Change Is The Cure

Environmental, Social, and Governance Report

BeiGene

A Letter from the CEO

BeiGene was founded 11 years ago with a mission to make innovative medicines more accessible and affordable to billions more people around the world. Today, our more than 8,000 colleagues across five continents are working to fulfill this mission and create a more equitable and sustainable world for patients, our colleagues, and our communities.

We put patients first — it is our core value — and work to close the health-equity gap in everything we do. We aim to close this gap by advancing a new model for the biotech industry that brings innovative medicines of the highest quality to as many people as possible. Today, our broad pipeline is providing access to new, cutting-edge medicines and investigational drug candidates targeting patients' greatest needs in oncology; and we are expanding into inflammation and immunology. We currently have 50 commercial- or clinical-stage molecules, and our broad pipeline covers 80 percent of the world's cancers by incidence.

In support of these efforts and all our work, we formalized our ESG function in 2021; and I am proud to announce our new global ESG strategy and framework. We call it Change Is the Cure, which we plan to use to guide our ESG initiative across five focus areas: Advancing Global Health, Empowering Our People, Innovating Sustainably, Supporting Communities, and Operating Responsibly. Within each focus area, we have identified two strategic priorities against which we will set concrete targets and report our progress. Our ESG strategy will be led by our new Senior Director of Global Reputation and ESG.

While we have only recently started our ESG journey, we are proud of the progress we have made in the past year. We have completed our first global carbon footprint analysis across our owned and operated facilities, and we will announce new measures to better understand and further mitigate our climate impacts in 2022. We have also implemented a new Supplier Code of Conduct, which outlines our expectations for good governance; labor practices; environment, health and safety (EHS); and transparency. In addition, over the past year, we refocused our Values on four core principles that define who we are and our path forward: Patients First, Collaborative Spirit, Bold Ingenuity, and Driving Excellence.

To better support the sharing of diverse ideas and perspectives that spur greater innovation and enhance our ability to deliver results, we hired a Vice President of Diversity, Equity, and Inclusion (DEI) this past year. In 2022, we will expand our Inclusion, Diversity, Equity, and Awareness Council (IDEA Council), a forum for employees to lead broader exploration of DEI issues. Our commitment to DEI also means ensuring people from diverse backgrounds participate in our clinical trials. To increase diversity in enrollment, last year we launched the BeiGene Clinical Trial Diversity initiative to enable training for clinicians and support staff in underserved communities, patient education, and advocacy efforts.

The power to create meaningful change begins with each one of us. As we continue on our journey to create a more equitable and sustainable world, I look forward to sharing our progress and welcome your thoughts and feedback.

John V. Oyler
Chairman, Co-Founder, and CEO
April 2022

8,000+

Employees

2,200+ research and development and medical affairs

3,300+ commercial

50+

preclinical programs, including around **50%** with first-in-class or best-in-class potential

90

ongoing or planned clinical trials to date. This includes **30+** pivotal or potentially registration-enabling trials ongoing in **45+** geographies

~50

assets in clinical and commercialization stage

45

BRUKINSA® approved in **45** markets[1], including the U.S., EU, and China, and **16** approved products in China[2]

About BeiGene

BeiGene is a global, science-driven biotechnology company focused on developing innovative and affordable medicines to improve treatment outcomes and access for patients worldwide. With a broad portfolio of more than 40 clinical candidates, we are expediting the development of our diverse pipeline of novel therapeutics through our capabilities and collaborations. We are committed to radically improving access to medicines for two billion more people by 2030.

BeiGene has a growing global team of over 8,000 colleagues across five continents and maintains administrative offices in Basel, Switzerland; Beijing, China; and Cambridge, Massachusetts, U.S.

BeiGene is a publicly traded company listed on the NASDAQ Global Select Market (NASDAQ: BGNE), the Stock Exchange of Hong Kong Limited (HKEX: 06160), and the STAR Market of the Shanghai Stock Exchange (SSE: 688235). It is the first biotech company to be listed on all three markets.

About This Report

BeiGene annually reports on its environmental, social, and governance (ESG) performance. This report covers BeiGene's performance in the fiscal year 2021 and aligns with BeiGene's financial reporting. The report, published on April 26, 2022, was developed with reference to the Global Reporting Initiative (GRI) Standards and was developed using the principles of materiality, quantitative, balance, and consistency. It also serves as the Company's ESG report in accordance with Appendix 27: Environmental, Social, and Governance Reporting Guide of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and Guidelines of Shanghai Stock Exchange of Self-Regulation for Listed Companies No. 1 - Standardized Operation. Performance data includes BeiGene's owned and operated facilities for the fiscal years 2019 to 2021 unless otherwise noted. This report was reviewed and verified by internal subject matter experts, BeiGene leadership, and our Board of Directors. Questions or comments about BeiGene's ESG performance or this report may be submitted to CorporateAffairs@BeiGene.com.

All data as of December 31, 2021 except where noted.
[1] As of March 2022
[2] BeiGene has 16 approved medicines in China, including our sixth approved indication for tislelizumab and five approved Novartis Oncology products in designated regions of China that we plan to promote following the transition from Novartis.

ESG Strategy

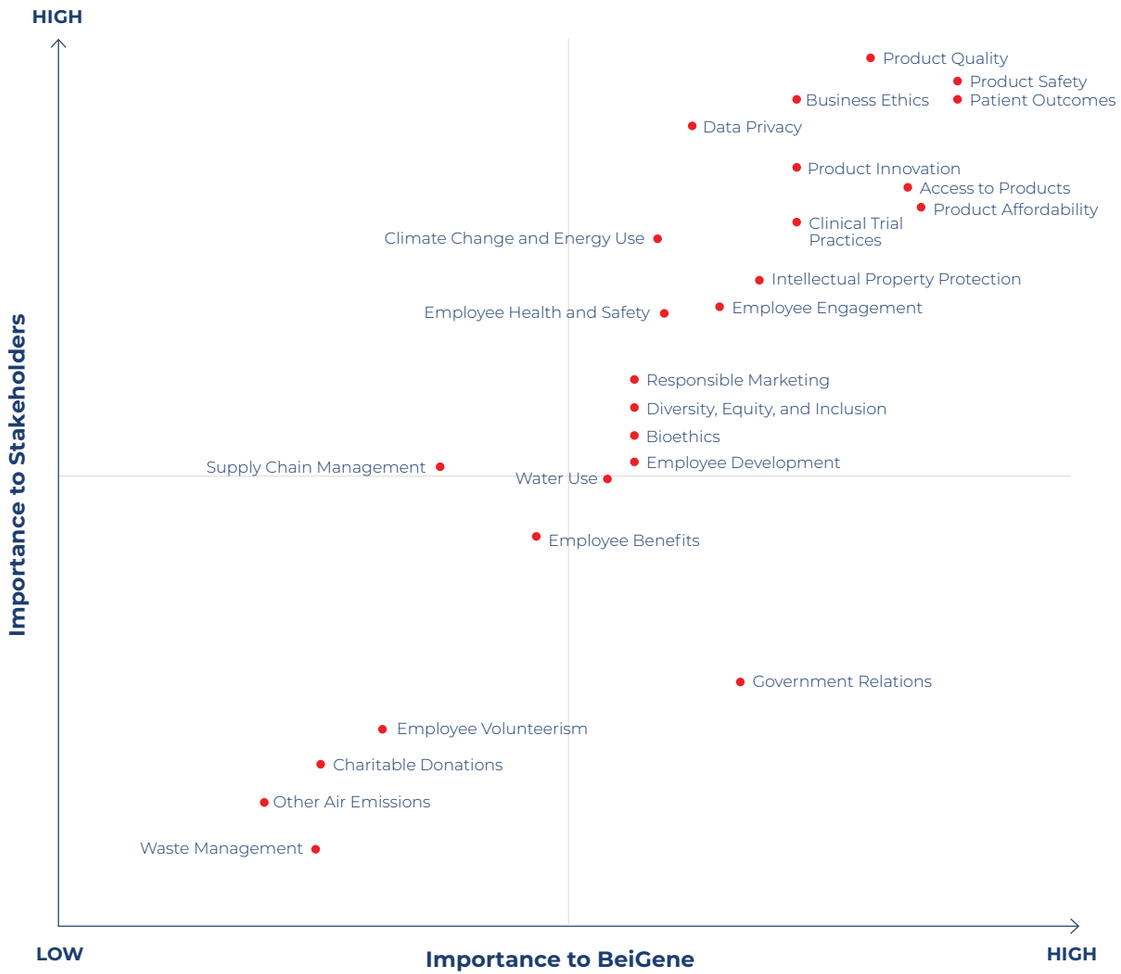
BeiGene's mission is to build the first next-generation biopharmaceutical company — one that expands the highest-quality therapies to billions more people — through courage, persistent innovation, and challenging the status quo. Achieving our mission requires that we operate responsibly in all aspects of our business.

Our ambition is to be a leading corporate citizen, acting with courage, creativity, and discipline to ensure we are meeting the diverse needs of our stakeholders – from patients and colleagues to investors and communities, as well as the environment. In 2021, we formalized our ESG function, led by a new Senior Director, Global Reputation and ESG Lead. We also launched a new ESG strategy and framework, Change Is the Cure, which we expect will guide the development of goals and targets for our most material issues.

Defining Our Material ESG Issues

In early 2021, we undertook a broad landscape review to refresh the issues in our materiality assessment, adding new issues like access, affordability, and clinical trial practices. To rank the issues, we interviewed key members of BeiGene's leadership team, conducted an employee survey, and reviewed expectations from the investor community, industry organizations, relevant nonprofit organizations, and other external stakeholders.

The results of our materiality assessment reinforce our commitment to bringing innovative, affordable medicines to patients globally and demonstrate the high importance of these priorities to our stakeholders.



CHANGE IS THE CURE

At BeiGene, we are driven by the power of change. We lead Change by: making life-saving medicines accessible to billions more patients around the world; challenging the status quo and pushing the boundaries to make the impossible possible; removing systemic injustices and inequities; creating boundless opportunities for people to thrive; and having the transformative ability to shift paradigms. At BeiGene, we believe that Change Is the Cure, and it begins with us!

Change Is The Cure

Our ESG Strategy

Our ambition to accelerate access to new medicines and to be a leading corporate citizen inspired the creation of our new ESG framework: Change Is the Cure ™. Change Is the Cure defines our aspirational reason for thinking beyond our products and provides a path to help create a better world.

The framework centers around five key focus areas, which are designed to speak to the needs of our diverse stakeholders. Within each focus area, we have identified two strategic priorities around which we will set concrete targets and report our progress. We have defined near-term targets for fiscal year 2022 that will set the foundation for building long-term goals.

