facilitated the inclusion of related product into over 100 Supplementary Medical Insurances nationwide, with the coverage area continuing to expand.

### Case:

## Inclusion of Breast Cancer Innovative Drug Fovinaciclib in the National Reimbursement Drug List for the First Time



During the Reporting Period, the Company's innovative breast cancer product Fovinaciclib (a CDK4/6 inhibitor) was included for the first time in the *National Drug List for Basic Medical Insurance, Maternity Insurance and Work-related Injury Insurance (2025)*. To date, among the 10 products the Company has launched globally, a total of six have been successfully included in the National Reimbursement Drug List, continuously enhancing the accessibility of high-quality biopharmaceuticals and reducing the financial burden on patients. The updated list took effect on January 1, 2026.

### Case:

## Pharmaceutical Donations and Patient Assistance Programs for Serplulimab in Multiple Countries



Henlius has implemented long-term single drug donation programs and patient assistance programs for Serplulimab in multiple countries

- India: Patient Assistance Program (PAP)
- Indonesia: Patient Assistance Program(PAP)
- Netherlands: Free drug donation
- Hong Kong: Named Patient Program

## Healthcare Service Accessibility

Henlius actively supports the development of pharmaceutical supply chain capabilities in developing countries. The Company focuses on enhancing local comprehensive capabilities in drug production, distribution, delivery, and management through localized manufacturing, technical collaboration, joint construction of supply chain systems, and capacity transfer, thereby improving regional pharmaceutical accessibility and supply stability.

During the Reporting Period, Henlius established joint ventures and built biopharmaceutical production facilities in developing countries. This initiative not only introduced more clinically valuable and accessible medicines to these markets, but also supported local capacity building in biopharmaceutical production and management through the introduction of production systems, alignment with quality management standards, and sharing of operational experience. These efforts fundamentally strengthened the resilience and self-sufficiency of regional pharmaceutical supply chains.

### Case:

## Henlius Established Joint Venture in Saudi Arabia to Enhance Regional Healthcare Accessibility



Henlius has entered into a strategic partnership with AL-TIRYAQ AL-KHALAWI Medical Company (hereinafter referred to as "SVAX"), a healthcare-focused subsidiary of the prominent Saudi Arabian Fakeeh family. Under this collaboration, a joint venture was established in Saudi Arabia.

Leveraging Henlius's expertise in biopharmaceutical research, development, and manufacturing, combined with SVAX's local capabilities in regulatory registration, market access, and commercialization, this partnership aims to strengthen pharmaceutical supply chain capacity and improve the affordability, accessibility, and quality of biologic medicines in the Middle East, North Africa, and Turkey (MENAT) region, including countries classified as low- and middle-income by the World Bank.

During the Reporting Period, Fosun Henlius Middle East United Co., Ltd. was officially inaugurated and completed its commercial registration.

In accordance with the standards of the U.S. FDA, the European Medicines Agency (EMA), and Saudi Arabia's local GMP requirements, both parties jointly established a large-molecule biologics manufacturing facility in MENAT and signed a series of cooperation agreements, including engineering technical services and product technology transfer agreements. Through this collaboration, Henlius provides technical assistance to a local partner to achieve international drug manufacturing quality standards, covering quality systems, analytical and testing capabilities, and supply chain management.

In addition, Henlius provides training to local healthcare workers in MENAT markets, supporting the development of local healthcare capacity and contributing to improved patient access to high-quality biologic medicines.

# Innovation and Research & Development

Henlius closely aligns with the unmet clinical needs of patients worldwide and continues to build and refine a systematic, platform-based innovation and R&D ecosystem. This ecosystem spans the entire drug development lifecycle—from early discovery, clinical development, regulatory registration, to commercial-scale manufacturing—enabling the Company to consistently and efficiently translate cutting-edge scientific discoveries into innovative therapeutics with clinical value.

Currently, the Company has established a globally oriented Innovation Center, which serves as a strategic hub to support its international R&D initiatives and global footprint. Centered on antibody technologies, we have proactively built a diversified and high-quality pipeline comprising over 50 early-stage molecules. The pipeline includes both potential First-in-Class (FIC)/Best-in-Class (BIC) candidates and fast-follow projects with strong clinical and commercial feasibility. This structured pipeline enables a tiered R&D approach and lays a solid foundation for the sustained advancement of the Company's clinical portfolio over the medium to long term.

Meanwhile, Henlius is actively building and enhancing a range of innovative platforms, including a PD-(L)1-centric immune checkpoint inhibitor platform, an immune cell engager platform (such as the multi-specific T cell engager platform), the Hanjugator™ ADC platform, and HAI Club — an AI-powered, one-stop early discovery platform. These platforms collectively enable the efficient development of diverse classes of innovative therapeutic molecules.

Henlius continues to advance its innovation-driven development strategy, with therapeutic products spanning key disease areas including oncology, autoimmune disorders, metabolism, and the central nervous system. The Company is accelerating the expansion of its cutting-edge pipeline centered on antibody-based therapies. Currently, Henlius has four orphan/rare disease products at various stages of approval or clinical development, covering disease areas such as oncology and chronic inflammatory conditions. These efforts aim to benefit a broader patient population suffering from rare and difficult-to-treat diseases.

Product	Target	Therapeutic areas	Related Medical Indication	Rare/Orphan Drugs	R&D Progress
Serplulimab	PD-1	Oncology	Small Cell Lung Cancer	Received orphan drug designation from the United States, Switzerland, South Korea, and Mexico etc.	<ul style="list-style-type: none"> <li>Extensive-Stage Small Cell Lung Cancer: Approved in over 40 countries and regions worldwide, including the European Union. Bridging trials have been initiated in both the United States and Japan to support local marketing applications, with patient enrollment in the U.S. bridging trial now completed.</li> <li>Limited-Stage Small Cell Lung Cancer: International multi-center Phase III clinical trial</li> </ul>
HLX22	HER2	Oncology	Gastric Cancer	Received orphan drug designation from the European Union and the United States	<ul style="list-style-type: none"> <li>International multi-center Phase III clinical trial</li> </ul>
HLX43	PD-L1	Oncology	Thymic Epithelial Tumors	Received orphan drug designation from the United States	<ul style="list-style-type: none"> <li>Phase II clinical trial</li> </ul>
HLX6018	GARP/TGF-β1	Chronic Inflammatory Condition	Idiopathic Pulmonary Fibrosis	Included in the <i>Rare Disease Catalogue</i> by the National Health Commission of China	<ul style="list-style-type: none"> <li>Phase I clinical trial</li> </ul>

While steadfastly committed to independent innovation, Henlius actively builds an open and collaborative ecosystem by introducing cutting-edge global technologies and advancing co-development initiatives, accelerating the delivery of innovative medicines to patients.

## Case:

### Henlius Partners with Southeast Asian Oncology Experts to Explore New Pathways for Lung Cancer Prevention and Treatment Collaboration



During the Reporting Period, Henlius collaborated with international oncology experts and medical institutions from countries classified as low- and middle-income by the World Bank, including the Philippines, to support oncology research and knowledge exchange.

As part of this initiative, Henlius hosted an international oncology expert exchange event, where experts engaged in in-depth discussions with leading Chinese specialists on topics such as precision treatment for lung cancer. The program also included on-site visits to the Company's Songjiang Site, providing participants with insights into biologics manufacturing technologies and quality management systems.

Through this collaboration, Henlius supported knowledge sharing and contributed to strengthening local research and clinical capabilities in oncology, fostering regional academic collaboration and promoting the exchange of innovative diagnostic and treatment practices between China and Southeast Asia.

## Case:

### Hosted the 2025 Scientific Advisory Board (SAB) Meeting, Bringing Together Experts to Discuss Frontiers of Innovation



During the Reporting Period, Henlius convened the 2025 Scientific Advisory Board (SAB) meeting, bringing together eminent scholars and clinical experts from leading global research institutions. Focusing on cutting-edge fields such as tumor immunotherapy, autoimmune diseases, and innovative drug development, the scientific advisors and clinical experts shared insights on the latest research breakthroughs and engaged in in-depth discussions on development strategies for multiple high-potential clinical candidates. Together, they worked to further refine the Company's R&D decision-making framework, accelerating the global development of more innovative therapies.



In 2025, Henlius' total research and development investment amounted to **CNY 2.4919 billion**



# Quality Excellence

## Quality Management System

Henlius strictly adheres to relevant regulations including the *Drug Administration Law of the People's Republic of China*, the *Decision of the State Food and Drug Administration on Adjusting Matters Related to Import Drug Registration Management*, and the *Good Manufacturing Practice for Drugs (2010 Revision)*. At the same time, the Company closely monitors the latest developments in global GMP regulations and refers to the most recent industry guidelines issued by major international pharmaceutical organizations such as the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH), the World Health Organization (WHO), the Parenteral Drug Association (PDA), and the International Society for Pharmaceutical Engineering (ISPE), ensuring its quality management system remains aligned with international standards. The Company's commercial manufacturing sites and associated quality management systems have successfully passed nearly 100 on-site inspections and audits conducted by national regulatory authorities and international commercial partners. Henlius has obtained GMP certifications from China, the European Union, the United States, and multiple PIC/S member countries (including Indonesia and Brazil), enabling stable supply to markets in China, Southeast Asia, Europe, and Latin America.

During the Reporting Period, to further enhance the rigor and standardization of its quality management system, the Company revised three quality policy documents: *Document Management*, *Data Integrity Policy*, and *Cell Bank Management*. The revisions provided clearer and more robust definitions and requirements regarding document lifecycle management, data integrity principles, electronic data management, and cell bank management. These updated requirements have been fully implemented across all GMP-compliant personnel through formal policy communication and targeted training programs.

During the Reporting Period, 100% of Henlius's manufacturing sites achieved ISO 9001:2015 quality management system certification. In July 2025, the Songjiang Site obtained EU GMP certificates issued by the Federal Agency for Medicines and Health Products in Belgium for the production lines of HLX14 (Denosumab) and HLX11 (Pertuzumab).

In quality system management practices, the Company continues to enhance its Enterprise Quality Management System (PQS), which includes digital platforms such as TrackWise QMS for quality management, Document Management System (DMS), Training Management System (TMS), and Archive Management System (AMS). During the Reporting Period, the Company carried out continuous improvements and optimizations of system functionalities, including the implementation of a GxP electronic signature system, version upgrade and functional enhancement of the TrackWise QMS platform, patching and configuration optimization of the DMS/AMS systems, and evaluation of TMS version upgrades along with updates to management procedures—four major initiatives that further strengthened the Company's quality management capabilities.

## Quality Management Practices

### Internal System Audits and Gap Analysis

Henlius conducts annual self-inspections to evaluate the compliance of its quality management system. The scope of these self-inspections covers six key areas: laboratory control, material and product management, facility and equipment management, quality assurance, production management, and production technology including qualification and validation. The Company also ensures data reliability throughout the entire pharmaceutical production lifecycle and the effective management of GMP-related digital systems. Through proactive identification of potential risks in quality system operations, Henlius continuously enhances the effectiveness and maturity of its quality management system.

At the same time, the Company conducts gap analysis of its quality management system against target overseas markets. During the Reporting Period, in preparation for the expansion into the South Korean market, the Xuhui and Songjiang Sites carried out gap analysis and targeted corrective actions in accordance with the regulatory requirements of the Ministry of Food and Drug Safety (MFDS) of South Korea, and successfully passed the on-site inspection by the Korean regulatory authority.

### Quality Testing and Control

Henlius continues to enhance its product testing capabilities and coverage by establishing a Quality Control (QC) laboratory. The laboratory conducts precautionary testing for emerging quality/safety concerns related to all products. The laboratory is responsible for incoming inspections of

raw materials, excipients, and packaging materials for commercial and clinical production, in-process control testing during manufacturing, and comprehensive testing of bulk drug substances and finished products. It also performs routine monitoring of various raw materials and equipment. The testing system is built on three core pillars: physicochemical analysis, biological activity assays, and microbiological testing, ensuring rigorous control over product quality. In 2025, the Company achieved 100% in-house testing coverage for all products.

During the Reporting Period, the QC laboratory at Henlius's Xuhui Site successfully obtained certification from the China National Accreditation Service for Conformity Assessment (CNAS), and launched an expansion plan to enhance laboratory testing capabilities. The plan includes adding five new testing items to the accreditation scope—clarity, optical rotation, moisture content, relative density, and solution color—with the corresponding expansion applications currently under review. Meanwhile, the laboratory has achieved deep integration between cGMP and CNAS systems, enabling unified program document management and significantly improving operational efficiency. The Company will continue advancing the integration of both systems, further enhancing testing accuracy through applications for additional capability certifications and participation in external proficiency testing.



**100%** of Henlius's manufacturing sites achieved ISO 9001:2015 quality management system certification

In-house Product Testing Coverage: **100%**

#### Case:

### Conduct Precautionary Testing for Emerging Safety Concerns

In 2024, the National Pharmacopoeia Commission issued a notice soliciting proposals for revisions to the 2025 edition of the *Pharmacopoeia of the People's Republic of China*. During the Reporting Period, Henlius's Songjiang Site collaborated with the Shanghai Drug Administration to conduct comparative studies using the methods proposed for inclusion in the 2025 edition of the *Chinese Pharmacopoeia* for HLX02. The Company submitted multiple recommendations based on the findings, several of which were adopted. At the same time, the Company performed a forward-looking risk assessment regarding the potential impact of the updated quality standards, confirming that both the existing commercial manufacturing processes and the processes under regulatory submission fully comply with the technical requirements and quality specifications outlined in the 2025 edition of the "Chinese Pharmacopoeia", thereby proactively ensuring product regulatory compliance.



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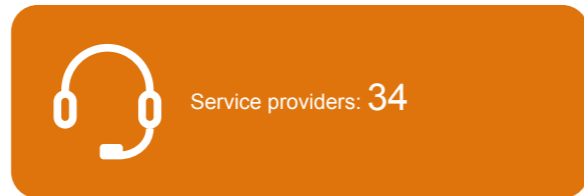
## Supplier Quality Management

Henlius continuously strengthens supplier quality management through measures including quality audits, execution of quality agreements, and regular supplier training programs.

### – Supplier Quality Audits

The Company conducts regular audits of all suppliers (including both raw material and service providers). Key suppliers are subject to on-site audits every two years, with identified issues required to be rectified within a specified timeframe and follow-up verified. For sub-suppliers, the Company continues to strengthen in-depth management. When product quality issues from a sub-supplier lead to a quality incident involving a Tier 1 supplier, and the Tier 1 supplier is unable to independently complete the quality investigation, the Company will either jointly conduct an audit with the Tier 1 supplier or commission a third-party institution to audit the relevant sub-suppliers.

During the Reporting Period, the number of on-site audits conducted for suppliers (including material suppliers and service providers) was as follows, with 100% implementation rate for all suppliers subject to audit:



### – Supplier Quality Training

Henlius trains its quality standards and requirements to all suppliers through quality assurance agreements or by requiring suppliers to complete quality questionnaires. These measures cover key areas such as quality management system construction, adherence to quality standards, quality audits and inspections, quality testing methodologies, and clear definition of quality responsibilities, ensuring that supplier quality management remains aligned with the Company's quality control requirements.

In 2025, in response to the expansion of the outsourced manufacturing model, the Company conducted a significant update to its quality agreements. The revised agreements explicitly incorporated quality requirements under the MAH (Marketing Authorization Holder) system and added a detailed list of specific testing items to the outsourced testing agreements. The Company thoroughly communicated the rationale, key terms, and implementation requirements of the agreement updates to all relevant suppliers, ensuring a clear understanding of their quality responsibilities and standards. Additionally, the Company actively organized supplier quality training programs to encourage all suppliers to proactively strengthen their quality management systems. This shift promotes collaboration from a one-way “standard transfer” to a two-way “capability co-creation,” providing a solid foundation for consistent quality across the entire supply chain.

#### Case:

## Supplier Quality Management Training



During the Reporting Period, Henlius' MSAT Department organized a Supplier Quality Management Training session focusing on particulate control in sterile formulation manufacturing processes. Through expert-led presentations and interactive on-site discussions, the training analyzed real-world quality control challenges and pain points, helping suppliers gain a deeper understanding of relevant process standards and control requirements, and enhancing their technical application capabilities and overall quality management performance at critical quality stages.



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## Quality Training

In 2025, Henlius conducted an annual employee training on product quality covering all employees, aimed at enhancing their professional knowledge and skills in quality management to ensure that product quality consistently meets higher standards.

<p>All employees</p>	<p>In September 2025, during the 7th Quality Management Month event open to all employees, Henlius launched a mandatory training course for all employees on the Company's online learning platform, "Henlius Learning Academy". The course focused on GMP fundamentals related to product quality, covering key topics such as Henlius' quality management system, quality mission, and quality policy. The training was followed by an online assessment to reinforce learning and ensure comprehension across all employee levels.</p>
<p>Employees within the GMP system</p>	<p>Based on the previous year's training implementation, internal needs, and the current status of quality system operations, combined with the latest regulatory developments, the Company conducted a comprehensive review and developed a targeted training program. This resulted in a structured training system covering corporate, factory, and departmental levels, ensuring that employees within the GMP system across Henlius' various manufacturing sites receive professional and standardized quality training.</p> <p>During the Reporting Period, Henlius organized a total of 56 GMP-related quality training sessions, covering multiple core topics including interpretation of <i>cGMP</i> and other regulatory guidelines, data handling skills, environmental monitoring and assessment techniques, EU regulatory requirements, registration submission processes and best practices, and Contamination Control Strategy (CCS).</p> <p>The total training duration is approximately 71 hours, covering over 1,000 personnel related to GMP, achieving a 100% GMP employee coverage rate.</p>

In addition, the Company further strengthens its quality culture through regular initiatives such as Quality Management Month activities and reviews of regulatory updates, ensuring that all levels of the organization remain informed about and compliant with the latest quality regulatory requirements.

During the Reporting Period, the Company received a total of six product-related complaints. All complaints were promptly addressed at the outset, with cross-functional departments collaborating to manage and resolve each case. The annual complaint resolution rate reached 100%.

### Case:

## Quality Management Month Event

During the Reporting Period, Henlius held its 7th Quality Management Month event:



### Listen: Executive Lectures and Case Studies

The Company's Chief Quality Officer delivered a keynote lecture titled "Henlius Quality: From Good to Great," clearly articulating quality as a core company value and setting a higher goal of "exceeding compliance."

The Xuhui Site hosted a Deviation Case Lecture Series, analyzing root causes and the effectiveness of corrective and preventive actions (CAPAs) in real-world cases.

The Songjiang Site organized a GMP Audit & Inspection Lecture, specifically addressing key inspection focus areas of international regulatory authorities such as the FDA.

### Learn: Interactive Quizzes and Knowledge Reinforcement

An interactive "GMP Knowledge Fun Quiz" was conducted, featuring a question bank covering core operational requirements such as cleanroom management, aseptic operations, and material control, including tricky points designed to enhance understanding through engaging, interactive learning.

### Discuss: Forward-Looking Discussions and Compliance Readiness

The Quality Department hosted a specialized workshop to discuss the draft revision of EU GMP Annex 11 (Computerized Systems), focusing on key updates related to cloud computing and data integrity, and exploring their potential compliance implications and strategic response measures.



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## Pharmacovigilance

Henlius strictly complies with relevant laws and regulations, establishing a robust Pharmacovigilance (PV) system and implementing a series of regulatory procedures, including but not limited to: *Company-wide Policy on Adverse Reaction Event Reporting, Adverse Event Monitoring System, Procedures for Adverse Event Collection, Handling, and Reporting, Periodic Safety Update Reports (PSURs), Risk Management Plan and Risk Control Plan and Safety Communication with Healthcare Professionals, Patients, and the Public.*

The Company has established a global Pharmacovigilance Department responsible for pharmacovigilance activities of marketed products worldwide. Additionally, it has formed the Global Drug Safety Committee (GDSC) and the Benefit-Risk Council (BRC), which are tasked with analyzing, evaluating, and identifying and managing safety-related risks associated with its products.

The Company collects adverse reaction events through multiple channels, including its official website, email, 24-hour hotline, scientific literature, and international partners. A rigorous adverse event reporting mechanism is strictly implemented to enhance rapid response capabilities. The Pharmacovigilance Department professionally processes and evaluates safety information in accordance with guidelines from the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH), national regulations, and internal standard operating procedures, and submits reports to global regulatory authorities as required. Additionally, continuous monitoring and assessment of product safety signals are conducted. Upon confirmation of any safety risks associated with a product, risk control measures are immediately initiated to effectively safeguard patient medication safety.

### Henlius' Safety Information Collection Channels

Healthcare Institutions	Pharmaceutical Enterprises	Literature Search
Primarily through Medical Science Liaison	Include PV clauses in commercial agreements or sign a standalone PV agreement	Chinese Databases: CNKI, Wanfang Foreign Databases: Embase, Medline
Regulatory Feedback Reports	Phone Calls and Complaints	Post-Marketing Studies
Monitor regulatory feedback reports daily and input data into the Company's safety database	24-hour hotline for product and patient safety inquiries: 400-086-6800	Reporting requirements for adverse events are specified in study protocols
Information Collection for Overseas Marketed Drugs	Company Website	Other Channels
Primarily through signing a separate <i>Safety Data Exchange Agreement</i> (SDEA) or incorporating PV clauses into other agreements	Official website provides a reporting channel to collect safety information	Internal PV public email, data collection projects

The Company leverages the "Henlius Learning Academy" learning platform to deliver specialized pharmacovigilance training to all employees, including training on the adverse event reporting policy, covering topics such as the scope of product safety information, definition of adverse events, reporting channels, and time requirements. All employees are required to complete mandatory assessments. During the Reporting Period, Henlius conducted a total of four pharmacovigilance training sessions for its commercialization teams, reaching a cumulative total of 627 participants with an average training duration of 60 minutes per person.

In addition, Henlius actively engages in cutting-edge exploration and industry collaboration within the field of pharmacovigilance. During the Reporting Period, the Company's pharmacovigilance lead played a key role in the development of the world's first group standard in pharmacovigilance and large language models—*Specification for Artificial Intelligence-Assisted Information Extraction in Individual Case Safety Reports in Pharmacovigilance Based on Large Language Models*. Furthermore, the Company was designated by the Shanghai Municipal Drug Administration as Shanghai first "Pharmacovigilance Training Base" and has taken on the responsibility of delivering specialized training for municipal-level core pharmacovigilance inspectors. Besides, the Company was honored with the title of "Outstanding Unit in Monitoring and Evaluation of Adverse Reactions for Pharmaceuticals, Medical Devices, and Cosmetics in 2025" by the National Center for Adverse Drug Reaction Monitoring, becoming one of only two Shanghai-based enterprises in the fields of pharmaceuticals, medical devices, and cosmetics to receive this recognition.

## Management of Defective Products / Non-conforming Products

In 2025, Henlius conducted a series of specialized training sessions on defective product disposal at its Xuhui and Songjiang Sites, and implemented multiple control measures. These initiatives effectively reduced the rate of defective products and enhanced the Company's capability in quality risk prevention and control.

