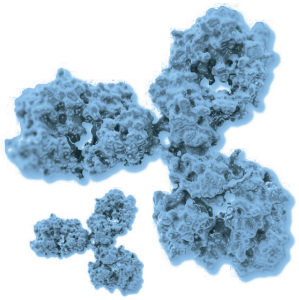
ANTENGENE

德琪醫藥有限公司
Antengene Corporation Limited



2020 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

(Incorporated in the Cayman Islands with limited liability)
Stock Code: 6996

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ABOUT THE REPORT

Antengene Corporation Limited ("**Antengene**" or the "**Company**") and its subsidiaries (collectively referred to as the "**Group**" or "**we**") are pleased to present our first Environmental, Social and Governance ("**ESG**") Report (**the** "**Report**"), which summarizes our initiatives, policies and strategies relating to the environmental, social and governance issues, and describes our commitments to implement the concept of sustainable development. The Report should be read in conjunction with Antengene's 2020 annual report published on April 23, 2021 for a comprehensive understanding of the Group's relevant information.

REPORTING STANDARD

The Report is prepared in accordance with the "Environmental, Social and Governance Reporting Guide" (the "**Guide**") under Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**"), with scope and contents that comply with the "comply or explain" provisions of the Guide.

REPORTING PERIOD AND SCOPE

The Report covers the period from January 1, 2020 to December 31, 2020 (the "**Year**" or the "**Reporting Period**"). Unless otherwise specified, the scope of the Report is consistent with that of the Company's annual report during the Year. The reporting boundary of environmental key performance indicators ("**KPIs**") covers the Group's major business operation places, including the head offices in Shanghai and Shaoxing, Shanghai Antengene Corporation Limited, Antengene Corporation Co., Ltd., and Antengene Corporation (Hong Kong) Limited.

LANGUAGES FOR THE REPORT

The Report is available in both English and Chinese versions. If there are any inconsistencies between the English and Chinese versions, the English version shall prevail.

APPROVAL OF THE REPORT

The Report has been approved by the board of directors (the "**Board**") of the Group on June 18, 2021.

REPORT PUBLICATIONS

The Report is available online. The Report is available for review and downloading at the website of the Stock Exchange (www.hkex.com.hk) and the official website of the Group (www.antengene.com).

CONTACT DETAILS

We highly value your views on the Report. Should you have any enquiries or suggestions, please do not hesitate to contact us through the following channels:

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1. ABOUT ANTENGENE

1.1 COMPANY PROFILE

Antengene is a leading clinical-stage research and development ("**R&D**") driven biopharmaceutical company focused on innovative medicines for oncology and other life-threatening diseases. Antengene aims to provide the most advanced anti-cancer drugs to patients in the Asia Pacific ("**APAC**") region and around the world. We distinguish ourselves through our industry-leading R&D capabilities and differentiated strategic approach to developing novel oncology therapies. Our vision is to treat patients beyond borders and transform their lives by discovering, developing, and commercializing global first-in-class, only-in-class and/or best-in-class therapies. Antengene was listed on the Main Board of The Stock Exchange on November 20, 2020 (stock code: 6996.HK).

By efficiently utilizing our resources and leveraging our outstanding capability in target selection and differentiated discovery and development strategy, we have established a robust and highly innovative pipeline of 13 drug assets focused on oncology and other indications, including 2 late-stage clinical assets and 4 early-stage clinical assets, and we have submitted 6^ new drug applications ("**NDAs**") in multiple markets in APAC^. In addition, leveraging our strong R&D capabilities, we are developing 7 pre-clinical stage assets with global rights through both internal discovery and global partnership, which focus on novel targets or mechanisms of action ("**MoAs**") and hence have first-in-class potential to address significant unmet medical needs. More importantly, these assets target the key oncogenic pathways and are highly synergistic to our pipeline assets.

Since establishment, we have built a solid R&D infrastructure and clinical development capabilities across the APAC. We are expanding our own commercial teams in APAC in anticipation of near term launches in multiple countries and regions. Our commercial teams are composed of leaders from multinational companies ("**MNCs**") with rich global and regional commercialization experience as well as local field force who have in-depth understanding of dynamics of each market.

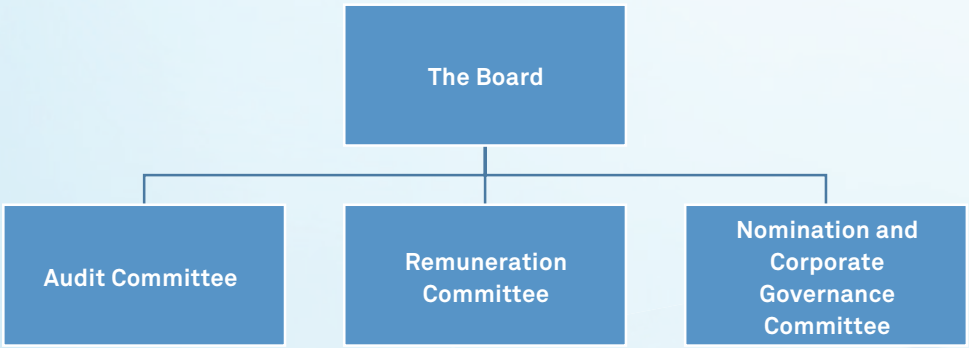
^ Pipeline status as of June 2021
NDA status as of mid July

1. ABOUT ANTENGENE

1.2 CORPORATE GOVERNANCE

Good corporate governance standards are essential to the success of our business. We are committed to achieving good corporate governance standards to safeguard the interests of shareholders, enhance corporate value, and formulate our business strategies and policies.

The Board oversees businesses, strategic decisions and performance of the Group and makes decisions objectively in the best interests of the Group. The Board has established three committees, namely, the Audit Committee, the Remuneration Committee and the Nomination and Corporate Governance Committee, for overseeing and guiding various aspects of the Group's affairs.



The Board and the three Board Committees

The Group has adopted a Board Diversity Policy to enhance the effectiveness of the Board. The composition of the Board has considered a number of factors, including but not limited to gender, age, cultural and education background, professional experience, skills and knowledge, to achieve diversity of the Board.

During the Year, the Board has nine Directors, comprising three executive Directors, three non-executive Directors and three independent non-executive Directors, meeting the requirements of the Listing Rules relating to the appointment of at least three independent non-executive directors representing at least one third of the Board.

2. SUSTAINABILITY GOVERNANCE

As a leading clinical-stage R&D driven innovative biopharmaceutical company which focuses on developing global first-in-class, only-in-class and/or best-in-class therapies, Antengene aims to provide the most cutting-edge therapies to patients around the world. We utilise the advantage of our industry-leading R&D capabilities to fulfill our corporate social responsibility through innovating novel oncology therapies for cancer patients and commercialisation of our products. We integrate the concept of ESG into our business operations, and aspire to continuously improve human health and well-being.

2.1 SUSTAINABILITY STRATEGIES

The vision of Antengene is "treating patients beyond borders and transform their lives by discovering, developing and commercializing global first-in-class, only-in-class and/or best-in-class therapies". We align our sustainable development direction with this vision, through which we integrate the concept of sustainable development into our business decision making and daily operation. We place value on "Commitment to Quality and Innovation", "Responsible Operation", "Talent Care and Management", "Environmental Protection" and "Community Contribution", through which we formulate internal control systems, policies and guidelines to ensure quality compliant operations, and to create an environmentally friendly and fair workplace. To put our sustainability strategies in place, our Board is fully responsible for managing sustainable strategies and monitoring the execution of ESG policies. We will assess the related ESG issues and the impact of the Group's business operations in a timely manner.

To take the ESG risks, issues and the matter forward, we will review our ESG governance and strengthen the role of the Board in identification and management of ESG risks, as well as enhancement of ESG awareness throughout the Group. We plan to establish an ESG working group under the authorization of our Board to coordinate, manage and report ESG matters. In addition, we plan to compile a sustainability policy to outline guidance to our employees to act in an environmentally and socially responsible manner. This policy will be updated in accordance with the latest compliance requirements, industrial trends and operational needs.

2. SUSTAINABILITY GOVERNANCE

2.2 COMMUNICATION WITH STAKEHOLDERS

We value the expectations and feedbacks of our stakeholders, including shareholders/investors, employees, the government and regulatory bodies, suppliers/peers, the community and media. The Group maintains open communication channels to stakeholders. We will continuously communicate and engage with our stakeholders to ensure that the implementation of our sustainability practices is effective in addressing stakeholders' feedback.

