GENOR
BIOPHARMA

2020

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

GENOR BIOPHARMA HOLDINGS LIMITED.

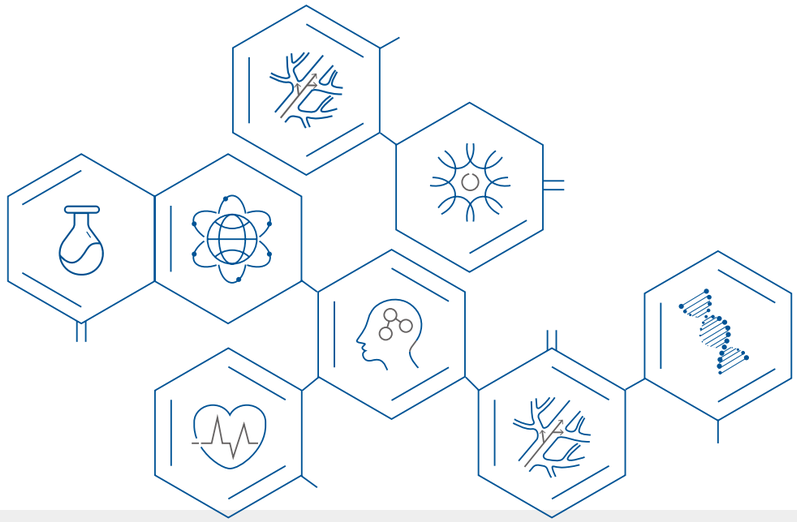
(Incorporated in the Cayman Islands with limited liability)

Stock Code:6998

CONTENT

ABOUT THIS REPORT

This Report aims to disclose the efforts and performances on the aspect of Environmental, Social and Governance ("ESG") of Genor Biopharma Holdings Limited (the "Company" or "Genor") and its subsidiaries (the "Group" or "We") in 2020, and the Company's response to the ESG issues that are of key concern to stakeholders.



Reporting Period

Unless otherwise specified, this reporting period is from January 1st, 2020 to December 31st, 2020 (the "Reporting Period").

Basis and Reference

This Report is compiled in accordance with the *Environmental, Social and Governance Reporting Guide* (the "ESG Reporting Guide") set out in Appendix 27 of the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited* (the "Listing Rules") issued by the Stock Exchange of Hong Kong Limited (the "HKEX"). This Report follows the four reporting principles of "Materiality, Quantitative, Balance and Consistency", and the "comply or explain" provisions listed in the *ESG Reporting Guide*.

Reporting Scope

Unless otherwise specified, the Report covers the principal operating entities of the Group in 2020, including Genor Biopharma Co. Ltd. (the "Genor Biopharma") and its subsidiary, Yuxi Genor Biotechnology Co., Ltd. ("Yuxi Genor").

Access to the Report

This Report is published on the HKEXnews website of the Hong Kong Exchanges and Clearing Limited (www.hkexnews.hk), and the official website of the Company (https://www.genorbio.com/cn/) for reading and downloading.

CEO PREFACE

As one of the first innovation-driven biopharmaceutical companies in China, Genor Biopharma has been growing together with China's biopharmaceutical innovation industry, and has always focused on developing and commercializing oncology and autoimmune drugs. In 2020, with more than a decade of dedicated efforts, Genor Biopharma has made remarkable achievements in global presence, research & development (R&D) pipeline and capital market.

With solid technical strength as the core method to support sustainable innovation, Genor Biopharma is committed to making continuous breakthrough in key technologies. As President Xi Jinping mentioned at the seminar of expert representatives in the field of education, culture, health and sports in September 2020, "enhancing independent innovation capabilities and realizing rapid technological breakthroughs are crucial to building a new development pattern." We always believe that self-independent innovation capabilities enable us to achieve sustainable and bigger success.

Our multiyear refined "end-to-end" Chemistry, Manufacturing and Controls (CMC) possesses the world's leading bioprocess technology and quality standard system, which enables the highly differentiated CD3/CD20 bispecific antibody (BsAb) GB261 (for the treatment of B-cell non-Hodgkin's lymphoma (NHL)) to break through one of the industry's major pain points of developing heterologous paired asymmetric biphasic antibodies and to achieve a similar high-yield and high-quality standard as monoclonal antibodies.

Our commercialization-ready Good Manufacturing Practice (GMP) manufacturing facility in Yuxi, Yunnan, China possesses leading-edge continuous-flow cell culture technologies for high yield manufacturing (~20 g/L), self-developed cell culture media, cost-effective commercial production capabilities, and a highly GMP compliant production team. The site effectively produces Phase III and pivotal trial clinical supplies, executes the commercial process validation, and performs the commercial manufacturing after products launch.

In addition, Genor Biopharma has achieved domestic production for several key equipment and materials (such as dispensing systems, filling lines, freeze dryers, culture media, etc.) five to six years ahead of industry peers.

After continuously improving our independent innovation capability and achieving breakthroughs in several key technologies, Genor Biopharma is striving to build a new pattern of corporate development: exploring the front end - developing significantly differentiated dual-target and multi-target monoclonal antibodies with antibody R&D platform, and extending the back end - rapidly achieving commercialization. Based on that, Genor Biopharma will grow into an integrated biopharmaceutical innovation company with full value chain and industrial chain.

We have been actively exploring the front end, and with "independent innovation (source innovation) + global strategy" as the "dual engine" strategic driver for the development of the Company. Genor Biopharma established a subsidiary, Ab Therapeutics, with Ab studio in September 2019. Located in San Francisco, United States, this powerful bi/multi-specific antibody development platform with world-leading innovative technologies uses computer-aided technology for the development and optimization of significantly differentiated dual and multi-target monoclonal antibodies. In 2020, our total investment in R&D has increased by 58.75% year-on-year to nearly RMB700 million.

At the same time, Genor Biopharma has established a global cooperation and resource network. We have collaborated and innovated with many well-known domestic and foreign pharmaceutical companies and research institutions at the strategic level to introduce the latest global technologies, and to jointly develop bio-innovative drugs that meet global therapeutic needs.

With the rapid extension of the back end, our independently developed Aibining (Geptanolimab), which was the first PD-1 inhibitor worldwide for peripheral T-cell lymphoma (PTCL), was granted priority review by the Center for Drug Evaluation (CDE) in July 2020 and has successfully passed the on-site production inspection for the NDA by the National Medical Products Administration (NMPA), with a product launch targeted for the third quarter of 2021.

Also, in July 2020, Mr. Wende Chen, who has over 20 years of experience in the biopharmaceutical industry, joined Genor Biopharma as the Chief Operating Officer and is responsible for the Company's commercialization operations. Under his leadership, we quickly completed the establishment of sales, marketing, access, channel, business excellence, medicine, key accounts and related teams, and steadily advanced our transformation from a bio-innovative company to a bio-pharmaceutical company.

The rapid development achieved by Genor Biopharma has also gained us wide recognition by the capital market. With Hillhouse Capital as the largest shareholder, Genor Biopharma has received attention and investment from many well-known funds and pharmaceutical companies such as Temasek and Tigermed before our IPO. On October 7, 2020, Genor Biopharma was successfully listed on the main board of the Hong Kong Stock Exchange (stock code: 6998.HK), raising USD400 million.

As a domestic innovative biotech company listed on the Hong Kong Stock Exchange, Genor Biopharma shoulders heavier corporate and social responsibility in promoting the continuous development of the innovative biotech industry. Genor Biopharma has been focusing on attracting and retaining professional and innovative talents, and achieved rapid growth in the number of employees in 2020. Among them, R&D personnel accounted for more than 70%, and employees with master's and doctoral degrees or above accounted for more than 35%. In order to attract, retain and cultivate talents, we promote the five values of "big picture thinking, entrepreneurial spirit, trust building, mutual respect and commitment" within the Company, and provide multiple trainings in professional skills, industry dynamics and disease diagnosis and treatment to support employees' professional growth in their respective fields.