Site	Measures for Defective Product Management
Xuhui Site	<ul style="list-style-type: none"> <li>Specialized Training: Conducted multiple targeted training sessions on non-typical visible particulates identified during visual inspection, covering all employees with visual inspection qualifications across production and quality departments. The training enhances employees' awareness of product defects and improves their understanding of particulate characteristics and potential sources.</li> </ul>
Songjiang Site	<ul style="list-style-type: none"> <li>Equipment Management: Enhanced preventive maintenance and real-time condition monitoring of critical equipment to minimize defects caused by equipment anomalies.</li> <li>Personnel Training: Continued periodic training and recertification for visual inspection qualifications to ensure employees maintain high efficiency in identifying defective products. Ongoing monitoring of defect trends, coupled with regular quality review meetings, has driven targeted improvement initiatives.</li> <li>Supplier Management: Timely feedback of material defects to suppliers to promote process improvements on their end, thereby reducing the incidence of defects in final drug products.</li> </ul>

At the same time, the Company continues to strengthen the management of non-conforming products, including intermediate products. During the Reporting Period, the Songjiang Site updated its *Non-Conforming Product Management Procedure* to include the requirement that approval from the Quality Assurance Officer or a designated qualified authorized person is mandatory for the disposition of non-conforming products. The procedure also incorporated specific requirements for the management of non-conforming products in outsourced manufacturing. Meanwhile, Xuhui Site revised three SOPs related to non-conforming product management to further enhance process control and compliance.



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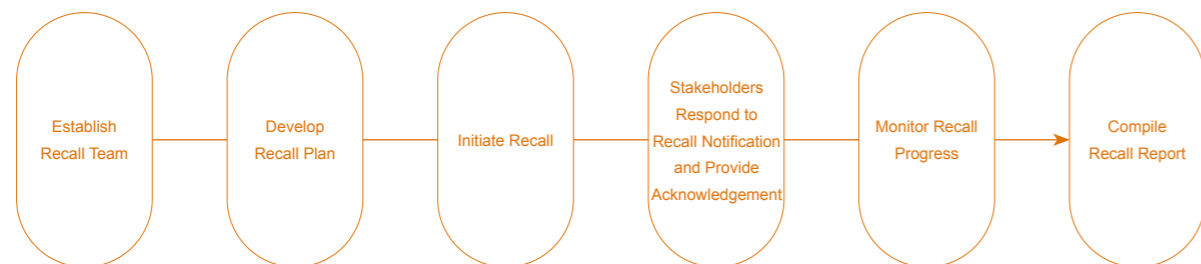
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## Product Recall Management

Henlius has established and continuously refined its *Product Recall Management Procedure* in accordance with international standards, including Title 21 of the U.S. Code of Federal Regulations (FDA CFR) and the PIC/S GMP guidelines, ensuring the prompt and proper recall and handling of defective products. In 2025, the Company conducted a comprehensive revision of the *Product Recall Management Procedure*, expanding its scope of application and further enhancing the standardization, traceability, and operational efficiency of the product recall process.

To ensure the reliability of the product recall mechanism, the Company conducts regular product recall simulation exercises. These drills are conducted in alignment with regulatory updates and evolving distribution channels, enabling a comprehensive assessment of recall efficiency and identification of potential risks. The exercises focus on evaluating the timeliness and accuracy of information dissemination and feedback. Based on findings from each simulation, targeted improvement measures are systematically developed and implemented to strengthen the overall recall readiness and response capability.

### Henlius' Product Simulation Recall Process



#### Case:

### Simulation of Recall Exercise

During the Reporting Period, Henlius conducted a simulated recall exercise for HLX02 in accordance with the *Administrative Measures for Drug Recalls (2022)* and the Company's established *Product Recall Management Procedure*. The exercise included issuing a simulated recall notice, verifying inventory levels, and compiling data on product inbound and outbound movements from customers. All stages were completed on schedule, with accurate information transmission and rapid system response.

## Clinical Medication Safety

Henlius always places the highest priority on the medication safety of patients and clinical trial subjects. The Company strictly complies with applicable laws and regulations in its operational jurisdictions, including the *People's Republic of China Drug Administration Law*, the *People's Republic of China Biosecurity Law*, the *Administrative Measures for Drug Registration in the People's Republic of China*, the *Good Clinical Practice (GCP) for Drug Clinical Trials*, the *Good Pharmacovigilance Practice (GVP)*, *ICH-GCP (International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use – Good Clinical Practice)*, the *EU Clinical Trials Regulation (EU CTR No. 536/2014)*, and *relevant provisions of the U.S. Health Insurance Portability and Accountability Act (HIPAA) and 21 CFR relating to clinical trials*. The Company has established a *Clinical Research Quality Management System Manual* along with supporting internal policies, standard operating procedures (SOPs), and work guidelines to ensure medication safety and compliance. During the Reporting Period, Henlius expanded the scope of application of SOPs related to clinical trials to cover its subsidiaries and affiliated companies.

In terms of protecting the rights and interests of clinical trial subjects, we uphold the core principle that no clinical trial is small, and subject safety is never a minor matter. During the subject recruitment process, we strictly follow the procedures outlined in *Subject Eligibility Criteria and Trial Inclusion* and *Subject Personal Data and Privacy Rights Protection*. We also place great importance on the protection of subjects' personal information and privacy. The Company employs measures such as end-to-end encryption, access controls, and de-identification to rigorously safeguard subject data. Additionally, we have established mechanisms for safety monitoring and third-party management to comprehensively protect the privacy and rights of clinical trial subjects.

In addition, the Company has established a "Pre-emptive Warning Mechanism for Clinical Reactions" and arranges clinical trial liability insurance for subjects to minimize potential risks associated with the trials. At the same time, we commit to promptly addressing any adverse reactions that occur and providing appropriate compensation to the subjects. The Company has implemented a comprehensive control system covering the Investigator's Brochure, clinical trial drug protocols, informed consent forms, and drug package inserts, ensuring that investigators have accurate and complete drug information. This enables them to develop personalized treatment plans based on each subject's specific condition, thereby enhancing the scientific basis of clinical decision-making and effectively reducing the likelihood of adverse reactions.

During the Reporting Period, Henlius did not experience any product recall incidents.



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# Employee Rights and Interests and Employment

## Safeguarding Employee Rights and Interests

Henlius strictly complies with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Social Insurance Law of the People's Republic of China*, as well as applicable laws, regulations, and regulatory requirements in each operating location.

We continuously improve internal management policies such as the *Henlius Employee Handbook* and the *Henlius Remuneration and Welfare Policy*. In daily operations, Henlius upholds equal employment and compliant hiring practices, maintains a competitive compensation and benefits system, and effectively safeguards the legitimate rights and interests of employees.

Henlius adheres to strict employment standards and maintains a zero-tolerance policy toward illegal employment and workplace misconduct. We explicitly prohibit unlawful practices such as child labor and forced labor, and firmly oppose any form of discrimination, bullying, or harassment.

In the recruitment process	In daily management
Henlius strictly implements employee onboarding information verification procedures and signs labor contracts in full compliance with applicable laws and regulations, ensuring the legality and standardization of the entire employment process.	<ul style="list-style-type: none"> <li>Henlius provides employees with formal, anonymous and confidential grievance and whistleblowing channels and has established a timely investigation and handling mechanism to safeguard employees' legitimate rights.</li> <li>Employees who violate company policies, interfere with investigations, engage in retaliation, or file malicious false accusations are subject to disciplinary action, including termination of employment. Cases involving violations of law are referred to judicial authorities in accordance with legal procedures.</li> </ul>

As of the end of the Reporting Period, the Company received reports of:

Child Labor	Forced Labor	Workplace Discrimination	Sexual Harassment	Signing Rate of Labor Contract
0 case	0 case	0 case	0 case	100%

## Fostering a Diverse Talent Pool

Henlius is committed to creating a respectful, open, and inclusive working environment for its employees. Henlius pledges to treat every employee equally and protect them from discrimination in recruitment, compensation, promotion, and other aspects—regardless of race, color, gender, religion, nationality, disability status, marital status, veteran status, sexual orientation, gender identity, or other legally protected characteristics.

During the Reporting Period, Henlius revised and publicly released the

*Diversity Policy*, making it accessible to all employees for reference and learning, and establishing a diversity governance system led by the Board of Directors. As the highest decision-making body, the Board is responsible for reviewing and approving the *Diversity Policy* and regularly evaluating the progress and effectiveness of the Company's diversity objectives. The ESG Committee, acting as the executive oversight body, is responsible for providing senior-level oversight of the implementation of the *Diversity Policy* and diversity performance. The policy applies across the entire Company, covering all employment types, including full-time employees, part-time employees, dispatched workers, and temporary staff. The *Diversity Policy* is made available to all employees and supported by ongoing communication and training initiatives.

Henlius upholds a philosophy of diverse talent development. The Company conducts an annual talent recruitment inventory, forecasts hiring needs, formulates detailed recruitment plans, and builds a talent pool. Furthermore, we have established a multi-dimensional recruitment system, leveraging multiple channels such as campus recruitment, social recruitment,

and collaboration with headhunters to extensively attract outstanding talents from diverse cultural backgrounds, professional fields, and work experiences. Throughout the recruitment process, we strictly adhere to the principles of fairness and impartiality, imposing no restrictions based on ethnicity, gender, nationality, or other such factors.

### Henlius' Diversified Recruitment Channels

Campus Recruitment	University-Industry Cooperation & Community Employment Centers	Postdoctoral Workstation	Internal Referrals	Internal Job Rotation
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During the Reporting Period, the Company continued to expand its overseas recruitment channels, including LinkedIn, the Online Recruitment Alliance of Top North American Universities, and American Universities in China Association.

the Reporting Period, Henlius carried out various diversity and inclusion initiatives, including the Buddy Program, Café Chat, and Diversity Cross-Cultural Workshops. These initiatives enhanced global team collaboration, strengthened employees' awareness of diversity, and supported the Company's diversity objectives.

To support the effective implementation of the *Diversity Policy*, the Company integrates diversity and inclusion into its annual training system and delivers diversity-related training accessible to all employees. During

During the Reporting Period, the overseas employee retention rate increased significantly compared with the last Reporting Period.

### Henlius' Diversity and Inclusion Cultivation Initiatives

Buddy Program	Café Chat	Diversity Cross-Cultural Workshop	Diversity Training
Establish one-on-one mutual support groups between Chinese employees and overseas employees for a duration of six months, helping overseas colleagues deepen their understanding of Henlius and Chinese culture.	Informal exchanges held via online conferencing software, each session involving one China-based employee and five overseas participants. These sessions foster mutual trust between Chinese and international colleagues, with regular employee feedback collected through questionnaires.	Approximately one-hour team-based workshops are designed to examine team diversity levels and discuss practical measures to promote inclusivity across talent recruitment, team communication, decision-making and collaboration, and diversity & inclusion awareness.	Diversity training delivered for all employees through cross-cultural online courses.

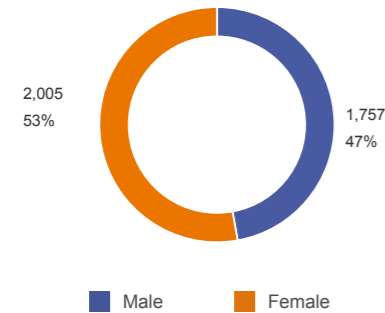




At the end of the Reporting Period, the Company's employee composition was as follows:

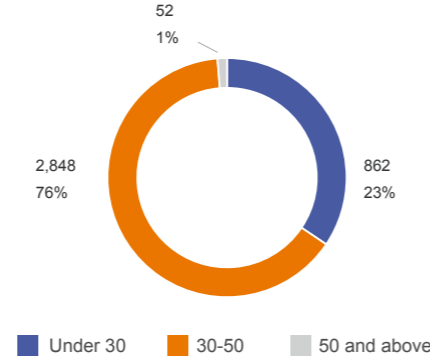
Total Number of Employees by Gender

Unit: Persons, %



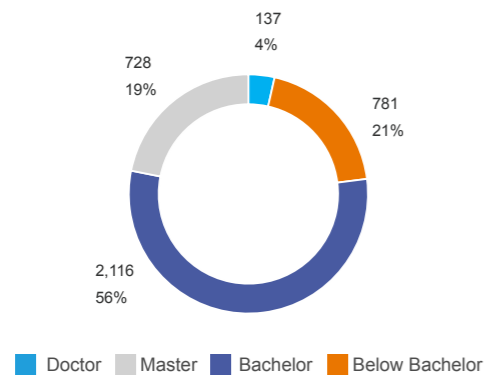
Total Number of Employees by Age

Unit: Persons, %



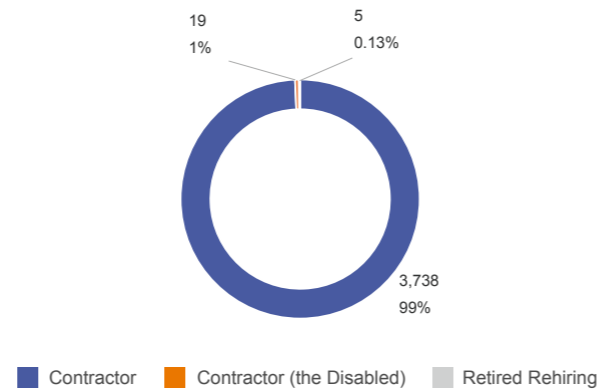
Total Number of Employees by Education Background

Unit: Persons, %



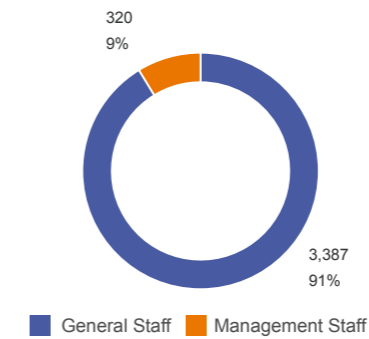
Total Number of Employees by Employment Type

Unit: Persons, %



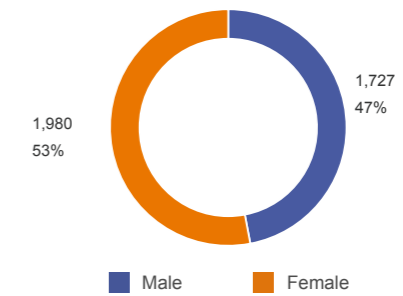
Employee Training by Banding

Unit: Persons, %



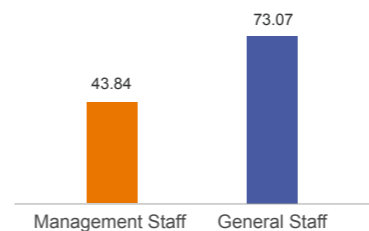
Employee Training by Gender

Unit: Persons, %



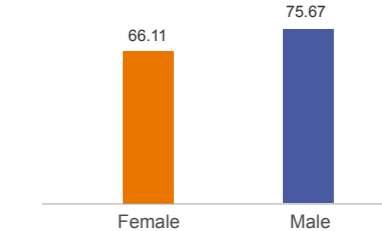
Average Number of Hours of Training Per Employee by Banding

Unit: Hours per Person



Average Number of Hours of Training Per Employee by Gender

Unit: Hours per Person



# Employee Development and Growth

## Deep Cultivation of Talents

Henlius places strong emphasis on the continuous growth and career development of its employees. Each year, in alignment with the Company's overall strategic objectives, the needs of each department, and relevant provisions of the *Henlius Employee Handbook*, we formulate systematic annual learning and development plans for employees at all levels, ensuring they have access to sufficient learning resources and growth support.

Henlius designs its career development system aligned with the professional needs of employees at all levels, focusing on leadership development programs and job-specific development training programs. This approach helps all staff continuously enhance their professional capabilities at different career stages and ensures that pipeline talent is competent and can rapidly adapt to new positions.



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## Leadership Development

Henlius offers leadership, skills, and career development training accessible to all employees, supporting continuous professional growth across the organization. During the Reporting Period, the Company further strengthened its leadership development framework by integrating foundational leadership training for all employees. Specifically, two new series of training programs were introduced under the Navigation Program targeted at director-level employees. The Company focuses on the systematic development of high-potential talent and succession candidates, thereby strengthening a structured leadership pipeline and succession planning framework and providing robust support for the organization's long-term growth.

### Managerial and Leadership Training Program

	Targeted Staff	Course Designs	Participation during the Reporting Period
Leadership General Course	All Employees	Henlius provides leadership and professional development training accessible to all employees through courses such as Communication Compass, Pyramid Principle, and The 7 Habits of Highly Effective People. These programs focus on strengthening core capabilities including effective communication, structured thinking, and personal effectiveness, forming a foundation for leadership development across all levels.	15 sessions delivered in 2025, with broad employee participation across functions and levels.
New Managers Growth Camp	Newly appointed managers	Centered on the core competencies required for managerial positions, the program covers essential management principles and practical methodologies. It is designed to assist participants in transitioning from professional to managerial roles.	33 newly appointed managers participated.
Voyage Program—Leadership Series Courses for Junior Management	Junior management	Annual systematic leadership development program helps participants clarify their role positioning, master core management skills, and enhance team effectiveness, thereby building a reserve of mid-to-senior management talent for the Company.	The program has cumulatively covered 320 participants, with a program completion rate of 93.29%.
Navigation Program—Learning Project for Mid-level Management	Director level	This year, we have launched two systematic development programs, namely the "New Directors Growth Camp" and the "Henlius Vision" program for key-level directors. These initiatives are designed to empower and select managers who are not only well-versed in the Chinese market but also possess an international perspective and entrepreneurial spirit, through systematic and targeted courses, enhancing their ability to consistently handle complex business and management challenges.	The inaugural sessions were conducted in December, with 34 participants attending the "New Directors Growth Camp" and 39 participants joining the "Lin Vision" program.
Executive Leadership Development Program	Executive level	One-on-one executive coaching to enhance strategic leadership capabilities of senior executives through customized leadership coaching.	Continuously carried out, the program helps executive level management break through development bottlenecks.





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## Job-Specific Development Training Programs

Henlius provides job-specific development training programs for employees across various business functions, aligned with the Company's strategy and business development needs, ensuring that employee skill enhancement aligns with corporate development requirements. During the Reporting Period, Henlius' job-specific development programs included:

Job functionalities	Job-specific development training programs
Specialized Operations Positions	Qualification training programs to ensure that all employees are certified for their respective positions.
R&D Positions	Literature-based Research Learning (Journal Club) and Industry Seminar Sharing (Spark Club). During the Reporting Period, 11 sessions of the Journal Club were conducted with 179 participant attendances, and 8 sessions of the Spark Club were held with a total of 575 participant attendances.
Manufacturing Positions	A systematic annual training and assessment mechanism has been established to ensure employees gain a solid command of practical job skills and GMP knowledge, with the mastery and application of this knowledge integrated into performance management. During the Reporting Period, a total of 28 training sessions covering various specialized topics were organized, averaging 3 training sessions per month. These involved 4,476 participant attendances from production line staff.
Sales Positions	Product knowledge dissemination, compliant marketing strategies, and efficient communication skills (refer to the " <a href="#">Responsible Marketing</a> " section for details).
Quality-related Positions	Quality knowledge education, quality awareness development, regulatory policy interpretation, and hands-on operational skills training (refer to the " <a href="#">Quality Management Practices</a> " section for details).



In addition, Henlius actively supports the long-term career development of its employees. The Company provides support for professional degree programs and certifications and ensures access to these programs for all employees, including part-time employees and contractors, to assist them in obtaining the professional credentials required for their roles and to facilitate their career advancement. It encompasses certifications in multiple

fields, including Project Management Professional (PMP), the Association of Chartered Certified Accountants (ACCA), the National Medical Products Administration (NMPA) Good Clinical Practice (GCP), special equipment operation, hazardous chemicals management, precursor chemicals handling, and Professional Certified Management Accountant (PCMA).

During the Reporting Period, the Company supported 123 employees pursuing various qualification certifications. In addition, a dedicated fund was established within each department's annual budget to reimburse employees for reasonable expenses incurred in obtaining relevant qualifications.

### Case:

## Henlius Partners with External Educational Institutions for Employee Training Programs

In 2025, Henlius strengthened its partnership with Yeohong Business School to jointly develop and deliver specialized training programs for R&D personnel aligned with the Company's business priorities and talent development needs. Delivered in collaboration with the institution, the Clinical R&D Department completed a 32-hour program on "Target Product Profile (TPP) and Clinical Development Plan (CDP) Development," while the Analytical Science and Development Department participated in a 24-hour course titled "Biologics CMC Strategy and Implementation." These programs were designed and delivered with external academic partners as part of the Company's employee development initiatives.

In addition, Henlius expanded its employee training programs delivered in partnership with leading domestic and international educational institutions. During the year, the Company launched the "Navigator Program" for director-level employees in collaboration with China Europe International Business School (CEIBS), the School of Economics and Management, Tsinghua University, and Harvard Business School. Through these partnerships, employees gain access to advanced courses in strategic management and leadership development delivered by external academic institutions, systematically strengthening the capabilities of the Company's core management team.



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# Enriching Talent Pool

In 2025, Henlius continued to advance its talent review program. Based on the current development status and future strategic plans of business units, the Company systematically defined competency standards for key positions and conducted comprehensive assessments of core roles and team members across professional skills, management effectiveness, and career development. This enabled precise identification of talent alignment and provided robust support for strategic objectives. During the Reporting Period, building upon previous talent review efforts, we launched several agile organizational development initiatives, including "CMC Leader (CL)." These programs enrich the Company's talent pipeline through three integrated dimensions: agile organizational mechanisms, multi-dimensional empowerment projects, and performance feedback systems.

## "CMC Leader (CL)" Agile Organization Building Initiative

Agile Organizational Mechanisms	Multi-dimensional Empowerment Programs	Performance Feedback Systems
<ul style="list-style-type: none"> <li>o <b>CL Talent Pool:</b> Based on the established CMC Lead competency model, a total of 13 project leaders and 5 candidate talents were comprehensively identified.</li> <li>o <b>Performance and Appraisal Mechanism Optimization:</b> Employee performance appraisal mechanisms were refined to help outstanding talents stand out.</li> <li>o <b>Incentive Mechanisms:</b> Established "Special Cheering Awards" and "Department Commendations" to recognize and motivate talent.</li> <li>o <b>Communication Mechanisms:</b> Developed a document-sharing system and structured organizational communication and reporting systems.</li> </ul>	<ul style="list-style-type: none"> <li>o <b>Mentor Empowerment Program:</b> Launched a mentorship initiative supporting two-way selection between mentors and mentees. This year, 4 mentor-mentee pairs were successfully matched.</li> <li>o <b>Professional Skills Empowerment:</b> Built a dedicated CL issue database, covering over 40 key questions and challenges.</li> <li>o <b>Career Awareness Empowerment:</b> Organized thematic workshops to help talents strengthen career awareness and clarify career development paths.</li> </ul>	<ul style="list-style-type: none"> <li>o <b>CL Workshop Mechanism:</b> Conducted specialized CL workshops to support CL members in aligning team goals and understanding supporting mechanisms.</li> <li>o <b>Two-Way Feedback Mechanism:</b> Established a mid-year review process, where CL members discuss work achievements with mentors and exchange mutual feedback. This year, 13 CL members participated in the review, receiving feedback from 8 evaluators and identifying 6 strategic action directions.</li> </ul>

### Case:

## Henlius Launches the "Henlius Graduate Traineeship Program"

To strengthen its long-term innovation capabilities and build a sustainable talent pipeline for its R&D organization, Henlius established the Henlius Graduate Traineeship Program during the Reporting Period. The program forms part of the Company's formal talent pipeline development strategy, designed to systematically attract, develop, and retain high-potential graduates from leading universities for critical R&D roles.