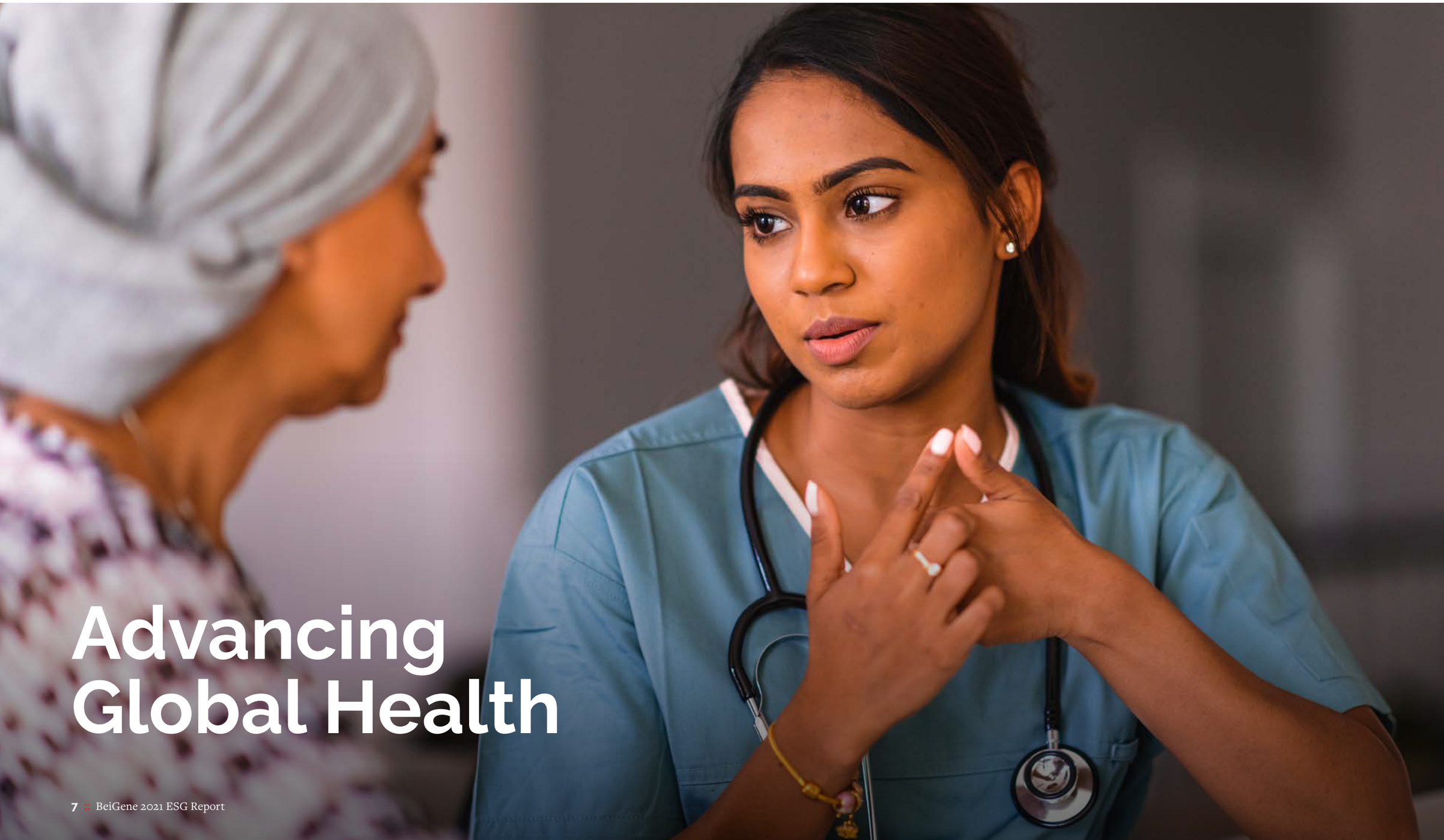
The focus areas in our framework are intentionally aligned with the United Nation's (UN) Sustainable Development Goals, recognizing the urgent need to adopt strategies that improve health, reduce inequality, spur economic growth, and reduce our impacts on the planet. In 2022, we plan to become a signatory to the U.N. Global Compact.

Our 2021 Progress and 2022 Goals

Over the course of 2021, BeiGene has experienced tremendous growth, allowing us to make investments across all five of our ESG focus areas. We're proud of the progress we've made to expand access to innovative medicines, provide meaningful work experiences for our colleagues, and support our patient communities. In 2022, we plan to continue to forge ahead, laying out bold new strategies in the areas of diversity, equity, and inclusion (DEI); climate strategy; and patient engagement and advocacy; among others.

Focus Area	Strategic Priorities	Achievements	2022 Goals
	Innovative Products	• 50+ preclinical programs, including around 50% with first-in-class or best-in-class potential • 90 ongoing or planned clinical trials to date. This includes 30+ pivotal or potentially registration-enabling trials ongoing in 45+ geographies • ~50 assets in clinical and commercialization stage • BRUKINSA approved in 45 markets, including the U.S., EU, and China, and 16 approved products in China • Expanded investigational pipeline beyond oncology into inflammation and immunology • Launched BeiGene Bioisland Innovation Center in Guangzhou, China for biotech entrepreneurs	• Continue to invest in medicines across multiple modalities • Continue to seek approvals for our medicines globally
	Access and Affordability	• Formed Affordability Working Group • Defined draft guiding principles for diversity in clinical trials	• Define pricing principles and affordability strategy
	Diversity, Equity, and Inclusion (DEI)	• Hired a Vice President of DEI	• Develop a three-year global strategy to improve DEI across the company
	Colleague Engagement and Well-Being	• Piloted a work-life balance initiative • Conducted environmental, health, and safety (EHS) risk assessments at manufacturing facilities	• Improve colleague engagement by 3 percent globally versus 2020 engagement scores • Roll out global initiative to address work-life balance

Focus Area	Strategic Priorities	Achievements	2022 Goals
	Climate Change	• Conducted first global greenhouse gas inventory for Scopes 1 and 2 emissions	• Expand greenhouse gas inventory to include Scope 3 emissions • Conduct climate risk assessment • Set a global climate strategy
	Product Stewardship	• Implemented energy and water efficiency improvements in our manufacturing facilities	• Explore creation of a product stewardship program
	Patient Engagement and Advocacy	• Held first global and European patient advocacy forums	• Develop a three-year patient engagement and advocacy strategy • Expand partnerships and collaborations with organizations around the world focused on health policy, equity, and patient needs
	Charitable Giving and Volunteerism	• Launched volunteerism program for our colleagues	• Launch colleague engagement and volunteer events in the U.S., Europe, Australia and China • Engage employees to support organizations focused on cancer awareness raising, patient support, and research
	Business Ethics and Integrity	• Launched ESG strategic framework	• Become a signatory of the U.N. Global Compact
	Responsible Sourcing	• Implemented a new Supplier Code of Conduct	• Introduce procurement academy, including training on responsible sourcing • Implement a third-party risk management program



Advancing Global Health

Advancing Global Health

We believe that everyone should have access to innovative, life-changing medicines, regardless of their location. From the discovery of new therapies to scaling our commercial reach, we are working to close the health equity gap by expanding access to patients globally. Our vision is to transform the biotechnology industry, creating impactful medicines that will be affordable and accessible to far more cancer patients around the world. To do so, we have developed a differentiated approach within the sector:

- We have a broad pipeline, including many pre-clinical candidates with first-in-class or best-in-class potential, that we are developing to bring new innovative medicines to patients.
- Our novel, global clinical development model features clinical trials largely free of clinical research organizations (CRO). Running trials internally and at more sites to enroll patients more quickly helps us to cut the time and cost of clinical trials by up to one-third.
- Our commercialization approach is to quickly expand access to our medicines to both developed and developing markets and price our medicines at levels that broaden access for patients.

Across our operations, our efforts are backed by robust safety and quality systems to protect our patients and provide transparency to our stakeholders.

Why Is Our Approach Different?

We are using the scale and reach of our research and development organization to bring innovative medicines to far more cancer patients around the world.

Why Our Approach Is Different

World-Class Research

Our global research organization focuses on discovering therapies that leverage new or distinct mechanisms of action that will truly advance patient care.

Excellence in Clinical Trials

By managing clinicals trials in-house and conducting trials globally, we can enroll patients more quickly, shortening the typical length and cost of trials, while maintaining product safety and quality.

Improving Access and Affordability

The time and cost advantages gained through our investments in fully integrated clinical development and global trials positions BeiGene to broaden access for innovative and more affordable medicines to patients globally.

Pioneering New Medicines

Our ability to deliver innovative, life-saving therapies stems from a foundational commitment to lead with science. Since its founding in 2010, BeiGene has built a world-class research and development (R&D) and medical affairs organization, more than 2,200 strong, committed to discovering and developing new therapies with diverse and novel mechanisms of action. Our oncology research team of more than 700 scientists is one of the largest in the world and has accelerated the rate at which we are pioneering new medical discoveries. In our 11 short years, we have advanced 11 internally discovered molecules into clinical trials, with three of our medicines, BRUKINSA (zanubrutinib), tislelizumab, and pamiparib, approved for commercial use.

True to our value of bold ingenuity, we continue to challenge the status quo to deliver science once thought to be impossible.

Innovative Pipeline

Today, we are developing our broad pipeline to provide access to potentially new innovative medicines targeting patients' greatest needs in oncology, and we are expanding into inflammation and immunology diseases. Our pipeline includes more than 90 assets, covering 80 percent of the world's cancers by incidence, and features:

50+

preclinical programs, including around **50%** with first-in-class or best-in-class potential.

~50

assets in clinical and commercialization stage.

90+

ongoing or planned clinical trials.This includes **30+** pivotal or potentially registration-enabling trials ongoing in **45+** geographies.

"We have continued to build our R&D team to enhance our technology capabilities and to optimize our decision-making process, while at the same time maintaining our entrepreneurial, inclusive, and interactive anti-hierarchical environment in which colleagues and ideas can thrive."

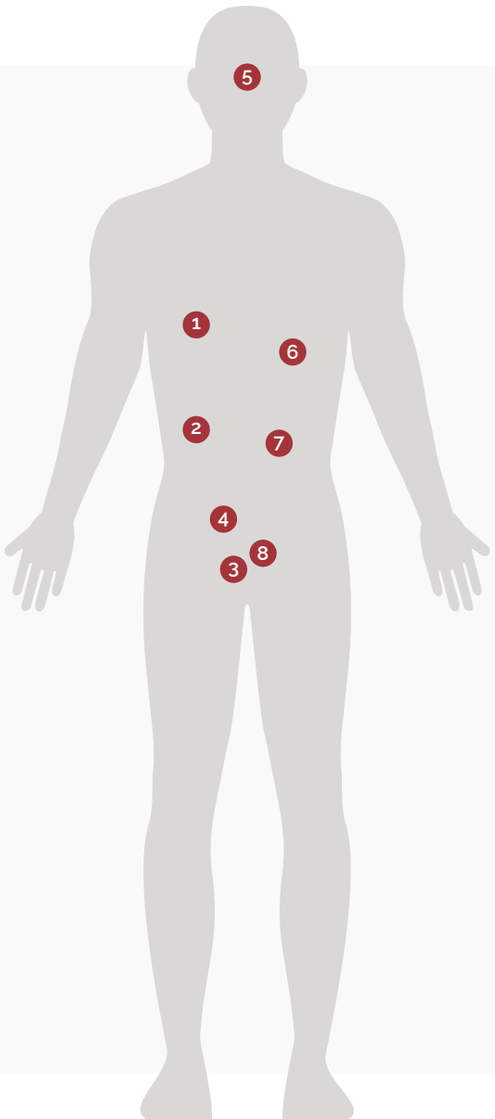
Xiaodong Wang, PhD
Chairman of Scientific Advisor Board and Co-Founder

The Launch of BeiGene's Bioisland Innovation Center

In December 2021, we launched the BeiGene Bioisland Innovation Center (BIC) in Guangzhou, China, to enable scientists and entrepreneurs to accelerate the development of highly differentiated, cutting-edge medical innovations. The BIC, located in the Guangdong-Hong Kong-Macau Greater Bay Area, will be equipped with state-of-the-art laboratory infrastructure and comprehensive research capabilities that enable scientists and entrepreneurs to get their ideas off the ground. In addition, scientists and entrepreneurs at the BIC will have potential access to support from BeiGene on full industry value-chain integration.