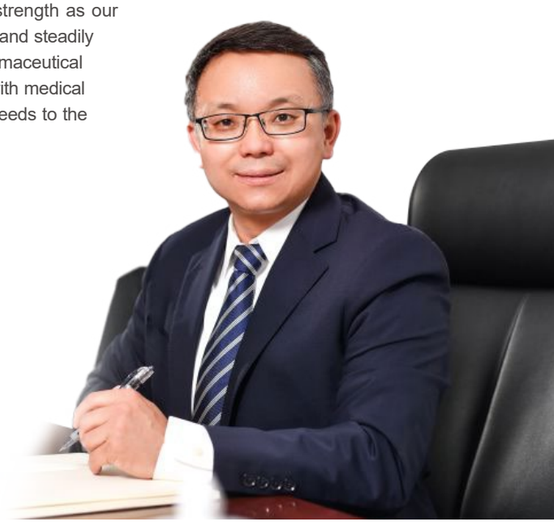
In addition to practicing corporate social responsibility and complying with national, local and industry laws and regulations and industry standards, we are also actively committed to giving back to the community and community service activities. Our employees in Yuxi production base participated in the local infrastructure construction in Yuxi, Yunnan Province to contribute to the national development strategy of rural revitalization. Facing the pressing situation of the COVID-19 pandemic prevention and control, Genor Biopharma puts the health of employees and their families as the primary concern, and donated money and materials to fully support the fight against the pandemic.

As a member unit of China Pharmaceutical Innovation and Research Development Association, a director unit of Shanghai Biopharmaceutics Industry Association, and a member unit of Cellular Immunotherapy Quality Management and Research Committee in Shanghai Pharmaceutical Quality Association, Genor Biopharma has been actively leading the development of bio-innovation in China. Based on our excellent performance in the development of new drugs in China, Genor Biopharma has been awarded the title of "Top 100 Chinese Pharmaceutical Innovation Enterprises" by Healthcare Executive and Healthcare Executive Institute in 2019 and 2020. Focusing on the oncology and immunology fields with urgent therapeutic needs, our long-term commitment to corporate responsibility has been positively recognized by the Union of Chinese Oncology Management, which awarded us the honor of "Outstanding Partner 2020". In addition, Yuxi Genor was awarded the third prize in the comprehensive assessment on ecological environment, production safety, construction safety and fire safety in 2020.

Looking into the future, Genor Biopharma will always take solid technical strength as our fundamental driving force, base ourselves in China, make a global presence, and steadily realize the transformation from an innovative biotech enterprise to a biopharmaceutical enterprise. With the joint efforts of all employees, we will work hand in hand with medical professionals in China and around the world to meet urgent unmet medical needs to the full extent.

Guo Feng

Executive Director and CEO



ABOUT THE COMPANY

Company Profile

Founded in 2017, the Group's mission is to become a biopharmaceutical engine in discovery, research, development, manufacturing and commercialization of innovative therapeutics initially for patients in China and gradually for patients globally. The Group has been strategically focused on major therapeutic areas with substantial unmet medical needs in oncology, autoimmune and other chronic diseases. In recent years, with research centers built in both Shanghai, China and San Francisco, the United States, the Group has also been expanding research and development footprint globally to build and enrich its novel drug pipeline.

The business of the Group is backed by its integrated biopharmaceutical platform covering all the key drug development functionalities, including discovery, research, clinical development, chemistry, manufacturing and controls ("CMC"), regulatory affairs and business development. Its integrated platform enables the Group to manage the risks of drug development by identifying and addressing potential CMC and clinical barriers early in the development process, which allows the Group to direct its efforts towards molecules with the best potential to become clinically beneficial and commercially viable drugs. Further, the Group has commercialization-ready manufacturing capabilities with excellent quality and enhanced cost efficiencies, boasting concentrated fed-batch and perfusion technologies that allows the Group to generate higher titer and yield than the conventional technologies, thereby reaching the high-end of the industry range.

The core management team members of the Group have more than 15 years of industry experience on average with a proven track record and a well-balanced combination of expertise spanning research and discovery, clinical development, manufacturing, regulatory affairs, commercialization and financing. The shareholders of the Group consist of global and Chinese biotechnology-focused specialist funds and biopharma platforms experienced in supporting and growing biopharmaceutical companies, and the Group benefits from their resources and industry expertise.

Highlights in 2020

The Group is a commercial-ready biopharmaceutical company. During the Reporting Period, we have made remarkable progress in the development of drug candidates in the pipeline and business operations.

Pipeline Update

1. GB226 (Novel Anti-PD-1 mAb)

- In July 2020, the NMPA accepted our NDA submission for GB226 as a monotherapy for relapsed/refractory (r/r) peripheral T-cell Lymphoma (PTCL) and granted priority review status. The key clinical results from the phase 2 study of GB226 in treating r/r PTCL were also published at the American Association for Cancer Research (AACR) Annual Meeting in 2020.
- The clinical trial data inspection for the NDA from the Center for Food and Drug Inspection of NMPA ("CFDI") was conducted from September 2020 to October 2020.
- The On-Site Production Inspection & GMP Compliance Inspection for the NDA were completed at our manufacturing facility in Yuxi, Yunnan province in November 2020, and our manufacturing facility in Yuxi has successfully passed the inspection.

2. GB242 (Infliximab Biosimilar)

In November 2020, the NMPA accepted our submission of a NDA for GB242. The application is currently under review by the NMPA. The NDA is based on the Phase 3 clinical trial in China evaluating the safety and efficacy of GB242 compared to Remicade in combination with methotrexate in adult patients with rheumatoid arthritis (RA). We are also applying for other approved indications of Remicade, including ankylosing spondylitis (AS), psoriasis (PsO), crohn's disease (CD), Pediatric Crohn's Disease (pCD) and ulcerative colitis (UC).

3. GB221 (Novel Anti-HER2 mAb)

Our phase 3 clinical trial evaluating GB221 in treating 2L HER2+ breast cancer patients was completed and met primary endpoint in 2020.

4. GB491 (Differentiated oral CDK4/6 inhibitor)

In December 2020, Investigational New Drug (IND) applications for GB491 for the treatment of 1L and 2L HR+/HER2- breast cancer have been submitted to the NMPA in China.

5. GB223 (Anti-RANKL mAb)

In August 2020, Phase 1 clinical trial of GB223 has completed the last patient enrollment.

Business Development

- In June 2020, we in-licensed GB491 from G1 Therapeutics and further expanded our breast cancer franchise.
- In June 2020, we in-licensed GB492 from ImmuneSensor Therapeutics.
- On October 7, 2020, the Company was successfully listed on the Hong Kong Stock Exchange.
- In preparation for the new drug launch, we are steadily building up our commercialization team. Currently, over 20 key commercial people are on-board.

More information about our profile and business developments can be found in the 2020 annual report.

ESG GOVERNANCE

The Group has been actively developing our ESG governance system and taking ESG-related factors into consideration in our daily operation decisions. At the same time, we are continuously improving ESG governance capabilities and performances through internal capacity building and external trainings.

Stakeholder Engagement

The Group attaches great importance to stakeholder engagement and actively seeks to understand stakeholders' expectations and suggestions regarding our sustainable development through various communication channels. Our major stakeholders include shareholders and investors, employees, government and regulators, suppliers and other partners, media and the public, industry associations and other NGOs (non-governmental organizations).