Through this structured traineeship program, Henlius selects outstanding graduates and provides a comprehensive development pathway covering selection, cultivation, deployment, and retention, ensuring a continuous pipeline of future scientific and technical talent to support the Company's long-term business strategy.

#### Rigorous Selection

The program adopts a highly selective recruitment process targeting leading universities, with multiple rounds of interviews and professional assessments to identify top candidates.

#### Rotational Development

Graduate trainees complete rotations across three R&D positions, gaining hands-on exposure to the end-to-end drug development process and building cross-functional expertise.

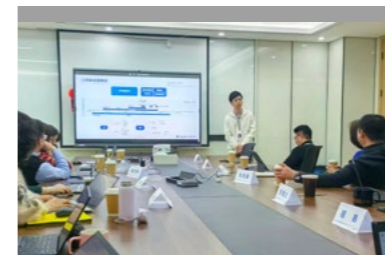
#### Structured Capability Building

Participants receive structured learning support including training workshops, performance review sessions, and mentorship guidance to accelerate professional development.

#### Targeted Career Placement

Upon completion of the program, trainees are placed into specialized R&D roles based on performance, career aspirations, and business needs, supporting the Company's long-term talent pipeline for key innovation functions.

By establishing this formal graduate traineeship program, Henlius continues to strengthen its structured talent pipeline for critical scientific roles, ensuring that talent development remains a core enabler of the Company's long-term growth and innovation strategy.





# Employee Motivation and Care

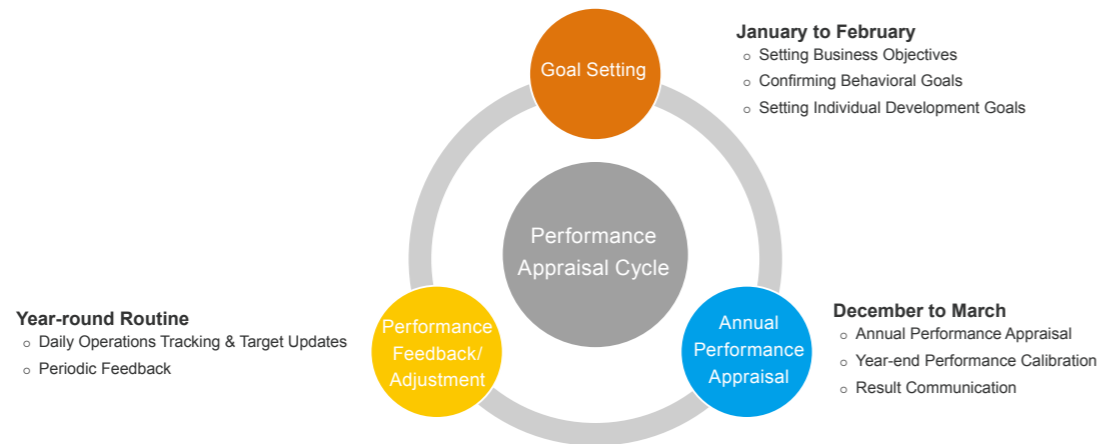
## Optimizing Incentive Mechanism

Henlius provides competitive compensation aligned with industry and local market practices and operates a full performance management cycle covering goal setting, performance reviews, and annual appraisals. Employees, including non-officer and non-sales staff, are eligible for

variable cash compensation such as performance bonuses, linking pay to individual performance and business outcomes.

To enhance the fairness of performance management and employee incentive systems, Henlius leverages performance management tools such as the Performance Measurement Baseline (PMB) and Key Performance Indicators (KPIs) to continuously optimize performance management and incentive mechanisms. The Company dynamically adjusts performance objective components and promptly refines performance management priorities in response to business needs.

### Henlius Full-Performance Management Cycle



The Company conducts regular company-wide performance assessments annually and provides regular performance appraisals and feedback to all employees through comprehensively evaluating employees' achievement of work objectives, work attitude, capability improvement, team contribution, and leadership over the past year. The full performance cycle includes, but is not limited to, the following stages:

<p><b>Goal Setting</b></p> <p>Set targeted performance goals for all employees to ensure alignment with the Company's strategic direction.</p>	<p><b>Ongoing Feedback and Adjustment</b></p> <p>Managers monitor employee performance through regular meetings and formal/informal discussions, promptly provide feedback and improvement suggestions, and negotiate adjustments to performance goals as needed.</p>	<p><b>Regular Appraisal and Appeal Mechanism</b></p> <p>Managers conduct one-on-one communication with employees based on evaluation results, explaining the assessment rationale and providing development suggestions. Employees may file an appeal within 3 working days if they object to the results, with prompt review and response by superior managers or the human resources department.</p>
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To further enhance the standardization and effectiveness of performance management, the Company continues to apply the PIP (Performance Improvement Plan) Management Operation Guidelines and Performance Management Practical Guidelines, with focused efforts on advancing the following management initiatives:

<b>Managerial Upskilling</b>	Training for Newly Appointed Managers: Conduct 1–2 specialized training sessions on "Performance Goal Setting and Feedback Interviews" for newly appointed managers each year to rapidly strengthen their performance management capabilities.
	Performance Capability Development: Departments continuously reinforce performance management skills among managers at all levels through performance workshops, thematic tea talks, and communication meetings.
<b>Performance Appraisal Appeal Mechanism</b>	Low-Performance Employee Management: Develop specific operational guidelines and organize training salons to enhance managers' coaching and improvement capabilities for low-performing employees.
	Employees who have objections to their performance appraisal results may submit a written appeal to the HRBP within three working days upon receiving the results.
<b>Performance Appraisal Appeal Mechanism</b>	The appeal will be promptly reviewed by the next-level supervisor or the Human Resources Department, and the outcome will be communicated back to the employee, ensuring a fair and transparent process.

Henlius has established a company-wide long-term incentive framework that includes Restricted Stock Unit (RSU) schemes, Employee Stock Ownership Plans (ESOP), and other equity-based incentive programs to support the Company's long-term strategic objectives. Under this framework, all regular full-time employees are eligible to participate in the Company's employee equity incentive programs, enabling broad-based employee participation in long-term value creation. Equity incentives are granted based on role, performance, and business needs. During the Reporting Period, 283 employees were granted equity incentives, representing 7.5% of the total workforce.

Furthermore, the Company has instituted several special recognition awards.

<b>Major Contribution Project Incentive Award</b>	In 2025, Henlius continued to roll out the "Major Contribution Project Incentive Award", which is open to all employees of the Company. The award aims to recognize and reward teams and individuals who delivered outstanding performance, remarkable achievements, and significant contributions to the Company during the year. In 2025, the award covered over 60 major projects and was granted to more than 1,000 recipients.
<b>Cheering Award</b>	In 2025, Henlius sustained the "Cheering Award" initiative to encourage all employees to actively practice a "quality culture." The award is presented quarterly with no predetermined cap on the number of recipients, and the bonus amount flexibly ranges from CNY 300 to 2,000.





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# Focus on Employee Care

## Caring for Employee

Henlius provides all employees with comprehensive statutory benefits and non-statutory non-pay benefits. Additional commercial insurance coverage is extended to all active employees and their children. Contractors and interns are also eligible for multiple benefits, including employer's liability insurance, personal accident insurance, and regular health check-ups. During the Reporting Period, the Company introduced a series of enhanced welfare initiatives for employees, such as online video medical consultations and the scientific weight management lecture series.

### Employee Compensation and Benefits

Statutory Benefits	Non-Statutory Non-pay Benefits
<ul style="list-style-type: none"> <li>Leave Policies: Statutory benefits include paid annual leave, marriage leave, bereavement leave, maternity/paternity leave, sick leave, etc.</li> <li>Social Insurance &amp; Housing Fund: Pension, medical insurance, work-related injury insurance, maternity insurance, unemployment insurance, and housing provident fund.</li> </ul>	<ul style="list-style-type: none"> <li>Supplementary/Commercial Insurance: Accidental injury insurance, critical illness/death coverage, medical insurance, medical expense reimbursement.</li> <li>Annual health check-ups, festival bonuses, monthly subsidies (meal, communication, transportation, etc.)</li> <li>Family Benefits: Children's Day gifts for employees' children, etc.</li> <li>Team Building Activities: Annual corporate events, team outings, etc.</li> </ul>

Henlius provides maternity, paternity, and parental leave benefits for all employees in accordance with applicable regulations across its operational locations. Where local policies allow employers to determine the duration of parental leave, the Company adopts the maximum number of leave days encouraged by relevant policies, ensuring enhanced support for employees within the existing policy framework. Female employees are provided with no less than 98 days of paid maternity leave and an additional 60 days of paid parental leave with full pay, while male employees receive no less than 10 days of paid paternity leave. Across all operational locations, parental leave is treated as normal attendance with full pay, exceeding the prorated compensation approach adopted in certain jurisdictions. Through these practices, Henlius ensures that paid parental leave benefits are consistently implemented across its operational locations, providing employees with meaningful non-pay benefits.

The Company has established a diversified employee care system that integrates daily convenience and health support into the workplace. Key initiatives include "Convenience Treasure Boxes" (equipped with

power banks, umbrellas, sanitary pads, etc.) and "Sweet Care Stations" (offering candy and refilling energy) at 7 office sites. By the end of 2025, these supplies had been accessed over 57 times, with approximately 117 kg of candy consumed — making them highly utilized employee care touchpoints. Launch of the First Henlius Business Travel Day, promoting travel planning and booking skills while integrating ESG principles — encouraging employees to prioritize low-carbon flights and green travel. The Company also offers regular wellness initiatives, including autumn and winter herbal teas, dedicated health consultation sessions, quarterly birthday celebrations, and a biweekly football club organized by the labor union, fostering a people-centric organizational culture.

Henlius continues to support employees in Shanghai without properties by facilitating applications for talent apartments and public rental housing, providing property information, and assisting with application procedures. During the Reporting Period, 164 employees moved into public rental housing, and a total of 345 transactions were processed for talent apartment check-ins and check-outs.

## Employee Communication

In 2025, Henlius engaged a third-party professional organization to conduct its annual anonymous employee satisfaction survey, which forms part of the Company's ongoing employee engagement program. The survey generated a satisfaction score of 4.46<sup>\*1</sup>, exceeding the market average by 10%. Based on the survey findings, the Company implemented targeted improvement actions focusing on employee communication channels, cross-hierarchical communication, and workplace mental health. During the Reporting Period, these actions were carried out and the Company continued to collect employee feedback to further enhance employee satisfaction. Henlius conducts employee satisfaction surveys on an annual basis and uses the results to guide continuous improvements in employee engagement and workplace practices.

Based on the results of this anonymous satisfaction survey, Henlius was recognized as an HR Asia Best Companies to Work for in Asia award winner for the fourth consecutive year during the Reporting Period.

### – Employee Satisfaction Survey Improvement Action I: Strengthening Company-Wide Communication

During the Reporting Period, the Company continued to enhance differentiated communication approaches to gather diverse feedback and suggestions:

Communication Channels	Communication Formats	Targeted Employees	Content
Townhall Meeting	Online + Offline	All employees	Agenda: Review company performance and phased achievements, listen to employee concerns and suggestions, collect employee input to shape corporate agenda, and discuss future development
Leadership Forum	Offline	Employees at director level and above	Agenda: Discuss corporate strategy, development plans, and other key topics around core leadership themes

### – Employee Satisfaction Survey Improvement Action II: Cross-hierarchical Communication

#### Cross-hierarchical Communication Training

During the Reporting Period, Henlius organized more than 10 managerial capability workshops, with over 200 participant attendances. The workshops focused on cross-hierarchical communication and employee coaching, enhancing managers' capabilities in communicating with, guiding, and supporting frontline employees, while promoting internal collaboration and talent development across the organization.

\*1: The satisfaction survey was based on a 5-point scale.



## – Employee Satisfaction Survey Improvement Action III: Workplace Mental Health

### Case:

# Launch of Mental Health Courses to Systematically Enhance Employee Mental Health Literacy

To proactively address employee mental well-being, Henlius introduced mental health course series on its online learning platform “Henlius Learning Academy” during the Reporting Period. These courses deliver tiered workplace mental health training tailored to different employee groups.

- For junior-level employees, the Company organized five mental health sessions focusing on stress management and energy management, reaching over 1,000 attendances. These sessions helped employees strengthen psychological resilience and emotional self-management awareness.
- For management-level employees, the Company rolled out a signature course on “Resilient Leadership,” with over 150 attendances.

Henlius publishes the *Employee Handbook* on the Company intranet, accessible to all employees for comprehensive communication guidance. The *Employee Handbook* clearly defines the following:

### Scope

Employees may freely raise suggestions or feedback on work processes, career development, and corporate strategy.

### Channels and Methods

Henlius provides diverse communication channels for employees, including email, corporate platform, townhalls, bulletin boards, verbal/phone discussions, and written reports.

### Process

Henlius employee communication procedures adhere to the following principles:

- Open Hierarchy: Employees are permitted to initiate communication directly with their immediate supervisor or managers up to two levels above.
- Grievance Reporting: If communication outcomes do not meet expectations, employees may file formal grievance reporting with the Human Resources Department and the Company shall initiate formal grievance escalation. A third party will then intervene to coordinate and ensure effective resolution.

Henlius supports employees in raising concerns, grievances, or reports in accordance with applicable laws and regulations, safeguarding their legitimate rights and interests. The Company has established the “H-Voice Platform”, a formal channel available to all employees for grievance reporting, whistleblowing, and feedback, designed to ensure transparent and accessible communication. The platform is managed by organizational development specialists who coordinate with department heads to track and respond to every grievance, report, or piece of feedback through a closed-loop process. Henlius strictly safeguards the confidentiality of reporters and grievance-related information, which must not be disclosed to irrelevant personnel. No department or individual may obstruct or suppress employee grievances under any pretext. The Company maintains a zero-tolerance policy toward retaliation against employees who raise concerns or grievances, and provides necessary channels to ensure employees can submit complaints conveniently while protecting their legitimate rights and interests. During the Reporting Period, the platform received nearly 100 valid employee submissions, all of which were followed up and addressed.



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# Occupational Health and Safety

## Health and Safety Management

Henlius strictly abides by laws and regulations including the *Production Safety Law of the People's Republic of China*, the *Occupational Disease Prevention and Treatment Law of the People's Republic of China*, and internal policies such as the *Occupational Health Management System*, the *Emergency Rescue Management System*, the *Personal Protective Equipment Management System*, ensuring comprehensive protection of employee safety in production. During the Reporting Period, the Company continuously advanced the standardization of safety management. Xuhui Site updated the *Occupational Health Management System* and the *Occupational Health Examination Management System*, and revised the *Emergency Response Plan for Production Safety Incidents*, which was filed with the Emergency Management Bureau of Xuhui District. Songjiang Site updated the *Occupational Health Management System*, *Emergency Rescue*

*Management System*, and *Personal Protective Equipment Management System*.

In 2025, with Xuhui Site obtaining new certification and Songjiang Site passing surveillance audits, all of Henlius' manufacturing facilities have obtained ISO 45001:2018 certification for Occupational Health and Safety Management Systems, achieving 100% coverage. This marks Henlius' full alignment with international standards in occupational health and safety management, creating a safer and healthier working environment for employees.

During the Reporting Period, Xuhui Site conducted a safety risk classification and control assessment, identifying zero medium or high potential risks. Songjiang Site maintained its "A-level" rating for "Employer's Comprehensive Occupational Disease Hazard Risk Assessment". In addition, our annual occupational disease hazard factor testing results fully complied with the national standards GBZ 2.1-2019 *Occupational Exposure Limits for Hazardous Factors in the Workplace - Part 1: Chemical Hazardous Factors* and GBZ 2.2-2007 *Occupational Exposure Limits for*

*Hazardous Factors in the Workplace - Part 2: Physical Factors*, ensuring a safe and compliant working environment.

During the Reporting Period, the Company recorded zero cases of occupational diseases, with 100% coverage of occupational health examinations for employees exposed to hazards. Zero working days were lost due to work-related injuries, and zero work-related fatalities occurred in the past three years.

a safe working environment.

During the Reporting Period, the Company implemented multiple workplace safety measures. Specifically, Xuhui Site conducted a systematic review and optimization of signage for all internal confined spaces. By enhancing visual management, uniform and prominent safety information boards were installed within one meter of every confined space entrance, clearly stating the specific risks and control requirements. This initiative effectively prevented identification confusion between different confined spaces, improved the precision and standardization of on-site safety management, and robustly strengthened front-end control capabilities for operational risks.

To comprehensively enhance employees' environmental, health, and safety awareness and related competencies, the Company conducted multiple specialized training sessions and activities for all staff through a combination of online and offline channels.

## Production Safety Culture

Henlius attaches high importance to the health and safety of all employees and on-site suppliers. The Company regularly organizes various activities, including occupational disease prevention awareness campaigns, EHS-themed activity months, and workplace safety emergency drills. It is committed to fostering a corporate culture of workplace safety and building



Scope	Training/Activity	Content	Key Performance
All employees	Routine EHS training	A variety of training programs—including occupational disease prevention, special equipment operation, and EHS hazard identification—were delivered through the "Henlius Learning Academy" online learning platform, on-site instruction, and blended online-offline formats.	During the Reporting Period, Henlius provided a total of 23,120.80 hours of routine EHS training for all employees, with an average of 6.15 EHS training hours per employee.
Xuhui Site & Songjiang Site	Occupational Disease Prevention Awareness Week	Conducted via online training combined with quiz competitions.	Xuhui Site: Approximately 100 participants Songjiang Site: Approximately 180 participants
Songjiang Site	EHS Management Month	Featured four experience zones—workplace safety, firefighting, zero-waste factory, and occupational health	Over 300 participants
Xuhui Site	EHS Management Month	Activities centered around World Environment Day (June 5) and Workplace Safety Month, delivered through quiz competitions	Over 400 participants
Xuhui Site	Energy Conservation, Emission Reduction, and Green Development Training	Company-wide training on energy conservation and emission reduction	Covered all employees, with a total of 2,347 attendances



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# Responding to Climate Change

## Governance

Henlius has established a four-tiered ESG governance structure, comprising the Board of Directors, the ESG Committee, ESG Steering Group, and ESG Working Group. It organically integrates climate risk management with ESG management mechanisms (see [Enhancing ESG Management](#) for details) to ensure the orderly and efficient progress of related work. During the Reporting Period, the ESG Working Group engaged external experts to conduct climate change analysis and training, and regularly held specialized discussions and exchanges on climate-related risks and opportunities, and carbon emission management, ensuring that management has the appropriate skills and competence to oversee and formulate strategies to address climate-related risks and opportunities.

## Strategy

Henlius has fully commenced the identification of climate-related risks and opportunities and is further analyzing their impact on the Company's strategy, business and finances. We employ scenario analysis tools, comprehensively considering the Company's short-, medium-, and long-term business development trends, as well as current policies, regulations, and macroeconomic conditions, to systematically assess the potential impact of climate-related risks and opportunities on the Company's financial situation under different warming pathways and policy scenarios.

For physical risks, we selected the Intergovernmental Panel on Climate Change (IPCC) scenarios of a 1.5 °C temperature rise (RCP 2.6) and a 3 °C temperature rise (RCP 8.5) for analysis. For transition risks, we selected the International Energy Agency (IEA) net-zero emissions scenario (NZE 50) and the established policy scenario (STEPS) for analysis.

Scenario Assumptions	Climate Scenario	Scenario Introduction
Physical risks	RCP 2.6	RCP 2.6 is a low-emissions scenario designed to limit the increase in global average temperature in the 21st century to well below 2°C above pre-industrial levels and to move toward the target of 1.5°C. This scenario calls for strong climate policies globally, including significant reductions in fossil fuel use, improved energy efficiency, and the promotion of renewable energy.
	RCP 8.5	RCP 8.5 is a high-emissions scenario, also known as the "business as usual" scenario, which assumes that no additional emission reduction measures will be taken in the future to limit greenhouse gas emissions. Under this scenario, global greenhouse gas emissions will continue to grow.
Transition risks	NZE 50	2050 Net-Zero Emissions Scenario (NZE) is a normative path proposed by the IEA, requiring the energy sector to achieve net-zero emissions by 2050 without relying on external offsets.
	STEPS	Established Policy Scenario (STEPS) represents future trends in energy and emissions without altering the current policy framework and is used to assess the potential impacts of existing policies on climate change.

Based on the Company's development strategy plan, we selected the time span for analysis: short-term (2025-2026), medium-term (2027-2030), and long-term (2031-2050), and assessed the climate-related risks and opportunities in different time spans.

Based on the selected scenarios and time dimensions mentioned above, and considering the industry's business characteristics and strategic development plans, we adhere to the *Hong Kong Stock Exchange's Environmental, Social and Governance Reporting Code* and refer to the methodology in *IFRS S2 (International Financial Reporting Sustainability Disclosure Standard 2 – Climate-Related Disclosures)*. Combining industry research, internal management interviews, and external expert advice, we have identified the main climate-related risks and opportunities currently facing the Company, assessed the potential financial impact and extent of each risk and opportunity on the business model and value chain, and compiled a list of climate-related risks and opportunities for Henlius.

