

Innovent
信达生物制药



環境、社會及管治報告 · 2020

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Innovent Biologics, Inc. 信达生物製藥 | Stock Code 股份代號:1801
(Incorporated in the Cayman Islands with limited liability) (於開曼群島註冊成立之有限公司)

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About This Report

- **Reporting Period**

The reporting period of this Environmental, Social and Governance Report (the “Report”) is from January 1, 2020 to December 31, 2020.

- **Entities Covered**

The entities covered in this Report include Innovent Biologics, Inc. (信達生物製藥), Innovent Biologics (HK) Limited (信達生物製藥(香港)有限公司), Innovent Biologics (Suzhou) Co., Ltd. (信達生物製藥(蘇州)有限公司), Innovent Biologics Technology (Suzhou) Co., Ltd. (蘇州信達生物科技股份有限公司), Innovent Biologics Technology Co., Ltd. (信達生物科技股份有限公司), Shanghai Xinsheng Biotechnology Branch of Innovent Biologics (Suzhou) Co. Ltd. (信達生物製藥(蘇州)有限公司上海信聖生物科技分公司), Beijing Biotechnology Branch of Innovent Biologics (Suzhou) Co. Ltd. (信達生物製藥(蘇州)有限公司北京生物科技分公司), Innovent Biologics (USA) Inc. (信達生物製藥(美國)公司) and Innovent Biologics (Europe) Inc. (信達生物製藥(歐洲)公司).

- **Preparation Basis**

This Report is compiled with reference to the “Environmental, Social and Governance Reporting Guidelines” as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”), and the summaries of main amendments thereto.

- **Selection of Key Performance Indicators (KPIs)**

This Report primarily examines the materiality, quantitateness, balance and consistency of the specific KPIs related to the disclosure of performance on main KPIs. We will continue to adjust and optimize the KPIs for disclosure in future reports.

- **Sources of Information**

The qualitative and quantitative information adopted in this Report comes exclusively from public information, internal documents and relevant statistics of Innovent Biologics, Inc.

- **Pronominal Reference**

For the sake of easy presentation and reading, “Innovent Biologics, Inc.” is alternatively referred to as “Innovent”, the “Company”, “we” or “us” in this Report.

- **Mode of Release**

This Report is released as online edition, which can be retrieved and downloaded from the websites of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (www.hkex.com.hk) and Innovent (<http://innoventbio.com/#/>).

About the Company

1. Profile

Founded in 2011, Innovent is committed to the development, production and sales of innovative drugs for the treatment of major diseases such as tumors. Its shares were listed on the main board of the Stock Exchange (Stock Code:01801) on October 31, 2018.

Ever since its inception, the Company has been recognised for its fruitful innovations and internationalised operating model, which set it aside from many other biopharmaceutical companies. A product chain of 24 new drug products has been established, covering various diseases such as tumors, metabolic diseases and autoimmunity. In particular, 5 products (sintilimab injection, English trademark: TYVYT®; bevacizumab injection, English trademark: BYVASDA®; adalimumab injection, English trademark: SULINNO®; rituximab injection, English trademark: HALPRYZA®; pemigatinib oral inhibitor, English trademark: PEMAZYRE®) have been approved by the National Medical Products Administration of China (the "NMPA") for market launch, one of which was accepted by the NMPA for market launch application and sintilimab's market launch application in America has been accepted by the FDA, 5 products have entered phase 3 or pivotal critical trials, with clinical studies started for other 14 products. In November 2019, sintilimab was included in the National Reimbursement Drug List ("NRDL"), making it the first and only PD-1 inhibitor product accepted to the NRDL in China. Thus far, the Company has established high-end biopharmaceutical industrialization bases following Good Manufacturing Practices ("GMP") standards developed by the NMPA, the US Food and Drug Administration (the "FDA") and the European Medicines Agent (the "EMA"), with industrialized production lines passed the GMP review required by multinational pharmaceutical partners. Furthermore, we have set up a world-class professional team including various returning experts for high-end biopharmaceutical development and industrialization, with strategic partnerships established with international giants such as Eli Lilly, Adimab, Incyte, Alector and MD Anderson Cancer Center, and Hanmi of South Korea.

"Start with Integrity, Succeed through Action" – developing high-quality biological drugs that people can afford has always been Innovent's mission.

2. 2020 Milestones

- In January 2020, Innovent licensed out BYVASDA's commercial rights in the US and Canada to Coherus BioSciences (US)
- In May 2020, the Phase 3 study to evaluate TYVYT® (sintilimab injection) in combination with GEMZAR® (gemcitabine for injection) and platinum chemotherapy as first-line therapy in squamous non-small cell lung cancer ("sqNSCLC") met primary endpoint
- In June 2020, we entered into a strategic partnership with Roche covering multiple tumor cell therapies and bispecific antibodies
- In June 2020, the clinical study to evaluate TYVYT® (sintilimab injection) as second-line therapy in advanced esophageal squamous cell carcinoma ("ESCC") met primary endpoint
- In June 2020, the Stock Exchange removed the "B" marker from the Company's stock name and stock short name
- In June 2020, BYVASDA® (bevacizumab injection) was released in China with official approval
- In August 2020, Innovent and Eli Lilly broadened the global strategic partnership on TYVYT® (sintilimab injection), pledging to offer Innovent more than USD1 billion in funding, and pay us tiered double-digit royalties on net sales
- In August 2020, the NMPA accepted the IND application for new indications approval of TYVYT® (sintilimab injection) in combination with GEMZAR® (gemcitabine for injection) and platinum chemotherapy as first-line therapy in sqNSCLC

About the Company

- In September 2020, SULINNO® (adalimumab injection) was released in China with official approval
- In September 2020, HALPRYZA® (rituximab injection) was released in China with official approval
- In September 2020, the Company was formally included in the Stock Exchange's Stock Connect program
- In September 2020, phase 3 study to evaluate TYVYT® (sintilimab injection) in combination with BYVASDA® (bevacizumab injection), as a first-line treatment for patients with advanced hepatocellular Carcinomas ("HCC") (ORIENT-32) met primary endpoint
- In November 2020, SULINNO® (adalimumab injection) was granted new indication approval in China for the treatment of polyarticular juvenile idiopathic arthritis
- In December 2020, SULINNO® (adalimumab injection) was granted two new indication approvals in China for the treatment of pediatric plaque psoriasis and adult non-infectious uveitis
- In December 2020, BYVASDA® (bevacizumab injection) was granted new indication approval for adult recurrent glioblastoma

I. Compliance Operation: Responsible Corporate Governance

Innovent always adheres to the principle of conducting business operation in compliance with relevant regulations, and incorporates the regulatory compliance philosophy into all aspects of its operations and business development activities. With high-quality corporate governance as one of our development goals, we consistently improve our corporate governance practices in line with our commitment to regulatory compliance, strengthened supply chain management and communication with stakeholders, and achieve consistent improvement in terms of anti-corruption, transparent information disclosure, protection of trade secrets and determination of material issues, so as to promote mutual development between the Company and stakeholders, and drive sustainable growth within the Company.

1. Corporate Governance

Innovent has consistently improved its corporate governance practices, while upholding its mission of “developing high-quality biological drugs that people can afford” and the sustainable development philosophy. We have established a sound management framework, continuously improved operational efficiency and corporate competitiveness, and effectively safeguarded the legitimate rights and interests of all stakeholders, thereby creating a responsible and positive brand image as a “corporate citizen”, as well as a well-organized, highly efficient and well-coordinated modern enterprise operating based on a clear division of responsibilities and power.

Functions of the Board of Directors

Innovent has established the board (the “Board”) of directors (the “Directors”) as the Company’s primary decision-making body responsible for exercising leadership and overseeing the Company’s businesses and strategies to protect the long-term interests of the Company, its shareholders, and other stakeholders, in compliance with the corporate governance Code as set out in Appendix 14 to the Listing Rules and other relevant laws and regulations. The Board has established four committees, namely, the Audit Committee, the Remuneration Committee, the Nomination Committee, and the Strategy Committee for overseeing and guiding particular aspects of the Company’s affairs, and the functions of each committee have been published on the website of the Company.

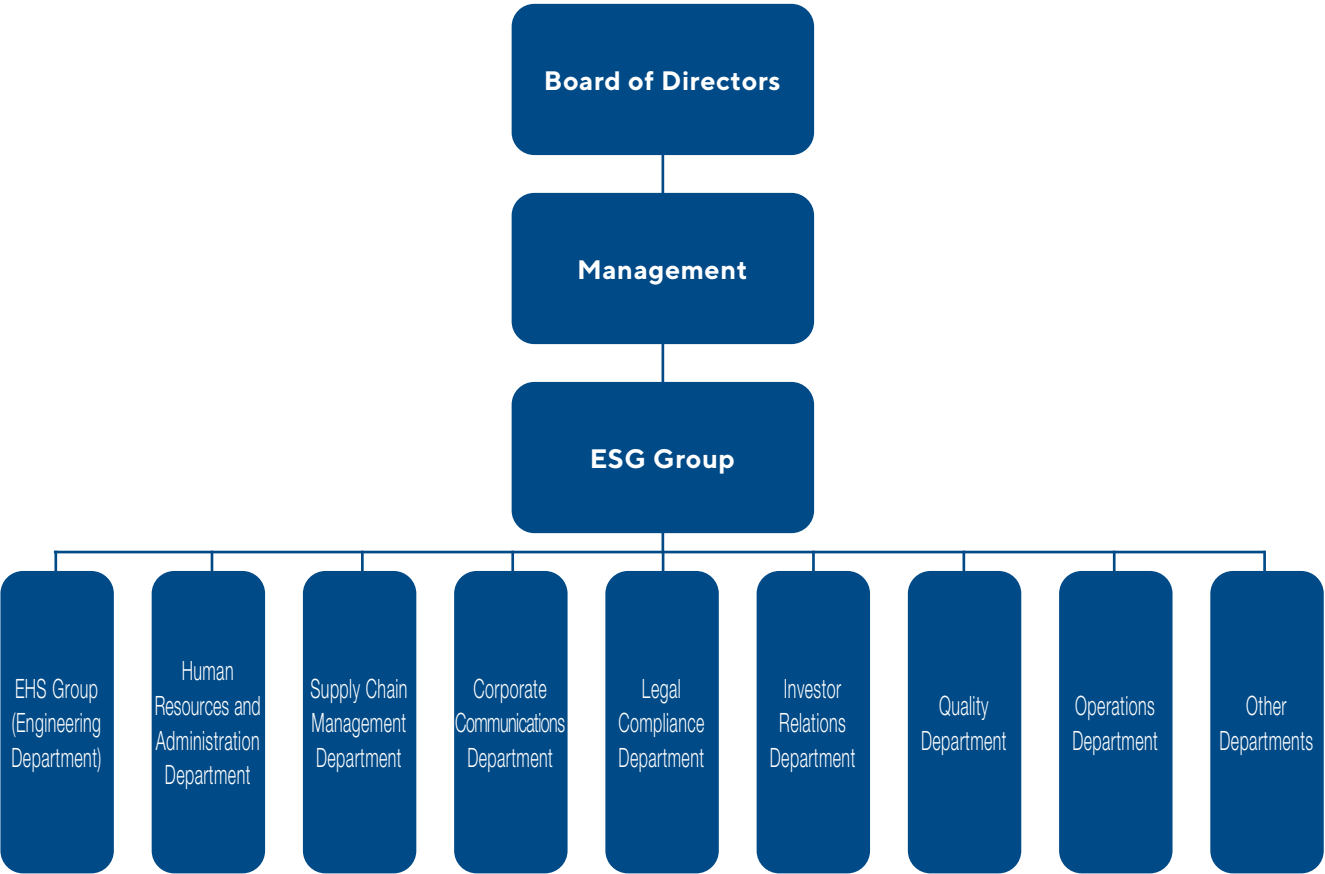
As regards the composition of the Board, the Company seeks to achieve Board diversity through the consideration of a number of aspects, including but not limited to, gender, age, cultural and educational background, professional qualifications, skills, knowledge, and industry and regional experience. The biographical details of Board members and performance of their duties have been disclosed in the section headed Corporate Governance Report set out in the 2020 Annual Report of the Company. During the Reporting Period, the Board comprised six directors, including two executive directors, one non-executive director and three independent non-executive directors. The Board at all times meets the requirements of the Listing Rules relating to the appointment of at least three independent non-executive directors representing one-third of the Board.

ESG Governance

Innovent has continuously improved the Environmental, Social and Governance (ESG) organisational framework, based on a profound understanding of the ESG ideals. The Board is responsible for exercising leadership and overseeing the ESG strategic planning, management and performance of the Company; the management regularly reviews the effectiveness of the internal control system, and reports to the Audit Committee every quarter, and the Audit Committee, in turn, reports to the Board; the ESG Group is responsible for implementing ESG-related operation. By further developing business execution and supervision procedures, regular reviews, summarisation and enhancement, and report to the management, we incorporated the sustainable development philosophy into our operations related to the Company’s development, customers’ interests, environmental protection, staff care, shareholders’ interests and social contribution, thus enabling the Company to better fulfill its responsibility towards the shareholders, employees, customers, society and other stakeholders.

I. Compliance Operation: Responsible Corporate Governance

The Company has an ESG working group (the “ESG Group”) that is tasked with the coordination and management of ESG-related activities, communications within the Company, and ESG information disclosure. The ESG Group covers all the key units such as the EHS (Environment, Health and Safety) Group of the engineering department, human resources and administration, supply chain management, investor relations, corporate communications, legal affairs, compliance, internal audit, quality and business operation. It communicates with stakeholders through meetings, surveys, interviews and questionnaires, etc. to evaluate and respond to ESG-related risks and requirements, and regularly reports to Management on the progress and results of ESG governance activities, with improvement made based on management’s feedback and periodic work reviews. The ESG Group has continuously improved the ESG assessment indicators amid routine business operations to ensure more effective implementation of ESG management.