Stakeholders	Concerns and Expectations	Methods of Communication
Shareholders and investors	• Economic performance • Compliant operation • Quality and safety of products and services	• General meetings • Investors meetings and roadshow • Industry summits • News release and announcements • Website publishing • Corporate report
Employees	• Occupational health and safety • Equal employment and employee rights • Employee development and training	• Trade union and team-building activities • Daily communication • Townhall meetings • Management dialogue
Government and regulators	• Greenhouse gas emissions and management • Pollutant emissions and management • Quality and safety of products and services • Consumer rights and privacy protection	• Government-corporate meetings • Compliance report

Stakeholders	Concerns and Expectations	Methods of Communication
Suppliers and other partners	• Sustainable supply chain management • Pollutant emissions and management • Resource usage and efficiency	• Work meetings • Supplier evaluation • Supplier audit • Daily communication
Media and the public	• Occupational health and safety • Hazardous waste disposal and management • Labor standards	• Press release and announcements • Media events • Charity/public welfare events
Industry associations and other NGOs	• Quality and safety of products and services • Compliant operation • Hazardous waste disposal and management	• Industry exhibitions and forums • Website publishing • Corporate report

Materiality Assessment

To understand the importance that stakeholders attach to the sustainability issues of the Group and the related suggestions, we commissioned a third-party advisory agency to conduct a survey on the material issues of the 2020 ESG Report during the Reporting Period, with the main processes including:

Identify key stakeholders

Identify the stakeholders participating in this survey by analyzing each stakeholder based on two dimensions: "degree of influence by the Group" and "degree of influence on the Group".

Build materiality issues pool

Build a database of potential materiality issues based on the requirements of the HKEX, relevant standards and policies, industry and business characteristics and the practices of peer companies.

Design and distribute online questionnaire

Invite seven stakeholder groups such as Board directors, supervisors, and executive management, shareholders and investors, employees, suppliers and other partners, government and regulators to complete the online questionnaire.

Analyze questionnaire and determine materiality issues

Collect questionnaires and analyze results to establish a two-dimensional materiality matrix of "importance to the Group" and "importance to stakeholders", showing the importance of each issue.

Confirm materiality assessment results

Conduct internal review on the materiality assessment results. Disclosures in this Report will focus on issues with high level of materiality.

Based on the results of the online questionnaire, we developed the Group's materiality matrix in 2020:

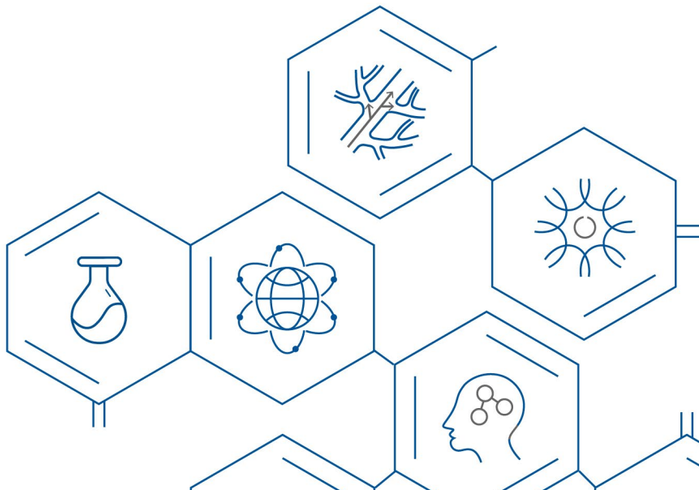
Based on the materiality assessment results, the Group identified the following eight issues as highly material issues, which will be discussed in depth in this Report:

Aspect	Highly Material Issues	Relevant Chapters
Environment	Hazardous waste disposal and management	Green Operation and Harmonious Development
	Pollutant emissions and management	Green Operation and Harmonious Development
Labor	Occupational health and safety	Caring for Employees and Putting People First
	Equal employment and employee rights	Caring for Employees and Putting People First
	Employee development and training	Caring for Employees and Putting People First
Operation	Intellectual property protection	Compliance Operation as the Foundation of Responsibility
	Compliant operation	Compliance Operation as the Foundation of Responsibility
	R&D innovation	Quality Assurance and Quality First

COMPLIANCE OPERATION AS THE FOUNDATION OF RESPONSIBILITY

We always believe that compliance operation is the foundation of corporate responsibility. The Group strictly abides by national, local and industry laws and regulations, adheres to integrity management and business ethics, attaches importance to the protection of intellectual property rights, and actively protects information security and the privacy of stakeholders.

- Integrity Operation
- Intellectual Property Protection
- Information Security and Privacy Protection



Integrity Operation

The Group strictly abides by the *Company Law of the People's Republic of China, Securities Law of the People's Republic of China, Anti-Unfair Competition Law of the People's Republic of China and Anti-Money Laundering Law of the People's Republic of China* and other national laws and regulations. The Group is constantly improving the internal anti-corruption management system, and the *Industry Anti-Corruption Regulations* were formulated to regulate professional ethics. The Group adopted the *Industry Anti-Corruption Regulations* to regulate employees' daily behavior in terms of bribery, company information confidentiality, financial discipline, malpractices, and conflicts of interest to prevent corruption and other violations from occurring. At the same time, we monitor and manage corruption and other violations by regularly and irregularly reviewing financial expense data and related process data.

The Group has established open channels for reporting corruption, and formulated the *Rules for Whistleblowing Management* to standardize reporting procedures. The *Rules for Whistleblowing Management* stipulates the scope of reporting, reporting channels, and reporting processing procedures. Any form of fraud by management and employees, as well as violations of company policies, regulations, and compliance ethics, are included in the scope of reporting. Whistleblowers can report in person or anonymously through various channels. Investigators will keep the information about the whistleblower and the contents of the report strictly confidential and ensure that the whistleblower is not subject to any form of retaliation. The investigation team established by the responsible person in the compliance department conducts investigations on the reported matters that meet the conditions for investigation, and issues investigation reports based on the results. Depending on the severity of the circumstances, corresponding penalties will be imposed for violations of the Group's anti-corruption policy or other regulations on code of conduct. During the Reporting Period, there was no corruption related lawsuits within the Group.

In order to create a compliance culture and continuously improve employees' awareness of anti-corruption, the Group has integrated anti-corruption related content into the new employee trainings, and requires each new employee to complete relevant training after on-boarding. During the Reporting Period, all new employees completed anti-corruption trainings.

Information Security and Privacy Protection

The Group attaches great importance to information security, and has formulated the *Confidentiality and Intellectual Property Management System* to effectively protect various business secrets and other confidential information.

The confidentiality system classifies confidential information and stipulates the scope of use, authority and using procedures under different confidentiality levels. With the exception of biological materials, the original tangible carriers of confidential information are registered and stored in the archives, and their use must be recorded by the records management personnel in accordance with the usage regulations. For non-public biological materials, we have designated custodians who are responsible for their registration, storage and usage records.

The disclosure of confidential information to the public shall be subject to internal authorization, review and approval, and shall comply with the following requirements: no material information shall be negotiated with third parties in the absence of a confidentiality agreement; appropriate due diligence shall be conducted on third parties; all information given to third parties after signing a confidentiality agreement shall be subject to internal review and approval in accordance with required procedures, and shall be marked as "confidential information" and accompanied by descriptions.

Employees take specific responsibilities for protecting confidential information. The Group has strict regulations on employee confidentiality and requires employees to sign confidentiality agreements upon joining or after joining us, and to return all tangible carriers of confidential information under their personal custody after departure or retirement.