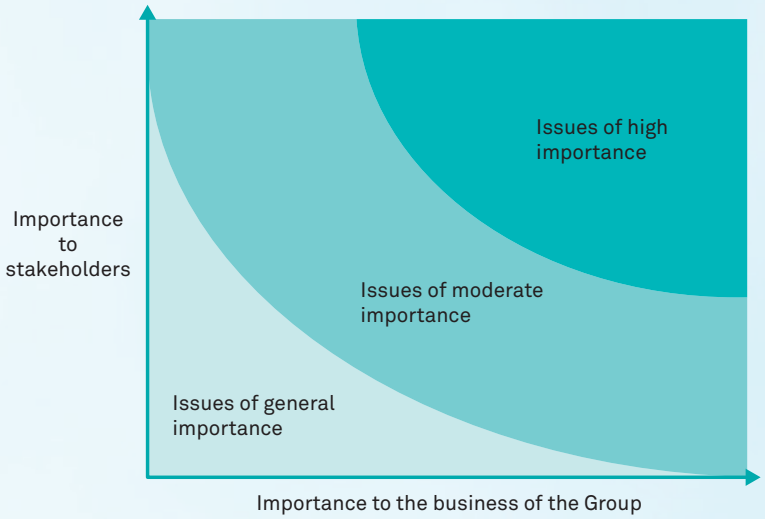
Stakeholders	Major Communication Channels
Shareholders/investors	• AGM and other general meetings • Interim reports and annual reports • Corporate communication • Regular announcements • Company website
Employees	• Interviews and performance appraisals • Status update and problem solving meetings • Staff activities • Publications for staff communication • Staff communication meetings
Government and regulatory bodies	• Information disclosure (e.g. document dissemination on clinical trials)
Suppliers/business partners	• Suppliers management procedure • Suppliers/contractors evaluation system
Community	• Company website • WeChat official accounts
Media	• Press release conferences • Press releases • Interviews with senior management

2.3 MATERIALITY ASSESSMENT

Meanwhile, we have also rolled out a materiality analysis to identify issues potentially material to Antengene and our stakeholders. A wide range of sources, including the Guide of the Stock Exchange, the materiality map of the Sustainability Accounting Standards Board ("**SASB**") and peers' reports, were reviewed to identify material ESG issues for our business and stakeholders. Based on the reporting principle of materiality, this Report focuses on disclosing the performance on the key areas identified below.

1. Identification of material issues	• A total of 21 material issues were shortlisted and confirmed by our management using the criteria of the importance level of issues to the Group's business and external stakeholders
2. Stakeholder questionnaire survey	• The Group invited internal and external stakeholders such as board of Directors, management staff, employees and suppliers to fill in the questionnaires to prioritise the importance of issues through a scoring system
3. Materiality assessment result	• Based on the survey results with additional examination on issues by using the criteria of "importance to the business of the Group" and "importance to stakeholders", a materiality matrix was developed

Materiality Matrix



2. SUSTAINABILITY GOVERNANCE

The Importance of Issue	Topics	Material Issues
Issues of high importance	1.	Compliant operations
	2.	Business ethics
	3.	Quality control and safety of products
	4.	Technology development and product innovation
	5.	Intellectual property protection
	6.	Privacy and data protection
	7.	Safety of and communication with clinical trial participants
	8.	Employees' health and safety
	9.	Emissions control (including exhaust emissions, greenhouse gases emissions and wastewater discharge)
	10.	Waste disposal and management
Issues of moderate importance	11.	International strategic cooperation
	12.	Improve corporate governance
	13.	Responsible procurement and supply chain management
	14.	Training and development of employees
	15.	Employees' welfare and remuneration
	16.	Employees' rights/Labour standards
	17.	Employees' diversity and equal opportunities
	18.	Water consumption and efficiency
	19.	Energy consumption and efficiency
Issues of general importance	20.	Mitigation and adaptation of climate change
	21.	Community charity

3. COMMITMENT TO QUALITY AND INNOVATION

3.1 PRODUCT QUALITY MANAGEMENT

Product quality is the cornerstone of a biopharmaceutical company's success. Antengene is committed to providing products of excellent quality. We have formulated the quality management system to ensure that our quality system and product quality comply with applicable laws, regulations, and requirements, such as the Drug Administration Law of the People's Republic of China ("**PRC**"), the Measures for the Supervision and Administration of Drug Production and Good Manufacture Practice of Pharmaceutical Products ("**GMP**"). The Quality Management System is divided into 8 sub-systems as shown below which covers the whole process of R&D, production, sales, and marketing. These 8 sub-systems work together with suitable human resources, facilities, various management systems, and operating procedures to ensure effective quality management.

Quality Management System

3. COMMITMENT TO QUALITY AND INNOVATION

Product Development System

This system includes the drug development stage and the technology transfer stage. In the drug development stage, we have established a management procedure for research projects to regulate the process, such as the selection of research topics and delivery of research results. In the technology transfer stage, we apply our technology developed during drug development on the trial production and commercial scale-up production in our factory, or transfer the technology from other companies to our factory for production. We also have transfer plans to ensure complete and correct transfer of documents and research data for the quality management of trial commercial scale-up production.

Quality Assurance System

This system comprises different management systems, such as document management, management of staff training and job qualification, quality risk management, corrective and preventive actions ("**CAPA**") management, internal self-inspection management, and review system for quality assurance in our operation.

Management of Staff Training and Job Qualification

We employ qualified pharmaceutical technical staff, engineers, relevant skilled workers, as well as talented staff who can perform quality management and quality check on drugs. We provide various quality management trainings to our employees, such as GMP training, and training on new knowledge and technology.

Internal Self-inspection Management

The Quality Assurance Department sets up annual GMP self-inspection plans and self-inspection working groups. Self-inspection working groups perform self-inspections on relevant regions and projects, report the findings on defects and compile self-inspection reports. Responsible departments are required to set up CAPA for correction and prevention.

Facilities and Equipment Quality Management System

This system carries out life cycle management of the facilities and equipment through three stages, which include the procurement stage, operation stage, and decommissioning stage. This can ensure that the facilities and equipment used in production are in good quality throughout their life cycle, from procurement planning and acceptance, operation, to decommissioning of the facilities and equipment.

Logistics Quality Management System

This system controls the inventory, movement and record management of raw materials and products, such as management on material suppliers, acceptance, storage and delivery management of materials and products, management of returned goods and unqualified products, to ensure that the processes of logistics are in good quality. For example, we perform sampling inspection on the incoming materials and only qualified materials are accepted for storage and usage.

3. COMMITMENT TO QUALITY AND INNOVATION

Quality Management System on Production, Packaging and Labelling

This system ensures that the process of production, packaging and labelling is compliant with GMP, relevant laws and regulations, and operating procedures, in order to ensure good quality management during production, packaging, and labelling. For example, our operators carry out production operations according to the operating procedure of product production.

Laboratory Control Quality System

This system ensures that suitable analysis methods and testing procedures are adopted to monitor the release and stability of products. For example, our staff in the quality control laboratory carry out inspection of our products and materials according to approved quality standards and analysis methods.

Quality Management System of Product after Launch

This system ensures that suitable methods are adopted to monitor product safety after the product was launched, so that consumers can use drugs safely. This system comprises important management systems such as product quality complaint, consultation management, and drug alert (adverse reactions) management of the products after launch. To ensure our drug quality after launch, we will set up telephone hotlines for consultation and receiving complaints. Once complaints or issues of adverse reactions are received, we will carry out investigation and evaluation, and take corrective and preventive measures if necessary.

Procedure of Complaints and Recalls

Antengene places great emphasis on the rights of consumers. Although we have not yet commercialized our products during the Year, we have established a management system related to complaints and recalls. The Product Complaint and Consultation Management Procedure regulates the management of product complaints and consultation, such as receival of complaints and consultation, complaints investigation, handling and management of complaints about drugs, responding to complaints, and complaints analysis. Various complaint channels, such as telephone, email, and fax, are set up. We have established a standard procedure to handle product complaints.

The Product Recall Management Procedure regulates the procedure of product recall to protect the safety and quality of the products. If we receive a potential safety hazard report for a product, we will immediately carry out investigation and evaluation. Once the decision of product recall is made, we will implement the product recall procedures and formulate corrective and preventive measures to safeguard the health and safety of consumers.