Beigene's Pipeline Covers 80 Percent Of The World's Cancers By Incidence

With our prolific internal discovery engine and external collaborations, our deep portfolio includes cornerstone assets, BTK inhibitor BRUKINSA (zanubrutinib) and PD-1 antibody tislelizumab, and building blocks for multiple potential combinations.



- Hodgkin's Lymphoma
- Breast (1)
- Hepatocellular Carcinoma, Biliary Tract Carcinoma (2)
- Ovarian, Cervical (3)
- Colorectal (4)
- Leukemia
- Non Hodgkin's Lymphoma
- (5) Head and Neck, Glioblastoma
- (6) Non-Small Cell Lung, Small Cell Lung
- (7) Esophageal, Gastric
- (8) Bladder, Prostate
- Sarcoma, Melanoma

Innovations from Our Pipeline

BRUKINSA

Brukinsa® 80mg zanubrutinib capsules

- BTK[1] inhibitor, approved in 45 markets, including the U.S., EU, and China, and being developed globally
- Unique pharmacologic qualities designed to maximize BTK occupancy and minimize off-target binding compared to competitors
- Indications or modalities: Mantle cell lymphoma (MCL), chronic lymphocytic leukemia/small lymphocytic lymphoma (CLL), Waldenström's macroglobulinemia (WM), marginal zone lymphoma (MZL)

Tislelizumab

Tislelizumab

- PD-1[2] inhibitor, approved in China and being developed globally
- Differentiated mechanism minimizes binding to FcγR, attractive binding epitope
- Indications: Lung, liver, gastric, and esophageal cancers; classical Hodgkin's lymphoma; urothelial carcinoma; nasopharyngeal; MSI-High

Pamiparib

Partruvix pamiparib

- Small molecule inhibitor of PARP1[3] and PARP2, approved in China
- Pharmacological properties such as brain penetration and PARP-DNA complex trapping in preclinical models
- Indications: Ovarian, breast, gastric, and prostate cancers

Ociperlimab (TIGIT)

- An investigational anti-TIGIT[4] monoclonal antibody
- One of the most advanced anti-TIGIT antibodies in clinical development, highly potent with intact Fc function
- Indications: Cervical cancer, non-small cell lung cancer, esophageal squamous cell carcinoma, locally advanced and metastatic solid tumors

BGB-A445 (OX-40)

- Unique investigational OX-40 agonist antibody that does not block ligand binding
- Distinguished method of action versus other antibodies in clinical development
- Indications: Advanced solid tumors

BGB-11417 (BCL-2)

- Investigational BCL-2 inhibitor with potential best-in-class properties
- A key molecule in heme portfolio, highly potent and highly selective
- Indications: Potential new entry to AML/MDS/MM space

BGB-15025 (HPK1)

- Potential first-in-class investigational HPK1[5] inhibitor
- Positioned to combine with tislelizumab in PD-1 sensitive tumors
- Indications: Advanced solid tumors

BGB-23339 (TYK2)

- A potent, highly selective, investigational TYK2[6] inhibitor targeting the regulatory pseudokinase (JH2) domain
- Indications: Immune-mediated disorders

[1] Bruton's tyrosine kinase
[2] Programmed cell death protein 1
[3] Poly ADP-ribose polymerase
[4] T-cell immunoreceptor with immunoglobulin and immunoreceptor tyrosine-based inhibitory motif domains
[5] Hematopoietic progenitor kinase 1
[6] Tyrosine kinase 2

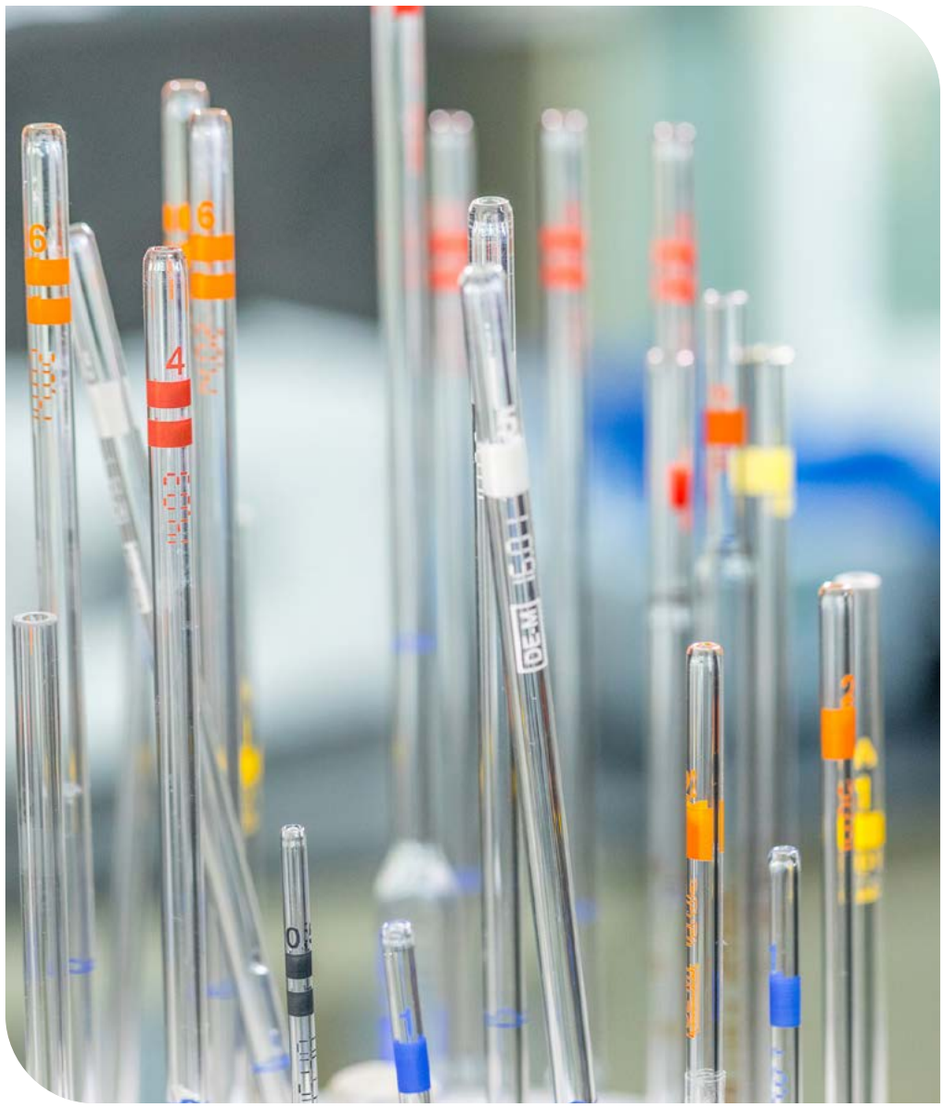
Next Wave of Drug Discovery

Our latest research extends beyond traditional small molecules and monoclonal antibodies into a new era of drug discovery. We are working to translate our science into novel combinations, which extend our existing footprint into potentially large indications, and are investing in new technologies to help us address many unmet medical needs. This investment will allow us to investigate a broad array of new modalities and diversify our innovation platforms.

Our goals are two-fold:

1. **Drugging the undruggable.** Historically, many diseases are considered "undruggable" due to cells not being affected by current medicines and therapies. This challenge poses boundless opportunities for discovering breakthrough medicines. By building strong research and development capabilities and investing in new technologies, we believe we can address these unmet patient needs. Some of the technologies we are exploring include:
   - Chimeric Degradation Activating Compound (CDAC);
   - Bispecific and Trispecific Antibodies (BsAb/TsAb);
   - Antibody-drug conjugates (ADC); and
   - Cell therapy.

   We are also expanding into new therapeutic areas in inflammation and immunology diseases.
2. **Precise tumor targeting.** Precise tumor targeting can help reduce systemic toxicity associated with anticancer medicines and improve the quality of life for patients. Investment in this therapeutic area can potentially lead to the development of more sustainable and effective cancer treatments for patients.



Expanding BeiGene's Portfolio into Inflammation and Immunology

Building on our proven track record in oncology, BeiGene is expanding its clinical focus to include new modalities and platforms in areas of high unmet need, including inflammation and immunology, to bring innovative, impactful medicines to more patients globally.

In November 2021, BeiGene took its first step in this direction by initiating a Phase 1 clinical trial of BGB-23339, a potent, allosteric investigational tyrosine kinase 2 (TYK2) inhibitor. The TYK2 inhibitor was internally developed by BeiGene scientists to address multiple immune-mediated disorders.

The TYK2 inhibitor has expanded BeiGene's product portfolio to include assets outside of its broad portfolio focused on hematological and solid tumor cancers, helping to bring potentially life-changing medicines to more patients with unmet needs.

Expanding Global Access and Affordability

An innovative therapy does no good for a patient who cannot access it. BeiGene is focused on eliminating existing inefficiencies by accelerating the development of innovative, affordable medicines for billions of people worldwide.

Improving Access and Cost Efficiencies through Global Clinical Trials

Conventional clinical trials account for more than 75 percent of the cost and the vast majority of time required to bring most oncology medicines to a patient. With a relentless commitment to clinical excellence, we have scaled a largely CRO-free, fully integrated infrastructure designed to uniquely support global clinical trials that can expedite patient enrollment by including sites outside major clinical centers, reducing time to market. Since 2013, we have overseen more than 90 ongoing or planned clinical trials that have enrolled more than 14,500 subjects.

1/3

In-house multi-regional clinical trials can be one-third cheaper and one-third faster.

Managing trials in-house and largely CRO-free gives us significantly better control over quality, speed, and cost, as well as higher levels of engagement with site investigators. Our expansive portfolio is directed predominantly by our internal colleagues supporting clinical trials in more than 45 geographies. We believe our ability to accelerate clinical trials is in part due to our broad geographic reach, which can result in cost savings through:

- Enrolling in countries with large patient pools and lower costs per patient.
- Completing enrollment more quickly which leads to lower costs across sites.
- Lower internal costs versus CROs.

Our global trials also include many trial sites outside of major health centers, building the clinical infrastructure and expertise in these new markets. This includes geographies such as China, Brazil, Poland, Mexico, and Turkey, which are typically not considered early targets for clinical trials of innovative oncology drug candidates. Our approach helps patients in these regions get earlier access to investigational cancer therapies, something not historically possible when most clinical trials were initiated in the U.S. and Western Europe.

We publicize our clinical trials in public databases as required by regulatory authorities, including the United States ClinicalTrials.gov, Chinese Clinical Trial Registry, EU Clinical Trials Register, Japanese Registry of Clinical Trials, Australian New Zealand Clinical Trials Registry, and the Thai Clinical Trials Registry.

"We work with many clinical trial sites outside of major health centers. This builds the capacity of new medical centers, while expanding access of investigational medicines to more patients globally."

Melika Davis
SVP and Global Head, Clinical Operations

Reaching New Patient Populations

Our approach to market access and commercialization is guided by our goal of accelerating access to innovative medicines for patients regardless of their geographic location. We leverage a number of methods to deliver our medicines to more patients across five continents, including:

- Pre-registering our medicines in early access programs where permissible.
- Pursuing wide-scale registration in developed and developing markets simultaneously.
- Introducing our medicines through BeiGene-operated affiliates where practical and leveraging distributors to expand our reach in additional geographies.
- Pricing our medicines at levels that broaden access for patients.
- Where permissible, offering assistance, including low- or no-cost medicines, to eligible patients in certain markets where patients cannot afford them.

Early Access Programs

In certain cases, regulators grant pharmaceutical and biotechnology companies permission to provide limited access to investigational drugs outside of the clinical trial space and before the commercial approval of the drug. These programs are designed to ensure ethical and controlled mechanisms of access, compliant with local regulations, for patients with life-threatening diseases that have no other treatment options available. BeiGene embraces these programs as a means of accelerating access to our investigational or approved medicines to patients in need.