In addition to ensuring the security of our own information and data, the Group attaches equal importance to the protection of information and privacy of our stakeholders. We strictly comply with the relevant regulations on data confidentiality and privacy protection of subjects in the T*echnical Guidance for Clinical Trial Data Management* and *Good Clinical Practice of Pharmaceutical Products*, use unique identifiers (subject numbers) in the database instead of subjects' identification information, and no personal privacy information is collected from subjects.

Intellectual Property Protection

The Group strictly complies with the Patent Law of the *People's Republic of China*, the *Trademark Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China* as well as other laws and regulations related to intellectual property. We have established a systematic management system for the protection of intellectual property rights, which goes through the whole process of creation and acquisition, protection, and management of intellectual property rights, and integrates the protection of intellectual property rights into our corporate culture and employees' daily work.

The Group has formulated internal management documents such as the *Confidentiality and Intellectual Property Management System* and *Patent and Intellectual Property Management Regulations* to regulate practices in respect of intellectual property investigation and patent intelligence, patent application and intellectual property protection, intellectual property training, etc., so as to protect our intellectual property rights while avoiding infringement on the legal rights of others.

Intellectual property and patent investigation

In the process of appraisal and development transactions for technology development and technology cooperation projects, the intellectual property department should conduct intellectual property investigations to assess the risks and values of intellectual property rights, and discuss and formulate countermeasures to avoid patent infringement, such as the announcement of invalidation or performing bypass design, etc.

Patent application and intellectual property protection

The Group encourages domestic and foreign patent applications for various innovative technological achievements as early as possible. The intellectual property department regularly monitors the infringement of the authorized patents owned by the Group, and timely finds and curbs infringements of our intellectual property rights through channels such as patent literature search, drug regulatory registration departments, and market surveys.

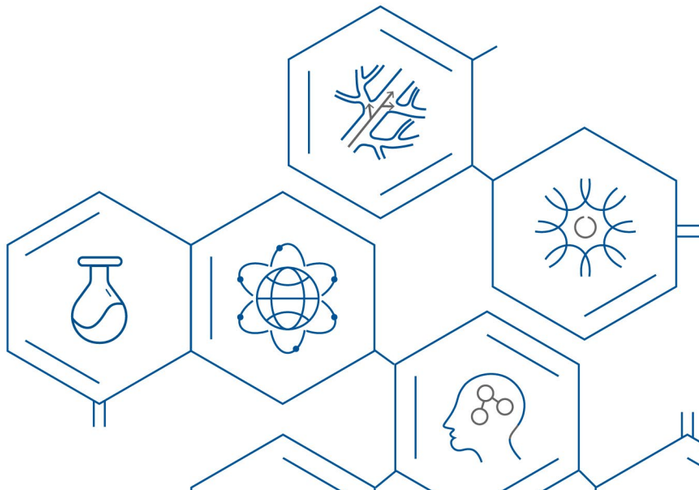
Intellectual property training

In order to enhance employees' awareness of confidentiality and intellectual property rights, the Group organizes corresponding trainings on a regular or irregular basis. The specific content includes: basic knowledge of regulations on intellectual property and patent, basic knowledge of confidentiality, operation of intellectual property management documents, etc.

QUALITY ASSURANCE AND QUALITY FIRST

We are committed to providing safe, effective and high-quality medicines to patients through a sound quality management system and excellent research and development (R&D) innovation capabilities.

- Total Quality Management
- Supply Chain Management
- Innovative Research and Development



Total Quality Management

• Sound quality management system

The Group strictly complies with national laws and regulations including the *Drug Administration Law of the People's Republic of China, Provision for Drug Registration, Good Manufacturing Practices for Pharmaceutical Products, Measures for the Supervision and Administration of Drugs Production, Provisions for Adverse Drug Reaction Reporting and Monitoring, Announcement of the National Medical Products Administration on the Direct Reporting of Adverse Drug Reaction by Holders of Drug Marketing Licenses etc.* Based on the concept of quality by design and product lifecycle management, we have established comprehensive and effective quality management systems, which run through the three stages of pharmaceutical development, technology transfer and commercial manufacturing in the whole lifecycle of drugs, covering many fields such as Good Manufacturing Practices (GMP), Good Clinical Practice (GCP) , Good Pharmacovigilance Practice (GVP) and Good Supply Practices (GSP). The four-step Plan, Do, Check and Act (PDCA) cycle is used to continuously improve and refine our quality management systems.

The Group has formulated a four-level quality management system document hierarchy, including *Quality Manual,* Standard Management Procedures (SMP), Standard Operating Procedures (SOP), and records and evidence. The standard management procedures include multiple quality control documents such as *Production Process Quality Control Management Procedures, Product Release Procedures, Non-conforming Product Handling Procedures and Deviation Investigation Procedures* to ensure the quality of products in each stage.

• Enhancing product and service quality

In order to improve the quality of products and services, the Group has established internal management systems such as *SMP for Drug Complaint Management* and *SMP for Drug Return Management*, which clearly define the product quality complaint process and recall process. The *SMP for Drug Complaint Management* stipulates that the Quality Assurance Department should designate a responsible person to handle complaints, fill out the Quality Complaint Record Form immediately after receiving a complaint through written letter, fax, email or telephone, and verify the complaint information. After investigation and analysis, the complaints will be handled in a timely and efficient manner through verbal explanation, written reply, drug return, material compensation, financial compensation, face-to-face apology, recall, etc., and the Quality Complaint Handling Sheet will be filled out. The person in charge of complaint handling will conduct an annual review of complaints in respect of quality, summarize causes and propose corrective and preventive measures.

To further enhance the management of drug safety, the Group has established the Drug Safety Committee to facilitate the communication and decision-making mechanism for major issues related to drug safety. The committee is responsible for formulating and regularly updating the *Drug Safety Committee Charter*, formulating and regularly examining the annual working plan of the Drug Safety Committee, and reviewing significant drug safety information.

• Employee quality training

Employee quality training is a vital part of our total quality management. The Group has formulated the *SMP of Quality Training* and the Quality Assurance Department drafts annual quality training plan in accordance with training needs of each department. Each department develops a customized annual quality training plan according to different positions. Quality training is divided into new employee training, in-service employee retraining and transfer training by training objects. Training contents cover topics such as GMP, operation and production safety. The training appraisal results are recorded in the Employee Training Record Form, and only those who have passed the position training appraisal can take up their posts independently.

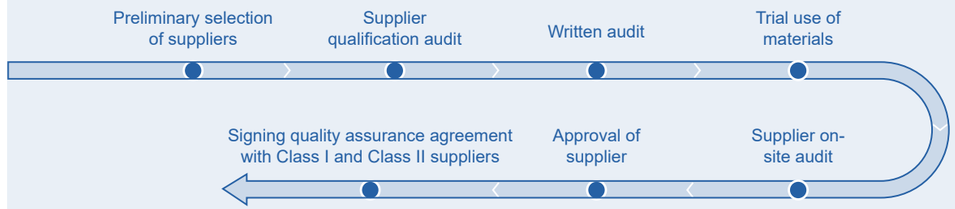
The Group is a biopharmaceutical company that is entering the commercialization stage. During the Reporting Period, there were no products sold or shipped that had to be recalled for safety and health reasons, nor were there any customer complaints about products and services.

Supply Chain Management

The Group attaches great importance to supply chain management and continuously improves the supplier management system in order to reduce the environmental and social risks of the supply chain and create a resilient and stable supply chain. We have established standard documents such as *Management Procedure of Procurement, Material Supplier Audit Management Procedure, Procurement Management Rules for Non-GMP Material Suppliers* to strictly control the process of supplier selection, evaluation, audit and approval.