During the Year, we did not receive any customer complaints or have any product recalls as we have not yet commercialized our products.

3. COMMITMENT TO QUALITY AND INNOVATION

3.2 TECHNOLOGY DEVELOPMENT AND PRODUCT INNOVATION

Antengene is committed to being a leading global R&D driven innovative biopharmaceutical company and to bringing the most cutting-edge therapies to patients around the world. Over the past four years, Antengene steadfastly pursued its mission of developing first-in-class, only-in-class and/or best-in-class anti-tumor therapies to address the urgent unmet medical needs of patients in China, the APAC region and around the world.

We have strategically designed and built a highly selective pipeline of 13 drug assets focused on oncology, including two late-stage clinical assets which we in-licensed from Karyopharm and Celgene respectively and are serving as our core products, four early-stage clinical assets and seven preclinical stage assets^. We distinguish ourselves through our strong R&D capabilities and strategic approach to developing novel oncology therapies. We employ a combinatory and complementary R&D strategy to maximize the potential of our pipeline assets which are synergistic to each other. We submitted NDAs for Selinexor to health authorities in five APAC markets including mainland China, South Korea, Australia, Singapore, and Hong Kong, and filed INDs or initiated six registrational clinical trials of our lead assets, Selinexor, for rrMM, rrDLBCL, rr T-cell & NK/T-cell Lymphoma and endometrial cancer in mainland China^.

Both of our two core products have a promising post-proof-of-concept clinical and commercial profile, ATG-010 Selinexor being a first-in-class and only-in-class orally available XPO1 inhibitor and ATG-008 Onatasertib being a potentially first-in-class mTORC1/2 inhibitor. Among our clinical stage assets, we also have two other drug candidates in the validated selective inhibitor of nuclear export ("**SINE**") class, namely ATG-016 Eltanexor and ATG-527 Verdinexor which feature differentiated profiles that allow us to target a wide range of indications through both mono and combination therapies. ATG-019 is a potentially first-in-class orally available dual PAK4/NAMPT inhibitor for the treatment of non-Hodgkin lymphoma (NHL) and advanced solid tumors. ATG-017 is a potent and selective ERK1/2 inhibitor with best-in-class potential for the treatment of various hematological malignancies and solid tumors driven by the aberrant RAS/MAPK pathway.

^ Pipeline status as of June 2021

Our Product Pipeline^

We have a pipeline of 13 drug candidates that focus on oncology and range from preclinical stage to late-stage clinical programs. The following table summarizes our pipeline and the development status of each candidate in the regions noted in the chart below in the "Antengene Rights" column:

Assets	Target *(Modality)*	Regimen	Pre-clinical	Phase I	Phase II	Phase III	Marketed	Antengene Rights	Partner / Antengene
ATG-010 (Selinexor)[1]	XPO1 *(Small molecule)*	Combo with dexamethasone (dex)	R/R Multiple Myeloma *(MARCH)*				STORM (US NDA approved)	APAC[2]	Karyopharm Therapeutics / ANTENGENE
		Monotherapy	R/R Diffuse Large B-cell Lymphoma *(SEARCH)*				SADAL (US sNDA approved)		
		Combo with bortezomib and dex	R/R Multiple Myeloma *(BENCH)*				BOSTON (US sNDA approved)		
		Combo with R-GDP	R/R Diffuse Large B-cell Lymphoma *(030 DLBCL)*						
		Combo with IMiD/PI/anti-CD38 mAb and dex	R/R and ND Multiple Myeloma *(STOMP)*						
		Monotherapy	Non-small Cell Lung Cancer *(TRUMP)**						
		Combo with ICE/GEMOX	R/R T-cell & NK/T-cell Lymphoma *(TOUCH)*						
		Monotherapy	Maintenance Endometrial Cancer *(SIENDO)*						
		Monotherapy	Advanced Liposarcoma *(SEAL)*						
		Monotherapy	Recurrent Glioblastoma *(KING)*						
ATG-008 (Onatasertib)	mTORC1/2 *(Small molecule)*	Monotherapy	2L+ HBV+ Hepatocellular Carcinoma *(TORCH)*					APAC[3]	Celgene / Bristol Myers Squibb Company / ANTENGENE
		Combo with anti-PD-1 mAb	Advanced Solid Tumors and Hepatocellular Carcinoma *(TORCH-2)**						
		Monotherapy	Non-small Cell Lung Cancer *(TRUMP)**						
		Monotherapy	Advanced Solid Tumors *(BUNCH)*						
		Combo with ATG-010 (selinexor)	R/R DLBCL *(MATCH)*						
ATG-016 (Eltanexor)	XPO1 *(Small molecule)*	Monotherapy	R/R MDS *(HATCH)* & Solid Tumors *(REACH)*	MDS, CRC, PrC				APAC[2]	Karyopharm Therapeutics / ANTENGENE
ATG-527 (Verdinexor)	XPO1 *(Small molecule)*	Monotherapy	Lupus, Anti-viral (i.e., CAEBV *(CATCH)*)	Healthy Volunteers					
ATG-019 (KPT-9274)	PAK4/NAMPT *(Small molecule)*	Monotherapy ± niacin	Advanced Solid Tumors & NHL *(TEACH)*	Solid Tumors					
ATG-017 (AZD-0364)	ERK1/2 *(Small molecule)*	Monotherapy	R/R Hem/Onc *(ERASER)*[8]					Global	ANTENGENE / AstraZeneca
ATG-101[4]	PD-L1/4-1BB *(Bispecific antibody)*	Monotherapy	Hem/Onc						
ATG-018	ATR *(Small molecule)*	Monotherapy	Hem/Onc						
ATG-037[5]	CD73 *(Small molecule)*	Monotherapy	Hem/Onc						
ATG-022	Claudin 18.2 *(Antibody-drug conjugate)*	Monotherapy	Solid Tumors						ANTENGENE
ATG-012	KRAS *(Small molecule)*	Monotherapy	Solid Tumors						
ATG-031	CD24 *(Monoclonal antibody)*	Monotherapy	Hem/Onc						
ATG-027	B7H3/ PD-L1 *(Monoclonal antibody)*	Monotherapy	Hem/Onc						

Antengene Trials[6] | Partner Trials[7] | ★ Registrational Trial in China

1 (s)NDA accepted/approved by US FDA and APAC NDA submission expected in 2020-2021;

2 Antengene has rights for Greater China (mainland China, Hong Kong, Taiwan, Macau), Australia, New Zealand, South Korea, and the ASEAN countries;

3 Antengene has rights for Greater China, South Korea, Singapore, Malaysia, Indonesia, Vietnam, Laos, Cambodia, the Philippines, Thailand and Mongolia;

4 Licensed from Origincell and Antengene has obtained exclusive global rights to develop, commercialize and manufacture ATG-101;

5 Licensed from Calithera Biosciences and Antengene has obtained exclusive global rights to develop, commercialize and manufacture ATG-037;

6 Most advanced trial status in Antengene territories and the trials are responsible by Antengene;

7 Most advanced trial status in partner territories in the rest of the world and the trials are conducted by our licensing partners;

8 The Company intends to assess the safety and efficacy in a variety of tumor types and hematological malignancies mostly harboring RAS or RAF mutations such as in pancreatic cancer, colorectal cancer and AML.

* Investigator-initiated trials; R/R = relapsed/refractory; ND = newly diagnosed; MDS = myelodysplastic syndrome; CRC = colorectal cancer; PrC = prostate cancer; CAEBV = chronic active Epstein-Barr virus; NHL = non-Hodgkin lymphoma; Hem/Onc = hematological malignancies and solid tumors

^ Pipeline status as of June 2021

3. COMMITMENT TO QUALITY AND INNOVATION

The description of our two core products is listed below.

ATG-010 (Selinexor)

ATG-010 (Selinexor) is a first-in-class SINE compound targeting XPO1, a key nuclear export protein. Through inhibition of XPO1, ATG-010 blocks the nuclear export of tumor suppressors, growth regulators and anti-inflammatory proteins, leading to the accumulation of these proteins in the nucleus and enhancing anti-cancer activity in the cell.