Climate-related Risk / Opportunity Types	Risks / Opportunities in 2025	Impact of Climate-related Risks / Opportunities on Henlius	Possibility	Degree of Impact	
Physical risk	Acute risk	Typhoon	Typhoons can cause damage to production facilities, supply chain disruptions, and disruptions to warehousing and logistics systems.	Middle	Low
	Acute risk	Extreme heat	Extreme high temperatures may weaken the stability of cold chain transportation, increase the operating load on equipment, and threaten the health and safety of employees.	Middle	Low
	Acute risk	Flood	Flooding (waterlogging) may cause damage to factory equipment, power outages, and damage to logistics and inventory.	Low	Low
	Chronic risk	Average temperature rise	In the long term, climate change will bring chronic risks: rising temperatures will continue to drive up cooling energy consumption and operating costs, and may affect employee health and productivity.	Low	Low
Transition risks	Market	Rising raw material costs	Against the backdrop of a global low-carbon transition, carbon pricing and green supply chain requirements may drive up the costs of key raw materials and cold chain transportation for biopharmaceuticals.	Low	Middle
	Policy	Carbon pricing increases	With the deepening of the national carbon market and the advancement of policies such as the EU Carbon Border Adjustment Mechanism (CBAM), the likelihood of Henlius' manufacturing sites being included in relevant carbon emission control scopes is increasing. At that time, the cost of carbon emission allowances required for compliance will rise accordingly, directly increasing operating expenses. If the Company fails to effectively control its total emissions through emission reductions, the increased carbon costs may be passed on to the product end, affecting its competitiveness in the low-carbon market.	Middle	Middle
		Strengthening Emissions Reporting Requirements	With increasing regulatory and exchange requirements for carbon emission disclosure both domestically and internationally, Henlius is now facing mandatory carbon emission data disclosure obligations. Simultaneously, its industry chain clients, driven by their own carbon neutrality goals, may also require the Company to provide carbon emission data, increasing data calculation and reporting costs. Failure to meet disclosure requirements or to achieve expected carbon emission performance will expose the Company to risks such as regulatory scrutiny, higher barriers to customer cooperation, and limitations on green financing.	Middle	Low
	Reputation	Rising volume of negative stakeholder feedback	Corporate stakeholders are increasingly focused on low-carbon and climate issues. If a company's climate strategy, objectives, and performance disclosures fail to meet expectations, it could impact on its reputation, financing environment, and market competitiveness, thereby potentially putting pressure on its performance.	Low	Low
Opportunity	Resource efficiency	Use more efficient production processes	By comprehensively managing climate change risks within its operational system and value chain, Henlius can improve its risk management capabilities and reduce energy and material consumption per unit of production capacity, thereby reducing operating costs and carbon emissions.	Middle	Low
	Energy sources	Use low-carbon energy	Proactively procuring green electricity, deploying rooftop photovoltaics, and exploring biomass energy applications can directly reduce long-term energy costs and enhance energy supply resilience.	Middle	Middle



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The climate-related risks and opportunities could have a substantial impact on a company's operations and business. Therefore, based on this year's climate-related scenario analysis, we have conducted a quantitative assessment of the projects in our climate risk and opportunity list that may have a financial impact on Henlius.

Physical risk	Typhoon, flood, extreme heat
Risk response measures	<ol style="list-style-type: none"> <li>1.Strengthening asset resilience: Establish a climate risk early warning and response mechanism, conduct preventive inspections and reinforcement upgrades of production facilities and vulnerable assets, and enhance the ability to withstand extreme weather.</li> <li>2.Emergency equipment configuration: In response to sudden disasters such as floods, emergency equipment such as water pumps and flood control sandbags are configured and regularly maintained and updated to ensure rapid response in emergency situations.</li> <li>3.High-temperature work protection: Formulate guidelines for high-temperature work, equip on-site personnel with heatstroke prevention and cooling supplies, issue high-temperature allowances, and implement environmental cooling measures in key work areas.</li> <li>4.Building supply chain resilience: Develop supply chain contingency plans, buffer the risk of short-term supply disruptions caused by extreme weather through safety stock mechanisms, and sign long-term agreements with core suppliers to stabilize procurement costs and supply continuity.</li> </ol>
Quantification methods	Based on the actual geographical location and climate characteristics of each operating site, we refer to climate change risk assessment databases such as the World Resources Institute (WRI) and use CLIMADA typhoon model development tools to calculate the annualized fixed asset loss ratio or annualized productivity loss ratio of climate entity risk to the operating sites.
Climate resilience	<p>During the Reporting Period, the increased expenditure on material procurement and maintenance, as well as the corresponding operating costs incurred in response to physical risks, did not have a significant financial impact on Henlius.</p> <p>Based on two scenarios, RCP 2.6 and RCP 8.5, it shows that:</p> <p>Financial impact of typhoon on Henlius is low in the short, medium and long term and does not pose a significant financial risk.</p> <p>The short-, medium-, and long-term productivity losses caused by extreme heat risk are all less than 10%, and the Company is not labor-intensive, so the overall financial impact is low and does not constitute financial materiality.</p> <p>In the RCP 8.5 scenario, the flood risk is medium in the short to medium term and high in the long term.</p>

Physical Risks	Financial Quantitative Impact	RCP 2.6 Scenario			RCP 8.5 Scenario		
		Short-term	Mid-term	Long-term	Short-term	Mid-term	Long-term
Typhoon	Fixed asset damage ratio	<1%	<1%	<1%	<1%	<1%	<2%
Flood	Fixed asset damage ratio	<1%	<1%	<1%	<5%	<5%	<10%
Extreme heat	Productivity loss ratio	<10%	<10%	<10%	<10%	<10%	<10%

Transition Risks and Opportunities	<p>Transition risks: Rising raw material costs and increased carbon pricing</p> <p>Opportunities: Using more efficient production processes and low-carbon energy.</p>
Risks and Opportunities Response Measures	<ol style="list-style-type: none"> <li>1.Policy tracking and compliance: We continuously monitor domestic and international climate change-related policies and regulations, proactively deploy compliance strategies, and strictly implement annual carbon emission verification and information disclosure.</li> <li>2.Systematic energy-saving renovation: Relying on a smart energy management platform to achieve precise control over energy consumption, orderly promote the upgrading of production equipment, process optimization, and energy-saving technological transition, and continuously reduce energy intensity. (Please see the "Resource Management" section for specific measures)</li> <li>3.Lean Operations for Efficiency Improvement: Fully implement lean manufacturing principles, systematically improving resource utilization efficiency through process optimization, waste reduction, and elimination of non-value-adding processes. (Please see the "Resource Management" section for specific measures)</li> <li>4.Clean energy substitution: Regularly assess the energy structure and application scenarios, actively explore clean energy substitution solutions such as photovoltaic construction and green electricity procurement, and continuously reduce the carbon footprint of the entire value chain.</li> </ol>
Quantification Methods	We measure and assess the financial impact of climate-related transition risks and opportunities using the "operating cost ratio" and the "cost savings to revenue ratio" metrics. Based on the degree of impact, we differentiate between lower risk (Absolute impact < 5%), medium risk (absolute impact ≥ 5%, ≤ 10%), and high risk (absolute impact > 10%).
Climate Resilience	<p>During the Reporting Period, the transition risks did not have a significant financial impact on Henlius.</p> <p>Based on the NZE 50 and STEPS scenarios, it indicates that the risk of rising raw material prices will have a medium financial impact on Henlius in the medium to long term under the NZE 50 scenario, and may have a medium financial impact in the long term under the STEPS scenario.</p> <p>In the long term, using more efficient production processes presents a medium to high opportunity for Henlius, while adopting low-carbon energy in the STEPS scenario presents a medium opportunity for Henlius.</p>

Transition Risks	Financial Quantitative Impact	NZE 50 Scenario			STEPS Scenario		
		Short term	Mid-term	Long-term	Short term	Mid-term	Long-term
Rising raw material costs	Operating cost ratio	<5%	5%-10%	5%-10%	<5%	<5%	5%-10%
Carbon pricing rise	Operating cost ratio	<5%	<5%	<5%	<5%	<5%	<5%

Opportunities	Financial Quantitative Impact	NZE 50 scenario			STEPS Scenario		
		Short term	Mid-term	Long-term	Short term	Mid-term	Long-term
Use more efficient production processes	Cost savings to revenue ratio	5%-10%	>10%	5%-10%	5%-10%	5%-10%	>10%
Use low-carbon energy	Cost savings to revenue ratio	<5%	<5%	<5%	5%-10%	5%-10%	5%-10%



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# Risk Management

Henlius integrates climate risk management into its corporate governance framework, establishing a sound risk management structure to conduct risk management work in an orderly manner (see section "Risk Governance" for details). To ensure timely and effective response strategies, we have established a comprehensive climate risk and opportunity management process:

Climate-related risk identification	Based on relevant policies from regulatory agencies, peer benchmarking, and departmental interviews, a list of the main climate-related risks and opportunities currently facing the Company has been identified, and this list is reviewed and updated regularly.
Climate-related risk assessment	Using internationally recognized climate risk assessment methods and selected climate scenarios, we conduct quantitative analysis of the climate risks at each production and operation site.
Develop response measures	Based on the climate risk assessment results, specific response measures were formulated, and the relevant business departments were responsible for their implementation.
Supervision and inspection	Regularly monitor the effectiveness of climate risk response measures and the progress of related objectives, dynamically optimize implementation plans, and contribute to the steady achievement of climate goals.

# Metrics and Targets

Henlius actively responds to the national "Dual-Carbon" strategic goals. Based on past data trends and future development strategy forecasts, the Company has established climate-related management targets and regularly reviews and tracks their achievement.

<b>Henlius Carbon Emission Targets</b>	Reduce carbon emissions intensity <sup>*1</sup> (per unit of annual revenue) by 25% by 2030, compared with the 2025 baseline
--	--

## Greenhouse Gas Emission

Index	Unit	2023	2024	2025
Greenhouse Gas Emissions (Scope 1 + Scope 2)	tons of carbon dioxide equivalent	21,973	20,770.40	21,519.51
Scope 1 Greenhouse Gas Emissions <sup>*2</sup>	tons of carbon dioxide equivalent	6,908.63	6,531.16	6,905.44
Scope 2 Greenhouse Gas Emissions <sup>*3</sup>	tons of carbon dioxide equivalent	15,064.37	14,239.24	14,614.07
Greenhouse Gas Emission Intensity	tons of carbon dioxide equivalent per liter	0.46	0.43	0.45
Scope 3 Greenhouse Gas Emissions <sup>*4</sup>	tons of carbon dioxide equivalent	/	/	73,847.08
Category 1 : Purchased Goods and Services	tons of carbon dioxide equivalent	/	/	63,484.19
Category 3: Fuel- and Energy- Related Activities	tons of carbon dioxide equivalent	/	/	3,790.90
Category 4 : Upstream Transportation and Distribution	tons of carbon dioxide equivalent	/	/	2,071.34
Category 5 : Waste Generated in Operations	tons of carbon dioxide equivalent	/	/	8.39
Category 6 : Business Travel	tons of carbon dioxide equivalent	/	/	4,008.05
Category 7 : Employee Commuting	tons of carbon dioxide equivalent	/	/	484.21

\*1. Scope 1+Scope 2 GHG Emissions.

\*2. Emission Factor Reference: Mining Enterprises, Onshore Transportation Enterprises, and Other Industrial Enterprises (Accounting Methods and Reporting Guidelines for Greenhouse Gas Emissions (Trial Version)).

\*3. Scope 2 greenhouse gas emissions are calculated in accordance with the GHG Protocol Corporate Standard (2004) using the location-based method. Emission Factor Reference: Accounting Methods and Reporting Guidelines for Greenhouse Gas Emissions from Power Generation Facilities (2022 Revised Edition) and the National Grid Average Emission Factor.

\*4. Emission Factor Reference: Supply Chain GHG Emission Factors and China Products Carbon Footprint Factors Data Base (2022).



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# Strengthening Environmental Management

Henlius integrates environmental protection principles throughout the entire production process, and strictly complies with national laws and regulations including the *Solid Waste Pollution Prevention and Control Law of the People's Republic of China*, the *Air Pollution Prevention and Control Law of the People's Republic of China*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, and the *Soil Pollution Prevention and Control Law of the People's Republic of China*. The Company continuously refines its internal environmental management system and strengthens full-process control over various environmental impacts.

During the Reporting Period, Henlius' investment in environmental protection amounted to approximately CNY 6.7288 million.

2023	2024	2025
624.21	784.45	672.88

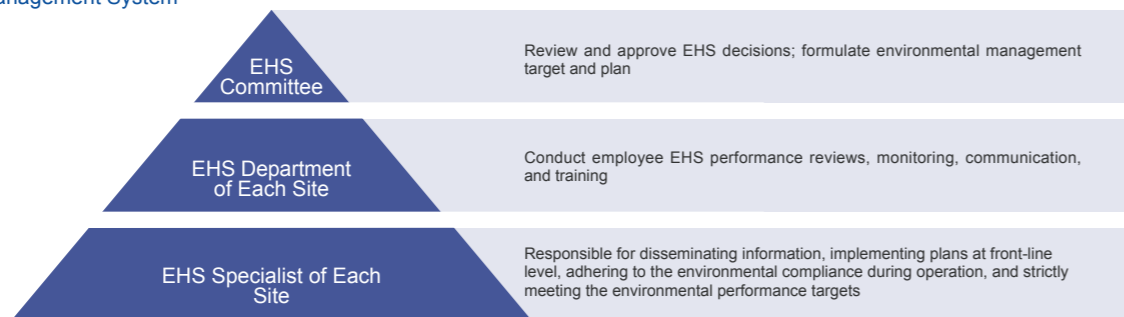
(Unit: CNY 10,000)

During the Reporting Period, the Company updated and issued the [Environmental Management Policy](#), which stipulates that the Board of Directors of Henlius is responsible for reviewing and approving the Company's environmental management strategic direction, objectives, and policies, and for overseeing and evaluating the Company's environmental management performance and progress against targets.

## EHS Management System

We continuously optimize the environmental management system, clarifying and refining the responsibility boundaries and work requirements of each level of organization in environmental management, so as to ensure the end-to-end integration and effective implementation of environmental protection objectives from top-level design to frontline execution. Henlius has established a three-tier environmental management organizational structure with clearly defined tiers and distinct authority and accountability (as illustrated in the figure below). The Company's Executive Director and Chief Executive Officer personally serve as Chair of the Environmental, Health, and Safety (EHS) Committee, providing overall coordination and leadership for EHS matters, and assuming ultimate responsibility for the Company's EHS compliance management. The Company has taken environmental performance as a factor in executive compensation and the performance appraisal for senior executives and relevant management personnel. Among these, EHS-related indicators account for 5% of the performance indicators for all senior executives and heads of first-tier departments, and for 5%–15% of the performance indicators for management personnel within the EHS function. Failure to achieve the corresponding targets will result in performance deductions on a proportionate basis, and the appraisal results are linked to the annual compensation.

### EHS Management System



As of the end of the Reporting Period, all Henlius operational sites have an ISO 14001:2015 certification for Environmental Management System.

To enhance the efficiency of environmental management, Henlius' Songjiang Site has consolidated and unified its management systems, achieving standardized management, integrated processes, and unified risk control. In 2025, the Songjiang Site launched the EHS Inventory Management System, enabling digital management of environment, health and safety-related materials. The system covers inbound, outbound, stocktaking, alerts (e.g., expiry, low stock), and usage traceability functions, thereby improving management efficiency.

Based on comprehensive identification of environmental factors and risk assessments, Henlius has scientifically set environmental management targets. In 2025, we successfully met all the four previous environmental targets set in 2021, covering toxic emissions/waste targets, greenhouse gas emissions, energy consumption and water usage. Based on our actual production and operational conditions, we renewed the relevant environmental targets in 2025. For high-risk and critical areas, such as toxic emissions & waste including but not limited to hazardous waste, we have established more aggressive reduction targets to ensure effective control of environmental risks.

### 2021-2025 Environmental Targets

Target	Description	Target Track
GHG emission reduction	Taking commercial production capacity as the unit, we promise that by 2025, our carbon emission intensity will be reduced by <b>15%</b> compared with the base year of 2021	100% Achieved
Energy use	Taking commercial production capacity as the unit, we promise that by 2025, our energy consumption intensity will be reduced by <b>15%</b> compared with the base year of 2021	100% Achieved
Water resource use	Taking commercial production capacity as the unit, we promise that by 2025, our water intensity will be reduced by <b>8%</b> compared with the base year of 2021	100% Achieved
Waste discharge reduction	Taking commercial production capacity as the unit, we promise that by 2025, <b>100%</b> of hazardous waste will be disposed in compliance with regulations, and our emission intensity of <b>solid waste</b> will be reduced by <b>10%</b>	100% Achieved

### 2026-2030 Environmental Targets

Target	Description
GHG emission reduction	Reduce greenhouse gas emissions intensity <sup>*1</sup> (per unit of annual revenue) by <b>25%</b> by 2030, compared with the 2025 baseline
Energy use	Reduce energy consumption intensity (per unit of annual revenue) by <b>25%</b> by 2030, compared with the 2025 baseline
Water resource use	Reduce water consumption intensity (per unit of annual revenue) by <b>20%</b> by 2030, compared with the 2025 baseline
Toxic emissions & waste reduction	Achieve 100% compliant disposal of hazardous waste by 2030, and reduce <b>hazardous waste emission intensity</b> (per unit of annual revenue) by <b>10%</b> compared with the 2025 baseline

\*1. Scope 1+Scope 2 GHG Emissions.



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# Environmental Audits

Henlius has environmental compliance audits and environmental impact audits conducted by an external party across all operating sites on a yearly basis. The Company's environmental impact audit covers seven key audit areas: wastewater/water resources, air quality, solid waste, soil/groundwater, noise, energy/ carbon emissions, and general environmental management elements. For each environmental factor, compliance assessments were carried out during the audit process to ensure that all environmental protection requirements were effectively implemented. During the Reporting Period, the audit of the EHS management system (including environmental impact ) achieved full coverage, resulting in a 100% audit rate. This effectively safeguards the integrity, compliance, and continuous improvement capability of the Company's environmental management system.

Site	Timeframe	Audit Type/Phase	Conducted by	Audit Scope	Follow-up
Xuhui Site	August–September 2025	ISO 14001:2015 Stage 1/2 External Initial Certification Audit	External Party	Compliance with ISO 14001:2015 standard	External audit completed with all improvements implemented; ISO 14001:2015 certification obtained in November 2025
	Throughout 2025 – 7 inspections	Government Environmental Inspections	External Party	Management of three types of waste (gas, water, solid) and compliance with pollutant discharge permits	Findings addressed via the Hazard Rectification Process; all corrective actions completed
Songjiang Site	November 2025	ISO System External Audit	External Party	Internal operation of environmental management system; surveillance audit of ISO 14001:2015	A corrective action plan has been established in response to the audit findings
	Throughout 2025 – 10 inspections	Government Environmental Inspections	External Party	Management of three types of waste (gas, water, solid) and compliance with pollutant discharge permits	Only 3 inspections had findings, all of which have been closed
	October 2025	Client Audit	External Party	Full Scope of EHS Management	A corrective action plan has been established in response to the audit findings
Xuhui Site & Songjiang Site	June 2025 (Xuhui) July 2025 (Songjiang)	ISO System Internal Audit	Within Each Site	Full Scope of EHS Management	Audit improvement plan developed based on self-assessment results; all findings closed
	June–September 2025	EHS Cross-Audit	Across Sites	Full Scope of EHS Management	Findings addressed via the Hazard Rectification Process; all corrective actions completed

# Resource Management

## Energy Management

Henlius strictly adheres to relevant laws and regulations in its operating locations, including the *Energy Conservation Law of the People's Republic of China*, so as to ensure the Company's compliant operations. The Company has established a four-tier energy management system spanning "executive leadership – departments – workshops – teams" (as illustrated in the figure below), and realizes efficient energy management through hierarchical division of responsibilities.

### Henlius' Four-Tier Energy Management System

Department	Responsibilities
Energy Leadership Team	o Formulate overall energy-saving objectives and strategies; make coordinated decisions.
EO Department	o Lead the development of energy-saving plans and equipment management; optimize energy usage efficiency.
EHS Department	o Liaise with external regulators and coordinate internal and external energy activities; ensure compliance.
Frontline Departments and Teams	o Focus on policy implementation and execution; translate energy-saving measures into practical actions.

Among these, Henlius' Songjiang Site has actively advanced the development of a smart energy management platform, aiming to build an intelligent energy control center integrating data collection, monitoring, analysis, and optimization. The platform covers multiple energy media, including water, electricity, gas, and cooling/heating, achieves plant-wide metering and multi-system data integration, and supports the Company in energy conservation and consumption reduction, refined management, and smart operations.



Smart Energy Management Platform System: Phase I was completed and accepted in November 2025



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To enhance energy-saving outcomes, the Company has adopted a precision management approach and implemented a series of energy conservation and consumption reduction measures. Dedicated professionals have been specifically assigned to organize and drive the advancement of various energy-saving projects. Meanwhile, the Company has established a performance evaluation system for project participants, linking energy-saving and emission-reduction results directly to individual performance, thereby motivating employees to actively engage in energy-saving initiatives and jointly advance the achievement of the Company's sustainable development goals.

Energy Conservation of Henlius

Energy Conservation and Emission Reduction Initiatives			
Site	Application of Emerging Technologies and Advanced Equipment	Process and Layout Optimization	Energy Savings
Xuhui Site	<ul style="list-style-type: none"> <li>Cooling tower fan operation optimization</li> <li>Boiler house and pipeline heat loss optimization</li> </ul>	/	<ul style="list-style-type: none"> <li>Electricity: 106.2 MWh</li> <li>Natural Gas: 3.4 thousand cubic meters (10<sup>3</sup> m<sup>3</sup>)</li> </ul>
Songjiang Site	<ul style="list-style-type: none"> <li>Maintenance and replacement of steam traps in water and HVAC systems</li> </ul>	<ul style="list-style-type: none"> <li>Chiller start-up and shutdown optimization</li> <li>HVAC operation mode and temperature setpoint optimization</li> </ul>	<ul style="list-style-type: none"> <li>Electricity: 151.5 MWh</li> <li>Natural Gas: 14.5 thousand cubic meters (10<sup>3</sup> m<sup>3</sup>)</li> </ul>

Energy Use

Indicator	Unit	2023	2024	2025
Purchased Electricity	kWh	26,414,814	26,536,047	27,234,568
Natural Gas	m <sup>3</sup>	3,183,287	3,007,232	3,184,574
Gasoline	Litre	11,680.58	13,125.95	8,970.93
Direct Energy Consumption	GJ	121,616.50	114,955.73	121,580.82
Indirect Energy Consumption	GJ	95,093.33	95,529.77	98,044.44
Total Energy Consumption	GJ	216,709.82	210,485.50	219,625.27
Energy Intensity	GJ/Litre	4.51	4.38	4.57

Water Resource Management

Henlius strictly adheres to the *Water Law of the People's Republic of China* and relevant local regulations in its operating locations, and, based on the actual operations of each production site, continuously improves water-saving management systems and operating procedures, with clear monitoring mechanisms and defined responsibilities. Meanwhile, the Company continues to actively carry out reclaimed water reuse projects. During the Reporting Period, the Xuhui Site strengthened maintenance and operational optimization of its reclaimed water system, ensured stable system operation by conducting regular backwashing and cleaning of core components and optimizing high-temperature return water pipelines, and achieved efficient water reuse. In the Reporting Period, water consumption at the Xuhui Site decreased by 2% compared with 2024.

Water Consumption

Indicator	Unit	2023	2024	2025
Total Water Consumption	m <sup>3</sup>	259,437	244,058	255,316
Water Intensity	m <sup>3</sup> /Litre	5.40	5.08	5.32

Packaging Material Management

Henlius continues to optimize lifecycle management of packaging materials. The Company promotes lightweight upgrades across the design, production, and transportation stages of packaging, effectively reducing material consumption and logistics-related energy use. During the Reporting Period, the Company actively advanced the localization of imported packaging materials, such as vials and rubber stoppers, to shorten transportation distances.

During the Reporting Period, the total volume of packaging materials used by Henlius was 310.70 tons.