To ensure fair and equitable competition, the procurement staff shall conduct three-party price inquiry and comparisons in strict accordance with the procurement process stipulated in the *Management Procedure of Procurement*, complete the Procurement Comparison Sheet and obtain approval. The classification of materials can be divided into Class I, II and III based on their impact on product quality and patient safety. In order to ensure that materials suppliers provide qualified materials for production in a sustainable and stable manner, we have established the *Materials Supplier Audit Management Procedure*.

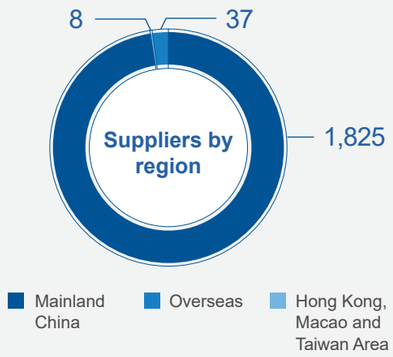
Supplier screening and approval process:



• Supplier evaluation and audit

The quality assurance department and the purchasing department track the quality of materials provided by suppliers, and request those whose product quality has decreased to make rectification within a specified time frame. For suppliers whose product quality has not been significantly improved by the end of the rectification period, we may withdraw their qualifications. We organize annual quality evaluation of suppliers, with key assessment indicators including product and service quality, order rate and timeliness of delivery. We also conduct annual quality audits on suppliers, including written and on-site audits, and suppliers who fail to pass the audits will be disqualified as our suppliers.

During the Reporting Period, the Group has a total of 1,870 suppliers and the number of suppliers by region is as follows.



Innovative Research and Development

The Group strives to build up a world-class, China-based innovative biopharmaceutical corporate through its integrated biopharmaceutical platform. Our integrated, biological platform encompasses all the key biologic drug development functionalities, and enables us to identify and address potential clinical, manufacturing and commercial barriers in the development process so we can direct our efforts towards molecules with the best potential to become clinically active, cost-effective and commercially viable drugs.

Discovery and research

Our R&D process starts with strategic target identification and selection, focusing on targets with proven or high potential clinical benefits. Once the targets have been identified, we fully leverage our research hubs in Shanghai and San Francisco to advance our synergized discovery and research efforts.

Clinical development

We strategically design the clinical trials of our drug candidates, critically select the registration pathways, diligently conduct our clinical trials to ensure the speed of execution and data quality, maintain constructive dialogues with the regulatory authorities to achieve optimal clinical development efficiency, and accelerate the approval process of our drug candidates.

CMC and manufacturing

Our strong Shanghai-based CMC capabilities resulted from approximately one decade of relentless development efforts and have supported our and our collaborators' IND applications for more than 20 antibodies with the NMPA and/or planned IND applications with the FDA. In addition, we have commercialization-ready manufacturing capabilities based in Yuxi, Yunnan with enhanced cost efficiencies and quality excellence, boasting concentrated fed-batch and perfusion technologies that allow us to generate higher titer and yield than the conventional technologies, thereby driving the high-end of the industry range. We benefit from our cost-effective, high-yield CMC and manufacturing capabilities.

During the Reporting Period, R&D expenses of the Group were RMB

696.6 million,

representing an increase of

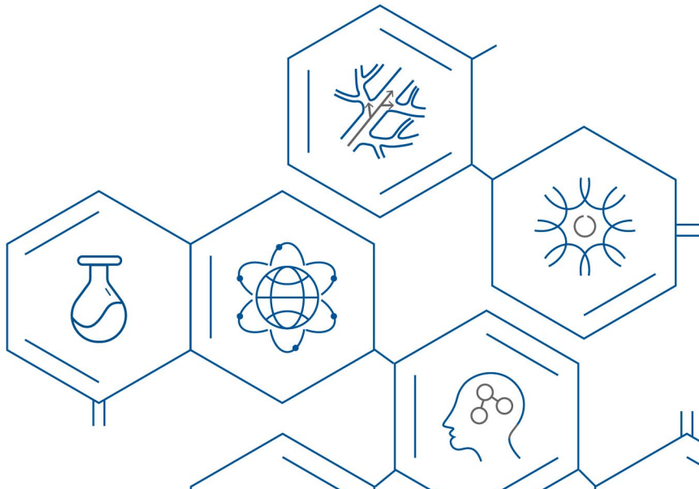
58.7%

from the year 2019, which were mainly spent in areas such as clinical trials and employee salary and benefit costs for R&D personnel.

CARING FOR EMPLOYEES AND PUTTING PEOPLE FIRST

The Group always believes that talent is the cornerstone of corporate development. We constantly insist on responsible employment, being people-oriented, caring for our employees, emphasizing on talent cultivation, and striving to provide competitive remuneration and benefits to our employees.

- Responsible Employment
- Welfare and Care
- Health and Safety
- Development and Training

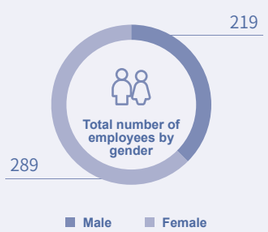


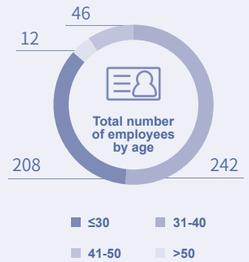
Responsible Employment

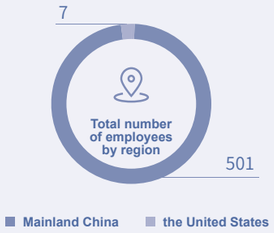
The Group strictly abides by the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Minors*, the *Social Insurance Law of the People's Republic of China*, the *Provisions on the Prohibition of Using Child Labor*, the *Law of the People's Republic of China on the Protection of Women's Rights and Interests* and other employment-related laws and regulations, and has also established a comprehensive employment system and standards with reference to the aforementioned laws and regulations. All employees join the Group voluntarily and go through the employment procedures in accordance with the internal *Regulations on Employment, Labor Contracts and Probationary Periods*, which strictly prohibit any form of forced labor and recruitment and the use of child labor. In the event of any wrongful recruitment of child labor or forced labor, we will immediately terminate the contract and conduct investigations of responsibility to prevent the recurrence of such incidents. During the Reporting Period, there was no violation of employment-related laws and regulations by the Group.

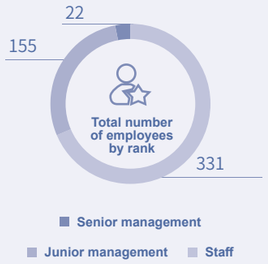
The Group's recruitment is based on the principles of fairness, impartiality and openness, and is guided by the ability of employees, and does not treat employees differently based on their ethnicity, race, age, gender, political or religious beliefs. We have always adhered to the principles of equal employment and equal pay for equal work for both men and women. No incidents of discrimination were found during the Reporting Period.

At the end of the Reporting Period, the total number of employees of the Group was 508 and the staff turnover rate was 12%.









Welfare and Care

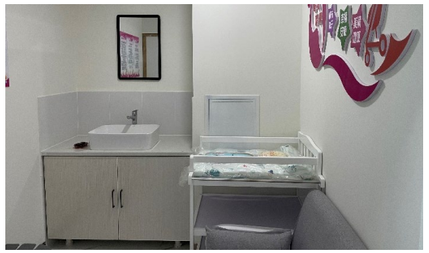
• Remuneration and benefits

The Group is committed to providing competitive remuneration and benefits for our employees. Our remuneration consists of basic salary, performance bonus, other bonuses, allowances and overtime pay with a dynamic salary adjustment mechanism. We conduct annual performance evaluations for employees, and the results of these evaluations are used as the main basis for annual performance bonuses, salary increases and individual promotions.