ATG-010 is the first and only SINE compound approved by the FDA. It is approved for use in the treatment of two hematologic malignancies, namely relapsed/refractory (R/R) multiple myeloma (MM) and diffuse large B-cell lymphoma (DLBCL) and is the only orally-available therapy approved for the treatment of patients with R/R DLBCL. In addition to R/R MM and R/R DLBCL, promising research and data highlight the anti-cancer potential of ATG-010 for treatment of a wide range of cancers.

ATG-008 (Onatasertib)

ATG-008 (Onatasertib) is a second-generation, orally available mTOR kinase inhibitor being developed for the treatment of various advanced solid tumors and hematological malignancies. The PI3K/AKT signaling pathway is vital for cell proliferation and its ectopic activation often leads to tumors. mTORC1 and mTORC2 are the core complexes for this pathway. ATG-008 can bind to both mTORC1 and mTORC2, resulting in the induction of tumor cell apoptosis and then a decrease in tumor cell proliferation.

2017 Albert Lasker Basic Medical Research Award was granted to Michael N. Hall, who discovered the nutrient-activated TOR proteins and their central role in the metabolic control of cell growth.

3.3 INTERNATIONAL STRATEGIC COOPERATION

Antengene is committed to providing novel therapeutics to patients in APAC. We offer value-added partnership via leading complementary development in Asia while contributing to existing global development plans of our partners.

In April 2017, Celgene Corporation (now part of Bristol-Myers Squibb) and Antengene reached a strategic cooperation agreement for driving the development, manufacturing and commercialization of ATG-008 in Greater China and various regions in APAC.

In May 2018, Karyopharm Therapeutics Inc. and Antengene entered into a license agreement for driving the development, manufacturing and commercialization of ATG-010, ATG-016, ATG-019 and ATG-527 in Mainland China and certain other countries and regions in APAC. ATG-010 (Selinexor, XPOVIO®) has obtained NDA approval in the United States.

In November 2019, AstraZeneca AB and Antengene reached a global exclusive license agreement for driving the global clinical development, production and commercialization of the innovative ERK small molecule inhibitor AZD03640 (ATG-017). This global cooperation not only further enriches the tumor pipeline, but also shows that our clinical R&D capabilities are fully recognized by multinational pharmaceutical companies.

In May 2020, we entered into an amendment to the license agreement with Karyopharm and expanded our rights to develop and commercialize Selinexor, Eltanexor, Verdinexor and ATG-019 in selected APAC markets.

In May 2021, Calithera Biosciences Inc. and Antengene entered into a worldwide exclusive license agreement to develop and commercialize CD73 inhibitor ATG-037^.

^ Pipeline status as of June 2021

4. RESPONSIBLE OPERATION

4.1 BUSINESS ETHICS AND COMPLIANT OPERATION

The Group believes that upholding the values of business ethics, integrity, honesty, and compliance is essential to the stability of our business operation. We strictly abide by the related laws and regulations of our places of operation such as the Criminal Law of the PRC, the Company Law of the PRC, the Anti-Unfair Competition Law of the PRC, the Prevention of Bribery Ordinance of Hong Kong and the Foreign Corrupt Practices of the United States.

Anti-fraud, Anti-money Laundering, and Anti-bribery

We have formulated an Anti-fraud, Anti-money Laundering, and Anti-bribery Management System to regulate the behavior of all employees of the Group, guide them to comply with relevant laws, regulations and business ethics to establish a clean, honest and dedicated working environment with zero tolerance for violations.

Establish Anti-fraud Work Structure
• The Audit Committee of the Board: guide and supervise the work of anti-fraud • Company Management: build and ensure an effective internal control system of anti-fraud • The Audit Department: implement continuous monitoring over the execution of anti-fraud work

Reporting Channels
• Formulate the Misconduct Reporting Mechanism and Handling Methods to regulate reporting procedures and handling of any misconduct • Establish various reporting channels, such as email, telephone, letter, or interview • Adopt strict confidentiality measures for the whistle-blower's identity and report materials to effectively protect the legal rights of the whistle-blower, set up compliance committee to review the case reports and decide the next steps • Clearly define the investigation procedure and feedback of investigation result

Strengthen Prevention and Control of Anti-fraud
• Provide trainings to employees on compliance, anti-fraud and business ethics • Establish internal control policies in critical business areas, provide compliance guidelines and monitoring procedures for corporate activities • Adopt various means to promote the anti-fraud system and reporting channels • Disclose the investigation procedures and handling methods of major fraud incidents if any, to let the employees know of the harmfulness

Anti-corruption and Compliance Training

During the Year, we organized an Anti-corruption and Compliance Training for employees and presented the topics of the anti-corruption laws and relevant common risks, the compliance policy of the Group and the basic dos and don'ts in accordance with corporate ethics and compliance framework.

During the Year, the Group was not involved in any litigations of corruption or bribery, which fully reflected the effectiveness of our anti-corruption work.

Responsible Promotion and Labelling

As a biopharmaceutical company that upholds corporate social responsibility, we place great importance to compliance with promotion and labelling. We strictly abide by relevant laws and regulations, such as the Advertising Law of the PRC, the Anti-Unfair Competition Law of the PRC and the Interim Measures for the Administration of Censorship of Advertisements on Drugs, Medical Devices, Dietary Supplements and Formula Foods for Special Medical Purposes.

We strictly prohibit any off-label promotion. Our drug promotional materials are prepared based on the information contained in the approved drug labelling and insert. We have formulated the Packaging Component Artwork Design and Approval Management Procedure for Local Manufacture and Repackaging Product and the Packaging Component Artwork Design and Approval Management Procedure for Imported Product to ensure the contents on the packaging materials comply with relevant laws and regulations. Any new or amended packaging component artwork design is required to be approved and reviewed carefully before printing on the packaging component.

4.2 INTELLECTUAL PROPERTY PROTECTION

Protecting intellectual property ("**IP**") rights is important to the success of our business and facilitation of technology innovation. Our success partly depends on our ability to obtain and maintain patents and other intellectual property and proprietary protections for commercially important technologies, inventions and know-how related to our business, defend and enforce our patents, and preserve the confidentiality of our trade secrets. The Group strictly complies with the Trademark Law of the PRC, the Patent Law of the PRC, and other IP related laws and regulations.

4. RESPONSIBLE OPERATION

To protect our IP rights and respect IP rights of third parties, we have formulated the Intangible Asset Management System and the Patent Management System. Our IP Department is responsible for the management work of IP. We have established a series of measures to protect our IP rights. We establish the lawful status of IP of the Group through legal means and set up the application and registration process of patent. When conducting entrusted or cooperative R&D with other companies, a written contract must be concluded, and the contract must contain provisions on the ownership and protection of intellectual property rights. For anyone who can access the Group's patented and non-patented technology, they need to sign a confidentiality agreement. If any infringement of the IP rights of the Group is found, we will form an investigation and handling team to put forward countermeasures for protection of our IP rights.

To encourage our employees on the pursuit of innovation and actively apply for patents to safeguard our results of R&D, we have formulated the Patent Application and Inventor Reward System. Rewards and remunerations for service inventions will be awarded to the inventor stated in the patent application after the patent is successfully granted. The ownership of the service inventions is clearly defined to protect our IP rights.

During the Reporting Period, the Group was not involved in any lawsuits regarding intellectual property.

4.3 RESPECTING ETHICS FOR CLINICAL TRIALS

Antengene is committed to upholding the ethics for clinical trials. During the clinical trial activities, we strictly comply with related laws, regulations, management norms, and medical ethics principles such as the ICH[9] guidance, FDA[10] regulations, Drug Administration Law of the PRC, and the Declaration of Helsinki. To protect the rights and safety of clinical trial participants, we have taken various measures to ensure the safety, quality, and ethics of the clinical trials. We would sign the Clinical Trial Agreement with the site and principal investigators for the trial before carrying out the trials. This agreement covers the terms such as study plan, duration, record keeping, inspection, confidentiality, and protection of intellectual property rights. An Informed Consent Form is required to be signed by every clinical participant before patient enrollment. Clinical trial inspection should be conducted to closely monitor the operation and archive documents related to the clinical trials. All serious adverse events (SAE) that occur during the clinical trials should be timely and accurately recorded in the SAE report form. Insurance should be purchased by the sponsor of the clinical trial. In case of any negative events caused by the clinical trials, the cost of the treatment and reasonable economic compensation should be covered by the sponsor in accordance with the applicable laws and regulations.