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## Lean Production

Henlius advocates for lean manufacturing by eliminating waste, optimizing processes, and reducing non-value-added activities to maximize resource efficiency. The Company places importance on cultivating employees' lean management mindset, and has established the *Lean Project Management Process and Incentive System* to provide incentives for staff, thereby driving the implementation of continuous lean improvement initiatives. During the Reporting Period, Henlius completed 206 lean management projects over the year, achieving a cumulative annual benefit of approximately CNY 31 million.

Meanwhile, the Company has integrated the lean production concept into the R&D process, and adopted the following initiatives during the Reporting Period:

Intelligent Upgrade of the R&D System	Improvement of the Culture Medium Platform	Innovative Strategy of "Smart Process Characterization"
Introduced an AI-driven innovation system that integrates historical data, material parameters, and reaction conditions to build predictive models, significantly reducing reliance on time-consuming, labor-intensive, and high-energy wet experiments.	Completed the development and scaled application of a fully chemically defined culture medium platform. Compared with traditional hydrolysate-based media, which are prone to causing water eutrophication, the new medium precisely optimizes nutrient composition, reducing total content by 20%, thereby mitigating environmental risks at source and lowering water treatment costs.	Systematically advanced efficiency improvements in the field of Process Characterization (PC) by implementing the innovative "Smart Process Characterization" (Smart PC) strategy, reducing redundant experiments and shortening the overall PC study cycle (approximately 20% in upstream process stages and 31% in downstream process stages). This effectively lowers experimental consumables usage, energy consumption, and equipment occupancy intensity.

### Case Study:

## "Break the Boundary" Lean management Project



During the Reporting Period, Henlius launched the "Break the Boundary" lean management project, covering the Xuhui and Songjiang Sites. With the support of experts from Fosun Pharma, the project conducted systematic diagnostics in six key areas — production, engineering & energy, QC testing, GMP efficiency, supply chain, and informatization — identified and advanced over 70 lean sub-projects, with 52 subprojects completed in 2025 and achieved efficiency improvements and cost optimization across multiple dimensions, including energy.

## Green Office Practices

Upholding the core philosophy of "green office", we have deeply embedded it into our daily management mechanisms. Through measures such as energy conservation in office premises, resource saving, and recycling, it reduced resource consumption and environmental impact, pursuing a resource-efficient development path. During the Reporting Period, our green office initiatives included:

Office Energy Conservation	<ul style="list-style-type: none"> <li>o <b>Temperature Control for Energy Saving:</b> Installed window insulation film and sealed air leaks with foam panels to effectively regulate indoor temperature.</li> <li>o <b>Display of Energy-Saving Signs:</b> Ensured energy-saving reminder signs remain clear and conspicuous in all office areas, continuously reinforcing staff awareness of energy conservation.</li> <li>o <b>Nighttime Energy Management:</b> Conducted nightly inspections by security and cleaning staff to switch off water dispensers and air conditioners and unplug microwave ovens, eliminating standby power consumption.</li> <li>o <b>Optimization of Refrigerator Use:</b> Carried out regular reminders for refrigerator decluttering; administration performed cleaning and organizing every Friday.</li> </ul>
Resource Efficiency	<ul style="list-style-type: none"> <li>o <b>Print Material Control:</b> Implemented quota system for printed materials—each staff member limited to two pieces per year for ID badges, seat plates, and business cards—to eliminate resource waste.</li> <li>o <b>Paperless Circulation:</b> Shanghai office fully adopted online registration for document and item transfers in place of paper forms. In 2025, a total of 12,050 records were registered online, expected to save over 1,205 sheets of paper.</li> </ul>
Recycling	<ul style="list-style-type: none"> <li>o <b>Reuse of Office Supplies:</b> Implemented classified collection and reuse of low-value consumables such as paper clips, binder clips, single-sheet envelopes, and kraft paper bags.</li> <li>o <b>Revitalization of Old Furniture:</b> Completed company-wide inventory of old furniture, categorized by function and reuse value, and issued a unified collection notice.</li> <li>o <b>Relocation Waste Reduction Practice:</b> Used only second-hand cardboard boxes when relocating modular office staff to internal offices.</li> </ul>
Green Commuting	<ul style="list-style-type: none"> <li>o <b>Driving behavior optimization:</b> Implemented year-round data monitoring and driving behavior improvement, and conducted quarterly driver training. The actual fuel consumption of the Company's owned commercial vehicles was significantly lower than the factory-standard fuel consumption, saving approximately 2,536 litres of fuel for the full year.</li> <li>o <b>New energy vehicle replacement:</b> In December 2025, four shuttle buses at the Songjiang Site were fully replaced from fuel-powered to new energy vehicles, with an estimated fuel saving of 3,000 litres for that month. At the Zhangjiang office, one leased fuel-powered shuttle bus was replaced with a new energy shuttle bus during the Reporting Period.</li> <li>o <b>Route optimization:</b> Optimized employee shuttle routes to achieve "multiple uses per vehicle", enabling vehicles to carry goods while transporting employees, thereby reducing resource waste.</li> </ul>

Meanwhile, the Company continues to carry out green and low-carbon advocacy and capacity-building activities to strengthen employees' environmental awareness and foster a green corporate culture featuring broad participation and collaborative governance. During the Reporting Period, Xuhui Site aligned with the 2025 Shanghai Energy Conservation Promotion Week to launch the "Energy Efficiency Improvement & Renewal Leadership" campaign, and organized the "Shanghai Energy Conservation Promotion Week 'Huayi Cup' Energy Conservation and Low-Carbon Knowledge Competition" via the Company's online learning platform "Henlius Learning Academy". Total participants reached 2,468 attendances.



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# Emissions Management

## Waste Gas Emissions Management

Henlius strictly operates in accordance with national and local environmental regulations and industry standards, including but not limited to National *Emission Standards of Air Pollutants for the Pharmaceutical Industry* (GB 37823-2019); Shanghai-Specific *Emission Standards of Air Pollutants for the Pharmaceutical Industry* (DB31/310005-2021), *Integrated Emission Standards of Air Pollutants* (DB31/933-2015), *Emission Standards of Odorous Pollutants* (DB31/1025-2016), *Emission Standards of Air Pollutants for Boilers* (DB31/387-2018). This ensures that production activities are conducted in full compliance with the regulatory framework. Meanwhile, through technological innovation and management optimization, the Company continuously enhances its pollution control capabilities. Specific measures implemented include:

Site	Initiatives	Outcome
Xuhui Site	<ul style="list-style-type: none"> <li>Upgrade and optimization of activated carbon adsorption systems for site exhaust gas treatment</li> </ul>	<ul style="list-style-type: none"> <li>Ensured effective operation of the activated carbon adsorption system</li> </ul>
	<ul style="list-style-type: none"> <li>Introduction of activated carbon sampling and testing<sup>*1</sup> to dynamically optimize replacement frequency and quantity based on comparative test results</li> </ul>	<ul style="list-style-type: none"> <li>While maintaining stable compliance with exhaust emission standards, the Company achieved more precise control of material consumption. During the Reporting Period, total activated carbon replacement at the site amounted to 9 tonnes</li> </ul>
Songjiang Site	<ul style="list-style-type: none"> <li>Conducted 2 emergency drills for damage to waste gas treatment facilities</li> </ul>	<ul style="list-style-type: none"> <li>All improvement items identified during the drills were closed</li> </ul>

### Exhaust Gas Emissions

Indicator	Unit	2023	2024	2025
Nitrogen Oxide (NO <sub>x</sub> ) Emissions	Ton	1.10	1.17	1.03
Sulfur Dioxide (SO <sub>2</sub> ) Emissions	Ton	0	0.02	0.03
Non-Methane Total Hydrocarbons (NMTHC)	Ton	0.18	0.16	0.49
Particulate Matter (PM) Emissions	Ton	0.01	0.01	0.02

## Wastewater Discharge Management

Henlius strictly complies with local regulations and industry standards in its operating location of Shanghai, including the *Emission Standards of Pollutants for the Biopharmaceutical Industry* (DB31/373-2010) and the *Integrated Wastewater Discharge Standard* (DB31/199-2018), and follows the Company's internal *Wastewater Discharge Management Regulations* to ensure that wastewater treatment and discharge are carried out in full compliance with applicable laws, regulations, and industry standards.

The Company has refined full-process wastewater discharge requirements, and during production and operation strictly adheres to internal systems such as the *Water Pollution Prevention and Control Management System*, *Environmental Facility Management System*, *Wastewater Treatment Management System*, and *Wastewater Treatment System Management System*. It continuously strengthens the standardized operation and maintenance of wastewater treatment facilities, enhancing the emergency response capability and operational efficiency of the wastewater treatment system. Specific measures implemented include:

Activity / Project	Content	Achieved Results
Emergency Drill	Songjiang Site conducted wastewater-management emergency drills, covering scenarios such as wastewater leakage and alarms from online monitoring systems of the wastewater treatment system.	All improvement items identified during the drills have been closed.

### Wastewater Discharge

Indicator	Unit	2023	2024	2025
Industrial Wastewater Discharge	Ton	123,742.34	145,289.08	176,386.88 <sup>*2</sup>
Chemical Oxygen Demand (COD)	Ton	5.04	5.75	8.38
Ammonia Nitrogen (NH <sub>3</sub> -N)	Ton	0.04	0.08	0.11

\*1. The activated carbon testing items are carbon tetrachloride (CTC) value, iodine value, methylene blue value, and specific surface area.  
 \*2. The increase in industrial wastewater discharge in 2025 compared to 2024 is primarily due to the significant rise in the company's overall production volume.



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## Waste Management

Henlius strictly complies with local regulations, including: *Standard for Pollution Control on Hazardous Waste Storage* (GB 18597-2023), *Technical Specifications for Collection, Storage and Transportation of Hazardous Wastes* (HJ 2025-2012) and *Standard for Pollution Control on the Storage and Landfill Site of General Industrial Solid Wastes* (GB 18599-2020), and has established a scientific, standardized, and traceable waste management system to ensure that all types of waste—from generation, collection, storage, transfer, to disposal—meet environmental requirements throughout the entire process.

### - Hazardous Waste Management

During the Reporting Period, the Xuhui Site and Songjiang Site refined the classification management of hazardous waste including the addition of spent UV lamps. In addition, to comprehensively enhance the standardization and traceability of hazardous waste management, Henlius advanced the construction of digital management systems across all manufacturing sites. At the Xuhui Site, the “One Code, Full Coverage” approach was deepened, using QR codes to enable scanning and tracking of hazardous waste through every stage from packing to outbound release. At the Songjiang Site, “One Code, Full Coverage” tracking system for hazardous waste and “Enterprise Solid Waste Management Platform” were established, enabling automatic data capture and real-time interfacing with regulatory systems. Together, these efforts form a robust foundation for the Company’s closed-loop, full-lifecycle hazardous waste data management.

Meanwhile, the Company optimized waste treatment processes through technological innovation, driving hazardous waste management toward greener, circular, and more sustainable practices.

### - Non-Hazardous Waste Management

Henlius actively responded to Shanghai’s industrial solid waste policy requirements of “reduction, resource utilization, and near-zero landfill”, and optimized the management of general industrial solid waste. For non-hazardous waste, the Company shifted from incineration disposal to a resource utilization pathway.

#### Case Study:

### Adoption of Solid Recovered Fuel (SRF) to Reduce Incineration and Landfill Volumes

During the Reporting Period, Songjiang Site compiled a list of combustible solid wastes suitable for Solid Recovered Fuel (SRF) across all manufacturing sites. Based on analysis of moisture content, ash content, and calorific value, it engaged professional third-party organizations to apply processes including pre-drying, sorting, crushing, and granulation, converting general industrial solid waste into SRF. Application of this technology raised the utilization rate of the Company’s general industrial solid waste from 5% to over 95%, substantially reducing volumes sent for incineration and landfill.

Songjiang Site’s case study —*From Incineration Disposal to SRF Low-Carbon Circular Green Transformation: A Revolution in Solid Waste Management Born from an Environmental Philosophy*— was awarded the “2025 Excellent EHS Management Case of Pharmaceutical Enterprises” by the China Pharmaceutical Enterprise Management Association. It was one of 44 outstanding award-winning cases nationwide.

### – Waste Recycling

Henlius advances resource recycling and expands the categories and coverage of waste recovery in the production process. During the Reporting Period, The Company engaged a qualified third-party provider to conduct recycling and reuse of waste engine oil and waste cardboard:

Category	Type of Waste	Recycle Volume (Ton)	Objective / Effect
Hazardous Waste	Waste Engine Oil	0.47	Reduce incineration disposal and minimize environmental impact
General Industrial Solid Waste	Waste Cardboard	52.18	Dispose of in a compliant manner and promote resource recycling

## Noise Management

Henlius attaches great importance to noise management, and through conducting noise assessments and systematic mitigation, improves the working environment and surrounding acoustic quality while reducing the risk of noise disturbance to nearby communities. During the Reporting Period, the Xuhui Site completed a plant-wide noise assessment and implemented a series of noise control measures for major equipment and facilities, including silencer louvers, acoustic enclosures, and noise barriers. All noise control facilities were designed based on the plant’s fan parameters and operational requirements, and after installation, the average noise level in the vicinity of the facilities was reduced by 10–20 decibels.

#### Case Study:

### Implementing "Mechanical Dewatering + Low-Temperature Drying" to Reduce Sludge Waste

During the Reporting Period, in response to the high moisture content of filter-press dewatered sludge and the associated high transportation and disposal costs, Songjiang Site innovatively implemented a combined “mechanical dewatering + low-temperature drying” technology. Through this upgrade, the moisture content of the sludge was reduced to below 35%, achieving a reduction of more than 70% in hazardous physicochemical sludge. Compared with 2024, sludge-related hazardous waste was reduced by 53.47 tonnes, delivering significant waste minimization outcomes.

#### Solid Waste

Indicator	Unit	2023	2024	2025
Total Domestic Waste	Ton	115.01	127.27	127.48
Total General Industrial Solid Waste	Ton	300.68	347.17	299.85
Total Hazardous Waste	Ton	226.97	356.15 <sup>*1</sup>	366.88
Hazardous Waste Intensity	Ton/Litre	0.005	0.007	0.008
Total Solid Waste	Ton	642.66	830.59	794.21
Solid Waste Intensity	Ton/Litre	0.01	0.02	0.02

\*1. After review, the 2024 data on hazardous waste has been corrected due to an optimization of the statistical methodology.



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# Supply Chain Management and Development

Henlius is committed to building a sustainable supply chain system, continuously deepening the optimization of the whole life-cycle management mechanism, and strengthening supply chain risk control. The Company strives to establish long-term and stable strategic partnerships with high-quality suppliers.

Henlius' controlling parent company, Fosun Pharma, has officially joined the Pharmaceutical Supply Chain Initiative (PSCI) as an affiliate member. By collaborating with partners, Fosun Pharma aims to promote the establishment of a responsible value chain, striving for excellence in safety, environmental protection, and social benefits, and actively contributing to the development of the global pharmaceutical and healthcare value chain.

## Supplier Qualification

Direct Procurement Suppliers	Indirect Procurement Suppliers
Supply production-related materials, such as raw materials, excipients, packaging materials, etc.	Provide all other materials and services except production-related materials

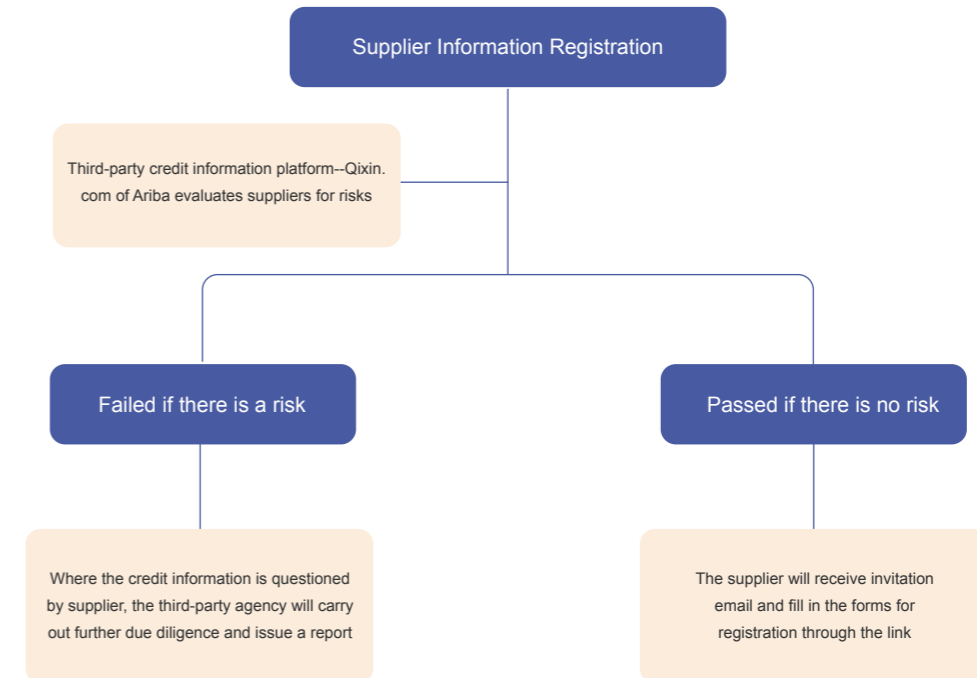
During the Reporting Period, Henlius incorporated the *Supplier Code of Conduct* into all supplier onboarding processes. Suppliers must commit to complying with the code provisions, including sustainability requirements, and confirm their commitment in writing. In addition, the Company updated the *Standard Operating Procedure (SOP) for Due Diligence of Contract Counterparties*, clarifying the investigation process for business ethics risks and qualification matters related to indirect procurement suppliers, thereby further standardizing due diligence management for this supplier group.

The Company maintains high standards and strict requirements throughout supplier development and collaboration, and all suppliers must pass a rigorous certification process during onboarding.

In the selection of direct procurement suppliers (including contracted manufacturing facilities or production partners), the Company adopts tiered and categorized management, and conducts differentiated audits and quality standards programs based on quality risk levels. For high-risk direct procurement suppliers, the Company performs onsite quality audits, issue rectification, and follow-up verification, achieving an audit coverage rate of 100%.

In the selection of indirect procurement suppliers, the Company implements a supplier due diligence procedure. The currently operational SRM Ariba procurement management system platform (hereinafter referred to as the "Ariba System") has enabled fully digital management of the entire procurement process, simplifying workflows, enhancing transparency, and significantly improving procurement and supplier management efficiency. In addition to relying on the supplier registration mechanism within the Ariba System, the Company carries out more detailed investigation procedures for suppliers assessed as medium or high risk. During the Reporting Period, the Company completed due diligence on 126 indirect procurement suppliers, achieving a 100% coverage rate where investigations were applicable.

Supplier Registration and Inclusion Management Process on Ariba System



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# Post-qualification Management

Henlius has formulated a series of policy documents, including the *Supplier Code of Conduct*, *Supplier Management Procedures*, *Supplier Management Process*, and *Procurement Management Policy*, to continuously strengthen supplier management. In 2025, we optimized the *Direct Procurement Management Policy*, *Direct Procurement Supplier Management Regulations*, and *Indirect Procurement Management Policy*, thereby enhancing the operational efficiency of both direct and indirect procurement supplier management systems and reinforcing the effectiveness of policy implementation.

To further enhance supply chain management efficiency and quality, the Company has established a visualized supply chain traceability system. Through a Business Intelligence (BI)-enabled order management system, key metrics such as order fulfillment rates and supplier activity levels are monitored in real time, enabling end-to-end digital management from procurement to delivery. In addition, the system features real-time status tracking and risk alert functions, significantly strengthening supply chain risk management capabilities and overall operational efficiency.

To sustainably ensure supply chain quality and compliance, the Company has instituted a rigorous periodic audit mechanism to regularly audit all suppliers (including both material and service suppliers).

For direct procurement suppliers, audits cover key dimensions such as performance, material quality, after sales service, pricing levels, and the supplier's audit mechanism for its sub suppliers. Among these, key material suppliers and service suppliers undergo on site audits at least once every two years. For non conformities identified during audits, we provide clear corrective action recommendations and continuously track implementation progress, forming a closed loop supplier management process.

For indirect procurement suppliers, Henlius conducts regular supplier inventories to assign ratings and applies differentiated management policies accordingly.

Scope of Indirect Procurement Suppliers under Management	Post-Qualification Management Initiatives
Key Suppliers	Conduct regular visits and on-site reviews of suppliers
Strategic Suppliers	Hold regular management meetings
New Suppliers	Provide Ariba System operation training

The *Supplier Code of Conduct* stipulates that Tier 1 suppliers, including contracted manufacturing facilities or production partners, are responsible for ensuring the quality and safety of products and services provided by Tier 2 suppliers (indirect or sub-suppliers), and are required to conduct regular quality audits of such suppliers. During the annual quality audits of Tier 1 suppliers, Henlius reviews and verifies their audit practices and oversight of Tier 2 suppliers. In addition, where required based on quality risks or audit findings, the Company conducts audits of Tier 2 suppliers either directly or through third-party auditors commissioned by the Company, with the full cooperation of Tier 1 suppliers.

This Code applies to all suppliers collaborating with Henlius (including Tier 1, Tier 2, and Tier 3 suppliers, which specifically refer to raw material suppliers). This ensures that all suppliers collaborating with Henlius are subject to audits conducted either by the Company's employees or by third-party auditors commissioned by the Company. If audit findings indicate that a relevant supplier has failed to comply with the *Supplier Code of Conduct*, Henlius will promptly provide improvement recommendations and implement targeted ongoing control measures; where necessary, the supplier's qualification will be suspended or revoked.

## Audit Result Handling Procedures

Excellent	Satisfactory	Unsatisfactory
<b>90-100</b>	<b>80-89</b>	<b>80 and under</b>
If a supplier is evaluated as an outstanding supplier for two consecutive years, consideration may be given to extending the onsite audit for an additional year or converting the onsite audit to a written audit.	If the supplier meets the expected performance, normal procurement will proceed. For any identified deficiencies, feedback will be provided to the supplier for corrective action, with follow-up during the next annual assessment.	If the supplier's performance is below expectations, a review of the causes for underperformance will be conducted. Based on the assessment, the following actions may be considered: <ul style="list-style-type: none"> <li>Increase the audit frequency in the periodic audit plan or upgrade the annual audit method to trigger a cause-based audit (e.g., converting a written audit to an onsite audit).</li> <li>Temporarily freeze the supplier until effective improvements are made.</li> </ul>

## Supplier Distribution by Region

As of the end of the Reporting Period, Henlius had a total of 985 suppliers, with the regional distribution detailed below:

East China	North China	South China	Northwest China	Southwest China	Central China	Northeast China	Hong Kong, Macau, Taiwan	Overseas
744	119	31	1	16	8	5	10	51



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# Sustainable Supply Chain

We are committed to working with partners to explore feasible solutions for carbon emission reduction across the supply chain, advancing green logistics practices through collaborative innovation, and continuously accelerating the establishment of a green supply chain system.

In 2025, the Company continued to follow Fosun Pharma’s guiding principles for green supply chains, further deepening its sustainable procurement strategy. Within the GMP framework, the Company requires core suppliers to sign the *Green Supply Chain Clauses* upon confirming a partnership.