Pre-approval programs: In many markets, regulators allow pre-approval access of medicines for distribution to defined patient populations. In each of these markets, BeiGene proactively seeks pre-registration approval with the intent to commercialize immediately upon attaining approval. This approach speeds access to medicines in many developing markets. For example, in 2021, BeiGene was granted pre-approval access for BRUKINSA in Israel, Russia, and Middle East and North Africa (MENA) markets.

Compassionate use: Where pre-registration programs are not available, we also offer a global compassionate use or expanded access program in certain markets. In very specific circumstances, patients in need may be able to receive investigational medicines outside a controlled clinical trial. In all cases, providing an investigational medicine through these programs is done in compliance with the regulations of the appropriate local health authority.

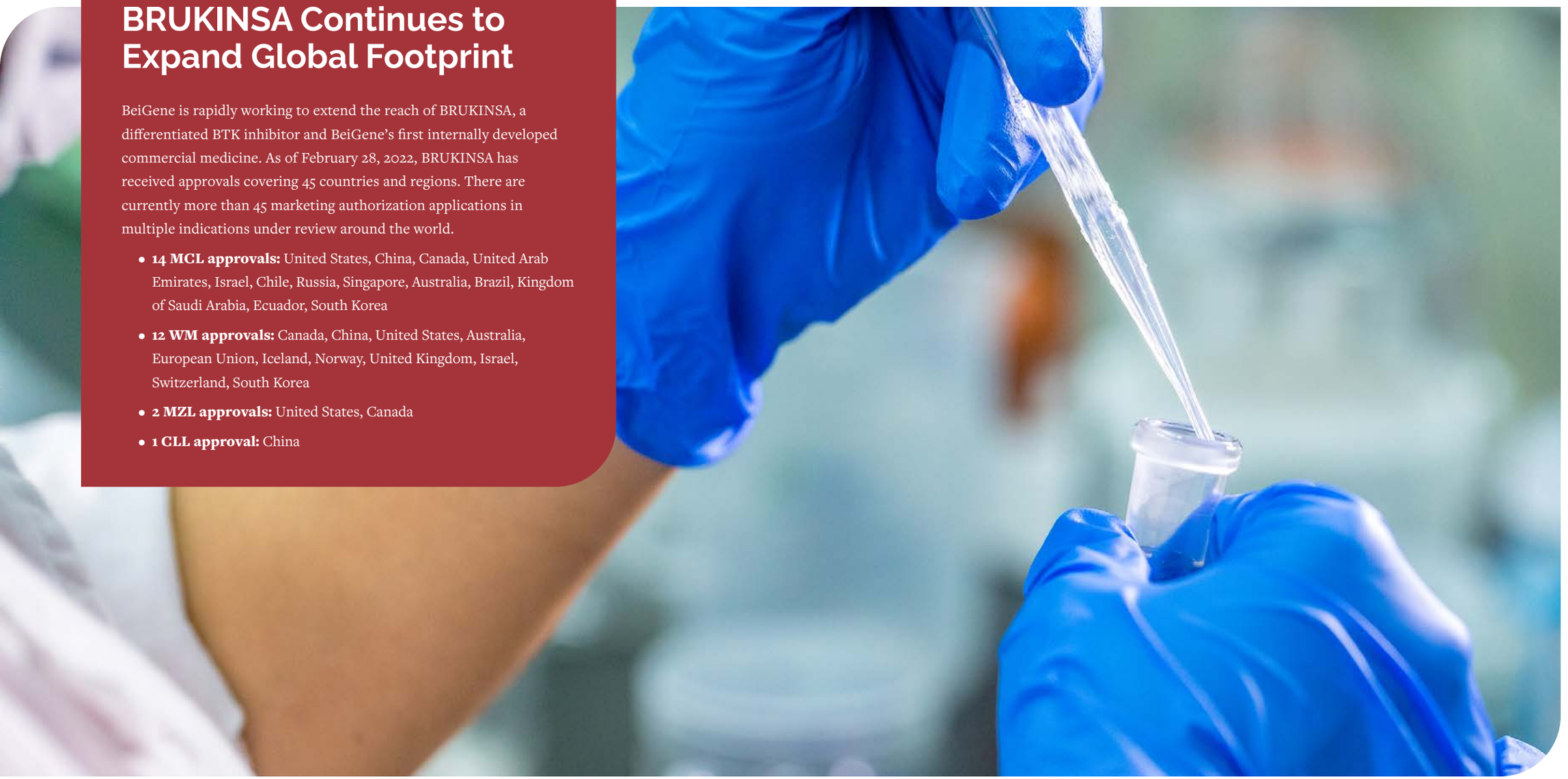
Wide-Scale Registration

Many companies take a tiered approach to medicine registration, seeking approvals in developed markets that can yield the most economic gains before seeking registration in middle- and lower-income markets. To protect pricing structures, they may also forego selling their medicines in certain markets. BeiGene is different – we seek registration of our products across many geographies, including both developed and developing markets, early in the commercialization process. For example, in 2021, we expanded access to BRUKINSA to more than 40 markets, several of which are underserved. In alignment with this approach, we are actively planning for submissions of FDA-approved indications for WM and MZL in Latin America so that we can quickly provide BRUKINSA to these patients.

BRUKINSA Continues to Expand Global Footprint

BeiGene is rapidly working to extend the reach of BRUKINSA, a differentiated BTK inhibitor and BeiGene's first internally developed commercial medicine. As of February 28, 2022, BRUKINSA has received approvals covering 45 countries and regions. There are currently more than 45 marketing authorization applications in multiple indications under review around the world.

- **14 MCL approvals:** United States, China, Canada, United Arab Emirates, Israel, Chile, Russia, Singapore, Australia, Brazil, Kingdom of Saudi Arabia, Ecuador, South Korea
- **12 WM approvals:** Canada, China, United States, Australia, European Union, Iceland, Norway, United Kingdom, Israel, Switzerland, South Korea
- **2 MZL approvals:** United States, Canada
- **1 CLL approval:** China



Improving Access in Existing Markets

With over 1.4 billion residents, who accounted for 24 percent of newly diagnosed cancer cases and 30 percent of cancer-related deaths worldwide in 2020[1], China has an acute need for innovative oncology therapies. Given the geographic scale of China, BeiGene has built a large commercial team that is working to expand the reach of BeiGene's medicines to more hospitals in China, including many in rural areas that previously have not had access to these types of innovative medicines. In North America, we have expanded our commercial presence into Canada. In Europe, we have built a team that is supporting launches of BRUKINSA following approvals in late 2021.

Expanding Access Through Partnerships

While BeiGene has a substantial commercial presence in China and has built teams in North America and Europe, we are continuing to build our global commercial team. But the distribution of our medicines to patients in need cannot wait. To this end, we are expanding access to our medicines through BeiGene-operated affiliates where practical and have entered into a number of agreements with other biopharmaceutical companies that can help us distribute our medicines in new geographies.

In 2021, we also expanded our strategic collaboration with Novartis, granting Novartis an exclusive option to commercialize BeiGene's investigational TIGIT inhibitor, ociperlimab, in North America, Europe, and Japan, while BeiGene retains rights in the rest of the world. This builds upon our productive relationship with Novartis and a prior agreement between the two companies for BeiGene's anti-PD1 antibody, tislelizumab, announced in January 2021. Novartis has a well-developed infrastructure to develop, manufacture, and commercialize tislelizumab in these markets, which will help accelerate patient access. In addition, Novartis granted BeiGene rights to market, promote, and detail five approved Novartis oncology products, TAFINLAR® (dabrafenib), MEKINIST® (trametinib), VOTRIENT® (pazopanib), AFINITOR® (everolimus), and ZYKADIA® (ceritinib), across designated regions of China referred to as "broad markets." This agreement takes advantage of BeiGene's extensive commercial reach in China, expanding access to these important medicines to many more patients. Beyond our collaboration with Novartis, BeiGene has strategic collaboration with numerous other biopharmaceutical companies as a means of expanding our R&D and commercialization capabilities.

[1] Cao, Wei et al. "Changing Profiles of Cancer Burden Worldwide and in China: A Secondary Analysis of the Global Cancer Statistics 2020." Chinese Medical Journal, vol. 134, issue 7, April 5, – pp. 783-791.

Enhancing Innovation and Access Through Collaboration

BeiGene seeks collaborations where each partner brings complementary capabilities and assets to a shared goal. This proved to be the case with Zymeworks, a clinical-stage biopharmaceutical company developing multifunctional therapeutics with specialized bispecific antibody candidates. In November 2018, Zymeworks and BeiGene entered into a license and collaboration agreement to research, develop, and commercialize zanidatamab and ZW49 in Asia (excluding Japan), Australia, and New Zealand.

By December 2021, through our collaboration, we administered the first dose of zanidatamab in the global Phase 3 HERIZON-GEA-01 clinical trial to a patient in South Korea, the first in a trial that is expected to enroll approximately 700 patients at approximately 300 sites across 38 countries. The trial design combines Zymeworks' drug candidate, zanidatamab, with our anti-PD1 antibody, tislelizumab. The collaboration has been working well, as we have clearly defined roles and established decision-making processes supporting our shared mission and values to expedite development for patients in need.

Pricing Medicines to Accelerate Access

By leveraging our growing commercial organization and strategic partnerships, we are working to reach millions more people across the developed and developing world. We strive to price our medicines in a way that broadens access. Some examples of this include:

- **China:** BeiGene actively seeks inclusion of its medicines in China's National Reimbursement Drug List (NRDL), which provides broad access at more affordable prices to patients across China. Three medicines have been added to the NRDL in China by the National Healthcare Security Administration (NHSA). In 2021, the NHSA updated the NRDL to include BeiGene's anti-PD-1 antibody tislelizumab in three new indications; BTK inhibitor BRUKINSA (zanubrutinib) in one new indication; and the initial listing for PARP inhibitor pamiparib.
- **United States:** BRUKINSA entered the market in 2019 at a list price 10 percent below the leading BTK inhibitor competitor. In addition, we have taken smaller price increases than competitors, adjusting as we believed necessary to remain competitive on rebates and reimbursements sought by payors and pharmacy benefit managers.
- **Israel:** BRUKINSA entered into the Israeli health basket at parity price to the leading BTK inhibitor. BRUKINSA is now commercially available in Israel for patients with mantle cell lymphoma (MCL) who have received at least one prior therapy.
- **Australia:** Following regulatory approval for BRUKINSA for the treatment of adult patients with MCL and WM and to ensure the fastest possible reimbursed access on Australia's Pharmaceutical Benefits Scheme for patients with MCL, BeiGene accepted the initial reimbursement to avoid delays and protracted negotiation.
- **Germany:** BRUKINSA received approval for patients with WM. Instead of entering the market at a price premium, BeiGene entered at parity pricing with the leading competitor.

Patient Assistance Programs

We know accessing medicines and seeking reimbursement is complex and sometimes difficult. As part of our efforts to keep patients at the center of all we do, we are intentional in how we provide support to both patients and their caregivers. To help serve patients without the financial means to access our medicines, BeiGene has established patient support programs that provide reimbursement support and financial assistance for patients prescribed BeiGene medicines.