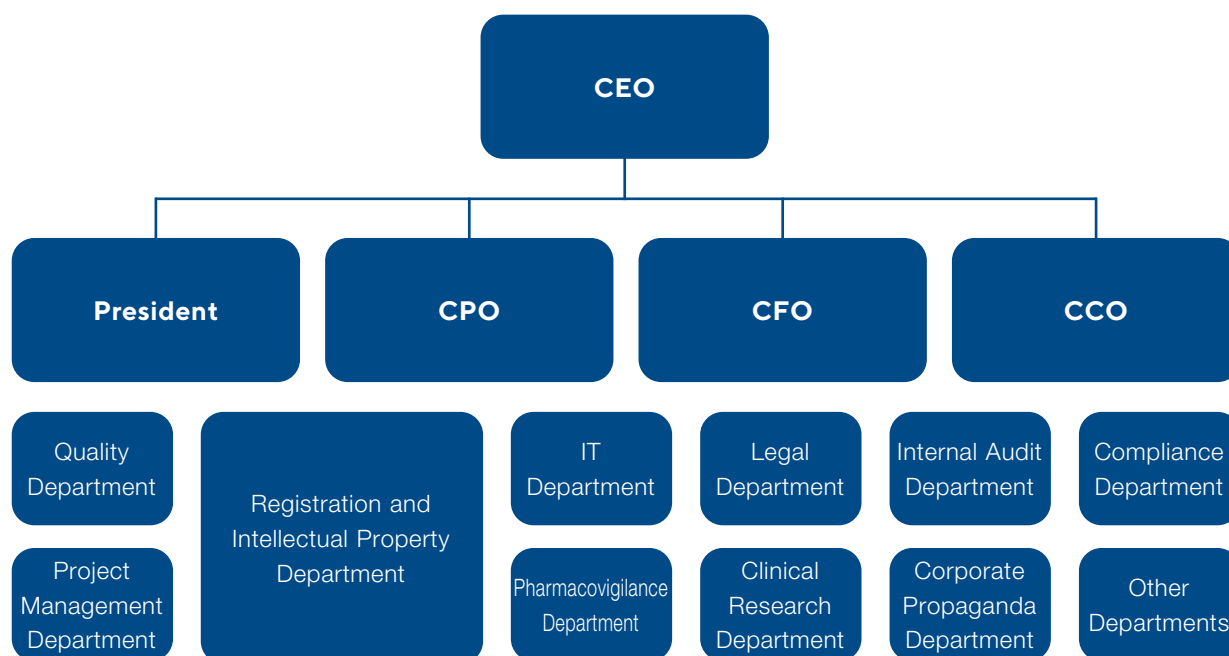


ESG management framework at Innovent

I. Compliance Operation: Responsible Corporate Governance

2. Regulatory Compliance

Innovent strictly prohibits corruption in strict compliance with the “Securities Law of the People’s Republic of China” and other relevant laws and regulations, discloses relevant information transparently, and protects trade secrets. We are committed to creating a corporate business environment that highly prioritizes regulatory compliance, maintaining stable and sustainable corporate development, and taking compliance management as the cornerstone of business growth. In 2020, the Company has set up a Compliance and Discipline Management Committee headed by the Board Chairman and Chief Executive Officer (CEO) and comprised of the President, the Chief Personnel Officer (CPO), the Chief Financial Officer (CFO), and the Chief Commercial Officer (CCO) as the core committee members, with the “Compliance Committee System” put in place. The committee is tasked with developing the compliance-oriented corporate culture, laying down disciplinary requirements, guiding the Company’s legal and compliance operations, planning and supervising compliance management operations, exercising control over the Company’s risk management strategy, and tackling risk control-related challenges facing the Company, and making resolutions on major compliance matters. In 2020, we maintained and updated compliance policies 14 times, carried out compliance training and policy communications more than 6,000 times, and checked relevant bills and activities more than 8,500 times. We have established a relatively complete compliance management system and workflow, laying the groundwork for business operations and development across business lines.



I. Compliance Operation: Responsible Corporate Governance

Anti-corruption

Innovent strictly abides by business ethics during corporate development activities, and exercises a zero tolerance policy against corruption, bribery and other violations of business ethics. We enforce the zero tolerance policy against corruption, continuously improve the compliance system, and have created a clean corporate culture, in strict compliance with the “Supervision Law of the People’s Republic of China”, the “Company Law of the People’s Republic of China”, the “Anti-Unfair Competition Law of the People’s Republic of China”, “Opinions on Matters Concerning the Application of Laws in Handling Criminal Cases Involving Commercial Bribery” and other relevant laws and regulations. We introduced the “General Compliance Principles” to further standardise the code of conduct in routine operations for the Company’s employees, directors and shareholders and employees of our affiliates, and explicitly stipulate that various forms of corruption and bribery must be avoided in business operations, requiring that all the Company’s employees should comply with the requirements of the laws and ethical standards when interacting with various stakeholders, and should not employ any improper tactics, and that the Company’s executives at various levels should be responsible for overseeing compliance among employees, and providing guidance where necessary; we formulated “Supplier Due Diligence Management Procedures” respectively for the Company, its subsidiaries and third-party suppliers, setting out due diligence formalities to ensure transparency in business decision-making and practices, and avoid or reduce transaction risks arising from corruption; we introduced the “Policy for the Payment of Specialist Management and Service Charges” to specify the professional service management workflow and standards; we introduced the “Operating Standards for Flight Inspection” to supervise employees’ conduct, raise compliance awareness among staff members, prevent corruption risk, promptly identify and rectify potential risks, and pay due attention to various possible risk items in operation. Furthermore, we have also established anti-corruption and anti-bribery measures such as the “Policy for Interactions with Non-profit Organizations”, “Policies for Interactions with Medical and Health Professionals and Government Officials”, “Guidelines for Distribution of Commercialized Samples”, and the “Guidelines for Activities Involving Patients” and other anti-corruption and anti-commercial bribery policies.



Compliance training at the Company

Innovent encourages employees to proactively and anonymously report corruption, bribery and other legal and regulatory violations. We protect the whistleblowers, and strictly keep relevant information confidential, while ensuring effective transmission of information related to the whistleblowers and the information reported, and effective control of the purposes for which such information is used. The Company’s legal affairs department formulated post-audit and investigation procedures on corruption and other legal and regulatory violations, and the Company imposes penalties according to the seriousness of the offenses. Steps for processing such cases: case

I. Compliance Operation: Responsible Corporate Governance

acceptance, where the Company's audit team conducts a special audit on the possible issues discovered during compliance inspections or audit activities, as well as issues reported by the whistleblower; initial processing, where upon detection of an issue or receipt of a tip-off, the audit team decides whether to accept the case or not based on the preliminary information collected and the cause – if the audit team decides to accept the case, it decides whether to start investigations according to circumstances; in-depth investigation, where, if the audit team decides, after initial examination, to proceed with investigation, the team conducts in-depth investigation into the case; case handling, where based on the findings of the inspection, internal penalties are imposed pursuant to the Company's rules and regulations – if any person under investigation is found in violation of the criminal law or other laws and regulations, the Company has the right to hand him/her over to the public security authority, or report the case to other relevant authorities. The Company did not encounter or receive any material corruption complaint in 2020.

The Company provides anti-corruption and compliance training for all employees and suppliers to deepen the anti-corruption awareness among the staff members and partners. On their first day of working at the Company, new employees receive induction training on compliance, and enter into the "Statement of Undertakings by Employees upon Employment Entry", and special training is conducted for employees bearing substantial compliance management responsibilities. As for suppliers, we require them to complete compliance and anti-corruption training, the completion of which established a criterion for performance appraisal regarding suppliers' eligibility for partnership with the Company. In 2020, we conducted virtual "E-learning" on the Company's anti-corruption and anti-bribery policies and formalities, including compliance training, policies for dealing with healthcare professionals and government officials, and policies for dealing with non-profit organizations. An aggregate of 5,696 people attended training sessions.

Transparency of Information Disclosure

Innovent strictly abided by the provisions related to "Information Disclosure" and "General Obligation of Disclosure" set out in the Listing Rules to ensure the reliability, transparency and timeliness of disclosure of related information, and to safeguard investors' rights and interests.

We introduced the "Information Disclosure Management Regulations" to consistently improve the information disclosure policy system, laying down clear provisions on the definition of information disclosure, disclosure procedures, and the range of information disclosed. The investor relations department, corporate publicity department, and the Company secretary collaborated closely to monitor progress in various businesses in the Company, current situation in the industry and feedback from external sources in real time, and jointly manage the Company's external information disclosure to ensure that information that the Company is obliged to disclose is promptly identified and assessed, and disclosed efficiently within the prescribed time limit; as regards related party transactions that should be disclosed, after obtaining resolutions by the Board of Directors and Board of Shareholders following the relevant internal formalities, the Company will report to the Stock Exchange for approval before releasing such information; the Company explicitly prohibits insider trading, and takes various measures to promote and enforce this policy among related employees in the Company, while ensuring that inside information within a reasonable range is disclosed to the public in a timely manner.

We release information about important business progress promptly pursuant to relevant Listing Rules and regulations via announcement, press releases, analyst meetings, roadshows, investor conferences and industry conferences/forums, reception of investors, information disclosure on the Group's website, media reports and interviews, etc., to ensure active and smooth communications with analysts, shareholders, potential investors and media organizations at home and abroad and the transparency of related information.

I. Compliance Operation: Responsible Corporate Governance

Protection of Trade Secrets

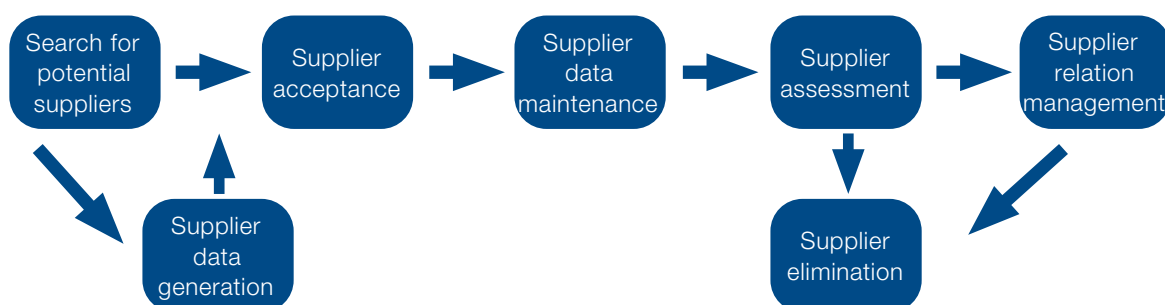
Disclosure of trade secrets may adversely affect the sustainable operation of the Company, its reputation and the interests of partners. Innovent has introduced the “Confidentiality Management Regulations”, “Basic Code of Confidential Conduct for Innovent Employees”, “Information Disclosure Management Regulations”, “Regulations on the Classification of Trade Secrets”, “Implementation Rules on the Punishment of Employees Violating the Confidentiality Policy”, etc. to provide all employees with specific and clear guidelines for handling confidential information, actively promote confidentiality policies, and raise employees’ awareness of the importance of legal and regulatory compliance and confidentiality during routine business operations. The IT Department has implemented specific technical control measures to ensure regulatory compliance and data and system security, etc. regarding the Company’s networks. The audit department conducts a full range of audits on the storage of the Company’s confidential information, authority management, and the transmission and use of such information on a day-to-day basis during its routine operation.

In addition, the audit department also conducts comprehensive pre-departure audit on outgoing employees working in key positions to ensure that they abide by and enforce confidentiality policies. All employees are prohibited from disclosing or divulging the Company’s trade secrets under any circumstances. In the event of a leakage or infringement of trade secrets, the Company’s relevant business units and the legal affairs department shall follow up and deal with the case immediately to minimise losses and the scope and severity of the effect. In 2020, we carried out confidentiality system tests for all employees in three phases in accordance with the “Basic Code of Confidential Conduct for Innovent Employees”, and organized total 38 seminars covering all employees, to enhance the employees’ awareness of the importance of business confidentiality, prompt them to familiarise themselves with the regulations and documents of internal confidentiality policies, and ensure strict compliance with related policies and regulations.

3. Supply Chain Management

Innovent attaches great importance to supply chain management, and has continuously optimised and improved supplier management policies and systems adhering to the compliance- and efficiency-oriented procurement model, and actively communicated with suppliers while maintaining effective exchanges and cooperation, guarding against quality risks that may be caused by supply chain and suppliers to achieve responsible and sustainable corporate development.

We introduced policy documents such as the “Procurement Management Regulations”, “Supplier Management Strategies and Regulations”, “Regulations on the Management of Materials Procurement” and “Procurement Process Management” to strictly regulate the procurement processes concerning the six main types of products and services, namely materials, fixed assets, research and development (“R&D”) services, engineering procurement, regular services and clinical services, as well as supplier management criteria and supplier admission, assessment and performance management, and conduct full life cycle management of suppliers; ensure compliance in procurement activities, products purchased meeting relevant quality standards, and fulfillment of our product quality and safety requirements.



Procedure for full life cycle management of suppliers

I. Compliance Operation: Responsible Corporate Governance

During supplier acceptance review, the Company draws up a list of suppliers, and performs background checks on the suppliers included in the list to ensure that they meet the procurement quality, after-sales and delivery date requirements, and that they have a good reputation in the market without any record of regulatory violation or dishonest conduct. We select the final cooperative suppliers after comparing the prices of three similar suppliers or comparing the technical and commercial bids, taking into account the suppliers' ESG performance and ESG risk management capabilities as selection criteria. Priority is given to ISO 9000 and ISO 14001 certified suppliers. We require prospective suppliers to offer a third-party due diligence questionnaire, proof of business registration, and sign the "Letter of Integrity Commitment" and the confidentiality agreement. The internal supervision body conducts on-site audits of raw material suppliers.

Innovent conducts regular performance appraisal of listed suppliers with assessment indicators established regarding the suppliers' quality, cost-effectiveness, delivery, service, technology, etc. and communicates with the suppliers to provide feedback on their performance, then timely adjusts suppliers' strategies and plans based on the feedback results. High-performing suppliers are listed as strategic suppliers, and the Company communicates with suppliers failing the performance appraisal promptly to supervise them in making rectifications; suppliers with serious ethical issues or found in violation of the regulations are blacklisted and permanently disqualified from collaborating with the Company.

In 2020, Innovent has a total of 892 suppliers, including 59 suppliers operating overseas and in Hong Kong, Macau and Taiwan.

Supplier Distribution of Innovent

Region	Mainland China	Overseas and Hong Kong, Macau and Taiwan
No. of suppliers	833	59

4. Communications with Stakeholders

Innovent attaches great importance to stakeholder communication, and has consistently improved the mechanism for stakeholder management. By focusing on maintaining smooth communication channels among stakeholders, we optimised communication methods, and promoted routinized communications. We conducted strategic decision-making and optimised management measures to enhance the standard of the Company's business operations, and stimulate sustainable development by taking the opinions of stakeholders into account.

We enhanced investors' and analysts' communication with the Company by disclosing efficiently business progress of the Company to investors to help them understand the businesses of the Company. Many face-to-face meetings and teleconference, including the 2019 Annual Results Conference, 2020 Interim Results Conference, and the "2020 Virtual R&D Day", were held between the Company and investors in 2020.