Our employee benefits include statutory benefits, such as full and timely payment of housing fund, pension, and unemployment, medical, work injury and maternity insurance for employees in accordance with national and local laws and regulations, as well as various supplementary benefits such as annual medical check-up, supplementary commercial healthcare insurance, holiday gifts, overtime subsidies, etc. Regarding working hours, the Group has implemented a five-day work week in strict accordance with national laws and regulations, and has customized working schedules for different positions, with comprehensive working hours or irregular working hours. All employees are entitled to paid holidays, legal holidays, wedding leave, funeral leave, maternity leave and other leave entitlements.

• Employee care

The Group is committed to creating a comfortable and loving working environment for our employees and enriching their spare time through various employee activities. During the Reporting Period, Yuxi Genor organized various employee activities such as the annual meeting, IPO celebration and staff sports games, and prepared holiday gifts for employees on International Women's Day and Mid-Autumn Festival. We respect and care for female employees, and Yuxi Genor has set up a Female Staff Committee, established nursing rooms for female employees and provided greetings during their pregnancy and the holidays.



Nursing room for female employees in Yuxi Genor

Staff lounge in Yuxi Genor

Staff sports games in Yuxi Genor

• Employee communication

The Group attaches importance to maintaining smooth communication with employees and building harmonious labor relations. We have established various communication methods and platforms for our employees, such as CEO letters, townhall meetings, democratic communication meetings, etc. We also encourage our employees to give feedback and needs through emails, phone calls and face-to-face meetings. Employees in Yuxi Genor and the labor union conducted collective bargaining on wages, bonuses, holidays and benefits, and representatives of both parties signed the *Wage Collective Bargaining Contract* for the years 2019 to 2021, and established a Wage Collective Bargaining Supervision Team to conduct questionnaire on employee awareness, participation and satisfaction of the bargaining to ensure full implementation of the contract.

Health and Safety

• Production safety management

The Group attaches great importance to occupational health and safety, strictly complies with the *Work Safety Law of the People's Republic of China* and other relevant laws and regulations. We have established a standardized management system for production safety, and implemented the management of 13 elements, including safety production objectives, organization and responsibilities, safety investment, laws and regulations and safety management system, education and training, production equipment and facilities, and operational safety, etc. The Group has also established a Safety Production Management Committee and formed a three-level management structure consisting of committee directors, department heads, and EHS (Environment, Health and Safety) specialists from each department. We have further identified and prevented workplace safety hazards through the *Hazard Identification, Assessment and Control Management Procedure, Preventive Maintenance of Equipment Management Procedure,* and *Fire Control Facilities Management Procedure.*

Yuxi Genor was awarded the third prize in the comprehensive assessment on ecological environment, production safety, construction safety and fire safety in 2020

The Group has formulated the *Responsibility for EHS* to integrate production safety into the daily work of each department and to clarify major responsibilities of each department in relation to safety, so as to provide a safe working environment for employees. During the Reporting Period, there were no work-related fatalities within the Group and 90 days were lost due to work-related injuries. As an important production base of the Group, Yuxi Genor has formulated internal policy documents such as the *Safety Management Control Procedure* to ensure production safety.

• Occupational health and safety

The Group strictly complies with the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, the *Provisions on the Supervision and Administration of Occupational Health at Work Sites*, and related laws and regulations, and has formulated comprehensive management systems, including the *Occupational Hazard Personal Protective Equipment Management System*, the *Occupational Hazard Monitoring and Evaluation Management System*, the *Occupational Hazard Warning and Notification System*, the *Occupational Hazard Accident Management and Reporting System*, the *Occupational Hazard Accident Emergency Relief and Management System*, and the *Occupational Hazard Project Reporting System*. In terms of storage and management of hazardous chemicals, Yuxi Genor has formulated the *Operating Procedures for the Management of Hazardous Chemicals, Operating Procedures for the Management of Highly Toxic Chemicals and Operating Procedures for the Management of Precursor Chemicals* and set up a special storage area managed through a two-person, double-lock mechanism.

We attach great importance to occupational health and safety education and training. During the Reporting Period, Yuxi Genor organized EHS trainings for employees, fire safety training, occupational health and safety training, and training for operators of special equipment.

EHS training in Yuxi Genor

Safety training in Yuxi Genor

Special equipment training in Yuxi Genor

Occupational health and safety training in Yuxi Genor

• Creating a safety culture

Fire safety training in the Production Safety Month in Yuxi Genor

Fire drill in Yuxi Genor

In order to further establish a corporate safety culture, Yuxi Genor launched a series of activities for the Production Safety Month, including a Production Safety Month themed meeting, safety and environmental education and campaign, and fire safety training by instructors from the Kunming Fire Protection Education Center. During the Production Safety Month, Yuxi Genor also implemented special safety inspections to check the key areas of fire safety, such as electricity distribution room, gas cylinder room, dangerous chemicals warehouse and quality control laboratory.

In order to improve the staff's ability to deal with safety incidents in case of emergency, the Group organized a fire incident emergency drill during the Reporting Period.

Development and Training

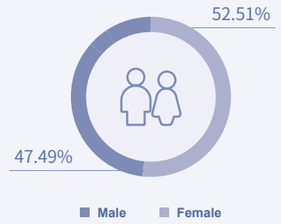
The Group pays high attention to the development and training of employees and strives to achieve mutual growth of the Group and our employees. With the aim of standardizing the training process and improving the skillsets of our employees, we have established the *Training Management Rules*, which regulates the content, format, application criteria, organization responsibilities, expense management, file establishment and management, evaluation and feedback, and management assessment of the training activities. Training contents include new employee training, skills training, capacity enhancement training and management training. The format of training can include classroom training, field training, seminars, online courses, job rotation, mentorship and other formats. The Human Resources Department is responsible for the training of general skills of employees, while each department is responsible for the training of position-specific skills enhancement of employees.

The training management system established by Yuxi Genor stipulates the management of new employee orientation training and continuing training, including training content, process, plan development, effectiveness evaluation, and record-keeping. After new employees have passed the orientation training, we will issue the training certificate and organize continuing training programs regularly, evaluate the effectiveness of the continuing training and form a report at the end of the year.

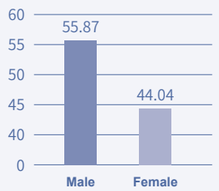
Employee trainings in Yuxi Genor

The average number of training hours per employee for the Reporting Period was 49.1 hours.

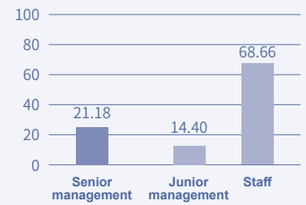
Percentage of employees trained by gender



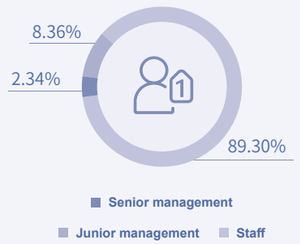
Average training hours completed per employee by gender（hour）



Average training hours completed per employee by employee category（hour）



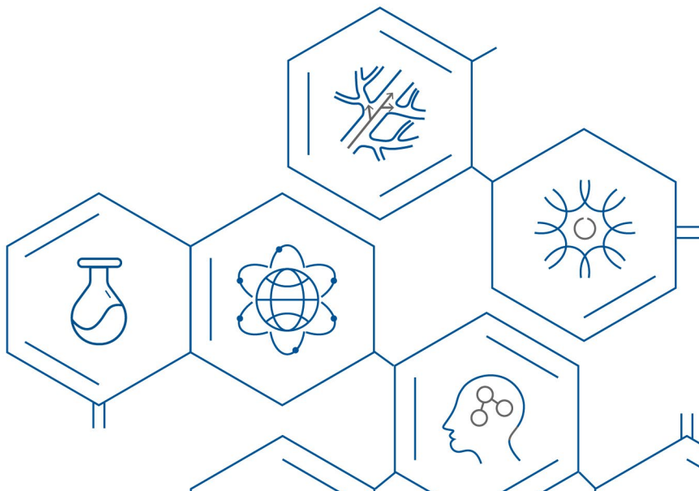
Percentage of employees trained by employee category



GREEN OPERATION AND HARMONIOUS DEVELOPMENT

The Group upholds the concept of green development, insists on green production and operation, and promotes the harmonious development of humankind and nature through continuous improvement of environmental management system and active implementation of various energy saving and emissions reduction measures.