## Logistics Energy Conservation and Emission Reduction Initiatives

Transport Logistics	Transport Routes	Transport Packaging
<ul style="list-style-type: none"> <li>Use electric refrigerated trucks to reduce fossil fuel consumption in transport logistics</li> </ul>	<ul style="list-style-type: none"> <li>Include supplier site distance as one of the key factors in supplier selection and cooperation</li> <li>Consolidate suppliers to reduce carbon emissions at the transport stage</li> <li>Explore sea freight routes</li> <li>Optimize transport routes for upstream and downstream supply chains overseas</li> </ul>	<ul style="list-style-type: none"> <li>Reuse packaging materials to maximize resource conservation</li> <li>Optimize cargo loading methods to increase load rate per shipment and reduce transport energy consumption</li> </ul>

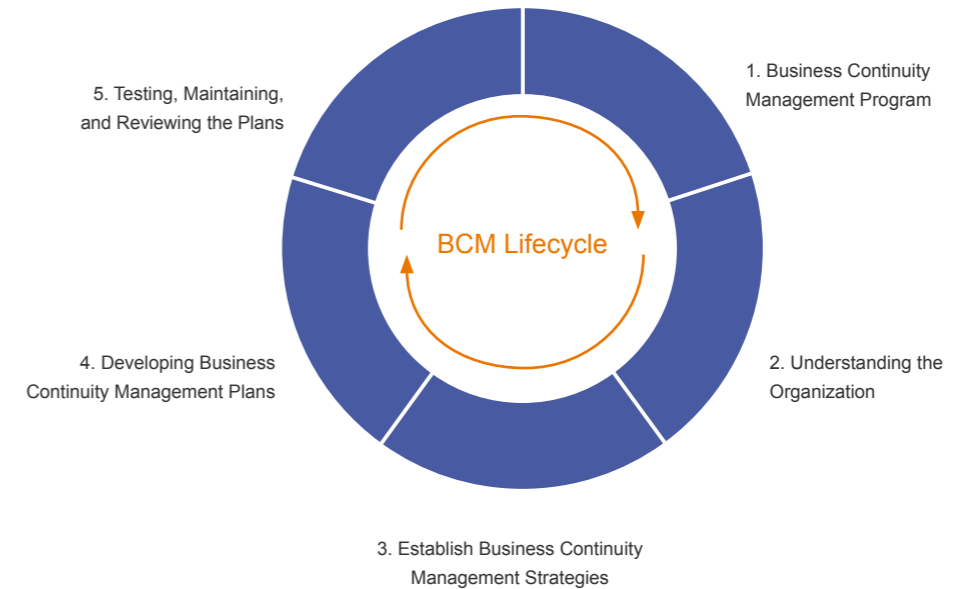
Henlius has established EHS requirements for suppliers under its *Direct Procurement Supplier Management Policy*, requiring suppliers to comply with applicable environmental regulations and to implement effective EHS management systems. Suppliers are expected to ensure that their operations do not pose unacceptable risks to human health, safety, or the environment, including risks related to hazardous substances and emissions.

To reinforce these requirements, Henlius requires suppliers to sign EHS compliance commitments, which include adherence to environmental protection, occupational health and safety, and labor and human rights regulations, such as prohibitions on child labor and forced labor, and commitments to non-discrimination and safe working conditions.

As part of this policy framework, supplier EHS requirements are integrated into the Company’s supplier management processes, forming the basis for supplier oversight and performance evaluation. Building on this foundation, Henlius is further strengthening its supplier management approach by developing more standardized screening and evaluation mechanisms to assess supplier compliance with environmental and safety requirements, with a focus on mitigating risks related to toxic emissions across the supply chain.

# Supply Chain Stability and Localization

The Company has established a Business Continuity Management (BCM) system for supply chain operations. This system encompasses systematic risk identification, preventive mechanisms, and response procedures to ensure stable business operations. During the Reporting Period, we conducted a periodic review of the BCM system, and carried out end to end evaluation and management across procurement, production, logistics, clinical supply, and commercial supply processes for potential disruption scenarios — including extreme weather, rising raw material prices, supplier delivery suspensions, and large scale public health events — that may lead to supply chain interruptions. Corresponding emergency response procedures were developed and implemented to ensure supply continuity and comprehensively enhance supply chain resilience. In addition, the Company has established manufacturing flexibility across production sites, enabling continuity of operations in the event of disruptions.



During the Reporting Period, the Company actively advanced the import material localization substitution plan, conducting comprehensive evaluations from multiple dimensions — including transportation distance, supply risk, procurement cost, technical level, and material quality — supplemented by customized development with leading domestic suppliers. This sustained effort promoted the localization substitution of critical materials such as production equipment, core raw materials and excipients, and single use consumables. The strategy was extended to the R&D phase, forming an integrated “R&D–Commercial Production” localization model, which significantly enhanced supply chain autonomy and controllability, effectively reduced reliance on single supply sources, and thereby strengthened supply chain resilience to risks. This initiative will help Henlius mitigate international logistics and geopolitical risks, while markedly improving supply chain efficiency, significantly cutting carbon emissions from long distance transportation, and achieving an organic combination of cost reduction, supply stabilization, and emission reduction.



During the Reporting Period, Henlius continued to advance localization substitution in key areas with significant impact on production stability and cost, focusing on production equipment, core raw materials and excipients, and critical single-use consumables. These measures allow Henlius to have dual or multiple suppliers for key materials, ensuring that products are in stock, reliable and safe. In addition, product prioritization mechanisms have been established for key products to ensure stable supply in the event of supply chain disruptions.

Material Area	Focus on Localization Substitution	Key Progress and Achievements
Upstream Cell Culture	Chemically Defined Medium	Achieved full industrial application of the independently developed platform; domestic Chemically Defined medium extended to end-to-end production and integrated into the core system, increasing supply efficiency by over 30%.
Downstream Purification	Affinity chromatography resins, depth filtration, virus removal membrane packs	Key materials have been adopted more widely in production.
Drug Product Manufacturing	Single-use consumables such as mixing systems, mixing bags, and liquid storage bags	Collaborated with domestic suppliers to custom-develop key systems and completed systematic evaluation of import-dependent consumables, laying the foundation for scaled local application of critical production materials.
R&D & Analytical Testing	Reference standards for packaging compatibility studies	Fully localized; key indicators benchmarked against imported equivalents.



At the end of the Reporting Period,

**86%** of localized suppliers integrated into the Company's GMP system

**68%** of projects using localized suppliers

On-Time In-Full (OTIF) delivery rate: **99.9%**

Zero cases of absolute production stoppages attributable to materials planning

## Supplier Training

Henlius maintains diversified supplier communication mechanisms to facilitate efficient interaction and assist suppliers in addressing challenges. During the Reporting Period, for indirect procurement suppliers, the Company organized a total of 24 supplier communication events involving 18 suppliers, covering a variety of formats such as business review meetings, on site exchange sessions, technical communication seminars, offline factory tours, and online training. For direct procurement suppliers, the Company held important GMP production material exchange meetings.

Meanwhile, the Company actively promotes the communication and training of key documents such as the *Supplier Code of Conduct*, ensuring that all suppliers are fully informed of, understand, and are expected to comply with the relevant requirements, thereby supporting both compliant operations and effective collaboration. During the Reporting Period, the Company delivered annual *Supplier Code of Conduct* training covering all suppliers, clearly setting out Henlius' expectations in areas such as business ethics, product quality, and sustainable supply chain development. In addition, for indirect procurement suppliers in the event-management category, the Company provided targeted online compliance training covering all suppliers in this category, including supplier expense reimbursement standards, settlement documentation requirements, and the operation of the Supplier Settlement System. This ensures suppliers fully understand and adhere to the Company's compliance standards, improving cooperation efficiency and mitigating operational risks.

Case:

### Henlius Organized Important GMP Production Material Exchange Meeting



In 2025, to further enhance understanding of the *Good Manufacturing Practice of Medical Products (GMP)* compliance provisions and strengthen supply chain management capabilities, Henlius successfully held an important GMP Production Material Exchange Meeting. The event brought together multiple key suppliers, and the Company engaged with them in in depth exchanges and discussions on material production processes, key points of supply chain management, and relevant GMP regulatory requirements.



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# Building a Warm Community

Henlius has always adhered to its founding aspiration of giving back to society, actively fulfilling its corporate social responsibility, and striving to translate professional strengths into tangible social value. The Company closely monitors societal needs and works hand in hand with stakeholders from all sectors. Leveraging the characteristics of the pharmaceutical and healthcare industry, we have proposed and put into practice a "patient centered" philanthropic philosophy. Aligning this with our industry expertise, we focus on high incidence disease areas such as lung cancer, gastric cancer, and breast cancer, carrying out initiatives that include promoting the extension of medical resources to underserved regions, patient care programs, and public science education.

During the Reporting Period, Henlius donated a cumulative total of CNY 91.80 million to society.

## Case:

### Henlius's Donation of Special Education Funds for Children from Underprivileged Families



In December 2025, Henlius, in collaboration with the Shanghai Fosun Foundation, donated CNY 20,000 in special education funds in special education subsidies to ten underprivileged families in Shunjiang Village and Dabahe Village, Sanchahe Town, Xishui County, Zunyi City, Guizhou Province. The donation was specifically designated to support the children's education in these households. Officials including the Party Secretary of the Zunyi based Guizhou Provincial Medical Insurance Bureau and local leaders of Sanchahe Town expressed their gratitude and highly commended the Company for its strong sense of social responsibility.

## Case:

### "For the Future of Healing" Charity Concert



In January 2026, the "For the Future of Healing" Charity Concert, co planned by Henlius, the Shanghai Fosun Foundation, and the People's Daily Health APP, was warmly staged at the Shanghai Symphony Hall, with performances delivered by the Shanghai Symphony Orchestra. Bringing together diverse forces from industry, scientific research, arts and culture, and the public welfare sector, the concert focused on gastric cancer prevention and treatment and paid tribute to medical professionals dedicated to this field. Approximately 1,200 attendees participated in the event.

To honor medical workers who have made selfless contributions in the diagnosis and treatment of gastric cancer, the event specially established and presented the "Starlight Unity Award" and the "Warm Guardian Award". During the concert, the *New Therapies for Gastric Cancer: Let Them Rediscover the Flavors of Life* premiered. Three rehabilitated patients featured in the film were also invited on stage to recite "Flavors of Life", expressing heartfelt thanks and deep respect to the medical professionals working in gastric cancer prevention and treatment.

## Case:

### "Pink Power" Breast Cancer Care Public Welfare Campaign



In March 2025, Henlius supported the "Pink Power" Breast Cancer Care Public Welfare Campaign organized by the Shanghai Fosun Foundation. Focusing on the theme of psychological well being and social support for breast cancer patients, the event brought together more than 100 participants, including medical experts, representatives of nonprofit organizations, media delegates, corporate representatives, and breast cancer patients. At the event, the *Initiative on Mental Health and Social Care for Breast Cancer Patients* was released, aiming to build social consensus, establish a flagship brand for psychological care of breast cancer patients in China, and jointly create a new ecosystem of "holistic healing of body and mind" for patients.

## Case:

### Rural Healthcare Charity Initiative

The "Rural Healthcare Charity Initiative" is a public welfare initiative jointly launched by Henlius and the Shanghai Fosun Foundation. It is committed to improving medical conditions, diagnostic and treatment capabilities, patient awareness, and hospital management capacity in remote rural areas of China, with particular focus on training local medical personnel. The program invites renowned domestic oncology experts and hospital management teams to go on site in towns and villages to deliver free medical consultations, donate supplies, conduct academic training, provide guidance on hospital development, and visit village clinics. In 2025 alone, the project organized 15 specialized assistance activities, reaching remote areas such as Yuanyang (Yunnan), Ili (Xinjiang), and Gyantse (Tibet). Through systematic medical aid and professional training, it effectively enhanced healthcare accessibility and service levels in underdeveloped regions.

As of 2025, this initiative has been carried out for 5 consecutive years, cumulatively reaching over 40 remote counties across the country.

# Industry Collaboration and Development

Henlius consistently embraces an open and collaborative approach, deeply engaging in and actively driving the ecological development of the biopharmaceutical industry. Through extensive industry exchanges, forward-looking strategic alliances, and exploration of innovative management models, the Company continues to expand the breadth and depth of industry collaboration, contributing steadily to the high-quality development of the pharmaceutical and healthcare sector.

In 2025, Henlius actively participated in industry exchange activities both domestically and internationally, contributing to the advancement of the global biopharmaceutical sector. These included leading international academic conferences such as the American Society of Clinical Oncology Gastrointestinal Cancers Symposium (ASCO GI), the American Society of Clinical Oncology Annual Meeting (ASCO), the European Society for Medical Oncology Congress (ESMO), and the World Conference on Lung Cancer (WCLC). The Company also took part in major global industry exhibitions, including the BIO International Convention, the CPHI Worldwide, and the Shanghai International Biopharmaceutical Industry Week. In addition, Henlius engaged in global academic exchange activities such as the Japanese Society of Clinical Oncology Annual Meeting (JSCO) Japan expert exchange meetings, and the International Forum on Lung Cancer Frontiers and Innovation 2025, demonstrating its commitment to contributing to industry development.

To build an open and innovative industry ecosystem, Henlius proactively expanded strategic partnerships as of the final practicable date. By establishing deep collaborations with top tier medical institutions, cutting edge technology companies, and major commercial platforms, we are jointly advancing R&D, technology, and commercialization processes.

Partners	Scope of Collaboration
Shanghai Chest Hospital	Signed a strategic cooperation agreement with Shanghai Chest Hospital; the two parties will engage in in-depth collaboration in clinical research, talent development, and public welfare initiatives, integrating their respective strengths to jointly advance the high-quality development of the biopharmaceutical industry.
DP Technology (Deep Potential Technology)	Announced a strategic partnership with DP Technology for AI-assisted drug discovery, aiming to combine artificial intelligence with physical modeling to jointly accelerate the new drug development process.
C.Q. Pharmaceutical Holding Co., Ltd.	Signed a strategic cooperation agreement with C.Q. Pharmaceutical Holding Co., Ltd. to enhance operational efficiency, reduce overall costs, and accelerate the global commercialization of domestically developed innovative medicines.

Henlius continues to explore cutting edge technologies and management models within the biopharmaceutical industry, achieving a series of milestone results recognized by authoritative bodies in the field. In 2025, the Company's Songjiang Site not only successfully obtained China's Integration of Informatization and Industrialization (III)<sup>\*1</sup> Management System AA Level Certificate, but was also honored as a "2025 Shanghai Advanced-level Smart Factory", setting an industry benchmark in the deep integration of informatization and industrialization as well as the transformation toward intelligent manufacturing.

\*1. Integration of Informatization and Industrialization (III) refers to a national strategic framework in China, overseen by the MIIT. Its management system certification is the first of its kind to comprehensively cover the strategy, resources, and full lifecycle management of digital-industrial convergence."



## Case:

### Henlius Obtains Integration of Informatization and Industrialization (III) Management System AA-Level Certificate

In 2025, Henlius' Songjiang Site successfully passed the Integration of Informatization and Industrialization (III) Management System AA Level Certification, marking a significant breakthrough for the Company in the deep integration of informatization and industrialization. By empowering operations with digitalization, the Company has enhanced its R&D management capability and production management capability, advancing its digital transformation and upgrading to a new stage.

Since launching the III management system implementation work in 2024, Henlius has pursued a "Dual Drive of Innovative R&D and Intelligent Manufacturing" strategy, precisely formulating a new capability development plan. This enabled the Company to pass the stringent evaluation by the expert panel, becoming one of the few biopharmaceutical enterprises in the industry to achieve AA Level Certification.

## Case:

### Songjiang Site Recognized as "2025 Shanghai Advanced-level Smart Factory"

In 2025, Henlius' Songjiang Site was successfully selected for the 2025 Shanghai Advanced-Level Smart Factory List issued by the Shanghai Municipal Commission of Economy and Informatization. This recognition marks an important milestone in the Company's progress in automation, informatization, and intelligent transformation, highlighting our leading strength in smart manufacturing within the biopharmaceutical sector.



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# CORPORATE GOVERNANCE

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# Corporate Governance and Management

## Board Structure

Henlius continues to enhance the independence, professionalism, and diversity of its Board of Directors. During the Reporting Period, the board of directors consists of 11 members.



## Board Operation

The Company has five committees: the Audit Committee, the Remuneration Committee, the Nominating Committee, the Strategy Committee, and the Environmental, Social and Governance Committee (ESG Committee). Each committee member strictly implements his or her respective duties and functions to ensure sustainable and healthy corporate development.

During the Reporting Period, the meetings of the Board's specialized committees were held as follows:

Committee	Meetings held
Audit Committee	5
Remuneration Committee	4
Nominating Committee	3
Strategy Committee	2
ESG Committee	2

During the Reporting Period, the meetings of the three governance bodies were held as follows:

	Number of Meetings Held	Meeting Overview
Board Meeting	16	Review proposals on corporate governance, compliance and risk control, strategic development, and organizational structure and personnel matters
Supervisory Meeting	7	Review proposals on financial transparency, audit independence, internal control and compliance
Meeting of Shareholders	6	Review proposals on governance structure, compliance management, incentive mechanisms, and strategy

## Risk Governance

Henlius has established a "three lines of defense" risk management framework, composed of the Board Audit Committee, Crisis Management Committee, and business departments, based on the *Enterprise Risk Management Framework* issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). The Company continues to deepen risk management and internal control efforts, and to optimize its crisis management mechanism. Henlius places high importance on the identification and response to ESG-related risks, especially climate risk, which has been incorporated into the overall risk management system. The Company has comprehensively initiated the identification of climate change related risks and opportunities, and analyzes the impact of these risks and opportunities on its strategy, operations, and financial performance. (See Section "[Responding to Climate Change](#)" for related content.)

Business departments	Crisis Management Committee	Audit Committee
Identify risks and report them to the Crisis Management working groups	Established a dedicated task force to strictly implement the Crisis Management System, conducting comprehensive risk identification and monitoring, assessment and management, response and resolution, and review and analysis.	Exercises overall supervision and final oversight of risk management activities, and provides guidance and supervision for internal audit work.

Since 2017, we have engaged EY as the auditor for the financial reports. As of the end of the Reporting Period, their auditor tenure has reached eight years.



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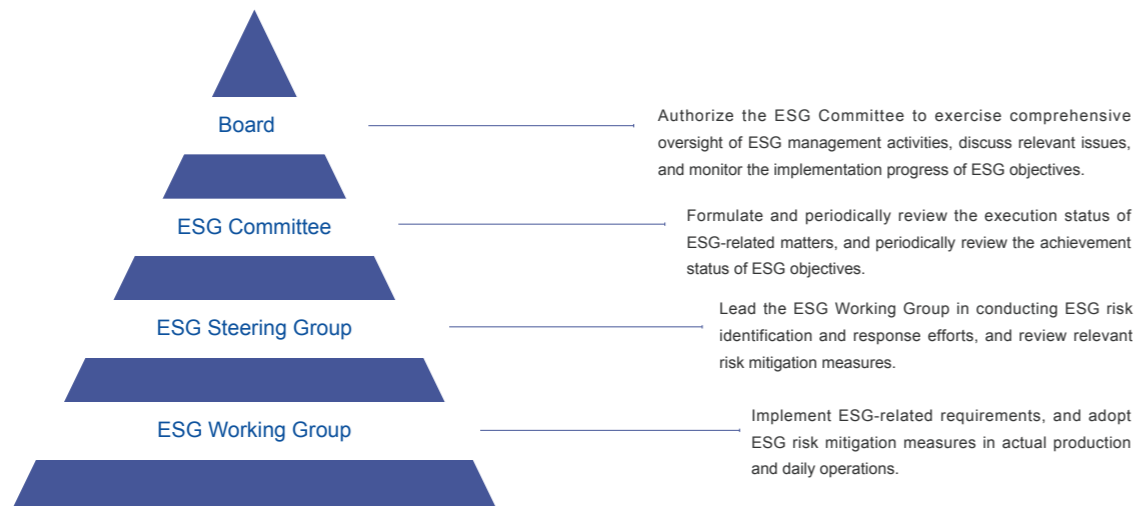
# Enhancing ESG Management

## ESG Management Structure

Henlius has established a top-down ESG management framework with the Board as the leading body, the ESG Committee at its core, and ESG Steering and Working Groups as the main execution forces. The Company has incorporated sustainability-related metrics into the CEO's incentive pay. The evaluation dimensions include the achievement rate of carbon neutrality plans for key business entities, ESG system development, responsible investment management, and ESG risk management, to ensure the deep integration of ESG strategy with business operations. During the Reporting Period, the Board held 2 ESG meetings.

The Company strictly adheres to the *Rules of Procedure of the Environmental, Social and Governance Committee of the Board of Directors of Henlius*, which outlines the responsibilities and authorities of the ESG Committee in formulating and overseeing ESG goals, strategies, and structure. This ensures the standardized and efficient operation of the ESG Committee. During the Reporting Period, the Company updated *Environmental, Social and Governance Steering Group and Working Group Responsibilities Manual of Shanghai Henlius Biotech*, merging the responsibilities of various departments to streamline management processes and enhance the efficiency of the ESG Steering Group and the ESG Working Group.

### ESG Management Structure



## Board ESG Statement

### Board Responsibilities

The Board of Directors assumes an overall responsibility for the Company's ESG development, including formulation of ESG strategy and oversees ESG performance and risk assessment to ensure that the Company sets up an appropriate and effective ESG risk management and internal control system. The Board is responsible for monitoring the performance of the implementation of ESG targets and determining the priority of ESG issues. The Board has an ESG Committee, which is responsible for approving ESG-related policies and ESG reports, confirming the reasonableness of performance indicators and the accuracy of data, and reporting regularly to the Board. The ESG Committee consists of five members appointed by the Board from Board members including three independent non-executive directors.

### ESG Execution

The Company has set up an ESG Steering Group and an ESG Working Group with divided authorities and responsibilities. The ESG Steering Group is responsible for formulating ESG-related targets, policies, specific initiatives, performance indicators and effectiveness evaluation plans, and reporting regularly to the ESG Committee and the Board. As a fundamental part of ESG management, the ESG Working Group penetrates into key functional departments and is directly composed of relevant employees from the departments. It is responsible for coordinating various ESG communication tasks, promoting the implementation of the Company's ESG strategies and policies, and truly embedding ESG concepts into daily work.

### Material ESG Issues

Henlius has established a variety of communication channels to maintain regular communication with stakeholders so that material ESG issues can be identified and evaluated in a timely manner. Currently, the Company's identification of material ESG issues is based on the materiality assessment by an independent third party. The final assessment results are formulated after discussion and approval by the ESG Committee and the Board of Directors. Based on the priority of the material ESG issues determined, the Company will update its policies and initiatives to respond to the demands of stakeholders.