Stakeholders	Material issues of concern	Communication and measures
Shareholders	Regulatory compliance Corporate governance improvement Information disclosure transparency International strategic partnerships	Execution of related policies Strengthening anti-corruption campaign Efficient operating system Strengthening corporate governance Convening general meetings Improving communications with investors Regular information disclosure Partner-platform optimisation

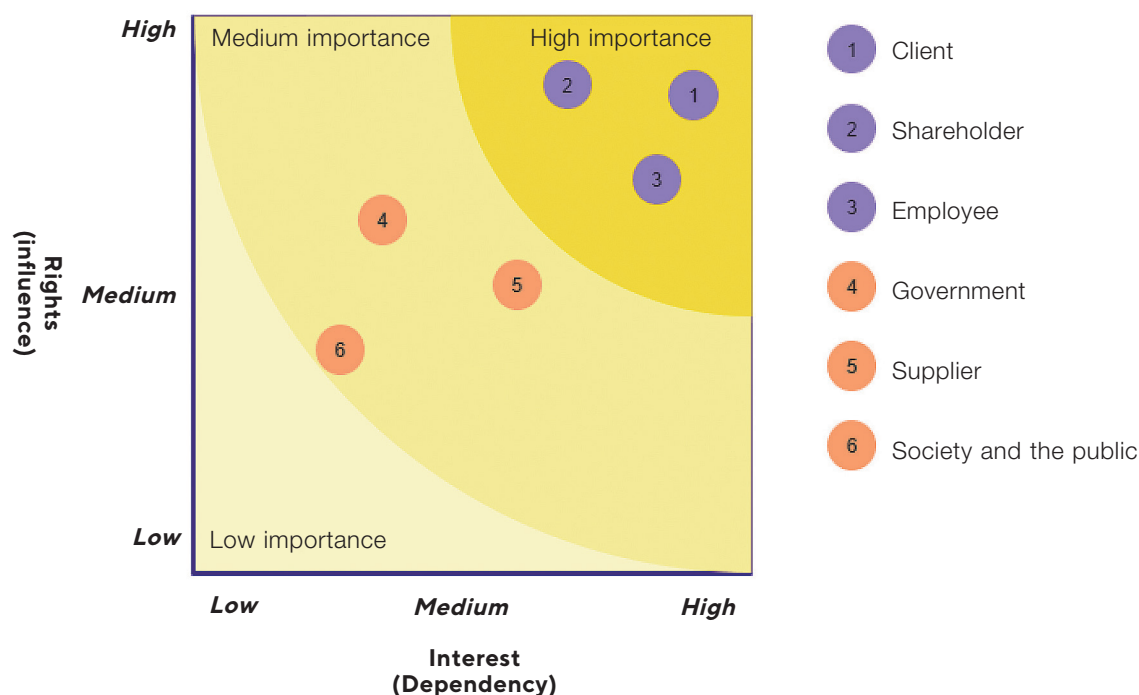
I. Compliance Operation: Responsible Corporate Governance

Stakeholders	Material issues of concern	Communication and measures
Customers	Product quality control Innovation and R&D platform Customer service IPR protection International strategic partnerships	Establishment of a sound quality management system Improving production capacities Enhancing R&D and innovation capabilities Customer interest-driven operations Customer satisfaction survey Rigorous Intellectual property ("PR") protection Partner-platform optimisation
Employees	Staff care Occupational safety and health Staff competence development Employment policy Remuneration and benefits system	Corporate culture construction Establishment of staff communication mechanism Increasing staff benefits Staff equity incentives Health and safety support for employees Conducting staff training Fair employment Remuneration system rationalisation Reasonable promotion routes
Government	Regulatory compliance Transparent information disclosure Environmental protection Emission management Energy conservation & consumption reduction	Execution of related policies Strengthening anti-corruption campaign Regular information disclosure Compliance with environmental regulations Emission reduction Conservation of resources
Suppliers	Procurement management Regulatory compliance	Enhancing procurement management Execution of related policies Strengthening anti-corruption campaign
Community & the public	Promoting local employment Public welfare and charity Environmental protection Emission management Energy conservation & consumption reduction	School-enterprise partnerships Charitable events Compliance with environmental regulations Emission reduction Conservation of resources

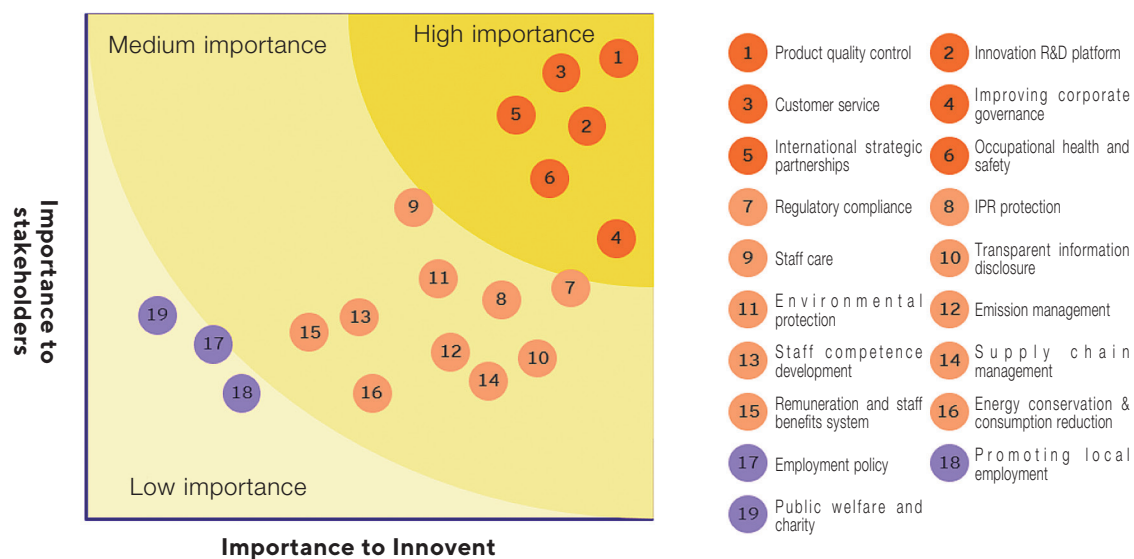
I. Compliance Operation: Responsible Corporate Governance

5. Identification of material issues

Innovent regards the expectations and requirements of stakeholders as an important factor for enterprises to formulate ESG governance, and adopts the “Power-Benefit Matrix” to identify stakeholders who are more important to the Company.



In accordance with the requirements of the Stock Exchange, and on the basis of the questionnaire and material issue assessment conducted in 2019, the Company engaged the stakeholders in interactive communications to discuss the topics disclosed in sustainable development reports of peer companies through benchmarking, and analyse the keywords of public media coverage of the Company in 2020. We identified and finalised 19 material issues based on governance, operations, environmental and social considerations, focusing on their “importance to the stakeholders” and “importance to Innovent”. These findings provided an important basis for the Group’s sustainable development, as well as pointing out the direction for future growth.



II. Commitment to Innovation: High-quality Drug Development

Sticking to our mission – “developing high-quality biological drugs that people can afford”, we strive to innovate the R&D ecosystem, ensure effective IPR protection and drug quality control, improve customer service, and continuously deepen international strategic partnerships and collaborations with education institutions, promoting the development of the industry as a whole while building on our own drug development capabilities at the same time.

1. Innovating the R&D Ecosystem

Innovent commits itself to building a brighter future for patients through technological innovations. We have constantly built on our R&D capabilities, improved scientific research and innovation platforms, actively carried out new drug R&D, and got actively involved in the development of industry standards, making medical services increasingly accessible to the public. Furthermore, we promote responsible research practices and scientific advancement, following R&D ethics.

R&D Capacity Building

Innovent pays due attention to the development of new drugs and related technology platforms, and has built a high-quality technology platform that runs through the entire cycle of bio-innovative drug development, encompassing platforms for initial research, pharmaceutical development and industrialisation, clinical development, commercialisation, etc. In the meantime, the integration and optimisation of the platform by Innovent have been forming an efficient operation system, and laying a solid foundation for Innovent to continuously produce innovative drugs. The fully integrated platform also facilitates seamless collaboration between different functional teams through the key stages of the drug development process, thereby increasing the development speed and the possibility of success, while minimising development costs.

New drug research platform development. The Company has set up a complete therapeutic monoclonal antibody R&D system, and an antibody discovery technology platform for hybridoma, phage display and yeast display, etc.; an antibody optimisation platform for antibody humanisation, affinity maturation and Fc modification; and an antibody evaluation platform for in-vitro activity evaluation, in-vivo efficacy evaluation and drug-ready analysis, etc. In the meanwhile, we have also established our own platform for new types of antibodies such as bispecific antibodies and nanobodies, and gradually set up new antibody R&D pipelines to develop innovative drugs for medical treatment purposes. The “Innovent Academy” model has become increasingly mature. In addition to weekly platform development or technology exchange events, we hold regular special research report meetings, and offer a complete research incentive system to so as to commercialise their research findings.

Clinical development platform development. Innovent has also established a complete clinical research operation platform for the development of innovative drugs, covering from phase 1 to phase 3 clinical trials, as well as supporting post-marketing studies in phase 4. It covers various functional sections ranging from translational medicine, clinical medicine, clinical pharmacology, clinical trial management, data management and statistical analysis, pharmacovigilance and clinical operations to registration and filings. Furthermore, we are currently upgrading the end-to-end electronic management system to ensure the high-quality and highly efficient standard international operation of the R&D team. We have stepped up the development of products in the pipeline on a worldwide scale, through a series of international cooperation and overseas development initiatives.

Production and quality platform development. Following the concept of “Quality by Design” (QbD), we have established a complete set of industrialization-oriented process development, quality research and commercialization platforms covering all related operations, including new drug candidate molecule drugability evaluation, development of antibody high-expressing cell lines, cell culture, development and amplification of purification and preparation production processes, macromolecular protein drug quality research, production technology transfer and commercial production. We also established a well-developed process development technology platform, and made major breakthroughs in a number of key generic technologies that limit the development of the biopharmaceutical industry, e.g. high-yield process development technology. On the basis of the existing process development technology, we continuously optimize production processes, and further increase the expression of upstream cell culture products. In 2020, we have significantly expanded our production

II. Commitment to Innovation: High-quality Drug Development

capacity from 5,000L to a total of 24,000L production capacity to support our production needs for both our commercial product and clinical stage candidates in the pipeline. The 24,000L production capacity is consisted of the first manufacturing facilities (M1a) equipped with six 1,000L disposable reactors and the second manufacturing facilities (M1b) equipped with six 3,000L stainless steel bioreactors, both of which have received GMP certification from the NMPA for the manufacturing TYVYT® (sintilimab injection) and other varies of productions. In addition, the construction of new manufacturing facilities (M2) equipped with 12 3,000L stainless steel bioreactors are currently underway.

Qualified professionals from all around the globe have been recruited to upgrade R&D operations, boosting innovations worldwide. The total staff headcount has increased from approximately 2,000 at the end of 2019 to 3,200 as of the end of 2020, with 1/3 of the staff members holding a master's degree or above. The Company appointed Dr. Liu Yongjun, a world-renowned scientist and a leading figure in the biopharmaceutical industry, as President to oversee global R&D activities, pipeline strategies, business development and international business operations. We upgraded the R&D organisational structure, clarified global innovation targets, and recruited highly qualified R&D professionals across the world.

In its first nine years, Innovent has made marvelous achievements by building up a 1000-person R&D organization with a robust pipeline of 23 clinical stage assets, which has positioned Innovent as a leading biopharmaceutical company in China with sustainable growth potential. In order to meet Innovent's more ambitious goal of truly being a global company, we are upgrading our R&D into a global innovation platform, with the objective of launching several first-in-class blockbuster drugs in the next ten years. Building a global innovation platform requires four key elements: deep understanding in science, cutting edge technology platform, international collaboration, and world class professionals. We have mapped out a clear strategy and execution plan for the four elements.

First, we will strengthen our core competence in our antibody/protein engineering platform, immunology and oncology. Innovent has already established core competence in antibody/protein engineering and immunology science. Going forward, we will add resources and grow the team to strengthen our core competence to the world class level. We have appointed a world renowned scientist to lead our technology platform to strategically focus on oncology and immunology. We are also very optimistic in other major areas including metabolic diseases and ophthalmology.

Secondly, we will focus on the discovery and development of transformative/life changing medicines with blockbuster potential. We have determined and initiated over 50 projects covering seven major discovery taskforces, and we will keep adding more. Our goal is focused on the next generation of innovative medicines. These new projects, together with our current pipeline, should ensure we can launch several global First-In-Class blockbuster products by 2030.

Thirdly, we will keep exploring global business collaboration opportunities in a proactive and systematic approach. As a supplement to our in-house R&D, business development will provide important contributions to our pipeline. Innovent has a long history of business collaboration with global MNCs and biotech companies. We will keep looking for any potential collaboration opportunities globally that should fit the global innovation strategy in any potential in licensing/out licensing deals, equity investments and M&As.

II. Commitment to Innovation: High-quality Drug Development

Last but not least, we are upgrading our R&D organization structure and are in the process of building a world class R&D organization. To support our ambition of global innovation, we have upgraded our R&D to a fully functional structure with global scope, global talents and global vision. We are expanding our R&D globally. Our laboratory in the US is already under construction. We will recruit a bunch of world class scientists in China and the US to join our drug discovery engine Innovent Academy. We have already recruited several senior executives including our new Chief Technology Officer, our global head of regulatory affairs, and our Chief Medical Officer, and we are hiring more. With these senior executives joining the Company, we will keep expanding our medical, regulatory affairs, and business development team globally. Our R&D team is set up with a very simple science-driven organization structure, which on one hand welcomes the global expertise, and on the other hand, could ensure we can fully leverage our strong execution in drug research and clinical development in China to accelerate the R&D for global innovation.

Active new drug R&D

Adhering to the principle of “patient-centered operations with innovation and quality regarded as the fundamental priorities”, we ramped up investment in basic research and innovations at source, and strive for revolutionary technological breakthroughs. We have put in place a pipeline covering 24 products, ranging from monoclonal antibodies, bi-antibodies and small molecules to cell therapy. Of which, 5 products have been approved for marketing, 5 are currently undergoing registration or critical clinical trials, and 14 are in clinical phase 1 or 2. The immuno-oncology product pipeline is characterized by comprehensive coverage and an exceptionally high degree of differentiation. Our Li-antibody pipeline is highly advanced, while the non-tumor pipeline boasts unique characteristics, both demonstrating enormous potential. The Company obtained three orphan drug approvals in the US and Europe in 2020. In addition, sintilimab has also made headway in clinical research and multiple indication applications, and the NMPA has accepted NDAs for first-line non-squamous non-small cell lung cancer, first-line SQNSCLC, first-line HCC and second-line SQNSCLC.

Case: Innovent PD-1 inhibitor TYVYT® (sintilimab) was granted orphan drug designation by the US FDA and European EMA

Despite their extremely low incidence, rare diseases can seriously affect people’s lives and health. Very few pharmaceutical companies are interested in rare disease drug research, due to the limited number of patients, weak market demand and high R&D costs. The FDA and EMA grant the “orphan drug” designation to drugs that safely and effectively treat, diagnose and prevent rare diseases to encourage rare disease drug development, and provide the pharmaceutical companies with incentives such as regulatory fee relief and exclusive marketing rights. Innovent has increased its investment in rare disease-related R&D operations. Our sintilimab is the first PD-1/PD-L1 monoclonal antibody designated by the FDA as an orphan drug for T-cell lymphoma/EMA or peripheral T-cell lymphoma. The designation will facilitate sintilimab R&D activities worldwide, allowing innovative drugs developed by chinese pharmaceutical companies benefit more people around the world.

II. Commitment to Innovation: High-quality Drug Development

Case: Progresses in TYVYT® R&D for lung and liver cancer treatment

In September 2020, randomized, controlled, open-label and multicenter phase 3 study to evaluate TYVYT® (sintilimab injection) in combination with BYVASDA® (bevacizumab injection), as a first-line treatment for patients with advanced HCC (ORIENT-32) met primary endpoint. It is the first phase 3 study of PD-1 inhibitor combination therapy ever conducted in the world for first-line treatment of advanced liver cancer to meet the primary endpoint, marking a new breakthrough in HCC treatment after a “silent” decade. On November 21, 2020, the results of the first-line clinical study on the treatment of advanced HCC with TYVYT® in combination with BYVASDA® made headlines on ESMO Asia’s official website. Compared with the standard drug sorafenib, the risk of death is reduced by 43.1% (HR = 0.569), and the risk of disease progression is reduced by 43.5% (HR = 0.565), meaning that patients with advanced liver cancer in China will have more options in the near future.