In China, we worked with Chinese Primary Health Care Foundation, VLove Foundation, and Beijing Medical Award Foundation, and developed three patient service and support programs for patients treated with Tisle, Brukinsa and Xgeva respectively. In each program, patients were registered to a tailor-made WeChat platform, where they could find comprehensive educational materials related to their specific diseases and useful tools such as a manual on managing adverse effects, medical insurance calculator, and drug store map. Call center specialists provided patients with follow-up services including treatment reminders, check-ups, and advice on handling adverse effects. The program also involved patient's healthcare providers to ensure coordination with patient treatment programs. For these efforts, BeiGene was awarded "The Best Patient Experience Program" and "The Most Innovative Program" at the 2021 Chinese Medical Affairs Summit.

In the U.S. and Canada, we established myBeiGene, which provides patients with reimbursement and coverage support, copay assistance, and free medicine for eligible patients to support access to BRUKINSA. In addition to reimbursement and financial support, myBeiGene also provides access to oncology nurse advocates to provide personalized support for patients and caregivers based on individual needs. The nurse advocates help guide patients and caregivers with education materials and connect them with advocacy groups and additional resources and services such as counseling and support groups.

"The inclusion of our three internally discovered innovative medicines in the latest NRDL will help expand access to these high-quality oncology treatments across China at affordable prices and reduce the financial burden for patients and their families."

Xiaobin Wu, Ph.D.
President of BeiGene, Chief Operating Officer and General Manager of China

Ethical Research and Development

At BeiGene, we are committed to conducting our research studies and clinical trials responsibly and ethically. Our bioethics program, based on the core values of respect for autonomy, non-maleficence, beneficence, and justice, provides a framework to guide internal decision-making, helping us deliver on our mission with integrity.

All BeiGene employees and outside vendors who contribute to our research and development efforts receive training on our standard operating procedures and guidelines on bioethics issues established by The World Medical Association's Declaration of Helsinki, guidelines established by the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH), as well as the Biotechnology Innovation Organization (BIO) Statement of Ethical Principles.

Bioethics

BeiGene's research team deploys a number of investigative techniques in our quest to develop new therapies. Researchers undergo training on both BeiGene's and regulatory requirements and keep records of all research studies and the use of relevant instruments. For example, we use genetic engineering tools, including polymerase chain reaction (PCR), transformation/transduction, and clustered regularly interspaced short palindromic repeats (CRISPR) routinely in our research efforts. These tools afford us the ability to perform gene mutation, insertion, and knockout in cells. Researchers conducting these studies receive training on appropriate protocols and expectations for documenting outcomes.

We also fully support the use of alternatives to animal research wherever feasible. We follow the 3R (replace, refine, reduce) principles, and our practices are guided by the Guide for the Care and Use of Laboratory Animals by the National Research Council.

As new technologies emerge, we remain committed to conducting appropriate research on their safety as well as engaging with appropriate external stakeholders to mitigate potential risks associated with them.

Clinical Trials Excellence

BeiGene is unique in that we conduct the vast majority of our trials internally without the help of CROs. This allows us to ensure stringent quality controls and affords us more control over timelines for our trials.

For every investigational medicine, we follow a structured and formal process for governing and executing clinical trials. Our Development Core Teams, cross-functional teams — including individuals from clinical development, clinical operations, clinical pharmacology, and regulatory, among others — are responsible for the clinical development plan (CDP) for each product candidate. Each plan includes an assessment to identify potential risks to patients and plans to mitigate those issues. We assess overall risks/benefits of each new therapeutic candidate in light of the current and expected treatment practices in a given indication. Each CDP is reviewed by a Development Review Committee, which is chaired by a Vice President and/or Executive Committee member and includes senior development leaders from across the company.

"One major advantage of running our clinical trials internally is the ability to exert a high level of quality control in every step of the process. We are also able to build direct relationships with investigators, which I believe allows us to get better information on patient progress and needs."

Lai Wang
Global Head of Research and Development

Every CDP includes strict guidelines for protecting patient safety and privacy in accordance with our internal policies and standards and alignment with regulatory and international standards. This includes obtaining the informed consent of each patient participating in our trials, as well as providing adequate information about the research study and its potential risks and benefits. Our approach allows patients to make an informed decision about their participation in the clinical investigation and provide their voluntary agreement to participate. We also employ safeguards to protect patient privacy, guided by our global Privacy and Data Protection Policy, which establishes core requirements for the use, storage, and transmission of medical and genetic patient data.

Clinical Trial Diversity

Ensuring people from diverse backgrounds participate in our clinical trials is key to advancing health equity. We recognize that people from different backgrounds may have different reactions to the same treatment based on their age, gender, weight, race or ethnicity, and other factors. Improving the diversity in the patient populations represented in our clinical trials will improve the robustness of our data that we use to demonstrate that our treatments are safe and effective.

A key to addressing clinical trial diversity is to follow the U.S. FDA's recent 2020 Guidance and design studies that address both demographic characteristics of study populations, such as sex, race or ethnicity, and non-demographic characteristics of populations, such as organ dysfunction, comorbidity conditions, or extremes of the weight range. Enrolling participants with a wide range of baseline characteristics may create a study population that more accurately reflects the patient populations likely to take the study drug if it is approved and may allow an assessment of the impact of those characteristics on the safety and effectiveness of the study drug.

While we strive to increase diversity in enrollment, we realize we can do more. To that end, in 2021 we began to rethink our approach to clinical trial diversity and launched the BeiGene Clinical Trial Diversity initiative (BCTDi), which has three main objectives:

1. To build on existing efforts to have inclusive clinical trial practices based on health authority considerations and guidelines;
2. To facilitate community-engaged clinical development in underserved communities; and
3. To ensure our clinical trials are reflective of patients that may be seen in clinical practice.

To achieve these objectives, we established a cross-functional task force to ensure diversity in the patient populations represented in our clinical trials. Under the leadership of the task force, we:

- Assessed the diversity of patients enrolled in current and past BeiGene clinical trials to understand our baseline and track progress.
- Defined what clinical trial diversity means for BeiGene's commercial and pipeline products.
- Started developing guiding principles to ensure diversity and representativeness in our clinical trials to promote consistency across program teams and guide clinical trial design decisions.
- Established the BeiGene Clinical Trial Diversity Institute to enable training for clinicians and support staff in underserved communities, patient education, and advocacy efforts.

"By making clinical trial diversity considerations part of standard practice, we believe that we can improve clinical trial designs to the benefit of our patients globally."

Lindsay Cobbs
Senior Director of Regulatory Affairs
U.S. Policy Lead

Post-Trial Access

Through participation in our clinical trials, patients may receive access to one of our investigational medicines and subsequently derive a clinical benefit from that therapy. Upon study completion, these patients may wish to receive continued access to the BeiGene investigational medicine, particularly if there are periods of delay between study completion, product approval, and commercial access. In support of our patients, BeiGene endeavors to provide post-trial access to BeiGene therapies, at no cost, for patients who participate in a confirmatory, BeiGene-sponsored study until, at a minimum, the therapy receives local regulatory approval and is widely available to patients.

Patient Safety

Upholding our value of putting Patients First, our Global Patient Safety (GPS) team strives to ensure the safe use of our medicines throughout their product lifecycle, from their very first use in humans through prescribed post-commercialization use. GPS, headed by our Chief Safety Officer, comprises a global team of over 110 safety scientists and physicians who are dedicated to characterizing the safety of our products, monitoring patient outcomes, and identifying any unexpected safety issues that may arise.

GPS maintains high compliance with the requirements of global regulatory authorities and BeiGene's safety protocols. At every stage in the product lifecycle, GPS documents the safety of our medicines in alignment with the standards set out by the ICH, local regulatory requirements, and BeiGene standards. Documentation includes information characterizing the benefits and known risks of our products as well as key safety insights to support regulatory filings.

Beyond documentation, a highly coordinated cross-functional team of company physicians and scientists works together to ensure that emergent safety information is carefully assessed, and any proactive measures or required actions are promptly taken and reported to regulatory authorities as necessary. BeiGene also quickly acts on any report of a suspected adverse event or product complaint through ethics committees or Institutional Review Boards. In 2021, annual individual case study report compliance exceeded 99 percent for global submissions to regulatory authorities and business partners.

GPS safety protocols are regularly reviewed through internal and external audits. In 2021, GPS participated in five external inspections and audits spanning various geographies that concluded with zero critical findings and zero product recalls.

GPS is also committed to advancing the science and practice of pharmacovigilance, or drug safety, by sharing best practices at conferences and congresses. In 2022, GPS plans to establish a Center for Pharmacovigilance Innovation, which will explore long-term pharmacovigilance innovation opportunities for the biopharma sector in partnership with technology companies, academic institutions, and regulatory agencies.

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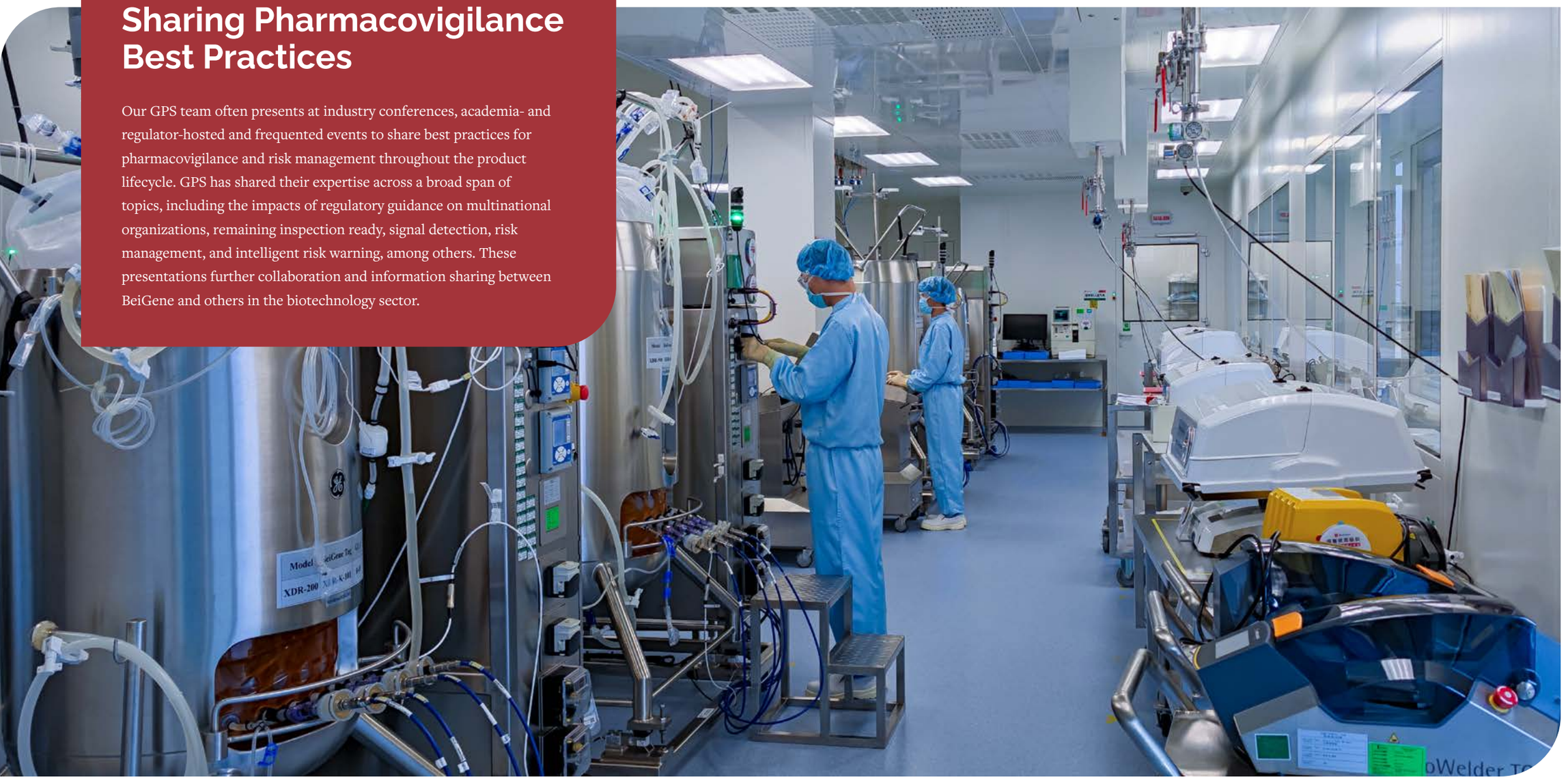
critical findings from five safety inspections and audits spanning all geographies

>99%

annual individual case study report compliance for global submissions to regulatory authorities and business partners

Sharing Pharmacovigilance Best Practices

Our GPS team often presents at industry conferences, academia- and regulator-hosted and frequented events to share best practices for pharmacovigilance and risk management throughout the product lifecycle. GPS has shared their expertise across a broad span of topics, including the impacts of regulatory guidance on multinational organizations, remaining inspection ready, signal detection, risk management, and intelligent risk warning, among others. These presentations further collaboration and information sharing between BeiGene and others in the biotechnology sector.