4.4 PRIVACY AND DATA PROTECTION

The Group attaches great importance on protecting the privacy, data and personal information of clinical trial participants, customers, suppliers, and other parties. We strictly abide by related laws and regulations such as the Good Clinical Practice of Pharmaceutical Products and Cybersecurity Law of the PRC.

[9] International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use

[10] Food and Drug Administration

To ensure the security of our confidential commercial information, such as the information of clinical trial participants and customers, personal privacy information and financial data, every employee is required to comply with the confidentiality obligation. Leakage of our confidential commercial information is not allowed. Our employees in specific positions are required to sign a confidentiality agreement with us. Besides, the confidentiality responsibility is clearly stated in the Clinical Trial Agreement which is agreed by all signed parties. The privacy of the clinical trial participants is strictly protected according to the related laws and regulations.

To enhance information security, we have formulated an Information Security Management System to regulate the management of information system.

Cyber Security Management
• Regulate the software management of computers, such as software usage, virus prevention, installation of fire wall • Regulate the safety management of the information system and cloud system, such as account permission of computer and cloud system, emergency responses towards the information system, data backup and recovery, disaster recovery plan, supervision and inspection of the information system

Physical Security Management
• Regularly inspect the hardware equipment and facilities of the computer room • Establish good records of entry and exit registration, equipment registration, equipment inspection and major failures • Closely monitor the operation status of the computer room equipment • Regulate the access permission of the computer room

4.5 SUPPLY CHAIN MANAGEMENT

Sustainable supply chain management is important for stable development of the Group. Antengene highly values supply chain management. We have established relevant management systems and measures such as the Procurement and Payment Management System and the Supplier Management Process to standardize the assessment, monitoring and management of suppliers. This can ensure the quality of our products and services, as well as cooperate with our suppliers to achieve a sustainable and responsible supply chain.

Supplier Selection
• New suppliers shall undergo strict review to be listed in our supplier list, e.g. qualification check, compliance check and on site visit • Selection criteria: apart from price, service, quality and technology, other factors include business ethics, environmental, health and safety

4. RESPONSIBLE OPERATION

Supplier Monitoring

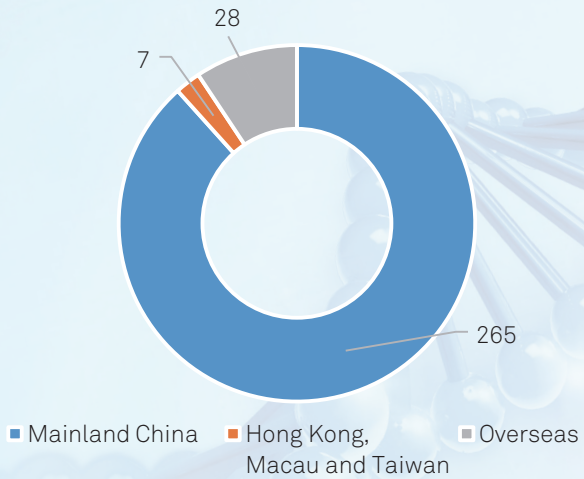
- Classify suppliers into different levels base on functional strategy, procurement volume, services significance and impacts towards our business
- Adopt various management approaches towards different suppliers, such as supplier qualification evaluation, supplier performance management, supplier contract management, supplier risk management, and supplier due diligence
- Regularly review the performance of suppliers, especially strategic and preferred suppliers, to ensure that the products and services provided by our suppliers are of good quality and can meet our expectations

For materials purchasing, we purchase environmentally friendly products, such as products with higher energy efficiency, higher recycling benefits and less packaging.

If suppliers are found conducting unethical business practices such as commercial bribery or activities falsification, those suppliers will be blacklisted after investigation and evaluation. We will immediately terminate all business dealings with them.

During the Year, we have 300 suppliers providing various products and services, such as laboratory and clinical trial related products and services, public relations services, and IT services.

Suppliers by geographic region



5. TALENT CARE AND MANAGEMENT

Antengene regards safety as the top priority to our business operation, and we highly respect human rights and fair working practices in the workplace. Meanwhile, talents are key pillars to us to drive business growth and push the R&D work of drugs and cures forward. To employees, we follow the principle of "Motivation, Ability and Potential (MAP)" to uncover and nurture their talents. We aim to create a people-oriented workplace, where our employees are provided with rewarding career paths to achieve their ambitions together with Antengene.

5.1 PROTECTING HEALTH AND SAFETY OF EMPLOYEES

In Antengene, the health and safety of employees remain our utmost priority. We strictly abide by relevant laws and regulations such as the Production Safety Law of the PRC, the Fire Control Law of the PRC, and the Law of the PRC on the Prevention and Treatment of Occupational Diseases.

We have comprehensive occupational health and safety systems and policies in place for cross operations management. Our Staff Health and Safety manual outlines the responsibilities of relevant departments on safety issues and the procedures on the precautionary, monitoring, evaluation and reporting stages. The Health, Safety and Environmental Department (HSE) is fully responsible for establishing, implementing, and maintaining the procedures on employees' health and safety.

We regard that precaution is the key to prevent accidents from happening. To eliminate any potential safety hazard, all projects must comply with the "Three simultaneity" procedure, in which the occupational health protection facilities must be designed, constructed and used at the same time with the main projects. Production will only be commenced after the Occupational Hazard Control Effectiveness Evaluation is completed, and approval by Hygiene Administration Department is obtained. In addition, we will display warning signage in prominent locations where hazards are identified. Various departments will provide personal protective equipment that meets the national occupational health standards, and workers are supervised to ensure they use personal protective equipment properly during work. To ensure the workplace is healthy and safe, qualified institution is commissioned by the HSE to conduct assessment and evaluation on the on-site occupational hazard annually. This helps to identify any potential risks and rectify hidden dangers in a timely manner.

In additional, we launched the Environmental Protection and Health manual to prevent, control and eliminate all adverse impacts on human health, as well as prevent occupational diseases. We endeavour to ensure our employees stay alert to potential health and safety risks found in daily operation. We provide education and training to enhance their health and safety awareness, including:

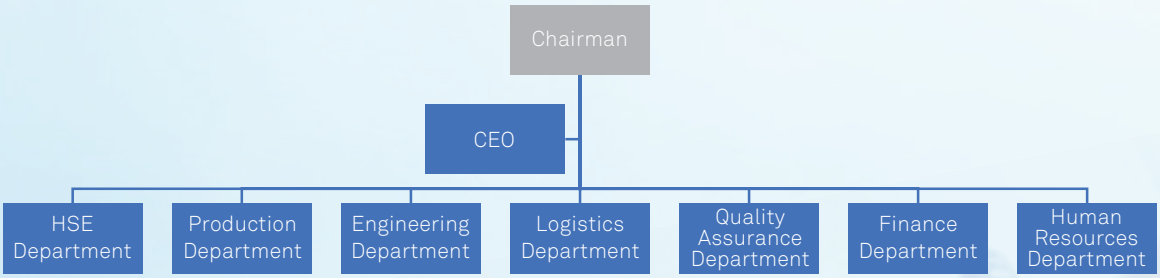
- Education on self-protection to strengthen employees' knowledge or skills on the toxicity of chemicals, the proper use of protective equipment, first-aid training on poisons etc.;
- Regular on-the-job training on occupational-health-related procedures and hazard protection measures at least once a year.

In addition, occupational health related inspections are conducted every year to identify potential hazardous diseases in our employees, and will be rectified accordingly.

5. TALENT CARE AND MANAGEMENT

In the event of accidents happening, our Production Safety Accident and Emergency Plan Management regulates the way to control and deal with accidents to minimize the loss and damage. An emergency system has been established, in which it stipulates the react-and-respond responsibilities of the person in charge and the respective departments when accidents occur. The plan classifies different hazard sources and covers personal injuries from chemicals spills and poisoning, fire, electric shock, to extreme weather like typhoons and storms etc., Two alert levels have been designated, with the corresponding response procedures and reporting mechanisms listed out to ensure that accidents are properly handled. We provide emergency training for our employees and conduct emergency plan drills at least once a year.

We believe that all of us in Antengene share a collective responsibility to maintain a healthy and safe workplace. Therefore, we manage our operations in line with the principle of "Safety and prevention first, manage in a comprehensive manner". We have also set out a Safety Procedure, which stipulates the responsibility of various positions or departments towards working safely in a top-down approach.