Innovent’s new drugs approved for marketing in 2020:

BYVASDA® was approved for marketing

In June 2020, the recombinant anti-VEGF humanized monoclonal antibody drug BYVASDA® (bevacizumab injection) received the marketing approval from the NMPA for treating advanced NSCLC and metastatic colorectal cancer. In December 25, 2020, BYVASDA® was granted the third indication approval for adult recurrent glioblastoma.

SULINNO® was approved for marketing

In September 2020, Innovent announced that its recombinant humanized anti-tumor necrosis factor- α (TNF- α) monoclonal antibody SULINNO® (adalimumab injection) was officially approved by the NMPA for marketing, marking our diversification into non-tumor businesses.

HALPRYZA® was approved for marketing

In September 2020, Innovent and Eli Lilly jointly announced their co-developed recombinant human-mouse chimeric anti-CD20 monoclonal antibody injection HALPRYZA® (rituximab injection) was granted marketing approval from the NMPA for the treatment of diffuse large B-cell lymphoma, follicular lymphoma, and chronic lymphocytic leukemia. It is the fourth Innovent drug approved for marketing after TYVYT®, BYVASDA® and SULINNO®. Innovent therefore outrank all other Chinese pharmaceutical companies in terms of the number of monoclonal antibody drugs approved for marketing, and we also rank among the few pharmaceuticals in the world that managed to release four monoclonal antibody products within nine years of inception. It is considered a showcase of “China speed” in the field of drug development.

Involvement in industry standards development

Innovent attaches great importance to the strategic deployment of technical standards, and looks forward to collaborating with market insiders to facilitate the establishment of an industry standards system, and promote the standardized, healthy and orderly development of the life science industry. In 2020, Innovent participated in the drafting and formulating of national standards “Methods for the Determination of Biochemical Parameters in the Process of Animal Cell Culture” (GB/T38506-2020).

II. Commitment to Innovation: High-quality Drug Development

Adherence to R&D ethics

The Company abides by R&D ethics and relevant national and Jiangsu provincial regulations on the management of experimental animals, and conducts animal experiments with reference to international standards to ensure effective regulation of experimental animal standards.

Innovent has an SPF (Specific-Pathogen-Free) grade experimental animal center. In 2019, we passed the on-site evaluation and appraisal conducted by third-party experts following an expansion of the experiment center, and obtained the “Experimental Animal Use Permit” issued by the Jiangsu Provincial Department of Science and Technology. We appointed animal management supervisor, veterinarians and three technicians in the experimental animal center to take charge of mouse breeding, maintenance and disinfection of facilities and equipment at the animal center, and other routine tasks. We amended the “Regulations on the Administration of Laboratory Animals of Innovent Biologics (Suzhou) Co., Ltd.” in accordance with the guiding opinions specified in the “Regulations on the Administration of Laboratory Animals”, “Administrative Measures of Jiangsu Province Concerning Experimental Animals”, and the “Code of Ethical Conduct Concerning the Well-being of Laboratory Animal”, and set up an experimental animal management committee and ethics committee; we drew up “Regulations on the Work of Innovent Laboratory Animal Ethics Committee”, “Detailed Rules on the Use of SPF Animal Rooms” and other supporting policy documents and administrative measures; we tightened up the management of laboratory animals and animal experiments during pharmacological experiments involved in innovative drug R&D, and promoted the well-being of laboratory animals, while ensuring effective regulation of laboratory animal management, ethical review and supervision practices.

2. IPR Protection

Innovent strictly abides by the “Patent Law of the People’s Republic of China”, “Trademark Law of the People’s Republic of China” and other relevant laws and regulations and the implementation regulations thereof, and introduced a number of internal management documents such as the “Innovent Handbook on Bio-Intellectual Property Management”, “Measures on Patent Infringement Risk Management and Control”, “Operating Procedures for Internal Audit of Patent Applications”, “Trademark Management Policy” and the “Trademark Rights Protection Policy”, consistently deepening IPR protection and management to ensure that R&D findings are put into practical use with high efficiency.

We set up an intellectual property management department to take charge of IPR application, acquisition, use and routine management, so as to tighten up IPR management within the Company. We issued policy documents to clarify the IPR management policies, objectives and functions, and introduced a special IPR management system to continuously promote the standardization, flow and regularization of IPR management operations, and we have obtained certificates on IPR management system (GB/T 29490-2013) for consecutive 4 years.

While protecting our own IPR, Innovent fully respects the research findings of other organizations and individuals, and performs regular IPR analyses through patent search and novelty search, with search analysis reports prepared to avoid infringing on IPR or patents of other parties. The Company was not involved in any lawsuit or disputes related to infringement on IPR of other parties.

As of December 31, 2020, Innovent applied 179 patents, 705 trademarks, 10 registered copyrights, and 22 registered domain names in China, as well as 257 patents and 100 trademarks abroad.

II. Commitment to Innovation: High-quality Drug Development

Awards Innovent were awarded in 2020

Date of award	Award	Presented by
November 2020	National Enterprise Technology Center	National Development and Reform Commission
December 2020	National postdoctoral research workstation	Ministry of Human Resources and Social Security of the People's Republic of China
July 2020	China Patent Excellence Award	National Intellectual Property Administration
June 2020	Key Enterprise Laboratory of Jiangsu Province	Department of Science and Technology of Jiangsu Province
January 2020	Model Smart Workshop in Jiangsu Province	Department of Industry and Information Technology of Jiangsu Province
February 2020	Excellent Patent Award (first prize) in Suzhou	Suzhou Municipal People's Government
October 2020	Suzhou Quality Award	Suzhou Quality Award Assessment Committee
September 2020	Science and Technology Award (first prize) of Chinese Pharmaceutical Association	Chinese Pharmaceutical Association
November 2020	Trustworthy Pharmaceutical Enterprise in Jiangsu Province	Jiangsu Provincial Pharmacy Association

3. Drug Quality Assurance

Drug quality and safety are at the core of what we do at Innovent. The Company formulated a series of internal management policies such as the "Quality Risk Management Policy", "Quality Handbook" and "M1b Factory Quality Management Document" in accordance with the "Law of the People's Republic of China on Drug Administration", "Administrative Measures for Drug Registration", "Administrative Measures for Drug Production Supervision", "Pharmaceutical Production Quality Management Practices" and other relevant laws and regulations, seeking to continuously tighten up drug quality management. The Company has established an end-to-end quality management system that conforms to the requirements of international and national standards. It consists of a quality control system, a quality assurance system, and a quality verification system to monitor all the related operations ranging from drug production, quality control and drug release to drug storage and transportation. We have also established a quality indicator system adapted to commercial operations to monitor the Company's performance with respect to quality management. Innovent secured GMP certification in China for all of the four products marketed in 2020, and one of them was also granted the Qualified Person (QP) designation in the EU.

Innovent has set up a dedicated clinical R&D team to tighten up product quality control, ensuring that our products conform to strict quality requirements, and that all the products pass the quality checks before they are applied in clinical trials and commercialized. The R&D team is required to follow the relevant laboratory management procedures, and record all the tests performed clearly to ensure traceability. The Product Development Committee reviews relevant data during the drug development process to ensure data authenticity and drug quality and safety. Innovent established a complete set of process development and quality research platforms covering all related operations, including new drug candidate molecule drugability evaluation, development and amplification of purification and preparation production processes, drug quality research, and production technology transfer, to consistently improve drug production processes and product quality. In 2020, Innovent made considerable progress in the development of production processes, with a major breakthrough achieved in cellular expression in cell culture processes, ranking us among the best pharmaceutical companies in these fields.

II. Commitment to Innovation: High-quality Drug Development

Furthermore, the Company organizes product quality training every year to continuously address and enhance employees' awareness of the importance of quality and safety, and further improve drug quality.

4. Improved Customer Service

Adhering to its business philosophy of focusing on customer service, Innovent has continuously improved customer service mechanisms, and taken various measures to ensure highly efficient and high-quality customer service, revolving around the establishment of a commercial sales platform, privacy protection, and improvement of after-sales services and accessibility of our drugs.

- **Commercial sales platform**

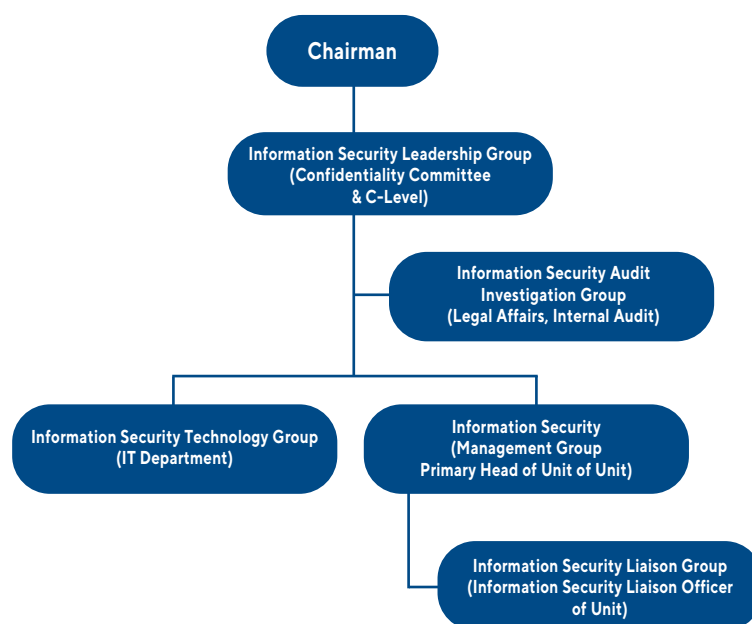
Innovent is consistently improving the existing commercial sales platform, which covers marketing, sales, supplier selection, distribution channel management and medical issue management, and through which consumers can access information of our high-quality biopharmaceuticals. The platform also serves to facilitate marketing operations, and our collaboration with the hospital allows our products to benefit more people.

- **Protection of customer information**

Innovent attaches great emphasis to the protection of customers' confidential information. On the basis of compliance with relevant laws and regulations, Innovent introduced internal management policies such as "Information Security Management Regulations of Innovent", "Information Disclosure Management Regulations" and the "Regulations on the Classification of Trade Secrets" to provide guidance for staff members to use information assets in a reasonable and safe manner, avoid leakage of customer information, and continuously improve the standard of information security management practices of the Company.

With a view to achieving the information security targets of the Company, and ensuring the confidentiality, intactness, availability and controllability of customers' confidential information, Innovent has set up an information security board led by the CEO as the chairman, with an information security leadership group formed under it. The duties corresponding to positions at various levels are specified to ensure that related employees uphold the information security "red lines", and duly perform information security protection and supervision tasks.

II. Commitment to Innovation: High-quality Drug Development



Information security organizational structure

The Company requires sales personnel to abide by the “Basic Code of Confidential Conduct for Innovent Employees”, collect and use the personal information of patients, medical professionals and employees reasonably and legally during business operation, inform them of the purpose and specific items of the information collected, and reserve their right to refuse to provide personal information. Employees are also required to take effective measures to protect information security during their reasonable use of confidential information, ensuring that colleagues are authorised to access personal information only on a need-to-know basis. Such information shall not be disseminated in any form, to ensure effective protection of confidential information. In 2020, we organised and carried out three phases of training on the information confidentiality policy for relevant staff followed by tests, and the employees’ information security awareness has been enhanced, and customer privacy protection has been tightened as a result.

In addition, the Company conducts regular data and information security audits to ensure the confidentiality and integrity of project documents, as well as standardised retrieval and use of employee information. We carried out monthly information security spot checks in 2020, audited permissions to access the file folders of the R&D Department, and sorted out the departmental folder management structure and permissions to ensure the integrity of the data contained in the folders. We also conducted special inspections. We did not find any material cases during the audit in 2020.

Innovent has developed contingency plans for data loss and other emergencies, and important data are backed up, with recovery exercises organised on a regular basis. We have also adopted encryption measures to protect core information in the event of data loss or leakage, and security tools are used to monitor data in real time, ensuring that irregularities are detected and corrected in time to avoid potential risks.

II. Commitment to Innovation: High-quality Drug Development

- **Effective after-sales service**

In line with our commitment to improving client satisfaction, we have introduced management policies such as the “Product Complaint Management Regulations”, “Recall Management Regulations”, and the “Regulations on the Management of Returns of Goods” while ensuring full compliance with relevant national laws and regulations, laying down standard operating procedures for processing product quality complaints and recalling products, as well as standardising product return assessment and management practices to meet clients’ actual needs.

According to the regulations, in terms of customer complaint management, the Company clearly specifies the methods for reporting drug quality defects (for example, by telephone or email) on drug packages, and strictly processes complaints received (by phone, post or fax or in-person visit) concerning the quality of products released in the market. We would follow the procedures and have designated full-time employees to perform preliminary assessments of drug complaints, investigate quality complaints and adverse reactions, and communicate the outcome of the investigations in a timely manner. We record and retain all complaint data, and conduct annual review and analysis.

In terms of product recalls, the Company has set up a product recall team and assigned full-time employees to develop product recall plans. In the event of any product quality complaints or adverse reactions reported by sources in the market, or deviations in the Company’s production and delivery operations, we take necessary recall measures based on the types and seriousness of the potential safety hazards caused by the quality defects to patients, with the aim of minimising the effects on the patients. All products returned due to quality issues are destroyed, and are no longer sold or shipped, and all information related to the returns will be recorded in detail to keep track of how returned goods are assessed and processed. During the recall process, we communicate with the regulatory authorities promptly, and report on the latest developments of the recall to the authorities on a regular basis.

During the Reporting Period, Innovent did not make any product recalls, and did not receive any returned products or complaints.

- **Improving drug accessibility**

With a view to benefiting a maximum number of patients, and providing them with diverse medical services, Innovent has committed itself to improving the availability of medicines, providing the public with long-term and effective products with economic benefits, and ultimately make life more enjoyable for patients.

We proactively responded to the appeals made by government agencies at various levels, and assisted with the implementation of medical insurance policies in different regions, achieving further penetrating into the market. In 2020, TYVYT® was accepted for medical insurance disbursement in over 300 cities across the country, covering more than 900 pharmacies and 4,000 hospitals. It was the first PD-1 monoclonal antibody product ever accepted to the NRDL, and the treatment cost is below RMB100,000 per patient per year.

II. Commitment to Innovation: High-quality Drug Development

Case: TYVYT® poverty-alleviation and charity events relieve financial burdens for patients

In 2020, Innovent and the Cancer Foundation of China co-organised the “TYVYT® Health and Poverty Alleviation Charity Campaign”, offering up to 24 months of free TYVYT® treatment for officially registered adult Hodgkin’s lymphoma patients receiving government subsistence allowance.

We provided 28 patients throughout 2020 with a total of 506 pieces of TYVYT® free of charge, worth RMB1.44 million in total. The move substantially reduced the financial burdens of low-income cancer patients.