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recalls of internally developed medicines

Quality Assurance

Our commitment to quality extends across our business, from research and development to the distribution of our medicines. We have developed a comprehensive, robust quality assurance and control program to generate awareness, foster a culture of quality in our business processes and our people, and support our compliance with applicable laws and regulations and internationally recognized standards. Our internal standards are often stricter than those required by national and industry practice and are optimized and enhanced on an ongoing basis. We expect our subsidiaries and external business partners, such as vendors, contract manufacturers, contract research organizations, specialty service providers, contractors, and distributors, to demonstrate their alignment with our quality control requirements to achieve patient safety and compliance.

We have established a comprehensive Quality Management System (QMS) through which we set quality standards, implement corresponding procedures, conduct quality-related risk assessments, and promote continuous improvement. The system covers the full medicine development cycle and incorporates requirements of Good Laboratory Practice (GLP), Good Clinical Practice (GCP), Good Pharmacovigilance Practice (GVP), and Good Manufacturing Practices (GMP), as well as the ICH Q10 Drug Quality Control System.

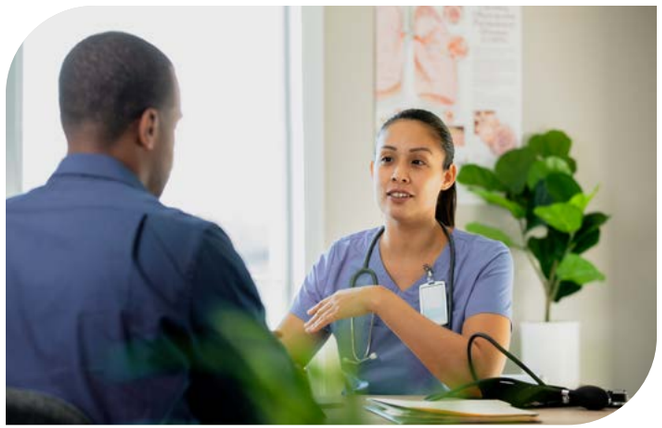
In addition, we have set up comprehensive, risk-based monitoring programs to ensure the robustness and effectiveness of our quality system. We carry out management reviews periodically and implement enhancements as needed to maintain an effective quality system, including training, additional resources, modifications of roles and responsibilities, and/or procedural changes. In 2021, we invested in technology, utilizing advanced business intelligence and artificial intelligence tools that provide real-time updates on quality metrics, allowing us to easily review data at a site-by-site level to identify strengths and areas for improvement.

We have also established a global standard product recall procedure for our products. If a stock recovery or recall is warranted, our Stock Recovery and Recall Committee consisting of representatives from Regulatory Affairs, Quality, Clinical Development, and Supply Chain, will determine the extent of such a recovery or recall. In-depth root cause analysis and preventive or corrective actions are implemented to ensure that the quality issue will not reoccur. We were not aware of any significant adverse events based upon complaints due to the product quality related to BeiGene medicines nor did we initiate any recalls of BeiGene internally developed medicines in 2021. We have successfully passed 28 inspections conducted by health authorities, international regulatory bodies, and global partners in 2021.

Anti-Counterfeit Medicines

BeiGene is committed to combating counterfeit medicines that could jeopardize patient safety. We have built a Brand Protection function within our Global Security department that works cross-functionally to develop and implement solutions designed to mitigate risks associated with counterfeiting, diversion, theft, and illegal resale of our medicines. BeiGene has already assessed high-risk issues and implemented several protections, including regional brand integrity investigations, regional online risk monitoring programs, and contractual requirements for third-party vendors to protect our medicines.

In 2021, we formed the Brand Protection Working Group with the goal to establish cross-functional tactical teams to mitigate risk and help better identify and predict illicit trade behaviors and patterns so that appropriate action can be taken early. Each tactical team convenes monthly and reports on progress to the working group steering committee.



Transparency with Stakeholders

At BeiGene, we want to provide our patients, healthcare providers, and regulators with the information they need to make informed choices regarding our medicines. We strive to be forthright and transparent in our interactions with all stakeholders.

Responsible Marketing

As part of our commitment to transparency, we employ stringent procedures to ensure that our marketing communications are truthful, accurate, and provide important contextual information that will assist healthcare providers in determining whether our medicines are appropriate for a patient and in understanding potential side effects.

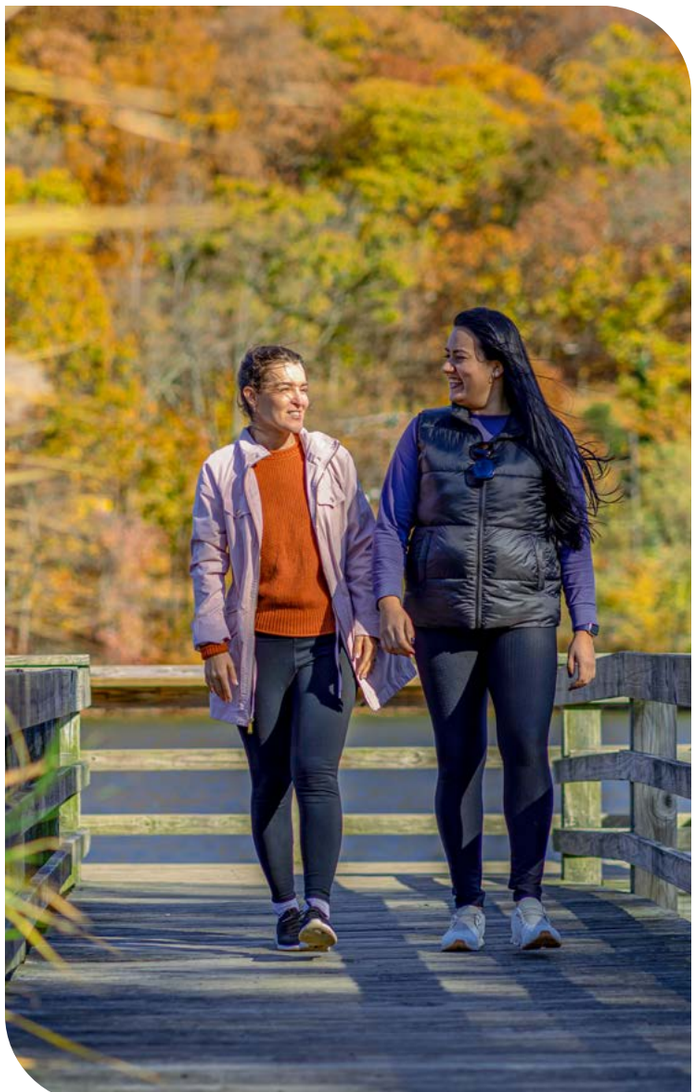
Our responsibility begins with developing accurate labels for our medicines. Our Executive Labeling Committee reviews all new labels or significant labeling changes prior to their submission to a regulatory agency and/or before a product is released for commercialization. Additionally, our Promotional Review Committee ensures that all external messages and claims are consistent with the approved label and indication in each market. The Committee also reviews messages to ensure that they are medically accurate and meet local regulatory and legal requirements. Our medicines may only be promoted for their approved indications and for use in accordance with the provisions of the approved label.

Advocacy

BeiGene regularly engages with policymakers in support of our mission to provide high-quality, affordable medicines to patients. We follow international governance guidelines and country-specific regulations and laws, such as the Lobbying Disclosure Act in the U.S., to ensure proper interactions with government officials. In 2021, BeiGene did not make any corporate political donations.

Sharing Research Data

We work to share clinical trial results to facilitate research by other scientists. In the U.S., following approval of a new product or a new indication for an approved product, BeiGene will share study protocols and anonymized patient-level or study-level data with qualified scientific and medical researchers. For all other requests, a case-by-case review is conducted by an internal team that decides what action to take.



Empowering Our People

Empowering Our People

Over the past year, BeiGene grew significantly, adding more than 3,000 talented colleagues to our global team, which by the end of 2021 stood at more than 8,000 strong. We are fortunate to attract the industry's top talent who are motivated by our vision to transform the biotechnology industry, bringing innovative medicines to far more patients around the world.

A large part of our success lies in our ability to work seamlessly across borders. Our global operating model allows us to recruit top medical and business professionals regardless of their location. This model fosters a culture of mutual respect and understanding as our colleagues from various backgrounds and geographies work together towards a common goal. Since cancer doesn't recognize borders — neither do we.

Just as our colleagues work to improve global health and well-being, we too strive to provide an engaging and rewarding workplace — one that supports colleague well-being and offers ample opportunities for professional growth. We want our employees to feel empowered to contribute to our mission, not only helping our patients but also making a lasting positive impact on the world.

Leading with Values

In 2021, we revised our values to unite our colleagues around the world through a common set of beliefs. Our values center on putting patients first and encouraging us to act with bold ingenuity, a collaborative spirit, and a drive for excellence.

Colleague Engagement and Well-Being

Our colleagues are excited by their work, and we strive to cultivate a vibrant workplace culture that builds upon this enthusiasm, encouraging bold innovations. Equally important is supporting our colleagues' personal well-being. By providing engaging professional opportunities and taking a holistic view of well-being — one that considers financial, physical, and social-emotional health — we are working to build a culture where our colleagues can realize both professional and personal fulfillment.

Colleague Engagement

A key to workplace satisfaction is the ability to share one's ideas and to feel appreciated and heard. BeiGene prides itself on being a flat organization, meaning that colleagues of all levels are encouraged to exchange new ideas, share different perspectives, and ask questions. We also maintain an open-door policy, allowing colleagues to seek support and counsel from their managers and other leaders across the organization. Town halls, employee focus groups, surveys, and other formal channels provide additional opportunities for colleagues to ask questions and provide feedback to the organization.

In 2022, we plan to institute pulse surveys, short questionnaires that will allow us to gauge colleague sentiment on a wide array of issues throughout the year. By collecting real-time feedback, we can be nimbler in our efforts to respond to employee needs quickly. Our goal is to improve colleague engagement by three percent globally versus 2020 engagement scores.

Colleague Well-Being

Our colleagues work exceptionally hard to help BeiGene achieve its mission, and in return, we are determined to provide competitive financial rewards and other benefits that support their overall well-being. We define well-being holistically — including financial security, physical health and safety, and social and emotional welfare.