Position/departments	Responsibilities
Chairman	• Ensure compliance • Receive safety-related training • Report safety-related accidents
CEO	• Receive safety-related training • Plan, manage and monitor the safety measures
Different departments	• Execute safety measures • Monitor and evaluate the performance regularly • Update safety manual and practices if necessary

With a holistic regulatory framework in place that ensured the health and safety of employees in the workplace at all times, the Group had no work-related injuries and fatalities during the Reporting Period.

5.2 SAFEGUARDING RIGHTS AND INTERESTS OF EMPLOYEES

Employees are our valuable assets. We are committed to creating a compliant, fair and friendly workplace for employees. The Company abides by relevant laws and regulations including the Labour Law of the PRC and the Labour Contract Law of the PRC to protect the rights and interests of employees.

In order to effectively communicate the employee rights with our staff, our Staff Handbook clearly specifies the labour relations, working hours, remuneration and benefits to employees, and training and promotion mechanism. Meanwhile, the Staff Handbook also presents the Group's standards and expectations to employees, which covers the performance appraisal arrangement, code of conduct, attendance and disciplinary mechanism. Employees are expected to fulfill their obligations to Antengene in accordance with the guidelines set out.

5. TALENT CARE AND MANAGEMENT

Antengene has no tolerance for the employment of child labour and forced labour. We strictly abide by the laws and regulations of the Provisions on the Prohibition of Using Child Labour and Law of the PRC on the Protection of Minors. To eliminate any employment of child labour, the Human Resources Department will collect identification documents on the first day of employment to ensure that the employees have reached the legal working age. In addition, newly recruited employees will sign a legally binding Labour Contract in accordance with the law within one month on board. A confidentiality agreement will be also signed with the newly recruited employees to protect the Company and client's information, or assets.

During the Year, we did not have any cases of violation in hiring child labour or forced labour. If any violation is found, an employee can immediately terminate his/her labour contract to protect their legal labour rights.

Recruitment and Resignation

As stipulated in the Staff Handbook and the Recruitment Management Procedure, we reaffirm our commitment to ensure equal opportunities and protect our employees from discrimination against gender, age, nationality, race and religion, etc. We select capable talents in accordance with the principles of fairness and impartiality during recruitment and appoint talents based on their knowledge, skills and experience, which are stipulated in the job description. The recruitment information is published via open channels such as an internal publishing platform, online advertisements, social media, headhunting recommendations, etc, We will select appropriate channels for recruitment according to the specific position and market conditions. Employees are encouraged to recommend suitable candidates and will be awarded a bonus upon a successful recommendation. Suitable candidates will be invited to attend interviews under the three-level interview system, in which the direct supervisor, the respective head of department who is hiring, and Human Resources Department are required to sit in the panel.

We are open to the resignation of the employees. Employees can terminate the employment relationship by themselves, but they need to agree with and confirm the last working date with their supervisor. When an employee resigns, the Human Resources Department will arrange an interview with the resigned employee to understand the reasons for resignation. We will examine the employee turnover with corporate management, and rectify management problems, if any, to retain talents. We also have a mechanism to protect employees from unreasonable dismissal. In addition, employees have the flexibility to dismiss the Labour Contract with Antengene, as long as the agreement is obtained from both sides and the dismissal complies with relevant labour laws and regulations.

5.3 REMUNERATION AND BENEFITS OF EMPLOYEES

Antengene establishes a fair and attractive remuneration package which is commensurable with employees' contributions to the Group to attract and retain talents. The Group conducts the performance appraisal with employees to evaluate and review their performance twice per year, respectively in January and July. Salary review will be undergone and adjusted if needed, subject to the performance appraisal results of the employee, the national and local economic condition, and the business performance of the Group. We have introduced the performance bonus policy to provide employees with incentives to thrive in excellence in their career.

5. TALENT CARE AND MANAGEMENT

The Group conveys its appreciation and recognition to employees with outstanding performance and contributions by means of career progression. We will first consider internal promotion, and then consider external recruitment.

We provide generous welfare, and employees can enjoy legal rights and interests, including annual leave, sick leave, marriage leave, maternity leave, funeral leave and statutory holidays. We also follow the Social Insurance Law of the PRC, and provide employees with social insurance and make contributions to housing provident fund. Antengene values the contribution of our employees and encourages talents to pursue a long-term joint development with us. We provide service awards by means of a cash prize or gifts at equivalent value to those who have joined Antengene for a period of time (at least 3 years).

As a leading corporation in the pharmaceutical industry, we pay particular attention to the health of our employees. We provide annual health checks and comprehensive medical examinations for our employees to be aware of their own health conditions.

Fighting the Pandemic Together

Antengene cares about the health of employees and their families. In response to the outbreak of the COVID-19 pandemic, we issued a COVID-19 One-off Special Care Allowance as an encouragement to employees to better protect themselves and their families from COVID-19.

5.4 TRAINING AND DEVELOPMENT OF EMPLOYEES

The professional expertise of talents is Antengene's key asset in maintaining competitiveness in the R&D work on drugs and therapies. We have built an experienced management team with a strong track record to lead the end-to-end execution on clinical development, drug registration and commercialization. A range of on-the-job training and capacity building activities were introduced to help young talents in developing necessary clinical knowledge and skills. To ensure our staff are well-equipped to deliver their work, all new staff will be given orientation training to get themselves familiar with Antengene and their work duties. Each new staff will be assigned a mentor to get them adapted to the new environment and to explore their career and personal development aspirations.

During the Year, we arranged the following programmes and activities for our employees:

Annual Dinner
• The annual dinner was organized in Shanghai in January 2020 to express gratitude towards the contribution of our employees throughout the year. We arranged a talent performance during the dinner to encourage our staff to show their talents outside of work.

Capacity Building Programme in Shanghai and Suzhou
• A three-day capacity building programme was organised in November 2020 in Shanghai and Suzhou. We aimed to build team spirit and strengthen the communication between teams through team building activities, celebration banquets etc., We hope that the series of activities could cultivate in employees a sense of belonging to Antengene, through which we can foster a more productive working atmosphere.

Annual Dinner in January 2020, Shanghai

Team Building in November 2020, Suzhou

5. TALENT CARE AND MANAGEMENT

We encourage employees in all positions to pursue further education in order to keep up with the market trend. The training figure of employees is as follows:

Indicators	Unit	2020
Percentage of employees trained (by gender)		
Female employees	%	58.77
Male employees	%	41.23
Percentage of employees trained (by employment type)		
Full-time junior employees and middle management	%	90.35
Full-time senior management	%	9.65

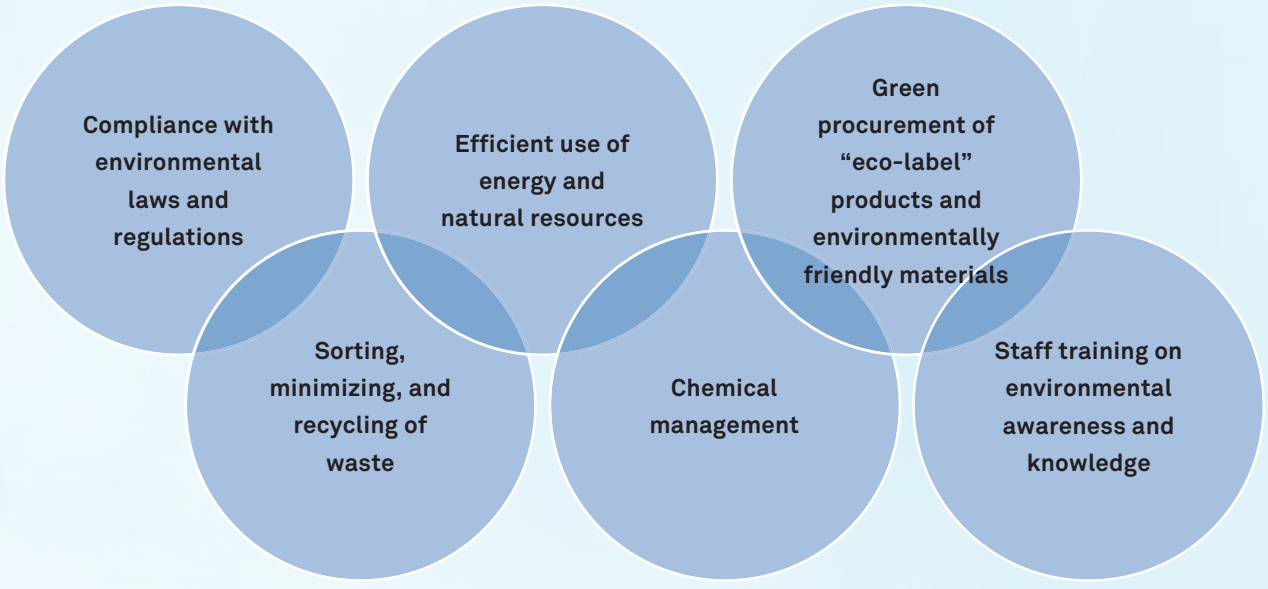
6. ENVIRONMENTAL PROTECTION

Antengene is devoted to environmental protection and strictly complies with environmental related laws and regulations in our locations of operation such as the Environmental Protection Law of the PRC, the Law of the PRC on Prevention and Control of Environmental Pollution by Solid Waste, the Law of the PRC on Prevention and Control of Water Pollution, the Law of the PRC on Prevention and Control of Air Pollution, and the Law of the PRC on Energy Conservation. During the Reporting Period, we had no violations related to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