### ESG Risk Governance

Henlius attaches great importance to ESG risk governance in the R&D value chain. The Board is required to assess and define ESG risks and identify risks and opportunities. The Company's Audit Committee is responsible for overseeing the management of the Company's internal and overall risks, while the ESG Committee is dedicated to assessing environmental and social related risks and advising the Board on the governance of related risks. The Board reviews and approves the risks to be disclosed and formulates countermeasures in advance to avoid ESG risks and effectively mitigate any negative impact they may have on the Company's operations in the R&D, production and marketing value chain.



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# Implementing Responsible Operations

## Corporate Behavior Compliance

Henlius resolutely prohibits bribery, extortion, fraud, money laundering, and unfair competition, and strictly complies with relevant laws and regulations including the *Drug Administration Law of the People's Republic of China*, the *Regulations for the Implementation of the Drug Administration Law of the People's Republic of China*, the *Advertising Law of the People's Republic of China*, the *Anti Unfair Competition Law of the People's Republic of China*, the *Anti Monopoly Law of the People's Republic of China*, the *Interim Provisions on the Prohibition of Commercial Bribery in Pursuing Business Goals*, and the *Foreign Corrupt Practices Act*, so as to ensure compliant operations.

The Company has established a Compliance Committee to supervise and manage all business activities, including oversight and management of business ethics issues (such as corrupt practices), and holds Compliance Committee meetings annually. Chaired by the Chairman of the Company, the Committee comprises core members of senior management and heads of key functions, ensuring both the authority of compliance decisions and the effectiveness of cross departmental coordination. During the Reporting Period, the Company convened one Compliance Committee meeting.

The Company conducts various compliance training sessions, covering new employee onboarding training, department-specific compliance training, and others, reaching relevant business functions such as Sales Operations, Marketing, Medical Affairs, and Public Relations. Training content mainly includes the Company's compliance policies and requirements, laws and regulations, industry developments, and case studies on common risks and issues, so as to enhance employees' ability to identify legal and compliance risks and strengthen their prevention and control awareness. During the Reporting Period, the Company organized 86 compliance training sessions, with a total attendance of 4,886 attendances.

### Composition of Compliance Committee



### Case Study:

## Hosting Compliance Day to Embed a Strong Compliance Culture

During the Reporting Period, under the theme "Act in Accordance with Rules, Leap Towards a Greater Vision", Henlius held its Compliance Day for the sixth consecutive year, with participation from over 1,000 employees. Using a combination of online and offline formats, the Company organized activities such as knowledge quizzes, interactive games, and compliance consultation sessions to promote understanding of compliance policies and requirements, and to reinforce employees' compliance awareness.





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# Anti-Corruption and Business Ethics

Henlius strictly complies with core anti-corruption and business ethics regulations both domestically and internationally, including the *Anti Unfair Competition Law of the People's Republic of China* and the *United Nations Convention against Corruption*, as well as key local regulations and industry standards in all operating regions, resolutely prohibiting unfair competition practices including commercial bribery, false advertising, commercial defamation, and misappropriation of trade secrets. Meanwhile, Henlius has formulated and implemented core policies including the *Anti Corruption Regulations and Business Ethics and Compliance Policy*, strengthening mechanisms for preventing bribery and corruption, and has publicly released the *Business Ethics and Anti-corruption Policy* to conduct business in accordance with the principles of honesty, trustworthiness, lawful compliance, and integrity. Henlius continues to improve anti corruption and business ethics oversight mechanisms. The Board of Directors, as the highest supervisory body, provides oversight over the Company's business ethics and compliance issues and regularly receives work reports from the Audit Committee and rigorously handles relevant complaints and whistle-blowing cases.

Henlius conducts an annual business audit of ethical standards covering all operations, sites, and subsidiaries and business units, targeting all employees (including Board members, senior management, and part-time staff). The audit focuses on identifying and assessing compliance risks in operations, particularly major risks such as anti-corruption and anti-bribery. It comprehensively reviews and evaluates the effectiveness of the implementation, enforcement, and compliance with the Company's anti-corruption policies, business ethics code, and related management measures, and examines the business ethics conduct of both employees and suppliers. Audit content includes possible embezzlement, commercial bribery, related-party benefit transfers, and unlawful appropriation of Company property in business activities. For any business ethics issues identified during the audit, the Company's Internal Audit Department will report directly to the Board Audit Committee to ensure proper handling and accountability, and to drive effective rectification of institutional gaps and execution deficiencies. The audit also includes verification of monitoring and detection mechanisms, as well as the effectiveness of response actions. During the Reporting Period, based on the business activities and risk profiles of each operating region, the Company completed audits as planned for all operations involving business ethics risks.

Operating Location	Audit Frequency	Audit Scope
Shanghai Headquarters	4 times per year	Sales & Marketing Audit, Procurement Audit, R&D Expense Audit, Engineering Audit, Responsible Marketing Audit
Beijing Office	Once per year	Sales & Marketing Audit, R&D Expense Audit, Responsible Marketing Audit
Nanjing Office	Once per year	Sales & Marketing Audit, R&D Expense Audit
Japan Office	Once per year	R&D Expense Audit
Singapore Office	Once per year	R&D Expense Audit
U.S. Office	Once per year	R&D Expense Audit
Germany Office	Once per year	R&D Expense Audit

The Company has established accessible and balanced channels for reporting unethical business conduct, and has publicly released the *Provisions on the Management of Whistle-blowing and the Provisions on the Protection and Reward of Whistle-blowers and Witnesses*. Reporting methods are published simultaneously on the Company's official website and internal portal, ensuring the accessibility and convenience of reporting channels.

Meanwhile, we attach great importance to whistleblower protection, and commit to strict confidentiality of whistleblower information, preventing any identity disclosure and taking effective measures to guard against and address retaliation. For any individual who leaks information or engages in retaliatory acts, the Company will impose serious disciplinary action in accordance with the seriousness of the circumstances; where violations involve suspected illegal or criminal conduct, the case will be referred to judicial authorities for investigation and criminal liability in accordance with the law.

## Compliance Report Process of Henlius



During the Reporting Period, Henlius conducts trainings on ethical standards for all employees (including full-time, part-time, temporary, fixed-term and other contractual personnel) and contractors. In China, the Company has continued for the fifth consecutive year to implement its annual internal compliance certification program. Each year, employees are required to undergo systematic training on core compliance policies such as the Anti-Corruption Regulations and Business Ethics and Compliance Policy, and to pass an online compliance examination. Upon passing the examination, employees must sign the Compliance Commitment Confirmation Letter to complete the internal annual compliance certification, which is directly linked to their individual performance appraisal. By the end of 2025, all employees had successfully completed the examination and signing, achieving a 100% internal annual compliance certification rate. During the Reporting Period, Henlius conducted one training session for the Board of Directors covering anti-corruption topics, with a 100% participation rate.

During the Reporting Period, Henlius did not experience any lawsuits or cases involving corruption or unfair competition.



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# Responsible Marketing

Henlius strictly complies with core advertising regulatory laws and regulations at home and abroad, including the *Advertising Law of the People's Republic of China, the Federal Trade Commission Act of the United States, and the Honest Ads Act of the United States*, as well as key advertising and labeling regulations and industry standards in each region where it operates. The Company has publicly released a [Responsible Marketing Policy](#) that explicitly sets out principles for truthful, accurate, and non-misleading marketing and advertising practices, with a focus on protecting customer interests and ensuring compliance with applicable consumer protection laws, to protect the interests of customers. The Policy applies to all marketing, advertising, and promotional activities across the Company's operations. The Company has also established a series of internal management systems covering the *Press Release Policy, the Crisis Management Policy, the Public Event and Interview Process Management Policy, Henlius Visual Identification Handbook*, and formulated the *WeChat Official Account Operation Administration Measures*. All external communication materials and marketing activities must undergo a strict internal review process to resolutely eliminate exaggerated claims, misleading statements, or false information, thereby ensuring the authenticity and compliance of marketing practices. To standardize the conduct and processes for disclosing medical information and data after product launch, the Company has formulated the *Post Marketing Medical Materials and Information Management Policy*, specifying detailed review procedures. All medical materials related to post marketed products must be reviewed by the Post-Marketing Medical Material Approval Team (P.M.A.T) to ensure the accuracy, compliance, and legality of the information.

To comprehensively assess whether marketing activities comply with laws, regulations, and the Company's internal policy requirements, Henlius conducts responsible marketing audits at least once every 3 years across all operations, sites, and subsidiaries, systematically and regularly reviewing the compliance of marketing activities and establishing a tracking, corrective, and closed-loop management mechanism for issues identified. The audit scope covers all functions related to marketing, focusing on marketing compliance policies and system development, training regimes, management of medical representatives, and the authenticity of information dissemination. In addition, the Company has established whistle-blowing channels to investigate and audit reports involving improper sales conduct, and strictly investigates and deals with all types of violations and misconduct. During the Reporting Period, the Company conducted one marketing and market management audit and one responsible marketing audit, covering a total of 31 control points and completing 68 audit items.

Henlius actively promotes responsible marketing training. During the Reporting Period, as part of the Compliance Week activities in October, the Company conducted a mandatory Responsible Marketing and Advertising training course on consumer rights and legal protections to all its employees, strengthening compliance with key regulations including the Advertising Law, and incorporated related assessment items into the annual compliance certification (see Section [Anti-Corruption and Business Ethics](#)), which was completed by 100% of employees.

In addition, leveraging a dedicated compliance training section on an online learning platform and live streaming sessions, the Company has established a regular responsible marketing training mechanism for the commercial team. Learning materials on responsible marketing are continuously updated in line with regulatory developments and business practices.

## Online learning platform

Learning Content	Participant Group	Number of participants/ attendances	Learning duration (minutes)	Online assessment pass rate
Compliance training	new staff	639	12,713.22	100%
Financial reimbursement policy	new staff	498	8,235.24	100%
Operational procedures	new staff	774	5,731.02	100%
Adverse drug Event policy	all staff	1,496	15,376.65	100%
Total		3,407	42,056.13	100%

## Live Online Training

Live Streaming Course	Course Content	Number of participants/ attendances	Sessions Conducted
Pharmacovigilance Training	Systematic training on the responsibilities, scope definition, and reporting requirements for adverse event monitoring.	627	4
Compliance Training	Systematic training for employees on adhering to business ethics standards and anti-corruption regulations in scenarios such as conference, event sponsorship, and external interactions.	599	2
Sales Operations Policy	Translating national drug promotion compliance requirements into specific sales conduct guidelines and assessment criteria to ensure promotional activities remain compliant.	602	7
Reimbursement Guidelines	Specialized training on financial compliance procedures for expense application and reimbursement, standardizing marketing conduct from the funding side.	562	1

During the Reporting Period, Henlius did not incur any penalties or face significant complaints due to improper marketing practices.



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# Protecting Information Security

Henlius complies with applicable laws and regulations in the regions where it operates, including the *Consumer Protection Law of the People's Republic of China*, the *Cybersecurity Law of the People's Republic of China*, and the *Personal Information Protection Law of the People's Republic of China*, and continuously improves its internal management systems. During the Reporting Period, to further support the Company's international operations and cross regional collaboration needs, corresponding English versions were developed for the *General Outline of the Information Security Management System of Henlius Information Technology Department*, the *Information Security Management Strategy of Henlius Information Technology Department*, the *Information Security Management Code of Henlius Employees*, and the *Security Management Measures for Information System Construction of Henlius Information Technology Department*. Based on the understanding of local regulatory requirements at each operational site, the Company has introduced new internal management systems, including *Henlius U.S. Data Security Compliance Policy*.

In 2025, Henlius<sup>\*1</sup> obtained the upgraded ISO/IEC 27001:2022 Information Security Management System (ISMS) certification, and was awarded the accreditation marks of CNAS (China National Accreditation Service for Conformity Assessment), ANAB (ANSI National Accreditation Board), and UKAS (United Kingdom Accreditation Service).

Henlius has established and continues to improve a multi level information security protection system. This system encompasses: Targeted emergency response plans for core business systems and infrastructure, ensuring rapid response and recovery in the event of unexpected failures; Fine grained controls over external device access, strictly guarding against the risk of data leakage; Full encryption coverage for data within the R&D system, safeguarding core intellectual property and sensitive data; Encouraging all employees to participate in risk reporting through convenient channels, thereby forming a routine security early warning and response mechanism. Building on this foundation, during the Reporting Period, the Company introduced AI powered phishing email prevention. All emails entering Henlius are processed through an AI phishing gateway combined with rule based detection. Once suspicious links, attachments, QR codes, or urgent payment inducements are identified, the system automatically alerts the security department, promptly reminding relevant colleagues to guard against phishing emails.

Meanwhile, the Company strictly enforces information security requirements

in supplier management and has adopted multiple information security protection measures:

- Signing or updating non disclosure agreements (NDAs)
- Applying security standards for new system development and related practices
- Regulating third party information security management through the *Third Party Security Management Measures*, so as to effectively control information security risks that may arise from third parties and third party personnel
- Strictly limiting suppliers' access scope and permissions to the Company's systems and data
- Specifying suppliers' security responsibilities in contractual clauses
- Conducting real time monitoring and periodic assessments of supplier conduct, including major monitoring and assessment outcomes

In addition, Henlius places high importance on cultivating an information security culture. Centered on core information security domains, the Company has organized various specialized training sessions and security themed events for all employees and key positions, covering topics such as the use of Henlius Learning Academy, financial security, industrial control systems, email phishing prevention, R&D data encryption, and security awareness for new employees, thereby embedding security awareness into daily corporate management and employee conduct guidelines.

During the Reporting Period, Henlius experienced no major information security incidents<sup>\*2</sup>.

\*1. Listed entity and its key controlled subsidiaries.

\*2.Event severity levels are defined in accordance with GB/T 20986-2023, *Guidelines for Classification and Grading of Information Security Incidents*, issued by the Standardization Administration of China.

# Protecting Intellectual Property

Henlius continues to improve intellectual property (IP) protection management. During the Reporting Period, in response to the national standard update requirement of *Enterprise Intellectual Property Compliance Management System Requirements* and to meet business development needs, the Company conducted systematic revisions and optimization of existing policies and procedural documents. The Company introduced the *Intellectual Property Compliance Management Manual*, which was developed based on the template and audit requirements of the new national standard framework, providing standardized guidance for the Company's IP compliance management.

During the Reporting Period, the Company took a series of measures — including system upgrades, risk early warning, and process optimization — to actively advance IP management practices:

- Completed the upgrade certification from *Enterprise Intellectual Property Management System* to *Enterprise Intellectual Property Compliance Management System*, and obtained the Intellectual Property Compliance Management System Certification Certificate
- Conducted patent early warning analysis, proactively identified patent risks, and formulated reasonable and effective product launch strategies
- Improved the pre application evaluation system for patents and produced corresponding reports

In addition, Henlius conducted a series of training sessions for multiple departments focused on intellectual property protection. Training topics covered Patent Search Database Usage, High Value Patent Layout and Policy, Overseas Intellectual Property Management, and Overseas Case Analysis, effectively enhancing employees' IP management capabilities.

In 2025, Henlius received multiple external honors in the field of intellectual property:

- In May 2025, Henlius submitted an application for the Shanghai Intellectual Property Innovation Award, and was honored with the First Prize for Patents of the 5th Shanghai Intellectual Property Innovation Award in October.
- In September 2025, the Company applied for the Pudong New Area Science and Technology Development Fund Intellectual Property Support Program and received funding for the Outstanding High Value Patent Cultivation Project.
- In November 2025, Henlius completed the acceptance of the *2023 Shanghai Enterprise and Institution Patent Work Demonstration Unit Project*, achieving an "Excellent" rating in the acceptance defense.

	2023	2024	2025
Number of invention patent applications	20	22	21
Number of invention and utility model patents granted	16	10	22



# Appendix I: Key Performance Table

## Environmental Performance

Performance Indicators	Unit	2023	2024	2025
<b>Energy Use</b>				
Natural gas consumption	Cubic meter	3,183,287	3,007,232	3,184,574
Gasoline (self-owned vehicle gasoline consumption)	Litre	11,680.58	13,125.95	8,970.93
Power consumption (purchased power)	Kilowatt-hour	26,414,814	26,536,047	27,234,568
Comprehensive energy consumption	GJ	216,709.82	210,485.50	219,625.27
Comprehensive energy consumption intensity <sup>*1</sup>	GJ/Litre	4.51	4.38	4.57
Comprehensive energy consumption intensity <sup>*2</sup>	GJ/10,000CNY	0.40	0.37	0.33
<b>Resource Use</b>				
Water consumption	Cubic meter	259,437	244,058	255,316
Water consumption intensity <sup>*3</sup>	Cubic meter /Litre	5.40	5.08	5.32
Water consumption intensity <sup>*4</sup>	Cubic meter /10,000CNY	0.48	0.43	0.38
Total amount of recycled water	Cubic meter	5,714,905.80	4,122,881	6,247,962
Total amount of packaging material used in finished products	Ton	245.94	268.68	310.70
Packaging materials used in finished products intensity <sup>*5</sup>	Ton /Litre	0.005	0.0056	0.0065
Packaging materials used in finished products intensity <sup>*6</sup>	Ton /10,000CNY	0.00046	0.00047	0.00047
Total investment in environmental protection costs	10,000CNY	624.21	784.45	672.88
<b>Emissions</b>				
<b>Air Emissions</b>				
Nitrogen oxides(NOx) emissions	Ton	1.10	1.17	1.03
Sulfur dioxide emissions	Ton	0	0.02	0.03
Total non-methane hydrocarbon emissions	Ton	0.18	0.16	0.49
Particulate matter emissions	Ton	0.01	0.01	0.02

\*1. In units of commercial capacity.

\*2. In units of CNY 10,000.

\*3. In units of commercial capacity.

\*4. In units of CNY 10,000.

\*5. In units of commercial capacity.

\*6. In units of CNY 10,000.



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Performance Indicators	Unit	2023	2024	2025
<b>Wastewater</b>				
Industrial wastewater discharge	Ton	123,742.34	145,289.08	176,386.88
Chemical oxygen demand (COD) emissions	Ton	5.04	5.75	8.38
Ammonia nitrogen (NH <sub>3</sub> -N) emissions	Ton	0.04	0.08	0.11
<b>Waste</b>				
Total domestic waste	Ton	115.01	127.27	127.48
Total general industrial solid waste	Ton	300.68	347.17	299.85
Total hazardous waste	Ton	226.97	356.15 <sup>9</sup>	366.88
Hazardous waste intensity <sup>1</sup>	Ton /Litre	0.005	0.007	0.008
Hazardous waste intensity <sup>2</sup>	Ton /10,000CNY	0.0004	0.0006	0.0006
Total non-hazardous waste	Ton	415.69	474.44	427.33
Non-hazardous waste intensity <sup>3</sup>	Ton/Litre	0.01	0.01	0.01
Non-hazardous waste intensity <sup>4</sup>	Ton/10,000CNY	0.0008	0.0008	0.0006
Total solid waste	Ton	642.66	830.59	794.21
Solid waste emission intensity <sup>5</sup>	Ton /Litre	0.01	0.02	0.02
Solid waste emission intensity <sup>6</sup>	Ton /10,000CNY	0.001	0.001	0.001
<b>Greenhouse Gas Emissions</b>				
Greenhouse gas emissions (Scope 1+2)	Tons of carbon dioxide equivalent	21,973	20,770.40	21,519.51
Scope 1 greenhouse gas emissions	Tons of carbon dioxide equivalent	6,908.63	6,531.16	6,905.44
Scope 2 greenhouse gas emissions	Tons of carbon dioxide equivalent	15,064.37	14,239.24	14,614.07
Greenhouse gas emission intensity <sup>7</sup>	Tons of carbon dioxide equivalent/Litre	0.46	0.43	0.45
Greenhouse gas emission intensity <sup>8</sup>	Tons of carbon dioxide equivalent /10,000CNY	0.04	0.04	0.03

\*1. In units of commercial capacity.

\*2. In units of CNY 10,000.

\*3. In units of commercial capacity.

\*4. In units of CNY 10,000.

\*5. In units of commercial capacity.

\*6. In units of CNY 10,000.

\*7. In units of commercial capacity.

\*8. In units of CNY 10,000.

\*9. Upon review, the 2024 total hazardous waste data has been revised due to optimization of statistical methods.



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Performance Indicators	Unit	2023	2024	2025
Scope 3 greenhouse gas emissions	Tons of carbon dioxide equivalent	/	/	73,847.08
C1: Purchased Goods and Services	Tons of carbon dioxide equivalent	/	/	63,484.19
C3: Fuel- and Energy-Related Activities	Tons of carbon dioxide equivalent	/	/	3,790.90
C4: Upstream Transportation and Distribution	Tons of carbon dioxide equivalent	/	/	2,071.34
C5: Waste Generated in Operations	Tons of carbon dioxide equivalent	/	/	8.39
C6: Business Travel	Tons of carbon dioxide equivalent	/	/	4,008.05
C7: Employee Commuting	Tons of carbon dioxide equivalent	/	/	484.21

## Employee Performance

Performance Indicators	Unit	2023	2024	2025
<b>Employee employment</b>				
Total number of employees	Person	3,637	3,515	3,762
Number of contractual employees	Person	3,612	3,491	3,738
Number of contractual employees (employees with disabilities)	Person	19	18	19
Number of rehired retirees (excluding labor outsourcing or labor dispatchers)	Person	6	6	5
Number of male employees	Person	1,776	1,658	1,757
Number of female employees	Person	1,861	1,857	2,005
Number of employees over 50 years old	Person	43	45	52
Number of employees aged 30-50	Person	2,129	2,260	2,848



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Performance Indicators	Unit	2023	2024	2025
Number of employees under the age of 30	Person	1,465	1,210	862
Number of employees working in Chinese mainland	Person	3,589	3,480	3,714
Number of employees working in Hong Kong, Macao and Taiwan	Person	0	0	0
Number of employees working overseas	Person	48	35	48
Number of employees by education: Doctor	Person	134	124	137
Number of employees by education: Master	Person	706	684	728
Number of employees by education: Undergraduate	Person	2,043	1,938	2,116
Number of employees by education: Below College Level	Person	754	769	781
Employee turnover rate <sup>**1</sup>	%	17.55	17.74	18.54
Employee turnover rate by gender: Male Employees	%	18.72	21.61	21.35
Employee turnover rate by gender: Female Employees	%	16.40	13.95	15.90
Employee turnover rate by age: Over 50	%	29.51	23.73	8.77
Employee turnover rate by age: 30-50 years old	%	18.37	18.56	18.42
Employee turnover rate by age: Less than 30 years old	%	15.90	15.91	19.44
Employee turnover rate by region: Chinese Mainland	%	17.15	17.38	18.64
Employee turnover rate by region: Overseas	%	39.24	42.62	9.43
<b>Employee Health and Safety</b>				
Work-related fatalities	Person	0	0	0
Death rate due to work	%	0	0	0
Working days lost due to work-related injuries	Day	1	0	0
<b>Employee Training</b>				
Employee training expenses	10,000CNY	261.63	209.03	353.34
Employee training coverage	%	98.05	98.52	98.54
Male employee training coverage	%	97.92	98.19	98.29
Female employee training coverage	%	98.17	98.82	98.75
General staff training coverage	%	98.26	98.53	98.43
Management staff training coverage	%	95.70	98.37	99.69

\*1: The calculation caliber is the number of departures / (number of departures + total number of employees) \* 100%.