Compensation and Benefits

We offer colleagues competitive compensation and benefits packages tailored to the region of the world where they work. Our total rewards structure includes a competitive base salary and annual performance incentives, generous equity grants (or cash grants for the small number of roles that are not eligible for equity), comprehensive healthcare coverage, paid time off, and other benefits specific to meet the needs of each market. As we continue to grow, we are evaluating our equity grant practices across the regions in which we operate. We are also assessing benefits across our full employee population to ensure that we address the diverse needs of our colleagues. This includes providing support for colleagues in all lifecycle stages, from those with young families to those requiring elder care for aging parents. It also includes reviewing our benefits to ensure that they are inclusive and support the needs of minority groups, such as the LGBTQ+ community.

2022 Goal

Improve colleague engagement by three percent globally versus 2020 engagement scores

In 2021, our median employee compensation was $73,420, including annual base pay, an annual target cash incentive opportunity, and grant date fair value of equity awards granted in the same year. Our CEO Pay Ratio for 2021 was approximately 228:1, as determined in accordance with the rules of the U.S. Securities and Exchange Commission (SEC).

BeiGene is firmly committed to equal pay for equal work. As a pay-for-performance company committed to pay equity, we continue to embed policies, principles, and practices of equity and inclusion across our processes, employee life cycle, and culture. Consistent with our BeiGene promise statement to address systemic injustices and inequities, we continue to fairly compensate our employees based on the work that they perform.

As part of this commitment, BeiGene periodically undertakes internal pay equity reviews. BeiGene is proud that these analyses undertaken in 2021 revealed no systemic pay equity issues. With a dynamic business and rapidly growing workforce, we will continue to review our processes going forward to ensure that all employees are paid fairly and equitably.

Development Planning

Once employees are established in their roles, they are encouraged to craft personal development plans in coordination with their managers. The plans include professional development goals and concrete steps toward achieving them, including on-the-job and formal training opportunities. Annually, all employees receive a performance review to reflect on their contributions and achievements and discuss opportunities to continue to develop and grow at BeiGene.

In 2021, we piloted an initiative with 50 employees in Asia to complete their individual development plans on an online platform. Based on the success of this pilot, we plan to offer this capability globally next year.

Beyond these benefits, for high-performing, high-potential employees, we offer additional incentives. For instance, through our Key Contributor Program, employees are eligible to receive additional cash and/or stock awards for making contributions that are business-critical to the success of BeiGene. In addition, for unique one-off, business-critical situations, we have a program where the CEO has the ability to grant an equity award to high-performing, high-potential talent.

Learning and Development

As BeiGene grows, so do the professional development needs of our colleagues. Ultimately, we want every employee, at every level, to learn, develop, and flourish. In 2021, we pivoted from regional learning and development teams to a global learning and development function. This team will create curriculum and programs that can be tailored to specific regions, expanding learning and development opportunities in a thoughtful and cohesive way.

Where departments identify specific skill-building needs, we are able to create custom development opportunities to meet those needs. For instance, in 2021, we created programs to help teams build cultural awareness and improve cross-cultural communication, as well as classes to help mid-level managers transition into senior leadership roles.

With limitations imposed on in-person meetings in most locations during the COVID-19 pandemic, we also redesigned many courses into a fully online or blended learning journey, combining in-person and online classes. For example, we transitioned our new hire training for employees not based in China to an interactive online learning session and received positive feedback from many colleagues on the engaging nature of the content.

Personalized Training Plan

We work to identify relevant training opportunities that allow employees to advance or hone their knowledge and skills. For many roles, certain training on topics like ethics, regulatory compliance, or EHS are mandatory. Others are focused on general professional skills, management skills, and job-specific technical skills. Employees work with their managers to select training that aligns with their professional development goals. In each case, we strive to provide employees with the opportunity to direct the majority of their training hours to individual needs. In 2021, all of our employees completed a combination of some compliance and job-specific skills training.

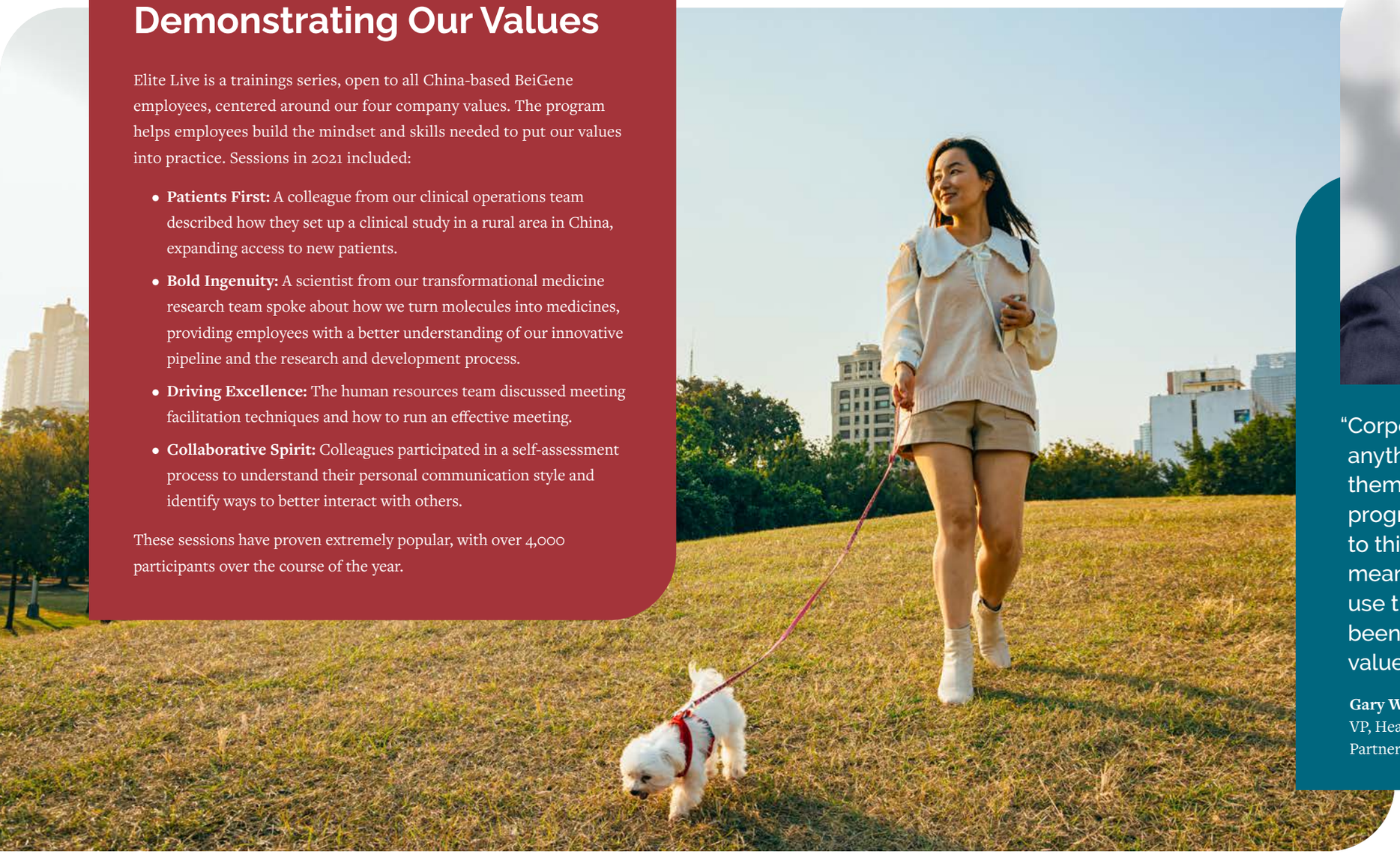
In North America, Asia Pacific, Europe, Middle East, and Africa (EMEA), we have additional learning and development programs to provide our employees and managers with the soft skills they need to be successful. Today, BeiGene University offers both classroom style and on-demand courses that can be taken at any time. As of December 31, 2021, BeiGene University offered 18 different courses and held 38 total sessions.

Demonstrating Our Values

Elite Live is a trainings series, open to all China-based BeiGene employees, centered around our four company values. The program helps employees build the mindset and skills needed to put our values into practice. Sessions in 2021 included:

- **Patients First:** A colleague from our clinical operations team described how they set up a clinical study in a rural area in China, expanding access to new patients.
- **Bold Ingenuity:** A scientist from our transformational medicine research team spoke about how we turn molecules into medicines, providing employees with a better understanding of our innovative pipeline and the research and development process.
- **Driving Excellence:** The human resources team discussed meeting facilitation techniques and how to run an effective meeting.
- **Collaborative Spirit:** Colleagues participated in a self-assessment process to understand their personal communication style and identify ways to better interact with others.

These sessions have proven extremely popular, with over 4,000 participants over the course of the year.



"Corporate values don't mean anything unless you practice them daily. Elite Live is a unique program that allows employees to think about what each value means to them and how they can use them in their daily work. It's been a powerful tool for building a values-driven culture."

Gary Wang
VP, Head of Human Resources Business Partners and Talent Acquisition

2022 Goal

Roll out a global initiative to address work-life balance

Talent Acceleration Program (TAP)

In China, we implemented a new talent development program focused on building the skills of high-potential employees. We contracted with the Center of Creative Leadership (CCL) to provide leadership training to our first cohort of 35 colleagues. Topics included managing polarities, boundary spanning, innovative leadership, and team effectiveness. Each session was combined with a hands-on project to apply lessons learned in the classroom to a real-life scenario. We plan to enroll new cohorts in 2022 and are considering expanding TAP to other regions as well.

Work-Life Balance

Our employee engagement surveys from 2019 and 2020 found that while colleagues were highly engaged in their careers, the COVID-19 pandemic, combined with our rapid growth and the urgent nature of our work to improve the health outcomes for millions of patients, was resulting in a poor work-life balance for many employees. They also felt that decision-making was inefficient, leading to confusion and hampering progress. In response, BeiGene took a number of steps.

To improve decision-making, BeiGene streamlined the leadership structure, reducing the number of direct reports to the CEO and shifting the organization from regional to global leadership. This change positions the company to better scale as a global organization and creates clear levels of accountability and decision-making to enhance process efficiency that had led to frustrations and delays.

To address work-life balance, we implemented a pilot program, BeBalanced, designed to change the way we work and provide tools for colleagues to better balance their professional and personal responsibilities. BeiGene plans to roll out a global program to address work-life balance in 2022.

BeBalanced

BeBalanced is a global pilot involving more than 800 colleagues from our global clinical operations organization. The initiative provides tools and resources to help colleagues manage their work and time better, thereby reducing work-related pressures and stress. Each month, colleagues are provided resources highlighting a specific focus area to practice. For example, participants were given guardrails for running effective and efficient meetings, such as having an agenda, ways of working during meetings, and including only necessary participants. Other topics that BeBalanced focused on include time management, stress and self-management, and how to be a role model and "smart" leader. This program is under consideration for an enterprise or broader global launch, depending on the outcomes of the pilot.

Health and Safety

We are committed to protecting the health and safety of our colleagues globally. We maintain a robust EHS program to ensure the safety of our workforce in our laboratory, clinical trial, manufacturing, and office settings.

In 2021, our primary focus was on maintaining robust safety protocols to manage the risks associated with the COVID-19 pandemic. Throughout the year, our laboratories and manufacturing facilities in China remained open, and our field staff continued implementing our clinical trials globally. The rest of our employee base worked remotely outside of limited in-person meetings. To protect our colleagues, we continued to enforce requirements from the World Health Organization, the National Health Commission of China, the U.S. Centers for Disease Control and Prevention, and other governmental entities. We also continued to operate our Emergency Response Team in China and global COVID-19 task force to update protocols and procedures, provide safety training, manage internal and external communications, and collect and track health information. Our vigilance in adhering to stringent safety protocols allowed us to record zero significant outbreaks in 2021.