- Environmental Management
- Emissions Management
- Resources Usage
- 2020 Environmental Performance



Environmental Management

The Group strictly complies with the *Environmental Protection Law of the People's Republic of China* and other national, local and industry environmental-related laws and regulations, and has formulated a series of internal management systems such as *Safety and Health and Environmental Laws, Regulations and Other Requirements Management Discipline and Contingency Plan for Environmental Emergencies* to ensure environmental compliance while actively promoting energy conservation and emission reduction practices.

Employees from Yuxi Genor participating in environmental protection training

To strengthen our environmental management levels, the Group has developed the *Responsibility for EHS* to better integrate EHS responsibilities into the daily work of each department. Our Chief Executive Officer is the first responsible person for EHS management and is fully responsible for the EHS work of the Group; department heads have direct leadership responsibility for the implementation of EHS work; the EHS head, under the leadership of the Chief Executive Officer and department heads, takes the responsibility for organizing daily EHS management work; each functional department is required to implement the EHS management system and complete relevant department responsibilities and EHS assessment work.

Yuxi Genor, our production base in Yunnan, has also established a sound EHS management system, set up the EHS Management Committee and formulated internal systems such as the *EHS Manual* and the *Environmental Protection Management Control Procedure* to manage EHS work comprehensively and efficiently. Meanwhile, we actively promote environmental protection knowledge sharing to enhance the environmental awareness of our employees. During the Reporting Period, Yuxi Genor organized employees to participate in an environmental protection quiz activity held by Yuxi High-tech District and also conducted training on environmental protection for employees.

Emissions Management

The Group strictly abides by relevant national and local laws and regulations such as the *Atmospheric 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 *Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes*, and has formulated corresponding management systems to reduce the environmental footprint in our production and operation.

Pollutant discharge permit of Genor Biopharma

Our business does not involve significant impacts on the environment and natural resources, but we still actively carry out various environmental management work and implement energy saving and emission reduction measures. As for the management of waste gas and wastewater, the pilot production and laboratories of Genor Biopharma have passed the environmental impact assessment, and the waste gas, wastewater and noise generated by the laboratories are monitored and discharged after meeting regulated standards. During the Reporting Period, Genor Biopharma has successfully become a licensed emission unit per relevant national requirements, and has also conducted online monitoring of wastewater and synchronized with the data from the monitoring stations of the Environmental Protection Bureau. The waste gas generated by Yuxi Genor mainly comes from the production workshop, where the waste gas generated from fugitive sources is treated by primary and intermediate efficiency air filters. Meanwhile, the waste gas is monitored according to regulatory requirements to ensure that it meets the regulated standards before being discharged. The wastewater generated during our production process enters the sewage treatment station and is discharged after meeting the standards through online monitoring.

The waste generated by the Group can be divided into general waste and hazardous waste. General waste is mainly domestic waste, which is centrally disposed of by the domestic waste disposal station of the industrial park. Hazardous waste mainly includes medical waste, waste reagents, waste cell culture bags, and waste packaging of hazardous chemicals generated in the process of R&D, production and quality inspection. We have formulated the *Standards for the Treatment and Disposal of Hazardous Wastes* to clarify the types of hazardous waste, handling procedures, and storage management requirements to ensure comprehensive and proper handling of hazardous waste. The EHS department will transfer hazardous waste generated by each department to the storage area, register them in the account and entrust them to qualified third parties for disposal and transfer.

The Group actively implements various energy-saving and emission reduction measures and regularly monitors pollutants emitted to reduce emissions as much as possible. Through using energy-saving equipment, adopting automatic control systems, recycling resources, implementing energy-saving design of buildings, strengthening energy management, organizing meetings and communication events, and encouraging employees to actively participate in energy saving and emission reduction work, we effectively implement energy saving and emission reduction targets.

For the alkaline liquid used to treat the production equipment, by reusing the liquid and by using the liquid for multiple systems simultaneously, we can reduce the alkaline liquid discharge by about 40% per year.

Steam condensate and pharmaceutical water are recycled together for landscape irrigation, and approximately 10% of wastewater is recycled each year.

Resources Usage

In respect of energy usage, the Group strictly follows the *Energy Conservation Law of the People's Republic of China* and other relevant laws and regulations. The relevant departments formulate energy usage plans in advance in accordance with the *Operating Procedures for Production Planning*, use energy in a reasonable manner, and conduct regular review on electricity and steam usage, and make timely improvements in view of the current usage and the problems identified in order to minimize energy usage. With respect to the use of water resources, the Group mainly uses municipal water supply for production and operation, and we do not have any problem of accessing to water resources. The Group actively promotes water efficiency by formulating water consumption plans in advance, regularly compiling statistics on water consumption and conducting regular inspections of water consumption and drainage facilities.

We advocate and practice the concept of green office through the following measures: using natural lights as much as possible, and ensuring lights are turned off when people leave; promoting paperless and online office; printing on both sides of paper as far as possible if there is no mandatory requirement; recycling document bags, folders and cards for meetings; adopting variable frequency motors for air-conditioning system and setting Eco mode for low frequency operation.

2020 Environmental Performance

KPI	Unit	2020
Emissions[1]		
Nitrogen oxide (NOx)	kg	7.97
Sulfur oxide (SOx)	kg	0.07
Particulate matter	kg	0.94
Wastewater		
Total wastewater discharge [2]	ton	46,000
Chemical oxygen demand（COD）	ton	0.04
Biochemical oxygen demand（BOD）	ton	0.02
Ammonia nitrogen	ton	0.01
Greenhouse Gas Emissions and Intensity[3]		
Scope 1	ton CO_2e	10.20
Scope 2	ton CO_2	9,394.77
Greenhouse gas emission intensity	ton CO_2e/person	18.77
Direct Energy Consumption and Intensity		
Diesel	MWh	2.96
Gasoline	MWh	37.97
Direct energy consumption intensity	MWh/person	0.08

KPI	Unit	2020
Indirect Energy Consumption and Intensity		
Purchased electricity	MWh	11,378.80
Purchased heat [4]	MWh	6,193.34
Indirect energy consumption intensity	MWh/person	35.07
Water Consumption and Intensity		
Total water consumption	ton	96,029.98
Water consumption intensity	ton/person	191.68
Packaging Material Consumption and Intensity		
Packaging box	ton	0.10
Glass bottle	ton	3.78
Packaging material consumption intensity	ton/person	0.008
Non-hazardous Waste		
Total amount of office waste	ton	179.40
Non-hazardous waste intensity	ton/person	0.36
Hazardous Waste		
Total amount of hazardous waste[5]	ton	14.13
Hazardous waste intensity	ton/person	0.03

[1] The Group's emissions of nitrogen oxides, sulfur oxides and particulate matter generate from vehicles and diesel generators in 2020. The atmospheric pollutant emissions from vehicles are calculated by referring to the *Technical Guideline for the Preparation of Air Pollutant Emission Inventory for Road Vehicles (Trial)*; The atmospheric pollutant emissions from diesel generators are calculated by referring to the *Technical Guideline for the Preparation of Air Pollutant Emission Inventory for Non-road Vehicles (Trial)*.