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Performance Indicators	Unit	2023	2024	2025
Average training hour per employee <sup>*1</sup>	Hour	77.61	70.37	70.58
Average training hour per male employee <sup>*2</sup>	Hour	82.74	73.69	75.67
Average training hour per female employee <sup>*3</sup>	Hour	72.71	67.40	66.11
Average training hour per general staff <sup>*4</sup>	Hour	81.01	73.12	73.07
Average training hour per management staff <sup>*5</sup>	Hour	40.01	41.56	43.84

\*1.The calculation caliber is the total online and offline time/total number of employees.

\*2.The calculation caliber is the total online and offline time/total number of male employees.

\*3.The calculation caliber is the total online and offline time/total number of female employees.

\*4.The calculation caliber is the total online and offline time/total number of general staff.

\*5.The calculation caliber is the total online and offline time/total number of management staff.

## Product Quality and Safety

Performance Indicators	Unit	2023	2024	2025
Total number of violations related to health and safety, labelling of products and services provided	Case	0	0	0
Total number of violations of laws and regulations in marketing	Case	0	0	0
Total number of violations of customer privacy violations	Case	0	0	0
Percentage of total products sold or shipped subject to be recalled for safety or health reasons	%	0	0	0
Number of complaints received about products and services	Case	6	1	6
Complaint handling rate about products and services	%	100	100	100



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## Supplier Performance

Performance Indicators	Unit	2023	2024	2025
East China	Company	543	632	744
South China	Company	22	26	31
Central China	Company	6	12	8
North China	Company	104	102	119
Northwest China	Company	0	3	1
Southwest China	Company	12	13	16
Northeast China	Company	4	5	5
Hong Kong, Macau and Taiwan	Company	2	10	10
Overseas	Company	51	77	51
Total Number of Suppliers	Company	744	880	985

## Anti-Corruption Performance

Performance Indicators	Unit	2023	2024	2025
Performance Indicators	Case	0	0	0
Number of completed corruption lawsuits against the Company and its employees	Time	1	1	1
Number of anti-corruption training provided to directors	Person	11	11	11
Number of directors attending anti-corruption training	Time	101	99	86
Number of anti-corruption training provided to employees	Person	3,562	3,544 *1	3,638

\*1: The number of employees attending anti-corruption training includes former employees, so it exceeds the total number of employees at the end of the period.

## Social Welfare Performance

Performance Indicators	Unit	2023	2024	2025
Charitable donation	10,000CNY	4,518.50	13,483.50	9179.97



# Appendix II: GRI Content Index

Disclosure Issues/ Disclosure Items	Topics	Sections
GRI 1: Foundation 2021		
GRI 2: General Disclosure 2021		
<b>The organization and its reporting practices</b>		
2-1	Organizational details	About This Report
2-2	Entities included in the organization's sustainability reporting	About This Report
2-3	Reporting period, frequency and contact point	About This Report
2-5	External assurance	Assurance Statement
<b>Activities and workers</b>		
2-6	Activities, value chain and other business relationships	Stakeholder Engagement, Quality Excellence, Supply Chain Management and Development
2-7	Employees	Employee Rights and Interests and Employment
<b>Governance</b>		
2-9	Governance structure and composition	Corporate Governance and Management
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance and Management
2-13	Delegation of responsibility for managing impacts	Corporate Governance and Management
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance and Management
2-16	Communication of critical concerns	Stakeholder Engagement
<b>Strategy, policies and practices</b>		
2-22	Statement on sustainable development strategy	Corporate Governance and Management
2-26	Mechanisms for seeking advice and raising concerns	Appendix IV: Feedback
2-27	Compliance with laws and regulations	Appendix I: Key Performance Table
2-28	Membership associations	Supply Chain Management and Development
<b>Stakeholder engagement</b>		
2-29	Approach to stakeholder engagement	Stakeholder Engagement



Disclosure Issues/ Disclosure Items	Topics	Sections
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to determine material topics	Material Issues Matrix
3-2	List of material topics	Material Issues Matrix
3-3	Management of material topics	Stakeholder Engagement, Material Issues Matrix
<b>GRI 201: Economic Performance 2016</b>		
201-2	Financial implications and other risks and opportunities due to climate change	Responding to Climate Change
<b>GRI 203: Indirect Economic Impact 2016</b>		
203-1	Infrastructure investments and services supported	Access to Health Care, Building a Warm Community, Industry Collaboration and Development
203-2	Significant indirect economic impacts	Access to Health Care, Building a Warm Community, Industry Collaboration and Development
<b>GRI 205: Anti-corruption 2016</b>		
205-1	Operations assessed for risks related to corruption	Implementing Responsible Operations
205-2	Communication and training about anti-corruption policies and procedures	Implementing Responsible Operations
205-3	Confirmed incidents of corruption and actions taken	Implementing Responsible Operations
<b>GRI 206: Anti-competitive Behavior 2016</b>		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Implementing Responsible Operations
<b>GRI 301: Materials 2016</b>		
301-1	Materials used by weight or volume	Strengthening Environmental Management
<b>GRI 302: Energy 2016</b>		
302-1	Energy consumption within the organization	Strengthening Environmental Management
302-2	Energy consumption outside of the organization	Strengthening Environmental Management
302-3	Energy intensity	Strengthening Environmental Management, Appendix I: Key Performance Table
<b>GRI 303: Water and Effluents 2018</b>		
303-1	Interactions with water as a shared resource	Strengthening Environmental Management
303-2	Management of water discharge-related impacts	Strengthening Environmental Management
303-5	Water consumption	Strengthening Environmental Management



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Disclosure Issues/ Disclosure Items	Topics	Sections
<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope 1) GHG emissions	Responding to Climate Change, Appendix I: Key Performance Table
305-2	Energy indirect (Scope 2) GHG emissions	Responding to Climate Change, Appendix I: Key Performance Table
305-3	Other indirect (Scope 3) GHG emissions	Responding to Climate Change, Appendix I: Key Performance Table
305-4	GHG emissions intensity	Strengthening Environmental Management, Appendix I: Key Performance Table
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Strengthening Environmental Management, Appendix I: Key Performance Table
<b>GRI 306: Waste 2020</b>		
306-1	Waste generation and significant waste-related impacts	Strengthening Environmental Management
306-2	Management of significant waste-related impacts	Strengthening Environmental Management
306-3	Waste generated	Strengthening Environmental Management
306-5	Waste directed to disposal	Strengthening Environmental Management
<b>GRI 401: Employment 2016</b>		
401-1	New employee hires and employee turnover	Appendix I: Key Performance Table
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Motivation and Care
401-3	Parental leave	Employee Motivation and Care
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1	Occupational health and safety management system	Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
403-5	Worker training on occupational health and safety	Occupational Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety
403-9	Work-related injuries	Occupational Health and Safety
403-10	Work-related ill health	Occupational Health and Safety
<b>GRI 404: Training and Education 2016</b>		
404-1	Average hours of training per year per employee	Appendix I: Key Performance Table
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development and Growth



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Disclosure Issues/ Disclosure Items	Topics	Sections
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
405-1	Diversity of governance bodies and employees	Corporate Governance and Management, Employee Rights and Interests and Employment
<b>GRI 406: Non-discrimination 2016</b>		
406-1	Incidents of discrimination and corrective actions taken	Employee Rights and Interests and Employment
<b>GRI 408: Child Labor 2016</b>		
408-1	Operations and suppliers at significant risk for incidents of child labor	Employee Rights and Interests and Employment
<b>GRI 409: Forced or Compulsory Labor 2016</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Employee Rights and Interests and Employment
<b>GRI 416: Customer Health and Safety 2016</b>		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Quality Excellence
<b>GRI 417: Marketing and Labeling 2016</b>		
417-2	Incidents of non-compliance concerning product and service information and labeling	Appendix I: Key Performance Table
417-3	Incidents of non-compliance concerning marketing communications	Appendix I: Key Performance Table
<b>GRI 418: Customer Privacy 2016</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Appendix I: Key Performance Table



# Appendix III: HKEX Index

## Environmental, Social and Governance Reporting Code

Subject Areas, Aspects, General Disclosures and KPIs			Corresponding Chapter
<b>A. Environmental</b>			
	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. <i>Note: Air emissions include NO<sub>x</sub>, SO<sub>x</sub>, and other pollutants regulated under national laws and regulations. Hazardous wastes are those defined by national regulations.</i>	Strengthening Environmental Management
A1 Emissions	A1.1	The types of emissions and respective emissions data.	Strengthening Environmental Management, Appendix I: Key Performance Table
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Strengthening Environmental Management, Appendix I: Key Performance Table
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Strengthening Environmental Management, Appendix I: Key Performance Table
	A1.5	Description of emission target(s) set and steps taken to achieve them.	Responding to Climate Change, Strengthening Environmental Management
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Strengthening Environmental Management, Appendix I: Key Performance Table
		General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials. <i>Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.</i>
A2: Resources	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Strengthening Environmental Management, Appendix I: Key Performance Table
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Strengthening Environmental Management, Appendix I: Key Performance Table
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Responding to Climate Change, Strengthening Environmental Management
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Responding to Climate Change, Strengthening Environmental Management
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Strengthening Environmental Management, Appendix I: Key Performance Table
A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Strengthening Environmental Management
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Strengthening Environmental Management



Subject Areas, Aspects, General Disclosures and KPIs	Corresponding Chapter
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## B. Social

### Employment and Labour Practices

B1: Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employee Rights and Interests and Employment
	B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	Employee Rights and Interests and Employment
	B1.2	Employee turnover rate by gender, age group and geographical region.	Employee Rights and Interests and Employment
B2: Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Occupational Health and Safety
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Occupational Health and Safety
	B2.2	Lost days due to work injury.	Occupational Health and Safety
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Occupational Health and Safety
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. <i>Note: Training refers to vocational training. It may include internal and external courses paid by the employer.</i>	Employee Development and Growth
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Employee Development and Growth
	B3.2	The average training hours completed per employee by gender and employee category.	Employee Development and Growth
B4: Labour Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Employee Rights and Interests and Employment
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	Employee Rights and Interests and Employment
	B4.2	Description of steps taken to eliminate such practices when discovered.	Employee Rights and Interests and Employment

### Operating Practices



Subject Areas, Aspects, General Disclosures and KPIs			Corresponding Chapter
	General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management and Development
B5: Supply Chain Management	B5.1	Number of suppliers by geographical region.	Supply Chain Management and Development, Appendix I: Key Performance Table
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management and Development
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management and Development
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management and Development
B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Quality Excellence, Implementing Responsible Operations
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Appendix I: Key Performance Table
	B6.2	Number of products and service related complaints received and how they are dealt with.	Quality Excellence
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	Implementing Responsible Operations
	B6.4	Description of quality assurance process and recall procedures.	Quality Excellence
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Implementing Responsible Operations
B7 Anti-corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Implementing Responsible Operations
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Implementing Responsible Operations
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Implementing Responsible Operations
	B7.3	Description of anti-corruption training provided to directors and staff.	Implementing Responsible Operations
Community			



Subject Areas, Aspects, General Disclosures and KPIs Corresponding Chapter

B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Building a Warm Community
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Building a Warm Community
	B8.2	Resources contributed (e.g. money or time) to the focus area.	Building a Warm Community

**D. Climate-related Disclosures**

	1. An issuer shall disclose information about:		
	(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:		
	(i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;		Corporate Governance and Management
	(ii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;		Corporate Governance and Management
(I) Governance	(iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;		Corporate Governance and Management
	(iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 19 to 22), including whether and how related performance metrics are included in remuneration policies (see paragraph 17); and		Corporate Governance and Management
	(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:		
	(i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and		Corporate Governance and Management
	(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.		Corporate Governance and Management
	<b>Climate-related risks and opportunities</b>		
	2. An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:		
	(a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;		Responding to Climate Change
	(b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;		Responding to Climate Change
(II) Strategy	(c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and		Responding to Climate Change
	(d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.		Responding to Climate Change
	<b>Business model and value chain</b>		
	3. An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose:		
	(a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and		Responding to Climate Change
	(b) a description of where in the issuer's business model and value chain climate related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).		Responding to Climate Change



Subject Areas, Aspects, General Disclosures and KPIs	Corresponding Chapter
<p><b>Strategy and decision-making</b></p> <p>4. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:</p> <p>(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:</p>	
<p>(i) current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities;</p>	Responding to Climate Change
<p>(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect);</p>	Responding to Climate Change
<p>(iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and</p>	Responding to Climate Change
<p>(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 19 to 22; and</p>	Strengthening Environmental Management
<p>(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 4(a).</p>	Strengthening Environmental Management
<p>5. An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 4(a).</p>	Responding to Climate Change
<p><b>Financial position, financial performance and cash flows</b></p> <p>Current financial effect</p>	Responding to Climate Change
<p>6. An issuer shall disclose qualitative and quantitative information about:</p>	
<p>(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and</p>	Responding to Climate Change
<p>(b) the climate-related risks and opportunities identified in paragraph 6(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.</p>	Responding to Climate Change
<p><b>Financial position, financial performance and cash flows</b></p> <p>Anticipated financial effect</p>	
<p>7. The issuer shall provide qualitative and quantitative disclosures about:</p>	
<p>(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:</p>	Responding to Climate Change
<p>(i) its investment and disposal plans; and</p>	Responding to Climate Change
<p>(ii) its planned sources of funding to implement its strategy; and</p>	Responding to Climate Change
<p>(b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.</p>	Responding to Climate Change
<p><b>Climate resilience</b></p>	
<p>8. An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:</p>	
<p>(a) the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:</p>	



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(i) the implications, if any, of the issuer’s assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;	Responding to Climate Change
(ii) the significant areas of uncertainty considered in the issuer’s assessment of its climate resilience; and	Responding to Climate Change
(iii) the issuer’s capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;	Responding to Climate Change
(b) how and when the climate-related scenario analysis was carried out, including: <ul style="list-style-type: none"> <li>(i) information about the inputs used, including: <ul style="list-style-type: none"> <li>(1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios;</li> <li>(2) whether the analysis included a diverse range of climate-related scenarios;</li> <li>(3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;</li> <li>(4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change;</li> <li>(5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties;</li> <li>(6) time horizons the issuer used in the analysis; and</li> <li>(7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis);</li> </ul> </li> <li>(ii) the key assumptions the issuer made in the analysis; and</li> <li>(iii) the reporting period in which the climate-related scenario analysis was carried out.</li> </ul>	Responding to Climate Change
9. An issuer shall disclose information about: <ul style="list-style-type: none"> <li>(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about: <ul style="list-style-type: none"> <li>(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);</li> <li>(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;</li> </ul> </li> </ul>	Responding to Climate Change
(III) Risk Management	Responding to Climate Change
(iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);	Responding to Climate Change
(iv) whether and how the issuer prioritises climate-related risks relative to other types of risks;	Responding to Climate Change
(v) how the issuer monitors climate-related risks; and	Responding to Climate Change
(vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period;	Responding to Climate Change
(b) the processes the issuer uses to identify, assess, prioritise and monitor climate related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and	Responding to Climate Change
(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer’s overall risk management process.	Responding to Climate Change
(IV) Metrics and Targets	Responding to Climate Change
<b>Greenhouse gas emissions</b>	Responding to Climate Change
10. An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO2 equivalent, classified as:	Responding to Climate Change
(a) Scope 1 greenhouse gas emissions;	Responding to Climate Change
(b) Scope 2 greenhouse gas emissions; and	Responding to Climate Change



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(c) Scope 3 greenhouse gas emissions.	Responding to Climate Change
11. An issuer shall:(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;	Responding to Climate Change
(b) disclose the approach it uses to measure its greenhouse gas emissions including:	
(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;	Responding to Climate Change
(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and	Responding to Climate Change
(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	Responding to Climate Change
(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 10(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and	Responding to Climate Change
(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 10(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	Responding to Climate Change
<b>Climate-related transition risks</b> 12. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	Responding to Climate Change
<b>Climate-related physical risks</b> 13. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	Responding to Climate Change
<b>Climate-related opportunities</b> 14. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	Responding to Climate Change
<b>Capital deployment</b> 15. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	/*1
<b>Internal carbon prices</b> 16. An issuer shall disclose:	
(a) an explanation of whether and how the issuer is applying a carbon price in decision making (for example, investment decisions, transfer pricing, and scenario analysis); and	/*2
(b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions;	/
<b>Remuneration</b> 17. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 1(a)(iv).	Strengthening Environmental Management

\*1. During the Reporting Period, Henlius did not allocate capital expenditures for climate-related risks and opportunities, nor did it conduct climate-related investment and financing interactions. Therefore, this item is not applicable.

\*2. During the Reporting Period, Henlius did not establish or apply an internal carbon price. Therefore, this item is not applicable.



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**Industry-based metrics**

18. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry based metrics associated with disclosure topics described in the IFRS S2 Industry based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.

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**Climate-related targets**

19. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:

(a) the metric used to set the target;

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(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);

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(c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);

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(d) the period over which the target applies;

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(e) the base period from which progress is measured;

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(f) milestones or interim targets (if any);

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(g) if the target is quantitative, whether the target is an absolute target or an intensity target; and

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(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.

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20. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:

(a) whether the target and the methodology for setting the target has been validated by a third party;

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(b) the issuer's processes for reviewing the target;

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(c) the metrics used to monitor progress towards reaching the target; and

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(d) any revisions to the target and an explanation for those revisions.

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21. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.

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22. For each greenhouse gas emissions target disclosed in accordance with paragraphs 19 to 21, an issuer shall disclose:

(a) which greenhouse gases are covered by the target;

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(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;

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(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;

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(d) whether the target was derived using a sectoral decarbonisation approach; and

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(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	
(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	/ <sup>1</sup>
(ii) which third-party scheme(s) will verify or certify the carbon credits;	/
(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	/
(iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).	/
<p><b>Applicability of cross-industry metrics and industry-based metrics</b></p> <p>23. In preparing disclosures to meet the requirements in paragraphs 3 to 8 and 19 to 20, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 10 to 17) and (ii) industry-based metrics (see paragraph 18).</p>	Appendix I: Key Performance Table

\*1. During the Reporting Period, Henlius did not utilize carbon credits. Therefore, this item is not applicable.



# Appendix IV: Feedback

In order to continuously improve the sustainable development of Henlius, we would like to collect your useful feedback, which will serve as an important basis for us to improve our work. We sincerely thank you for your valuable suggestions on this report.

## Your Information:

Name:	Organization:	Contact Number:	Email Address:
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## Your Feedback

### 1. In general, the 2025 Henlius ESG Report is:

- Very good    
 Quite good    
 Somewhat good    
 Not so good    
 Not good at all

### 2. The disclosure of the 2025 Henlius ESG Report is:

- Very informative    
 Quite informative    
 Somewhat informative    
 Not so informative    
 Not informative at all

### 3. The quality of information disclosed in the 2025 Henlius ESG Report is:

- Very high    
 Quite high    
 Somewhat good    
 Quite low    
 Very low

### 4. Which of the following areas in the 2026 Henlius ESG Report need to be strengthened:

- Idea elaboration    
 Data & charts    
 Case studies    
 Topics    
 Images

### 5. In the 2026 Henlius ESG Report, you would like to add a section on:

Corporate governance, in particular:

Environmental protection, in particular:

Social advancements, in particular:

Others, in particular:

## Contact us:

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Appendix

# Assurance Statement



## ASSURANCE STATEMENT

### REPORT ON SUSTAINABILITY ACTIVITIES IN THE SHANGHAI HENLIUS BIOTECH, INC.'S 2025 ESG REPORT

#### NATURE OF THE ASSURANCE/VERIFICATION

SGS-CSTC Standards Technical Services Co., Ltd. (hereinafter referred to as SGS-CSTC) was commissioned by Shanghai Henlius Biotech, Inc. (hereinafter referred to as Henlius) to conduct an independent assurance of the 2025 ESG Report (Chinese version) for the period of January 1, 2025 to December 31, 2025.

#### INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all Henlius' Stakeholders.

#### RESPONSIBILITIES

The sustainability information in the Henlius' 2025 ESG Report and its presentation are the responsibility of Henlius' ESG governing body and the management. SGS-CSTC has not been involved in the preparation of any of the material included in the 2025 ESG Report.

Our responsibility is to express an opinion on the sustainability performance information within the scope of assurance based upon sufficient and appropriate objective evidence.

SGS-CSTC hereby states that it shall not be held responsible or liable for any direct, indirect, incidental, or consequential damages or losses arising from or in connection with the use of information provided in this report.

#### ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS Group ESG & Sustainability Report Assurance (SRA) protocols used to conduct assurance are based upon internationally recognised assurance standards including the ISAE 3000.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard	Level of Assurance
ISAE 3000	Limited

#### SCOPE OF ASSURANCE

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria
GRI Standards 2021 (With Reference to)
Appendix C2 Environmental, Social and Governance Reporting Code of Listing Rules published by Hong Kong Exchanges and Clearing Limited (HKEX)

#### ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees at Shanghai Huaxin office located on Floors 10-12, B8 Building No. 188 Yizhou Rd, Xuhui District, Shanghai, and remote interviews were conducted with relevant employees at the Shanghai Xuhui Site located at Building D, 1289 Yishan Road, Shanghai, China, and employees at the Shanghai Songjiang Site located at Building 1, No. 182 Wenjun Road, Songjiang District, Shanghai, China, including documentation and record review and validation where relevant. This assurance engagement was restricted to the group level of Henlius and did not include traceability of all original data from subordinate institutions.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.



#### LIMITATIONS AND MITIGATION

Data drawn directly from independently audited financial accounts and intensity data calculated based on financial data has not been checked back to source as part of this assurance process.

The greenhouse gas emissions related data in the 2025 ESG Report was calculated by Henlius. In the context of the present assurance engagement, our procedures were limited to sample-based validation.

#### STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and certification, operating in multiple countries and providing services. As an affiliate of SGS Group, SGS-CSTC affirm our independence from Henlius, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment.

#### FINDINGS AND CONCLUSIONS

##### ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the assurance engagement performed, no inaccuracies or reliability issues were identified within the scope of the sustainability performance information covered by the Henlius' 2025 ESG Report.

##### ADHERENCE TO GRI STANDARDS 2021

The assurance team concludes that the Henlius' 2025 ESG Report has been prepared with reference to the requirements of GRI Standards 2021.

##### ADHERENCE TO APPENDIX C2 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE OF LISTING RULES PUBLISHED BY HKEX

The assurance team concludes that the Henlius' 2025 ESG Report has been prepared in accordance with the requirements of Appendix C2 Environmental, Social and Governance Reporting Code of Listing Rules published by HKEX.

Signed:

For and on behalf of SGS-CSTC

David Xin  
Sr. Director – Business Assurance  
16/F Century Yuhui Mansion, No. 73, Fucheng Road, Haidian District, Beijing, P.R. China

Mar. 17<sup>th</sup>, 2026  
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CN26/00001770



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