In response to climate change, China issued the National Climate Change Plan (2014-2020), the 13th Five-year Plan for National Economic and Social Development of the People's Republic of China (2016-2020), 2019 Annual Report on China's Policies and Actions to Address Climate Change and a series of policies and measures to actively control greenhouse gas emissions. In line with China's strategy to address climate change, the Group has referred to the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD), and disclosed greenhouse gas emissions and energy consumption in the report with an aim to reduce carbon footprint during operations, promoting green operations and low-carbon corporate culture.

6.1 ENVIRONMENTAL MANAGEMENT

During the Reporting Period, our main operation consists of daily office work and insignificant laboratory operations. Our impacts on the environment mainly include the use of electricity and water, office waste generation, paper use, and air pollutant emissions arising from vehicles. For our factory production in the future, we have formulated the Environmental Protection System to strengthen environmental protection and minimize the pollutions and influences due to drug production. We have established an environmental policy in the following dimensions.



6. ENVIRONMENTAL PROTECTION

6.2 EMISSIONS AND WASTE MANAGEMENT

To reduce emissions and waste, various relevant measures are listed below:

Exhaust and Greenhouse Gas ("GHG") Emissions Management

During the Year, since we did not have production in factory, our direct air pollutants mainly come from our own vehicles, we have already adopted the following reduction measures:

- Perform annual checking on our vehicles to ensure that emissions meet the national and local standards
- Turn off the engines when the vehicles are not in use
- Encourage employees to take public transportation and shared transportation

For our GHG emissions during the Year, they were from direct emissions from our vehicles and indirect emissions from the generation of purchased electricity. We have already adopted emissions reduction measures on vehicles and electricity saving and will continue to adopt more measures of saving energy and reducing emissions in order to lower GHG emissions. For details of electricity saving, please refer to section 6.3 Conservation of Resources.

Waste Management

For hazardous waste, non-hazardous waste, and recyclable waste, we have regulated the management of waste collection, management, transportation, and treatment. They are collected by different qualified third parties for further treatment. The stored waste, recycled waste and hazardous waste will be recorded properly.

Hazardous waste such as: expired or unqualified drugs, waste oil, substances contaminated with active materials, waste reagent, solvent or paint, and waste batteries, are sorted and collected by different departments and transferred to a waste storage room for storage and further handling.

Our waste reduction measures are listed below:

- Promote recycling of papers, metals and plastics
- Reduce the use of disposable and non-recyclable products
- Evaluate material consumption to avoid excessive storage

We will strive to gain continuous improvement to reduce waste and cherish the natural resources.

Paper Management

- Use office automation system and electronic communication to reduce paper usage
- Promote reuse or double-sided use of paper
- Regularly monitor paper consumption and adopt reduction measures
- Place paper recycling bins for paper recycling

6.3 CONSERVATION OF RESOURCES

To conserve natural resources and minimize the impact on the environment, the key measures of resources conservation are listed below:

Energy Saving

Air Conditioning System

- Turn off the air conditioning system when not in use
- Adopt energy-efficient air conditioning system
- Regularly clean the filter screen and the fan coil unit

Lighting System

- Turn off the lights when not in use
- Divide the office into a number of different lighting areas that can be independently controlled by lighting switches

Electronic Equipment

- Turn off electronic equipment completely during non-working hours
- Use energy-efficient devices, such as all-in-one printers and photo copiers

Water Saving

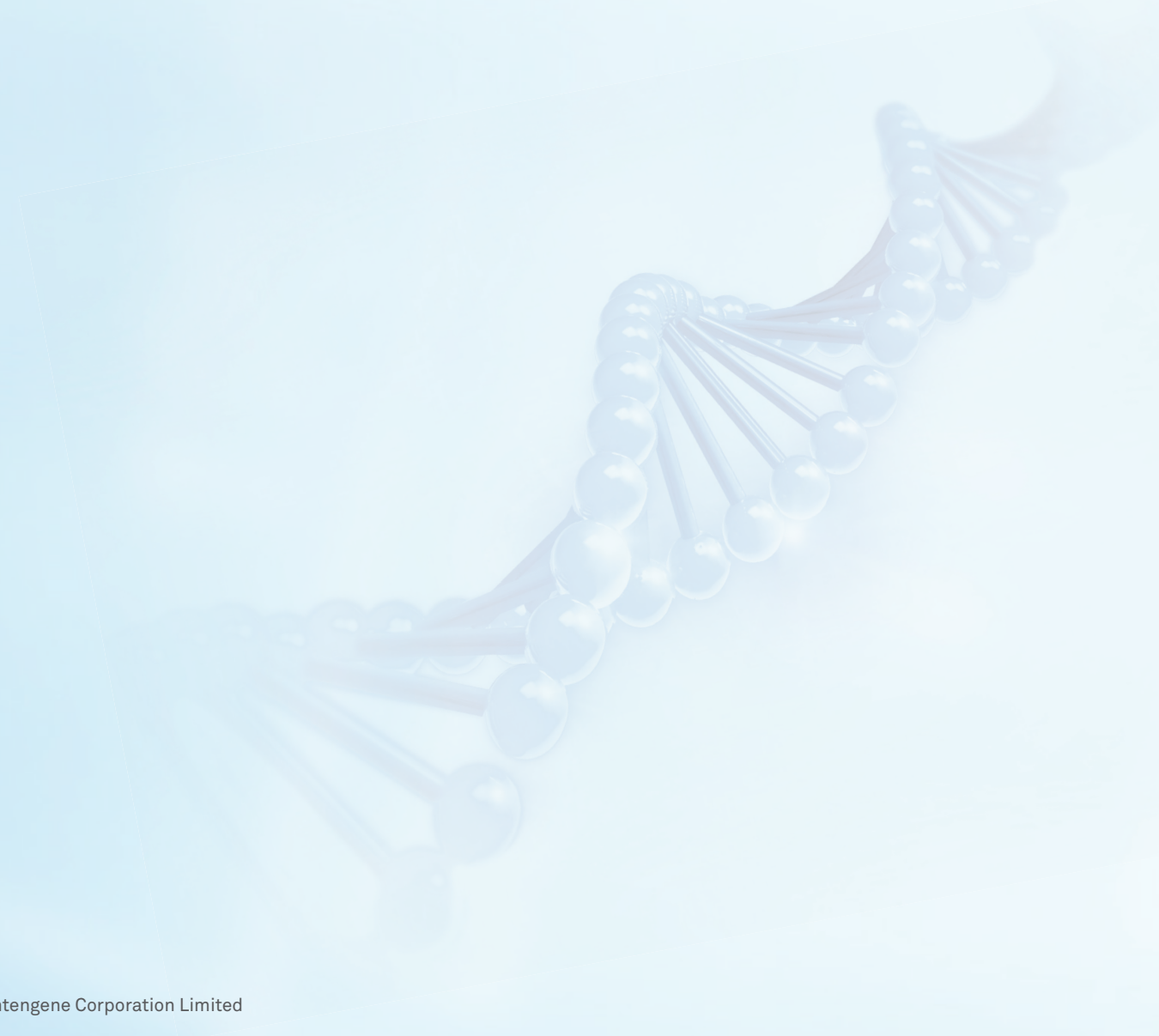
- Be sure to firmly turn off the faucets after use
- Promote water conservation and post reminder signs in relevant places
- Perform maintenance for dripped faucets

In addition, we did not experience any problems in obtaining applicable water sources.