[2] Wastewater includes domestic and industrial wastewater.

[3] Scope 1 GHG emission sources are the vehicles and diesel generators owned by the Group; Scope 2 GHG emission sources are the Group's purchased electricity and purchased steam. GHG emissions from vehicles and diesel generators are calculated based on the *Land Transport Enterprise Greenhouse Gas Emissions Accounting and Reporting Guidelines (Trial)*; the carbon emission factor of purchased electricity references the 2015 average emission factor of the National Grid (0.6101t CO2/MWh) as defined in the Notice on the *2018 Carbon Emission Reporting and Verification and Emission Monitoring Plan Formulation*, published by the Ministry of Ecology and Environment of the People's Republic of China.; the carbon emission factor of purchased heat references the *Land Transport Enterprise Greenhouse Gas Emissions Accounting and Reporting Guidelines (Trial)*.

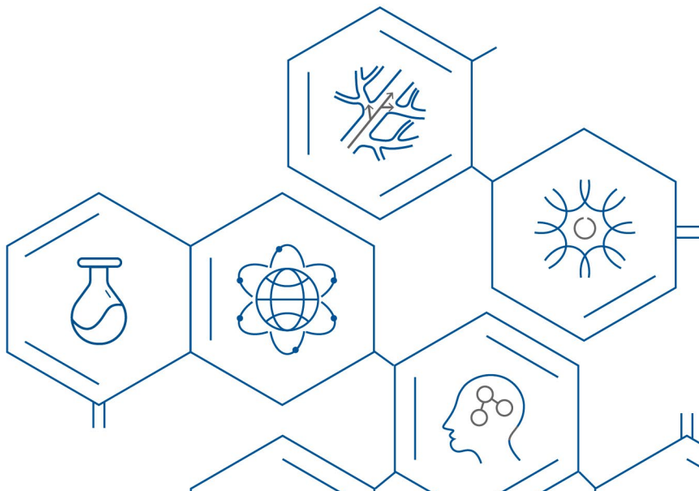
[4] Purchased heat is mainly in the form of purchased steam.

[5] Hazardous waste mainly includes waste reagents, waste cell culture dishes and bags, waste packaging of hazardous chemicals and medical waste.

COMMUNITY CONTRIBUTION FOR SHARED VALUES

The Group has always attached significance to giving back to local communities and residents, and encourages employees to actively participate in social welfare activities and to serve the society. During the COVID-19 outbreak, we actively donated money and medical supplies to fulfill our social responsibilities that corporations should take.

- Community Contribution
- Combating the Pandemic Together



Community Contribution

The Group pays attention to and actively responds to society's needs. As a contribution to the national development strategy of rural revitalization, employees of Yuxi Genor donated money to Shuikemo Village, Yuanjiang County, Yuxi City, Yunnan Province for improving their road conditions and other infrastructure. A total of 117 employees donated RMB 12,300.

We also advocate and encourage our employees to participate in community building and various volunteering activities. During the Reporting Period, employees of Yuxi Genor participated in the garbage cleaning and traffic control volunteer service activities organized by the local government, helping the local community to improve natural environment and traffic safety.

Employee volunteering activities in Yuxi Genor

Combating the Pandemic Together

In the face of the severe COVID-19 pandemic prevention and control situation, we implemented various measures to prevent and control the pandemic internally to ensure the health of each employee and workplace safety; externally, we actively donated money and materials to help pandemic-stricken areas overcome difficulties together.

The Group's Management took prompt actions and formed an Anti-Pandemic Leadership Group comprising senior management, HR and administration, procurement, engineering, EHS and other departments, and set up a personnel dynamic monitoring team, an pandemic safety and security team, a material security team and an external liaison team to take full responsibility for coordinating pandemic prevention and control work, responding to the unified requirements of the government and its relevant departments, researching and determining specific strategies for prevention and control work in light of the actual situation of the Group, coordinating and solving major problems and supervising the implementation of preventive and control measures by various departments. At a time when medical supplies were most scarce, Yuxi Genor actively coordinated various resources to purchase protective supplies such as masks, and distributed masks, disinfectant solution and other protective supplies to staff on a weekly basis to ensure the health and safety of employees.

During the Reporting Period, the Group donated RMB

500,000 Yuan

and

2,000

masks to the Red Cross Society of China Wuhan Branch to help pandemic-stricken areas overcome difficulties.

APPENDIX: HONG KONG STOCK EXCHANGE ESG REPORTING GUIDE CONTENT INDEX

A. Environmental		
General Disclosures and Key Performance Indicators (KPIs)	Description	Relevant Chapter(s)
Aspect 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.	Green Operation and Harmonious Development: Emissions Management
KPI A1.1	The types of emissions and respective emissions data.	Green Operation and Harmonious Development: 2020 Environmental Performance
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
KPI A1.5	Description of measures to mitigate emissions and results achieved.	Green Operation and Harmonious Development: Emissions Management
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	
Aspect A2:Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Green Operation and Harmonious Development: Resources Usage
KPI 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).	Green Operation and Harmonious Development: 2020 Environmental Performance
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Green Operation and Harmonious Development: Resources Usage
KPI A2.4	Description of whether there are any issues in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Green Operation and Harmonious Development: Resources Usage
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Green Operation and Harmonious Development: 2020 Environmental Performance
Aspect A3:The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer’s significant impact on the environment and natural resources.	Green Operation and Harmonious Development: Emissions Management
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	

B. Social		
General Disclosures and Key Performance Indicators (KPIs)	Description	Relevant Chapter(s)
Aspect 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.	Caring for Employees and Putting People First: Responsible Employment, Welfare and Care
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Caring for Employees and Putting People First: Responsible Employment
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Caring for Employees and Putting People First: Responsible Employment

Aspect 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.	Caring for Employees and Putting People First: Health and Safety
KPI B2.1	Number and rate of work-related fatalities.	Caring for Employees and Putting People First: Health and Safety
KPI B2.2	Lost days due to work injury.	Caring for Employees and Putting People First: Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Caring for Employees and Putting People First: Health and Safety
Aspect B3:Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Caring for Employees and Putting People First: Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	
KPI B3.2	The average training hours completed per employee by gender and employee category.	
Aspect 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.	Caring for Employees and Putting People First: Responsible Employment
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	
Aspect B5:Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Quality Assurance and Quality First: Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	

Aspect 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 Assurance and Quality First: Total Quality Management
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Quality Assurance and Quality First: Total Quality Management
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Compliance Operation as the Foundation of Responsibility: Intellectual Property Protection
KPI B6.4	Description of quality assurance process and recall procedures.	Quality Assurance and Quality First: Total Quality Management
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Compliance Operation as the Foundation of Responsibility: Information Security and Privacy Protection
Aspect 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.	Compliance Operation as the Foundation of Responsibility: Integrity Operation
KPI 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.	Compliance Operation as the Foundation of Responsibility: Integrity Operation
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Compliance Operation as the Foundation of Responsibility: Integrity Operation
Aspect 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.	Community Contribution for Shared Values: Community Contribution
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Contribution for Shared Values: Community Contribution, Combating the Pandemic Together
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	

Tel:+86 21 61690700

E-mail: ir@genorbio.com

Address: 1690 Zhangheng Road, Building 3, Pudong New District, Shanghai