Patients benefiting from “TYVYT® Health and Poverty Alleviation Charity Campaign” sent pennant to the Company



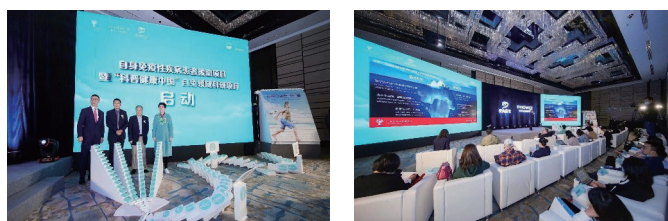
Handwritten letters of thanks received from patients

II. Commitment to Innovation: High-quality Drug Development

Case: Innovent sponsored patient assistance program “Ai You Xin Sheng”

Rheumatoid arthritis, ankylosing spondylitis, psoriasis, etc. inflict huge economic burdens to patients’ families and society, and the cost of clinically effective treatment drugs is well beyond what ordinary Chinese patients can afford, which is the reason why relatively few Chinese patients have received standard effective treatment.

Based on the above reasons, the Beijing RenZe Foundation initiated the “Ai You Xin Sheng” Health Autoimmune Disease Patient Assistance Program with Innovent’s support, providing patients with long-term, standard and effective drug treatment through drug donations to make life more enjoyable for them.



“Ai You Xin Sheng” Health Autoimmune Disease Patient Assistance Program

Case: Innovent licensed out bevacizumab biosimilar’s commercial rights in the US and Canada to Coherus BioSciences to improve medical accessibility

Innovent licensed out bevacizumab biosimilar’s (Innovent R&D code: IBI-305) commercial rights in the US and Canada to Coherus, aiming to facilitate the commercialisation of IBI-305 in the US through collaboration with Coherus, and provide patients there with more accessible and effective drugs to benefit more patients around the world.

Case: Innovent’s “TYVYT®” won the “Top-10 New Drugs” award at the 13th Health China Forum

TYVYT® developed by Innovent won the “Top-10 New Drugs” award at the 13th Health China Forum in 2020. As a world-class PD-1 inhibitor co-developed by Innovent and Eli Lilly, TYVYT® is the first Chinese immunotherapy product covered in the authoritative medical journal “The Lancet Hematology”. Staying true to its mission “developing high-quality biological drugs that people can afford”, Innovent managed to make TYVYT® the first PD-1 inhibitor ever accepted into the NRDL. Innovent and the Cancer Foundation of China initiated a public health and poverty alleviation campaign to provide free TYVYT® to patients receiving subsistence allowance who met the eligibility requirements. We responded to the Beijing Health Alliance Charitable Foundation’s appeal to provide medical aid to cancer patients who have become impoverished due to illness, and helped low-income patients receive advanced treatment through “Shu Xin Ke Yi” Tumor Immunotherapy Patient Rescue Program, effectively reducing economic burdens of patients.

II. Commitment to Innovation: High-quality Drug Development

5. International strategic partnerships

Sticking to the internationalised operating model, Innovent has adopted a development strategy of “Four Internationalisations”, and set up a world-class management team leveraging on its exceptional innovation capabilities and achievements. We utilise international capital to build a technology platform to establish strategic partnerships with the world’s top pharmaceutical companies such as Eli Lilly, Roche, Adimab, Incyte and Hanmi (South Korea), which enable us to continuously develop highly competitive products oriented toward international markets, achieving comprehensive collaborations covering biopharmaceutical R&D, registration, production and sales. The development model of Chinese biopharmaceutical companies have been innovated as a result. In 2020, we entered into a strategic partnership with Roche covering multiple tumor cell therapies and bispecific antibodies, and broadened our global strategic partnership with Eli Lilly.

- On January 8, 2020, Innovent and Sirnaomics Inc. announced a strategic partnership on joint clinical research to assess the potential clinical value of the combination therapy of sintilimab and cotsiranib, seeking to provide patients with a more thorough and effective options; on March 26, 2020, Innovent and Alector, Inc. jointly announced a deal that granted Innovent the right to develop and commercialise Alector’s new anti-SIRP-alpha antibody for tumor treatment in China, benefiting Chinese patients in terms of offering more effective treatment options;
- On May 19, 2020, Innovent and the MD Anderson Cancer Center of the University of Texas announced a strategic partnership, and the pair would jointly develop the anti-PD-1 monoclonal antibody TYVYT® (sintilimab injection) for treating a variety of rare cancers;
- On June 9, 2020, Innovent announced that it had entered into a strategic R&D partnership with Roche, focusing on the research, clinical development and commercialisation of multiple bispecific antibody and cell therapy products, which will be directly applied in hematological and solid tumor treatment. This strategic deal marks a real milestone for Innovent in cell therapy discovery platform, laying the groundwork for growing and broadening our footprint in the cell therapy market in the future;
- On July 23, 2020, Innovent and Beijing Gene Plus Technology concluded a strategic partnership on companion diagnostics (CDx), proposing to jointly develop and commercialise the CDx reagent of anti-tumor drug pemigatinib in China for detecting FGFR2 gene fusion and rearrangement mutations in patients with cholangiocarcinoma;
- On August 11, 2020, Innovent entered into a memorandum on strategic partnership with Dean Diagnostics Technology Group Co., Ltd. and Teddy Clinical Research Laboratory (Shanghai) Limited. The three companies pledged to leverage their respective resource advantages to jointly develop the companion diagnostics business, and facilitate the integration of diagnosis and treatment operations, revolving around companion diagnostics-related R&D, transformation, registered production, clinical testing and market development activities;
- On August 18, 2020, Innovent and Eli Lilly announced the plan to broaden the strategic partnership on anti-PD-1 monoclonal antibody TYVYT®, an immuno-oncology drug. Sintilimab is an innovative drug jointly developed by Innovent and Eli Lilly. The collaboration also marks an important step in Innovent’s strategic diversification into the global innovative drug markets;

II. Commitment to Innovation: High-quality Drug Development

- On September 23, 2020, Innovent announced the signing of an agreement with the University of Zurich, Switzerland, in relation to the global licensing of innovative early-stage HER2-targeted antibodies.



Innovent and Dean Diagnostics reached a strategic partnership

6. Deepening School-enterprise Partnerships

Innovent has always prioritised recruitment of young talented technology professionals, and promoted collaboration between enterprises, higher education institutions and research institutes to drive product upgrading initiatives. Building school-enterprise partnerships is urgently needed for achieving innovation-driven enterprise development, as well as representing effective practices both related to collaborations between schools and enterprises and between enterprises, higher education institutions and research institutes, and the exploratory efforts to create long-term mechanisms. It improves the creativity and productivity of enterprises, and also enables higher education institutions to promote innovation-driven development through practical innovation projects organised by relevant higher education institutions.

Thus far, we have established strategic partnerships with many prestigious Chinese and foreign universities, including Sichuan University, Sun Yat-sen University, Hanyang University (South Korea), Institute Pasteur of Shanghai (Chinese Academy of Sciences), and the Shanghai Institute of Organic Chemistry (Chinese Academy of Sciences), and launched R&D bases such as the Suzhou Antibody New Drug Development Industrialisation Engineering Technology Research Centre and Innovent-Sichuan University Biotechnology Drug R&D Centre. With the approval of the Ministry of Human Resources and Social Security and the National Postdoctoral Management Committee, Innovent established a state-level postdoctoral research station in 2020, allowing us to continue to play an important role in facilitating collaboration between enterprises, higher education institutions and research institutes.

II. Commitment to Innovation: High-quality Drug Development

Case: Innovent held the first “Conference on Collaborative Blood-related Research between Enterprises, Higher Education Institutions and Research Institutes”

During the first “Conference on Collaborative Blood-related Research between Enterprises, Higher Education Institutions and Research Institutes” held by Innovent on May 8, 2020, more than 20 top Chinese blood disease clinical specialist and scholars engaged in discussions on how to develop new paths toward “innovative, mutual and win-win collaborations” between hospitals and enterprises. Focusing on biopharmaceuticals, the specialists researched and discussed how to promote integrated development among enterprises, higher education institutions and research institutes, through clinical application-oriented clinical research, academic communication, training, and research finding commercialisation activities, with medical institutions and pharmaceutical companies respectively serving as the primary and supporting entities.

Specialist and scholars acquired an on-site understanding of Innovent’s R&D, production and quality management systems, to take a close look at our world-class innovation and production capacities, and highly praised Innovent for its high-quality internationalised R&D and production platforms.



Conference venue and on-site visit

Case: Reception of experts from the National Research Center for Translational Medicine (Shanghai)

Experts from the National Research Center for Translational Medicine (Shanghai) visited Innovent on May 14, 2020, and discussions were held on collaborative scientific research on hematological tumors and the clinical applications of the research findings.

Innovent will expedite new drug R&D, explore different R&D approaches, and join hands with the National Research Center for Translational Medicine (Shanghai) to carry out collaborations integrating “production, education, research and application” activities, starting with the development of our existing 10+ blood-related products. Both sides aim to establish a strategic alliance through joint research and clinical application of research findings, benefiting patients worldwide.



Experts on a visit to Innovent

III. “People first”: A Warm-hearted Corporate Citizen

Innovent always puts people first, and effectively safeguards employees’ legitimate rights and interests. Sticking to the correct direction for HR selection and promotion, we actively created a working atmosphere in favour of real doers and entrepreneurs, providing employees with a healthy, safe, enjoyable and harmonious working environment. In addition, we have contributed to charitable campaigns with enthusiasm, continuously promoted poverty alleviation through healthcare services, and worked hand-in-hand with other members of society in the fight against the COVID-19 pandemic.

1. Protection of Employees’ Interests

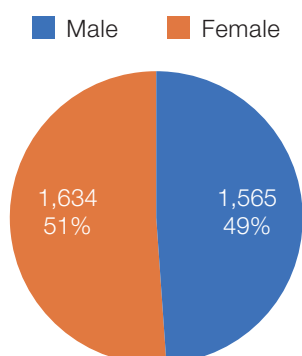
Innovent has continued to develop the talent management system, recruited employees in compliance with laws and regulations, and effectively protected employees’ rights and interests with due attention paid to their physical and mental well-being, striving for mutual development of the Company and the employees alike.

1.1 Regulatory Compliance in Recruitment Operations

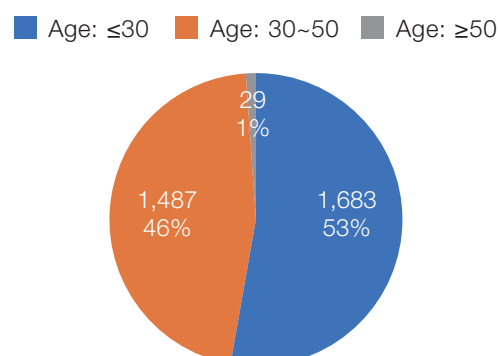
Innovent strictly abided by the “Labor Law of the People’s Republic of China”, “Labor Contract Law of the People’s Republic of China”, “Employment Promotion Law of the People’s Republic of China” and other relevant laws and regulations, and introduced a series of internal rules and regulations, including the “Employee Handbook”, with a sound internal management system put into place. In 2020, we set up an HR Center of Expertise team, and further developed the workflow and organisational framework for handling employment-related incidents, ensuring our communicating procedures are in place covering all aspects of incident management from accident prevention to handling. The Company values the rights and interests of employees, implements well-established HR selection and recruitment practices, and strictly prohibits child labour, forced labour and other forms of labour abuses, striving to create impartial and diversified career development paths for employees, where all forms of discrimination are eliminated with respect to recruitment, remuneration, training, promotion, etc., and all employees have access to open, fair and impartial employment opportunities.

In 2020, Innovent had 3,199 employees in total, all of whom had signed the employment contract with the Company. No incidents of child labour, forced labour or discrimination have occurred at Innovent in 2020.

TOTAL WORKFORCE BY GENDER



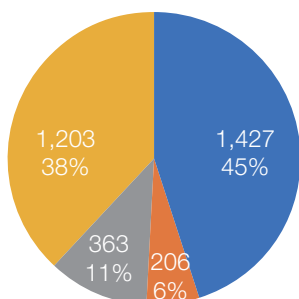
TOTAL WORKFORCE BY AGE



III. “People first”: A Warm-hearted Corporate Citizen

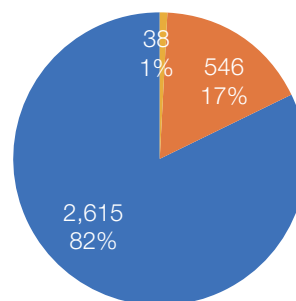
TOTAL WORKFORCE BY REGION

■ Suzhou ■ Beijing ■ Shanghai ■ Other



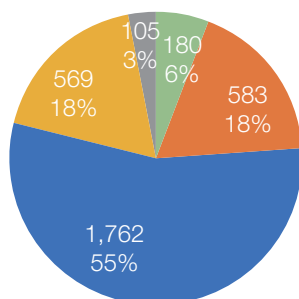
TOTAL WORKFORCE BY RANK

■ Senior management ■ Middle management ■ General staff



TOTAL WORKFORCE BY EDUCATION BACKGROUND

■ PhD ■ Master's ■ Undergraduate ■ College ■ Below College



Case: Innovent won the “Best Employer of the Year in Suzhou (2020)” award

After competing against 150 candidates, Innovent received the “Best Employer of the Year in Suzhou (2020)” award in recognition of its positive image as an employer, sound management, and effective efforts related to corporate culture and HR development, and employee relations in 2020.



“Best Employer of the Year in Suzhou (2020)” award

III. “People first”: A Warm-hearted Corporate Citizen

1.2 Remuneration and Staff Benefits

Innovent has established a fair, impartial, rationalised and competitive remuneration management policy, and provide employees with highly competitive salary packages in strict compliance with local government regulations on wage. Meanwhile, the Company reviews the existing salary and benefit policies and adjust salaries every year, and offers the year-end bonus and promotion opportunities to our employee based on their annual performance.

In terms of staff benefits, the Company makes contributions to social insurance and the housing provident fund for employees, supplemented with commercial medical and accident insurance, and provides physical checkups for all employees who have worked at the Company for more than one year. Employees are entitled to all the holidays, paid annual leave, Innovent leave, etc. allowed by national laws and regulations and company policies. Furthermore, the Company offers employees holiday, birthday points-based staff benefits through points-based platform, and provides employees transportation, communication and meal subsidies. Our employees come from different countries and Chinese provinces, so the Innovent “Internet Celebrity” staff canteens serve dishes of different cuisines to meet different employees’ dietary preferences.

In a bid to incentivise and ensure effective staff retention, Innovent launched an employee stock ownership plan and a restricted stock plan whereby a certain percentage of shares will be granted to eligible key employees and outstanding staffs according to the plan and procedure approved by the remuneration committee and the Board, thus more and more employees become shareholders of the Company, grow and develop with the Company. Following the principle of “giving hard-working employees the success they deserve”, Innovent elected 249 high-performing employees and six outstanding teams through 2020 annual work performance appraisal in early 2021, and awarded them bonuses, trophies and medals.

2. Staff Healthcare and Safety

Innovent always puts the health and safety of employees in the first place. We strictly abided by the “Safety Production Law of the People’s Republic of China”, “Occupational Disease Prevention Law of the People’s Republic of China”, “Workplace Occupational Hygiene Supervision and Management Regulations”, “Measures for the Three “Simultaneous” Supervision and Administration of Safety Facilities in Construction Projects” and the “Work Safety Administrative Regulations for Construction Projects”, and rolled out internal management measures such as the “Environment, Safety and Occupational Health Management Handbook”, “Occupational Health Management Handbook”, “Regulations on the Management of Labor Protection Supplies”, “Pipeline Marking Management Regulations”, “Work Safety (Industrial Injury) Accident Investigation Report Management Regulations” and the “Hazardous Chemicals Management Regulations” to ensure work safety and staff health.