7. COMMUNITY CONTRIBUTION

Antengene cares about people's well-being. We are committed to building a sustainable and healthy community for people. We have been proactively supporting innovations in the medical field so as to respond to the clinical needs of patients worldwide. We cooperate with medical associations and sponsor charities to support drug research and commercialization work.

In the future, we will carry out more cooperations with associations or institutes that possess key technologies, and/or are in the field of pharmaceutical research, and clinical development. We aspire to accelerate the technology research and advance the clinical development of oncogenic products. We strive to actively fulfil our social responsibility and obligations, by realizing our vision of treating patients beyond borders and contributing to the community.



APPENDIX I: KPI DATA TABLE

Environmental Area[11]	Unit	2020
Exhaust emissions[12]		
Nitrogen oxides (NOx)	kg	6.72
Sulphur oxides (SOx)	kg	0.15
Particulate matter (PM)	kg	0.50
GHG emissions[13]		
Direct GHG emissions (Scope 1)[14]	tonnes of CO_2e	27.08
Indirect GHG emissions (Scope 2)[15]	tonnes of CO_2e	251.39
Total GHG emissions (Scope 1 & 2)	tonnes of CO_2e	278.47
GHG emission intensity (per m^2)	tonnes of CO_2e/m^2	0.015
GHG emission intensity (per employee)	tonnes of CO_2e/employee	2.78
Energy consumption		
Total electricity consumption	kWh	411,869.00
Electricity consumption intensity (per m^2)	kWh/m^2	21.93
Electricity consumption intensity (per employee)	kWh/employee	4,118.69
Gasoline consumption by vehicles	litres	10,000.00
Water consumption[16]		
Total water consumption	tonnes	6,000.00
Water consumption intensity (per m^2)	tonnes/m^2	0.32
Water consumption intensity (per employee)	tonnes/employee	60.00
Hazardous waste generation		
Used computers	unit	30
Used batteries	unit	50
Used toner cartridges/ink boxes	unit	20
Hazardous waste recycled		
Used computers	unit	30
Used batteries	unit	50
Used toner cartridges/ink boxes	unit	20
Non-hazardous waste generation		
Non-hazardous waste generation	kg	3,550.00
Non-hazardous waste generation intensity	kg/employee	35.50
Non-hazardous waste recycled		
Non-hazardous waste recycled	kg	200.00
Paper consumption		
Paper consumption	kg	1,275.00
Paper consumption intensity (per employee)	kg/employee	12.75

[11] The reporting boundary of environmental data covers the head offices in Shanghai and Shaoxing, Shanghai Antengene Corporation Limited, Antengene Corporation Co., Ltd., and Antengene Corporation (Hong Kong) Limited. As some of the operating locations did not operate at the beginning of the Reporting Period, the data of those operating locations does not cover the time range of the entire Reporting Period.

[12] Exhaust emissions arise from the vehicles of the Group.

[13] The calculation is based on the "Greenhouse Gas Protocol" issued by the World Resources Institute and the World Business Council on Sustainable Development.

[14] Scope 1: Direct greenhouse gas emissions from sources owned and controlled by the Group.

[15] Scope 2: Indirect greenhouse gas emissions from electricity generation, heating and cooling purchased by the Group.

[16] For water consumption, only the consumption in factory in Shaoxing is calculated. The water consumption in our other locations is managed by property management company and does not have separate meter reading. Therefore, it cannot be separately calculated.

APPENDIX I: KPI DATA TABLE

Social Area	Unit	2020
Employment		
Total number of employees	no. of people	114
Total number of employees (by gender)		
Female employees	no. of people	67
Male employees	no. of people	47
Total number of employees (by employment type)		
Full-time junior employees and middle management	no. of people	103
Full-time senior management	no. of people	11
Total number of employees (by age group)		
Under 30	no. of people	26
30 to 50	no. of people	78
Above 50	no. of people	10
Total number of employees (by geographical region)		
Employees from North China	no. of people	9
Employees from East China	no. of people	84
Employees from Central China	no. of people	1
Employees from South China	no. of people	8
Employees from other regions[17]	no. of people	12
Employee turnover rate		
Employee turnover rate (by gender)		
Female employees	%	6.90
Male employees	%	9.60
Employee turnover rate (by age group)		
Under 30	%	1.61
30 to 50	%	4.84
Above 50	%	1.61
Employee turnover rate (by geographical region)		
Employees from North China	%	0.80
Employees from East China	%	0
Employees from Central China	%	5.65
Employees from South China	%	0.81
Employees from other regions[17]	%	0.81
Health and Safety		
Number of work-related fatalities	no. of people	0
Lost days due to work injury	days	0
Development and Training		
Percentage of employees trained (by gender)		
Female employees	%	58.77
Male employees	%	41.23
Percentage of employees trained (by employment type)		
Full-time junior employees and middle management	%	90.35
Full-time senior management	%	9.65

[17] including the United States, Australia, Singapore and Hong Kong SAR region

APPENDIX II: CONTENT INDEX OF THE ESG REPORTING GUIDE

Index Content			Relevant Sections
A. Environmental Area			
A1:Emissions	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.	6. Environmental Protection
	A1.1	The types of emissions and respective emissions data.	Appendix I: KPI Data Table
	A1.2	Greenhouse gas emissions in total and intensity.	Appendix I: KPI Data Table
	A1.3	Total hazardous waste produced and intensity.	Appendix I: KPI Data Table
	A1.4	Total non-hazardous waste produced and intensity.	Appendix I: KPI Data Table
	A1.5	Description of measures to mitigate emissions and results achieved.	6.2 Emissions and Waste Management
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	6.2 Emissions and Waste Management
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	6.3 Conservation of Resources
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity.	Appendix I: KPI Data Table
	A2.2	Water consumption in total and intensity.	Appendix I: KPI Data Table
	A2.3	Description of energy use efficiency initiatives and results achieved.	6.3 Conservation of Resources
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	6.3 Conservation of Resources
	A2.5	Total packaging material used for finished products and with reference to per unit produced.	During the Year, we did not have any packaging material
A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	6. Environmental Protection
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	6. Environmental Protection

APPENDIX II: CONTENT INDEX OF THE ESG REPORTING GUIDE

Index Content			Relevant Sections
B. Social Area			
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.	5.2 Safeguarding Rights and Interests of Employees
	B1.1	Total workforce by gender, employment type, age group and geographical region.	Appendix I: KPI Data Table
	B1.2	Employee turnover rate by gender, age group and geographical region.	Appendix I: KPI Data Table
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.	5.1 Protecting Health and Safety of Employees
	B2.1	Number and rate of work-related fatalities.	Appendix I: KPI Data Table
	B2.2	Lost days due to work injury.	Appendix I: KPI Data Table
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	5.1 Protecting Health and Safety of Employees
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	5.4 Training and Development of Employees
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Appendix I: KPI Data Table
	B3.2	The average training hours completed per employee by gender and employee category.	Will be disclosed in the future
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.	5.2 Safeguarding Rights and Interests of Employees
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	5.2 Safeguarding Rights and Interests of Employees
	B4.2	Description of steps taken to eliminate such practices when discovered.	5.2 Safeguarding Rights and Interests of Employees

APPENDIX II: CONTENT INDEX OF THE ESG REPORTING GUIDE

Index Content			Relevant Sections
B. Social Area			
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	4.5 Supply Chain Management
	B5.1	Number of suppliers by geographical region.	4.5 Supply Chain Management
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	4.5 Supply Chain Management
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.	3.1 Product Quality Management 4.1 Business Ethics and Compliant Operation 4.3 Respecting Ethics for Clinical Trials 4.4 Privacy and Data Protection
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	3.1 Product Quality Management
	B6.2	Number of products and service related complaints received and how they are dealt with.	3.1 Product Quality Management
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	4.2 Intellectual Property Protection
	B6.4	Description of quality assurance process and recall procedures.	3.1 Product Quality Management
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	4.4 Privacy and Data Protection
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.	4.1 Business Ethics and Compliant Operation
	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.	4.1 Business Ethics and Compliant Operation
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	4.1 Business Ethics and Compliant Operation
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.	7. Community Contribution
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Will be disclosed in the future
	B8.2	Resources contributed to the focus area.	Will be disclosed in the future

德琪醫藥有限公司

Antengene Corporation Limited