III. “People first”: A Warm-hearted Corporate Citizen

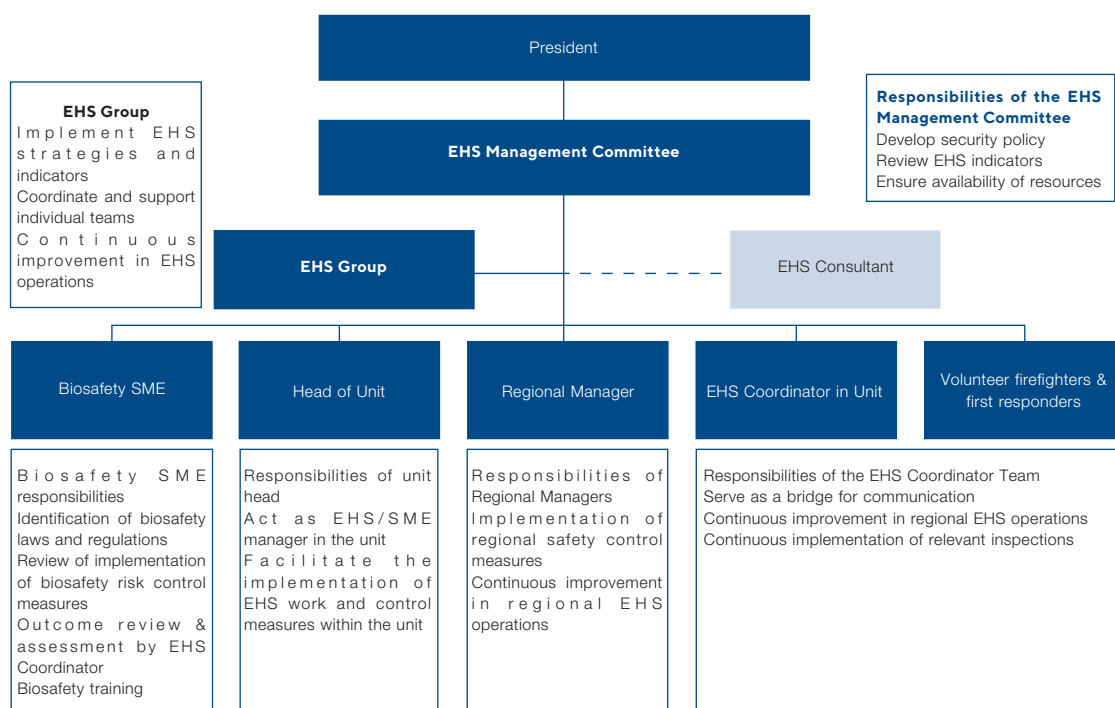
2.1 Staff Health and Safety Management Framework and Mechanisms

With a view to strengthening health and safety management at the Company, Innovent has set up an EHS Management Committee to protect staff health and safety by “mapping out safety strategies, reviewing EHS indicators, ensuring the use of relevant resources, and engaging specialist consultants”. The EHS management system adopts an operating model focused on “planning, implementation, inspection and review”. In 2019, the Company was accredited by the regional government as a third-level standardised enterprise for work safety. In 2020, the incidence of emergency per 1,000 employees dropped from 4.04% in 2019 to 3.64%.

In 2020, as the representative enterprise of Suzhou, we passed the acceptance inspection of the National Model Anti-drug City Program, and won the unit award from the Suzhou Municipal Department of Public Security, the Excellent Enterprise Award for effective management of precursor hypertoxic articles, as well as the unit award of “Internal Security Work Within the Enterprise” for effective epidemic prevention and control by the Suzhou Municipal Department of Public Security.



Unit award for combating the epidemic



Organisational Structure and Functions of the EHS Management Committee and the EHS Group

III. “People first”: A Warm-hearted Corporate Citizen

Innovent has established an EHS management system featuring dual prevention and control mechanisms, focusing on the multi-layered safety risk management and control and the investigation and management of potential risks. We identified the main sources of hazards in the Suzhou headquarters, and classified them into different categories. The risks were divided into four grades: low, normal, high, and significant, and a four-color diagram for hazard identification was developed accordingly to visualise the risk management process. We also investigated into potential risk factors to make rectifications with regard to high and significant risks. Through regular inspections and investigations, we made rectifications of risk items detected, and a long-term safety production management mechanism was established.



Four-color diagram for hazard identification

2.2 Health and Safety Management Measures

Innovent attaches great importance to staff health and safety management, and makes optimal efforts to reduce and eliminate occupational hazards, arranging safety management operations from the perspective of safety analysis, occupational disease protection, special equipment management, chemical management, hypertoxic article management and fire management.

No incident of work-related injury or death has occurred at Innovent in 2020.

- Work safety analysis**

Innovent has adopted strict hazard and risk assessment measures (e.g. analysis before the implementation of new or modified processes and regular reviews of existing processes) regarding various business processes to minimise safety risks. On the other hand, the Company identifies and controls occupational disease hazards based on occupational disease hazard assessments, and conducts tests and inspections on related positions every year. Employees working in these positions are informed of and warned against occupational disease risks, with related training provided on a regular basis.

III. “People first”: A Warm-hearted Corporate Citizen

- **Occupational disease prevention**

Innovent has introduced the “Regulations on the Management of Labor Protection Supplies” to prevent occupational hazards and standardise labour protection supplies management at the Company. We provide vaccination for employees involved in new drug R&D activities, work out lists of protection supplies for different types of operations, and provide production line staff with safety helmets, protective masks, air respirators, gas masks, cold-proof clothing and other suitable personal protective equipment to prevent occupational diseases, and ensure effective personal protection. Furthermore, the EHS team is responsible for organising basic training on the use of labour supplies to enhance employees’ ability to protect themselves and others and handle emergency situations. Each staff member is trained on how to choose the protective gear that suits his/her actual needs. We take various measures to protect the health of our employees, and have introduced the “Administrative Regulations for Health Examination of Employees Directly Exposed to Drug Production”. Regular physical check-ups are arranged for related employees to prevent people who are sick or caught a cold from entering the production sites.

A total of 186 employees from the Company who were directly exposed to drug production took physical check-ups in 2020.

- **Management of special-purpose equipment**

The management of special equipment is an important part of work safety management. With a view to ensuring that special-purpose equipment¹ is used, and related special-purpose operations are conducted, in a safe and controlled state at all times, we introduced the “Regulations on the Management of Special-purpose Equipment/Special-purpose Operations” to tighten up the management of equipment procurement, installation, acceptance inspection, registration, annual inspection, maintenance and scrapping activities, and the manufacturers are required to possess the proper qualifications, and complete registration formalities. Operators of special-purpose equipment are required to receive relevant training, pass the necessary tests, obtain official certificates, and pass annual reviews. They must obtain the relevant certificates before starting work.

¹ Special equipment mainly refers to boilers, pressure vessels (including gas cylinders), pressure pipes, lifting equipment, transformer and distribution facilities, which are dangerous.

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• Management of chemicals

With a view to ensuring effective control of the procurement, storage, use and destruction of chemicals, the Company has introduced the “Regulations on the Management of Hazardous Chemicals”, and built dedicated chemical warehouses employing first-grade design standards, covering the storage of precursors, explosives, acid alkali, organic solvents, etc. Furthermore, employees working in connection with chemicals must obtain the certificate for “operating chemicals” and pass the corresponding training and assessment. We have posted Material Safety Data Sheet, notification cards, management policies, etc. in the storage areas to warn the staff, and accepted regular inspections by government authorities, and provided relevant personnel with suitable personal protective equipment.



Biosafety Laboratory Filing Certificate

• Management of hypertoxic articles

With a view to protecting the health of operators, and avoiding work safety accidents, Innovent has introduced and strictly complied with the “Regulations on the Management of Hypertoxic Articles” and the “Quality Control Regulations on the Management of Hypertoxic Articles” to tighten safety management of materials entering or exiting the warehouse, and the management of the use of hypertoxic articles by the Quality Control Department. Employees involved in the storage, operation, and emergency treatment of highly toxic chemicals must receive training on the relevant laws and regulations, work safety, professional technology, and emergency rescue operations.

• Fire safety management

With a view to enhancing employees’ awareness of the importance of fire safety management, improving their ability to respond to emergencies, and enabling them to have a clear understanding of the firefighting facilities at the Company, Innovent organises company-wide firefighting drills twice a year to help employees improve their survival skills, and familiarise themselves with the Company’s exit passageways and fire prevention policy. In addition, we organise activities such as firefighting fun games, voluntary firefighter training and safety skill competitions, and help employees acquire a deeper understanding as to how the firefighting and safety equipment works through staff events, thereby reinforcing the fire safety principle of “combining fire prevention and firefighting, while giving top priority to fire prevention” among staff members.

We conducted a regular fire drill in November 2020, with more than 800 employees participated in the event.

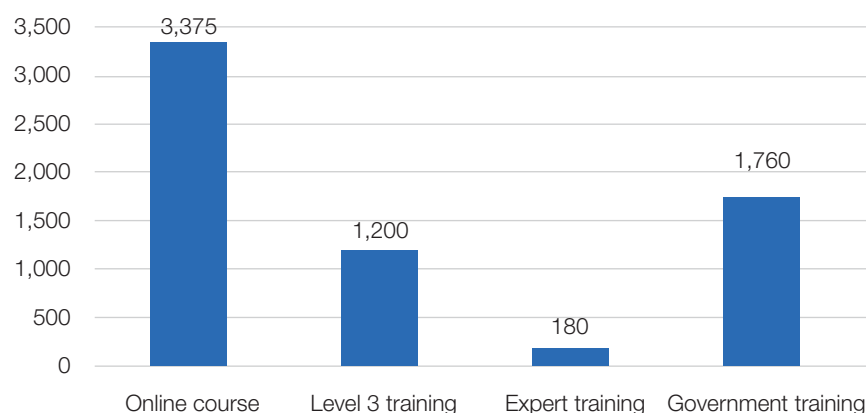
III. “People first”: A Warm-hearted Corporate Citizen

2.3 Safety Checks and Training

Innovent attaches great importance to safety inspections and safety training. We have stepped up safety inspection efforts, and carried out regular joint inspections targeting high-priority areas and potential risk factors to safeguard the health and safety of employees, effectively prevent and deter various safety accidents.

In 2020, we organised 102 safety training sessions and government communication meetings to enhance employees’ work safety awareness, and built on our emergency response capabilities, with a total of 6,000 attendees participated in the sessions. We arranged three-level (i.e. company/department/post-level) safety training courses for new employees, as well as initial and review training for EHS-related officials and managers, special-purpose equipment operators, employees involved in special-purpose operations, designated firefighters, first responders, etc.

SAFETY TRAINING HOURS BY CATEGORY (HOURS)



2.4 Effective Epidemic Prevention and Control

Following the COVID-19 outbreak in early 2020, Innovent has timely set up eight epidemic prevention and control sections and a supervision group comprised of party members to ensure effective leadership and organisation, and effective implementation and enforcement of epidemic prevention and control measures. The supervision group was required to submit the “Supervision Group Report during the COVID-19 Epidemic” on a daily basis to summarise and track the latest developments, feedback and issues discovered, and report on urgent and important supervision-related matters.

After the resumption of business activities, the Company adopted measures such as body temperature checks, statistical analysis of people entering the factories, office ventilation and disinfection in strict compliance with epidemic control requirements and related internal policies, and provided employees with face masks, disinfectants, etc. to protect their safety and health. No employee of Innovent was infected with COVID-19 in 2020.

III. “People first”: A Warm-hearted Corporate Citizen

3. Helping Employees Grow

Adhering to the philosophy of “growing together with employees”, Innovent consistently improved the training policies, and optimised the existing system for facilitating employees’ personal development by providing them with opportunities for sustained development; broadened the promotion ladder, and offered a platform for every employee to fulfill their full potential and ambitions.

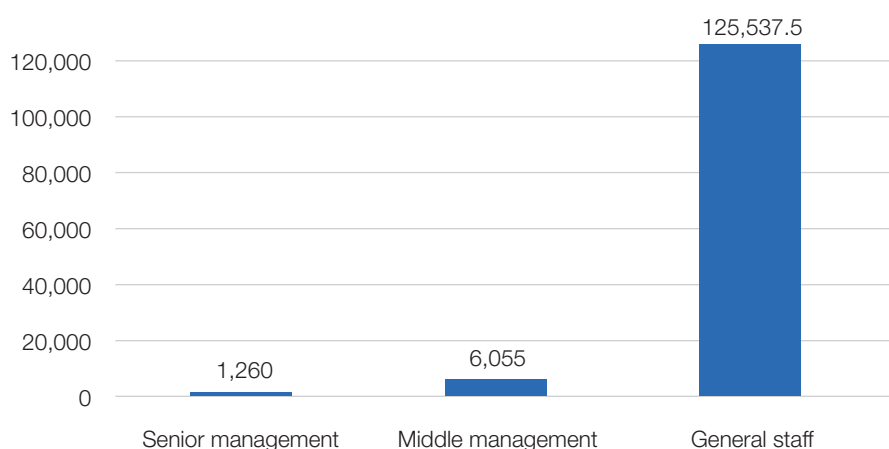
3.1 Promotion

Innovent effectively regulates the staff promotion mechanisms with due attention paid to employees’ overall competence and their acceptance of corporate values, thus ensuring fair, impartial and open competition within the Company. The Company offers employees the “manager + specialist” two-pronged promotion paths, with a clear promotion channel and rules established for each path to help employees reach their full potential and promote the Company’s sustainable development.

3.2 Staff Training

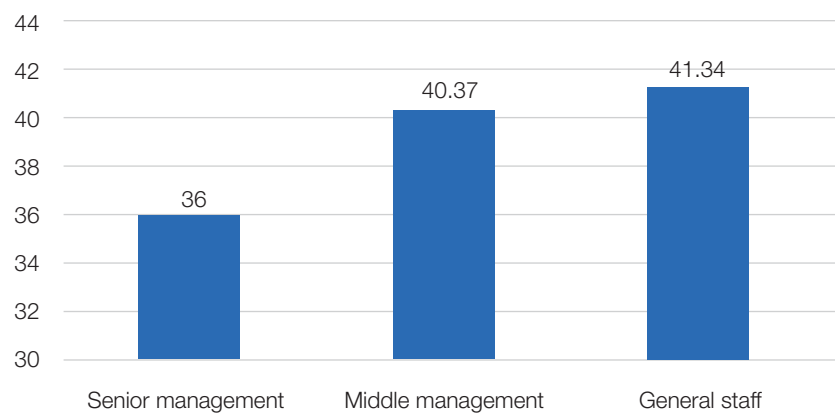
Innovent has introduced the internal “Training Management Policy”, and has built a well-thought-out staff training system. In 2020, in the face of the challenges posed by the COVID-19 pandemic, we organised various training programs both online and offline, including induction training for new employees, training of new sale representatives, fresh graduate training, bespoke training, sales management training, and training by external lecturers, laying a sound foundation for creating an extensive pipeline of highly versatile employees. “Innovent Academy” and “Innovent Lectures” offer opportunities for continuous career development to stimulate the vitality among employees, and support business development at the Company.

BREAKDOWN OF STAFF TRAINING HOURS BY RANK (HOURS)



III. "People first": A Warm-hearted Corporate Citizen

AVERAGE STAFF TRAINING HOURS BY RANK (HOURS)



An Innovent Lectures training session



III. “People first”: A Warm-hearted Corporate Citizen

“Innovent Academy”

Innovent Academy was inaugurated in 2017 to improve the talent training and development system, ensuring reliable HR supplies for the Company. Serving as the development platform for employees, the Company fulfills functions such as enforcing development strategies, promoting the corporate culture, and thoroughly improving the competence of individual employees and units, providing basic induction and onboarding training for employees, and offering a diverse range of training courses on corporate culture and management, thus providing high-quality resources and services to facilitate staff capacity building.

In 2020, we have trained more than 3,287 employees at home and abroad, with a training coverage rate of 100%. Innovent Academy offers staff training and competence assessment services, empowers in-house lecturers, creates a multi-functional talent development system within the Company to facilitate the implementation of our development strategies and promote our corporate culture, enhancing the competence of individual employees and units.



An offline training session at Innovent Academy

Innovent “Cedar Class”

With a view to promoting highly effective integration and collaboration of the senior management teams, and helping senior executives broaden their horizons, Innovent launched the “Cedar Class” talent development program. It selects courses for the trainees, and organises sharing and team building events and routine management operations based on the “class committee” mechanism, thus maintaining a continuous supply of visionary, entrepreneurial C-level managers. The “Cedar Class” program has thoroughly improved the overall capabilities of senior managers, and significantly promoted cross-departmental integration.



A group photo of members of the “Cedar Class”

III. “People first”: A Warm-hearted Corporate Citizen



“Cedar Class” members taking an oath

Innovent “Spruce Class”

Innovent launched the “Spruce Class” talent development program to enhance the leadership skills of middle-level managers. It focuses on enhancing middle managers’ understanding of the Company’s strategies and the Innovent culture, aiming to foster fully qualified successors for senior management positions.



A group photo of members of the “Spruce Class” at course completion



A group photo of members of the “Spruce Class”

III. “People first”: A Warm-hearted Corporate Citizen

Training of New Employees

We have introduced a series of training courses for new employees, with performance assessment conducted upon course completion, to help them learn the ropes and integrate into the Company. New employee training courses include introduction, and training on internal rules and regulations, salary and benefits, team management skills, career development planning, EHS management, R&D writing specifications, etc. Such systematic training helps new employees go through the transition from a student to a professional.

Approximately 800 people received new employee training in 2020.



A photo of trainees



A training session

III. “People first”: A Warm-hearted Corporate Citizen

Management Training

Innovent provides personalised training for managers focusing on the core management skills, aiming to help the management acquire the necessary key skills, and effectively tackle the main issues they encounter at work. Approximately 217 management staff at or above the level of regional sales and managers received management training in 2020.



A management training session

“Innovent | Future” – Manager Training

In 2020, Innovent Academy launched a training program for junior-level managers, dubbed “Innovent | Future”. It seeks to improve junior managers’ overall organisational and managerial skills focusing on three capabilities – practical competence, integrity and personal positioning.



“Innovent | Future” training for new managers

III. “People first”: A Warm-hearted Corporate Citizen

“Innovent | Vision” – Training of New Members of Commercialisation Teams

In 2020, Innovent Academy introduced “Innovent | Vision”, a training program angled at new employees joining commercialisation teams, to help frontline staff familiarise themselves with the Company’s corporate culture, values and product features, and truly understand the “patient-centered” approach, enabling new employees to benefit more people with Innovent products.



“Innovent | Vision” trainees at Innovent Academy



Training of new Innovent employees joining commercialisation teams

III. “People first”: A Warm-hearted Corporate Citizen

4. Staff Care

At Innovent, we advocate work-life balance by encouraging employees to take part in various leisure events to supplement their professional activities, while ensuring satisfactory completion of the official duties assigned to them. In addition to meeting employees’ material and spiritual needs, we strive to reinforce their sense of happiness and belonging.

4.1 Staff Communications

We have established sound communication mechanisms to acquire an up-to-date understanding of the needs of employees. By organising seminars, “global meetings”, “Face-to-face Meeting with President”, etc. we conducted workplace employee satisfaction surveys, and revamped the “I Have Something to Say” online platform where employees can put forward suggestions and interact with Management. With effective internal interaction mechanisms in place, we offer a pleasant atmosphere and culture of information transparency and active interaction characterised by information transparency and positive interactions between employees.

In 2020, we received a total of 584 pieces of feedback and suggestions from employees, and the responsible managers have responded to all the suggestions after review. We also offered bonuses to employees whose suggestions have been accepted by the management, encouraging prompt communications and feedback by employees.

“I Have Something to Say” Online Communication Platform

1. The “Help Desk” processes queries and applications related to personal matters such as catering, accommodation, travels, leaves of absence, attendance, housing provident fund and office work. 12,703 queries were received in 2020.
2. Cloud Community: a platform for employees to share their feelings, interesting stories and experiences that inspire positive energy.
3. Staff Suggestions: employees can put forward useful suggestions to the Company or other departments based on what they see and experience at work.
4. Complaints and Whistle-blowing: employees can lodge complaints or reports against inappropriate behavior in the organisation.
5. Writing to the Chairman: employees can put forward suggestions regarding the Company’s management practices, or report serious disciplinary offenses.

Case: Innovent held Staff Communication Conference in 2020 to strengthen communications between employees and the Company

In April 2020, Innovent organised a staff communication meeting, where Management shared with staff members the business achievements made in 2019 and work priorities and the development plan for 2020, and answered questions of major concern among employees, informing them of the Company’s latest developments and future strategic plans.

III. “People first”: A Warm-hearted Corporate Citizen

Case: Innovent held a “Face-to-Face Dialogues with Executives” to hear employees’ voices

We held a series of seminars in 2020, enabling staff members to talk to the Company’s executives face-to-face. During the meetings, the participants spoke freely of their thoughts on issues related to management and company development. Furthermore, we organised regular bi-monthly face-to-face meetings, which functioned as a communication platform between the management teams and employees in various business units, listened to the voices of employees in their respective business units, and assisted them in solving their demands.



A “Face-to-Face Dialogues with Executives” meeting

Case: Face-to-face communications with new employees

In 2020, the Company recruited more than 200 higher education graduates. We organised a face-to-face meeting for the new employees to help them understand the corporate culture, and smoothed out the integration process. During the meeting, the employees consulted and communicated with the management regarding the issues and difficulties they encountered, as well as the tasks for which additional assistance is required. Timely assistance was provided to help them start working independently within the shortest time possible.



Face-to-face communications with new employees

Case: Staff satisfaction surveys were conducted to fully understand employees’ needs

In 2020, the Company conducted questionnaires by business scenarios to gauge employee satisfaction with canteen facilities and services, safety management, the HR sharing centre, audit operations, etc. covering catering, accommodation and traveling arrangements as well as various services and processes. Multiple feedback mechanisms have been established to get a thorough understanding of employees’ actual needs and requirements, and to improve staff satisfaction.

III. “People first”: A Warm-hearted Corporate Citizen

4.2 Staff Events

We attach great emphasis to organising staff events, institutionally define the scope of team building activities, assist the departments in organising team building events, and set aside special funds for these events across departments. In 2020, we organised nearly 300 team building events, including meetings of pre-determined “target” employees, staff birthday parties, tea parties, etc. On the other hand, we improved and upgraded office facilities, and created an atmosphere that encouraged learning by setting up a “Reading Space” book corner, and held events such as visits to painting exhibitions for employees’ family members, broadening the scope of staff care to include their families.



A group photo taken during a team building event in Mogao Mountain



Photo taken during a team building event in Jiading

III. “People first”: A Warm-hearted Corporate Citizen

Case: Innovent organised a series of staff events as part of the employee care campaign

- We organised DIY activities to celebrate traditional festivals



Traditional Chinese rice-puddings making during the Dragon Boat Festival



snowy mooncakes making celebrating the Mid-Autumn Festival

III. “People first”: A Warm-hearted Corporate Citizen

Case: Innovent organised a series of staff events as part of the employee care campaign (Continued)

- We held a food festival to promote healthy diet among employees



Food festival

- Innovent Bodybuilding Club is open to all staff members

Innovent Club, established in 2020, is open to all employees. It offers a gym, yoga rooms and table tennis facilities, and employees can consult professional fitness instructors. Classes on yoga, dancing, boxing, etc. are offered.



Innovent Club

III. “People first”: A Warm-hearted Corporate Citizen

5. Contribution to Social Undertakings

Staying true to our mission and ambitions, we have made active efforts to promote regional development, and contributed generously to various social and charitable undertakings. Committed to developing high-quality biological drugs that people can afford, Innovent has contributed to charitable campaigns with enthusiasm, continuously promoted poverty alleviation through healthcare services, and worked hand-in-hand with other members of society in the fight against the COVID-19 pandemic.

5.1 Concerted campaign against COVID-19

In the face of the COVID-19 outbreak in 2020, Innovent donated medical supplies to areas worst hit by the pandemic in line with our corporate mission, and disseminated information on how to prevent COVID-19 infection to the public via the internet to assist with the pandemic prevention and control efforts. In 2020, we donated RMB2 million in cash to the Wuhan Red Cross Society, and swiftly set up an EHS pandemic prevention and control leading group. After the emergency response plan was triggered, we adopted and enforced emergency measures such as body temperature checks, disinfection with alcohol, mask supplies and monitoring of related information, optimally reducing the Company's exposure to operational risks.

During the period when COVID-19 broke out in 2020, the Company's party members, employees from various departments, and more than 80 volunteers from the Cedar Class program signed up for the anti-pandemic program without delay, and a team was formed to perform tasks such as temperature checking points, instrument and equipment and personnel scheduling, factory-entry list, disinfection with alcohol, information recording and body temperature checks, protecting nearly 3,000 employees against the virus. Our volunteers provided approximately 778 hours of volunteer services in 2020.



A volunteer performs employee temperature checks

III. “People first”: A Warm-hearted Corporate Citizen

Case: Innovent employee was awarded the honorary title of “Outstanding Youth Volunteer in Fighting the COVID-19 Pandemic”

During the COVID-19 outbreak in 2020, one of our employees volunteered to join the volunteer team for pandemic prevention and control in Taibai Town, Dangtu County, Ma’anshan, Anhui Province. He communicated information on pandemic control among local residents in his hometown, and taught them the correct way of wearing a face mask and maintaining personal hygiene, and publicised pandemic prevention measures. He was awarded the honorary title of “Outstanding Youth Volunteer in Fighting the COVID-19 Pandemic” by the Central Committee of the Communist Youth League, and China Youth Volunteers Association.



Innovent employees advising local residents on how to prevent COVID-19 infection

III. “People first”: A Warm-hearted Corporate Citizen

5.2 Charitable Events

As a keen participant in charitable causes, Innovent has effectively fulfilled its social responsibilities, pushed ahead with knowledge popularisation, education and poverty alleviation initiatives, and continuously innovated and developed projects to alleviate poverty through medical services, thereby benefiting patients in China.

Case: Innovent held patient education events to provide care services for patients

Innovent organised patient education activities in 2020. We invited medical practitioners specialising in tumor immunotherapy to clarify related information, and provided follow-up treatment and health management lectures to patients and their families free of charge.

We held 6 offline patient education events in 2020, reaching out to more than 200 patients.



A patient education event

Case: Innovent livestreamed lectures on tumor immunotherapy to provide guidance for patients

In a bid to help patients understand immunotherapy, Innovent invited more than 10 specialists from tertiary hospitals in China to give virtual lectures on immunological via livestreaming for patients with lung cancer, liver cancer, hematological tumors and gastrointestinal tumors in 2020. During the live broadcasts, the specialists answered questions from the patients in real time, and gave professional treatment suggestions and guidance. We held 14 virtual lectures in 2020, reaching out to more than 130,000 patients.

IV. Ecological Harmony: Sustainable Green Business Operations

Upholding the green operations philosophy, Innovent pays due attention to the impact of our business and production activities on the ecological environment, and has stepped up efforts to promote environmental awareness, tightened up the management of pollutant discharged, promoted energy and water saving practices, improved energy and resource efficiency to materialise sustainable and win-win development with ecological, economic and social benefits, focusing on further developing environmental management policies and systems.

1. Tightening Environmental Management

Innovent strictly abided by the “Environmental Protection Law of the People’s Republic of China”, “Environmental Impact Assessment Law of the People’s Republic of China”, as well as applicable region/industry-specific environmental protection regulations, and has introduced the “Environment, Safety and Occupational Health Management Handbook”, consistently improved the internal environmental management system, and built on environmental management capabilities to protect and improve the ecological environment.

With a view to ensuring effective environmental management in routine operations, we set up an Environmental, Health and Safety (EHS) Management Committee, and an EHS Working Group, which is tasked with continuously improving environmental management at the Company by implementing the iterative process of “planning, execution, supervision and inspection, rectification and review”.

Furthermore, we developed the “Bio-base Environmental Emergency Response Plan” to ensure prompt response to environmental emergencies, and conducted regular emergency drills (on topics such as emergency closure of the main biological rainwater outlet, and leakage of waste substances and liquid) to reinforce and enhance staff’s environmental awareness and emergency response capabilities to prevent production activities from causing damages to the natural environment.

In addition, we promoted and popularized environmental protection knowledge among employees to improve their green awareness. We responded positively to the “5 June World Environment Day” by launching the “Safety and Environmental Protection Month” campaign, and created a green and environmentally friendly atmosphere by organising quizzes and short video events related to environmental protection topics.

2. Emission Reduction

As a modern biopharmaceutical company, Innovent strictly abided by the “Soil Pollution Discharge Law of the People’s Republic of China”, “Water Pollution Prevention Law of the People’s Republic of China”, “Pollution Permit Management Measures”, “Air Pollution Prevention Law of the People’s Republic of China” and other relevant laws and regulations, and introduced related internal policies such as the “Waste Management Regulations” to rigorously manage discharge and disposal of pollutants, and strives to reduce various emissions generated during business and production operations, thereby minimising the negative impact on the ecological environment.

As regards exhaust gas emissions, we efficiently filter exhaust gas generated from different sources at different stages of production, and discharge it into the atmosphere after removing nitrogen oxides, sulfur oxides and atmospheric particulates to avoid air pollution. We perform environmental monitoring of the exhaust gas produced by us to ensure that it meets the relevant regulatory requirements.

In terms of wastewater discharge, we have a wastewater treatment station that performs harmless treatment of wastewater generated from production or domestic sources and discharges it into the municipal sewage pipeline after the treated wastewater meets the discharge requirements. We have consistently tightened up the management and control of wastewater that may be generated during scientific research, production and other activities, and made optimal efforts to reduce the amount of wastewater generated, and minimise the negative impact of wastewater pollutants discharged on the surrounding environment and people’s health.

IV. Ecological Harmony: Sustainable Green Business Operations

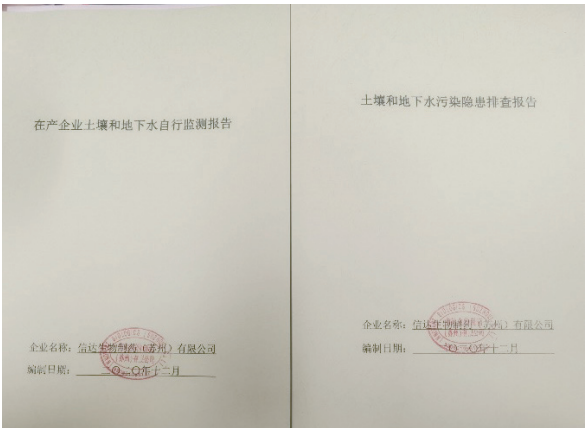
As regards solid waste, we have introduced internal policies such as “Waste Management Regulations” and the “Regulations on the Management of Hazardous Chemicals” to harmonise and standardise waste collection and treatment procedures, ensuring that waste discharge meets relevant discharge requirements set by the state. Solid waste produced by Innovent is divided into general waste and hazardous waste. The former is categorised, recycled, stored and disposed of by relevant departments in accordance with the administrative requirements of the local governments, before it is transported away from Innovent by the sanitation company. Hazardous waste is classified and collected by the waste-generating entities, and transferred to the temporary storage sites as required, where it is stored in specified garbage bags or containers by category within the designated areas, and then transported by the Company to a qualified third-party entity for harmless treatment. Furthermore, we strive to reduce the amount of hazardous waste generated through new production processes to avoid excessive environmental pollution.

As regards noise pollution, we have installed sound insulation boards near fans and other noisy equipment to reduce noise pollution generated. We also ensure adequate distance between our production sites and the surrounding residential areas, and strictly manage working hours to minimise noise pollution caused to local residents during the production operations.

We have appointed professional environmental management personnel to effectively manage and monitor emissions, so as to avoid any serious impact caused by our production activities on the surrounding environment. We engage qualified inspection agencies to conduct environmental inspections on a regular basis, and issue official reports on the discharge of wastewater, exhaust gas, etc. In 2020, we conducted twice drinking water tests, twice exhaust gas tests, monitored the environment and noise in factories twice, 24 times of wastewater tests, and once groundwater and soil tests. The test results showed that, during the Reporting Period, Innovent did not discharge any pollutants in excess of the regulatory limits.



wastewater, exhaust gas and noise test reports issued for Innovent



Groundwater and soil monitoring report

IV. Ecological Harmony: Sustainable Green Business Operations

Pollutants discharged by Innovent in 2019-2020

Emission		2020	2019
Wastewater (t)	Domestic sewage	28,800	175,900
	Industrial wastewater	56,454	53,670
Chemical Oxygen Demand (t)		4.29	0.61
Hazardous waste (t)		228	181
Non-hazardous waste (t)	Domestic waste	358	312
Hazardous waste discharged (t/person)		0.0713	0.12
Non-hazardous waste discharged (t/person)		0.1119	0.22

3. Resource Conservation and Utilisation

Innovent strictly abided by the “Energy Conservation Law of the People’s Republic of China” and other laws and regulations, and has established a sound energy management system to consistently improve energy efficiency. With a view to ensuring effective resource conservation and utilisation, we have developed an annual energy conservation plan: the constant temperature effect is effectively improved in office buildings by installing insulating glass, and the intensity of air conditioning is reduced, resulting in substantial savings in power consumption. Furthermore, we actively practiced the “green office” principle, and committed ourselves to raising employees’ awareness of the importance of energy saving and carbon reduction – for example, we require employees to print double-sided wherever possible; we prohibit the use of disposable paper cups, encourage virtual conference calls, and use LED energy-saving lamps.

Greenhouse gas emissions generated by the Company mainly come from the use of electricity and a small amount of diesel and natural gas consumption. In 2020, the greenhouse gas emissions came in at 14 tons(t), and the per capita greenhouse gas emissions at 0.044 tons per person.

Energy resource utilisation at Innovent in 2019-2020

Indicator	2020	2019
Electricity (MWh)	27.30	22.10
Heat (kJ)	88,418,476,000	321,311,268
Diesel (t)	3	3.78
Natural gas (0,000 m3)	3.15	0.40
Tap water (t)	420,936	350,690
Packaging materials (t)	29	15.32

IV. Ecological Harmony: Sustainable Green Business Operations

In terms of water resources management, we always adhere to the concept of “saving water”. During R&D and production activities, we attach considerable emphasis to water efficiency, and optimise water efficiency by reusing reverse osmosis system filtered clean water from the wastewater treatment station in the M1 roof cooling tower. We have installed sensor faucets in our offices to raise employees’ water-saving awareness, and foster water-saving habits, with prominent water-saving signs placed in public areas to avoid waste of water.



Reverse osmosis system filtered clean water reuse in wastewater treatment station

4. Response to Climate Change

Extreme weather caused by climate change poses many challenges to the ecological environment, as well as to production activities and people’s day-to-day lives. China has been actively involved in global climate governance to address this phenomenon. In 2020, China planned to reach a peak in carbon emission by 2030, and achieve carbon neutrality by 2060. Innovent clearly understands the urgency of climate governance, and has actively responded to the appeals made by the Chinese government and the international community, and took the lead in incorporating risks associated with climate change into risk assessment and management, so as to identify the possible impact of climate change on the Company’s business activities. On the one hand, as the state tightens up environmental control policies, the Company, as a pharmaceutical company, may be subject to restrictions or requirements related to carbon emissions imposed by the regulatory authorities, which will translate into a rise in the cost of compliance management. On the other hand, as the frequency of extreme weather such as typhoons, rainstorms, sandstorms and droughts increases, more property losses and personal safety threats are expected with respect to the Company’s assets, equipment, and employees.

IV. Ecological Harmony: Sustainable Green Business Operations

On the basis of effective detection of risks related to climate change, Innovent responded well ahead of time, drew up contingency plans, and stepped up relevant prevention efforts, paying close attention to weather alerts. In the meanwhile, we always practice the principles of “green production, green operation and green office” based on a profound understanding of related concepts, and have acted swiftly to prevent and tackle possible climate change risks, making our own contributions to energy conservation, carbon reduction, and ecological environment restoration initiatives.



Weather alerts issued

Appendixes

Index Tables

Level	Code	Section
A <i>Environmental</i>	A1 Emissions	
	General Disclosure: Information on:	Strengthening environmental management; Reducing the impact of emissions
	(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.	
	Saving resources	
	A1.1	
	The types of emissions and respective emissions data	2020 statistical tables
	A1.2	
	Greenhouse gas emissions in total (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	2020 statistical tables
	A1.3	
	Total hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	2020 statistical tables
	A1.4	
	Total non-hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	2020 statistical tables
	A1.5	
	Description of measures to mitigate emissions and results achieved.	Reducing the impact of emissions
	A1.6	
	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	Reducing the impact of emissions
	A2 Use of Resources	
	General Disclosure: Policies on the efficient use of resources, including energy, water and other raw materials	Saving resources

Appendixes

Level	Code	Section
	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)	2020 statistical tables
	A2.2	
	Water consumption in total and intensity (e.g. per unit of production volume, per facility)	2020 statistical tables
	A2.3	
	Description of energy use efficiency initiatives and results achieved	Saving resources
	A2.4	
	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	Saving resources
	A2.5	
	Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced	2020 statistical tables
	A3 The Environment and Natural Resources	
	General Disclosure: Policies on minimising the issuer's significant impact on the environment and natural resources	Strengthening environmental management
	A3.1	
	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	Strengthening environmental management
<i>B Social</i>	B1 Employment	
	General Disclosure: Information on:	Protecting the rights and interests of employees
	(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, antidiscrimination, and other benefits and welfare.	

Appendixes

Level	Code	Section
	B1.1	
	Total workforce by gender, employment type, age group and geographical region.	2020 statistical tables
	B1.2	
	Employee turnover rate by gender, age group and geographical region.	/
	B2 Health and Safety	
	General Disclosure: Information on:	Ensuring health and safety
	(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.	
	B2.1	
	Number and rate of work-related fatalities	2020 statistical tables
	B2.2	
	Lost days due to work injury	2020 statistical tables
	B2.3	
	Description of occupational health and safety measures adopted, how they are implemented and monitored	Ensuring health and safety
	B3 Training and Development	
	General Disclosure: Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	Promoting talent growth and development
	B3.1	
	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	2020 statistical tables
	B3.2	
	The average training hours completed per employee by gender and employee category.	2020 statistical tables

Appendixes

Level	Code	Section
	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.	Protecting the rights and interests of employees
	B4.1	
	Description of measures to review employment practices to avoid child and forced labour.	Protecting the rights and interests of employees
	B4.2	
	Description of steps taken to eliminate such practices when discovered.	Protecting the rights and interests of employees
	B5 Supply Chain Management	
	General Disclosure: Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
	B5.1	
	Number of suppliers by geographical region.	2020 statistical tables
	B5.2	
	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented.	Supply Chain Management
	B6 Product Responsibility	
	General Disclosure: Information on:	Intellectual property protection
	(a) the policies; and	Ensuring the quality of drugs
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer	Improving customer service
	relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	
	Innovative R&D ecology	
	B6.1	
	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	2020 statistical tables

Appendixes

Level	Code	Section
	B6.2	
	Number of products and service related complaints received and how they are dealt with.	2020 statistical tables Improving customer service
	B6.3	
	Description of practices relating to observing and protecting intellectual property rights.	Intellectual property protection
	B6.4	
	Description of quality assurance process and recall procedures.	Ensuring the quality of drugs
	B6.5	
	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Improving customer service
	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 Management
	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.	2020 statistical tables
	B7.2	
	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Compliance Management
	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.	Focus on Social Contribution
	B8.1	
	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Focus on Social Contribution
	B8.2	
	Resources contributed (e.g. money or time) to the focus area.	Focus on Social Contribution

Appendixes

2020 statistical tables

Environmental data statistics ¹			
Category	Name	Unit	Data
Greenhouse gases	Greenhouse emissions	tons of carbon dioxide equivalent	14
	Greenhouse emissions per capita	tons of carbon dioxide equivalent/person	0.044
Waste	Hazardous waste	Ton	228
	Hazardous waste per capita	Ton/person	0.0713
	Innocuous waste	Ton	358
	Innocuous waste per capita	Ton/person	0.1119
Wastewater discharge	Discharge of domestic Wastewater	Ton	28,800
	Discharge of industrial wastewater	Ton	56,454
COD		Ton	4.29
Energy	Electric power	MWH	27.30
	Electricity per capita	MWH/person	0.0085
	Heat	KJ	88,418,476,000
	Heat per capita	KJ/person	27,639,411
	Diesel consumption	Ton	3
	Diesel consumption per capita	Ton/person	0.00094
	Gasoline consumption	Ton	0
	Gasoline consumption per capita	Ton/person	0
	Natural gas	ten thousand M ³	3.15
	Natural gas per capita consumption	ten thousand M ³ /person	0.001
	Oxygen consumption ²	10,000 M ³	9.4617
	Nitrogen consumption ³	10,000 M ³	3.4622
Water consumption	Water Consumption	M ³	420,936
	Water consumption per capita	M ³ /person	131.58
Packaging material	Carton	Ton	12
	Small box	Ton	17

1. Environmental data range includes Innovent Biologic, Inc., Innovent Biologics (Suzhou) Co., Ltd., Suzhou Innovent Biotechnology Co., Ltd. We will ignore the data of Innovent Biologics (HK) Limited, Shanghai Xinsheng Biotechnology Branch of Innovent Biologics (Suzhou) Co. Ltd., Beijing Biotechnology Branch of Innovent Biologics (Suzhou) Co. Ltd., Innovent Biotechnology Co., Ltd and Innovent Biologics (USA), Inc., because they have no actual production. Environmental density data is calculated on the basis of 1,400, the total number of employees in Suzhou.
2. Total oxygen consumption refers to the consumption of oxygen in the experiment, not involving per capita density.
3. Total nitrogen consumption refers to the consumption of nitrogen in the experiments, not involving per capita density.

Appendixes

Environmental data statistics ⁴			
Category	Name	Unit	Data
Employee structure	Total number of employees	Person	3,199
Total number of employees/ by gender	Male	Person	1,565
	Female	Person	1,634
Total number of employees/ by age	Under 30 years old	Person	1,683
	30 to 50 years old	Person	1,487
	Over 50 years old	Person	29
Total number of employees/ by education	Doctor	Person	180
	Master	Person	583
	Bachelor	Person	1,762
	College and below	Person	674
Total number of employees/ by region	Suzhou	Person	1,427
	Beijing	Person	206
	Shanghai	Person	363
	Others	Person	1,203
Total number of employees/ by rank	Senior management	Person	38
	Middle management	Person	546
	General staff	Person	2,615
New employees	Total number of new employees	Person	1,664
New employees/by gender	Male	Person	846
	Female	Person	818
New employees/by age	Under 30 years old	Person	983
	30 to 50 years old	Person	669
	Over 50 years old	Person	12
New employees/by region	Suzhou	Person	625
	Beijing	Person	95
	Shanghai	Person	204
	Others	Person	740

⁴. Social data range includes Innovent Biologic, Inc., Innovent Biologics (HK) Limited, Innovent Biologics (Suzhou) Co., Ltd., Suzhou Innovent Biotechnology Co. Ltd., Shanghai Xinsheng Biotechnology Branch of Innovent Biologics (Suzhou) Co., Ltd., Beijing Biotechnology Branch of Innovent Biologics (Suzhou) Co., Ltd., Innovent Biotechnology Co., Ltd and Innovent Biologics (USA), Inc.

Appendixes

Environmental data statistics ⁴			
New employees/by rank	Senior management	Person	8
	Middle management	Person	142
	General staff	Person	1,514
Work injury	Number of injured workers	Person	0
	Number of work-related deaths	Person	0
	Number of working days lost due to work injury	Day	0
Hours of Safety Training	Online training	Hour	3,375
	Level 3 training	Hour	1,200
	Expert training	Hour	180
	Government training	Hour	1,760
Employee training	Number of trainees	Person	3,199
Total number of trainees/ by gender	Male	Person	1,565
	Female	Person	1,634
Total number of trainees/ by rank	Senior management	Person	1,260
	Middle management	Person	6,055
	General staff	Person	125,537.5
Employee training percentage/ by gender	Male	%	100
	Female	%	100
Employee training percentage/ by rank	Senior management	%	100
	Middle management	%	100
	General staff	%	100
Total number of hours of employee training/by rank	Senior management	Hour	1,260
	Middle management	Hour	6,055
	General staff	Hour	125,537.5
Average hours of employee training/by rank	Senior management	Hour	36
	Middle management	Hour	40.37
	General staff	Hour	41.34

Appendixes

Environmental data statistics ⁴			
Supplier	Eastern China	Unit	645
	Southern China	Unit	34
	Central China	Unit	20
	Northern China	Unit	116
	North West	Unit	4
	North East	Unit	5
	South West	Unit	9
	Outside China (including Hong Kong, Macau and Taiwan)	Unit	59
	Percentage of suppliers applicable to supplier assessment	%	20
Customer complaints	Product and service complaints	Case	0
	Safety and health-related recalls percentage	%	0
Anti-corruption	Number of corruption cases	Case	0
	Anti-corruption trainings	Times	5
	The number of anti-corruption training participants	Person	5,696
	Total training hours of anti-corruption training	Hour	95
	Hours of anti-corruption training per employee	Hour	3

Innovent

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