Beyond the pandemic, we focused on improving safety performance in our manufacturing facilities and laboratories. For example, in our Guangzhou manufacturing facility, we conducted a safety risk assessment, leading to increased instruction on working at height; preventing slips, trips, and falls; the installation of additional handrails and a voice prompter in stairs; and marked walking and vehicle pathways in the factory to mitigate the risk of injury in the workplace. We also set up an emergency head counting system that will allow us to rapidly and accurately count and locate personnel in case of an emergency. In our Suzhou manufacturing facility, we conducted a similar health and safety risk assessment and implemented a corresponding mitigation plan. We also held a Corporate Safety Day to reinforce workplace safety practices and encourage employees to adopt healthy habits outside of the workplace.

Between 2019 and 2021, BeiGen had only a few recordable incidences – two in 2019 and three in 2021. Those in 2021 were repetitive motion injuries. None of these injuries resulted in lost workdays due to injury. BeiGene also did not have any employee fatalities over this three-year period.

Across the company, we continued our monthly global Safety and Security Awareness campaigns, initiated in 2020. This year we covered topics including domestic violence, preparing for adverse weather, responding to an active assault, COVID-19, and mental health awareness. These communications are available in English and Chinese. Additionally, BeiGene continues to aid employees who have been impacted by natural disasters, including assisting with relocation when necessary. In 2021, our Global Security team provided direct assistance to four colleagues and their families. Overall, there were 20 adverse incidents that impacted either our colleagues at home or abroad.

A Culture of Belonging

As a global organization comprised of employees of various backgrounds and cultures, we understand that the sharing of diverse ideas and perspectives spurs greater innovation and enhances our ability to deliver results. We celebrate these differences and encourage colleagues to share their voices and perspectives to foster a culture of understanding and mutual respect. We also prohibit discrimination or harassment in the workplace on the grounds of gender, ethnicity, race, disability, age, religious belief, sexual orientation, nationality, or family status.

With heightened attention on incidents of racial injustice and inequity in the U.S., we formed the Inclusion, Diversity, Equity, and Awareness (IDEA) Council in 2020 to provide a forum for U.S. employees to explore issues of diversity, equity, inclusion, and belonging. The Council helped advance our DEI strategy in three areas: leadership culture; recruitment and retention; and metrics and infrastructure. In 2021, we focused primarily on creating a culture of DEI and made progress around increasing diversity in recruitment. To this end, we provided training sessions in Everyday Inclusion and Allyship. We also worked to obtain more diverse candidate slates for positions in the U.S. and implemented training designed to eliminate bias during the interview process.

The work of the IDEA Council highlighted the need for a global DEI strategy. So, in 2021, we hired a Vice President to lead DEI and who will be building out a DEI function as well as expanding the IDEA Council to have representation beyond the U.S. The DEI team will develop a three-year global strategy to improve DEI across the company. Additionally, we developed a program to address diversity in clinical trials.

2022 Goal

Develop a three-year global strategy to improve DEI across the company

Coffee and Conversations

Each month, BeiGene hosts one-hour Coffee and Conversations forums, open to all colleagues in the Americas, Europe, and New Markets, on a different subject related to DEI. In 2021, topics included Women's History Month, Black History Month, LBGTQ+, Hispanic Heritage, and Asian Pacific American Heritage, among others. Coffee and Conversations begin with an overview of the topic and often include panelists who share personal stories during the session to broaden colleague understanding of important diversity issues. We end the sessions with an open discussion. Colleagues from all levels participate in Coffee and Conversations, including our CEO.

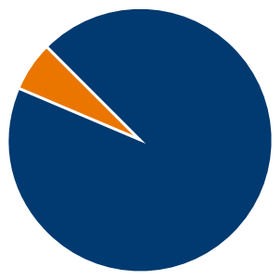
"Coffee conversations have been so successful because they allow individuals in our organization to share their personal stories. This makes equity and inclusion issues real and relatable and forces listeners to consider these issues and their own behavior in a new way."

Sandy Cheng
Director, Talent Development and Inclusion

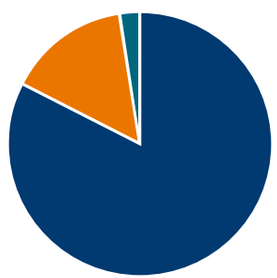
Our Workforce

Employee Count by Employment Type	2019	2020	2021
BeiGene Employees	3,359	5,151	8,033 (94%)
Contingent Workers	151	220	492 (6%)

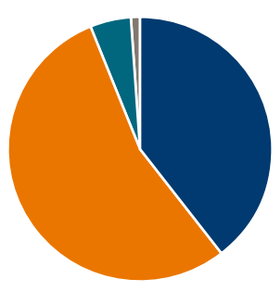
2021 Performance



Employee Count by Region			
Asia Pacific	2,690	4,341	7,052
North America	756	935	1,260
Europe	64	95	213



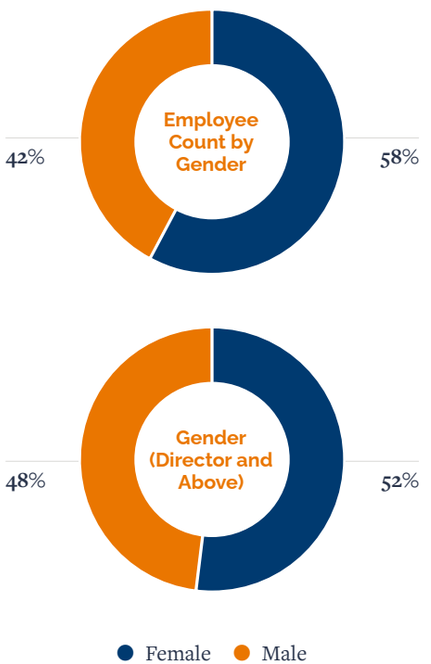
Employee Count by Age	2019	2020	2021
30 and under	29%	34%	40%
31-50	64%	60%	55%
51-65	7%	6%	5%
65 and above	<1%	<1%	<1%



Employee Count by Gender

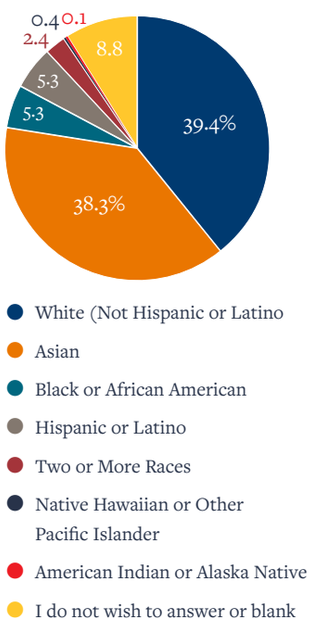
	2019			2020			2021		
	Female	Male	Not Declared	Female	Male	Not Declared	Female	Male	Not Declared
Chief Executive Officer	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
Chief Financial Officer, President & China GM	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	50.0%	50.0%	0.0%
Chief Medical Officers & Chief Advisor, SVP, China Development, General Counsel	25.0%	75.0%	0.0%	33.3%	66.7%	0.0%	25.0%	75.0%	0.0%
Executive / Senior Vice President	14.3%	85.7%	0.0%	19.0%	81.0%	0.0%	15.4%	84.6%	0.0%
Vice President	20.0%	80.0%	0.0%	21.4%	78.6%	0.0%	31.3%	68.8%	0.0%
Executive Director	61.1%	38.9%	0.0%	63.3%	36.7%	0.0%	57.3%	42.7%	0.0%
Senior Director	50.0%	50.0%	0.0%	51.6%	48.4%	0.0%	53.5%	46.5%	0.0%
Director	53.3%	46.7%	0.0%	56.7%	43.3%	0.0%	56.6%	43.4%	0.0%
Associate Director	68.6%	31.4%	0.0%	66.1%	33.5%	0.4%	59.5%	39.9%	0.5%
Manager / Senior Manager	60.1%	39.8%	0.1%	59.3%	40.6%	0.1%	58.9%	41.0%	0.1%
Below Manager	60.3%	39.7%	0.0%	59.8%	40.2%	0.0%	57.7%	42.3%	0.0%
Total	**59.1%**	**40.8%**	**0.0%**	**59.1%**	**40.8%**	**0.1%**	**57.6%**	**42.3%**	**0.1%**

2021 Performance



2021 Employee Count by Ethnicity

	White (Not Hispanic or Latino)	Asian (Not Hispanic or Latino)	Black or African American (Not Hispanic or Latino)	Hispanic or Latino	(Blank)	I do not wish to answer.	Two or More Races (Not Hispanic or Latino)	Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	American Indian or Alaska Native (Not Hispanic or Latino)
Chief Financial Officer, President & China GM	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Chief Medical Officers & Chief Advisor, SVP, China Development, General Counsel	0.0%	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%
Executive / Senior Vice President	72.2%	16.7%	5.6%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%
Vice President	38.5%	33.3%	5.1%	2.6%	10.3%	5.1%	5.1%	0.0%	0.0%
Executive Director	34.9%	48.8%	2.3%	2.3%	2.3%	4.7%	4.7%	0.0%	0.0%
Senior Director	49.6%	30.6%	3.3%	0.0%	10.7%	4.1%	1.7%	0.0%	0.0%
Director	41.4%	40.7%	4.3%	3.1%	4.9%	4.3%	1.2%	0.0%	0.0%
Associate Director	36.9%	43.5%	3.0%	4.2%	3.0%	6.5%	2.4%	0.0%	0.6%
Manager / Senior Manager	41.5%	36.2%	5.3%	7.4%	3.7%	3.2%	2.1%	0.5%	0.0%
Below Manager	28.6%	41.3%	10.2%	9.2%	3.6%	2.6%	3.6%	1.0%	0.0%
Total	**39.4%**	**38.3%**	**5.3%**	**5.3%**	**4.8%**	**4.0%**	**2.4%**	**0.4%**	**0.1%**



Innovating Sustainably

Innovating Sustainably

The health of our planet is intrinsically linked to human health. Science increasingly shows that elevated levels of pollution correlate to higher incidences of disease, including some forms of cancer. Moreover, climate change is leading to unprecedented changes in weather, sea-level rise, and other issues that will undoubtedly affect businesses globally and disrupt the lives of many of our patients. As a company working to find treatments for cancer and other life-threatening diseases, we understand our responsibility to do so in a way that mitigates our impact on the planet.

Our Manufacturing Footprint

BeiGene operates manufacturing facilities for small-molecule medicines and large-molecule biologics in Suzhou and Guangzhou, China, respectively, to support the commercialization and potential future demand of our internally developed medicines. As a relatively young company, we have had the opportunity to build new state-of-the-art manufacturing facilities that are designed for efficiency. In 2021, we announced our intention to build a third facility in Hopewell, New Jersey, U.S.

Suzhou:

- Over 13,000 square meters of small molecule production capacity (100 million tablets annually)
- Began construction on new 82,000-square-meter campus which is expected to expand small-molecule manufacturing capacity to one billion tablets/capsules annually (10 times current capacity)
- Phase 1, expected to be completed in 2023, will expand production to 600 million tablets/capsules
- Facility also produces commercial medicines and biologics candidates for clinical supply with 500 liters capacity

Guangzhou:

- Approximately 158,000-square-meter state-of-the-art commercial-scale manufacturing facility for the manufacturing of large-molecule biologics
- 8,000 liters of capacity approved for commercial production with 54,000 liters in place and expansion of the facility to 64,000 liters by the end of 2022
- Production capacity is expected to expand to between 120,000 liters and 200,000 liters in the future

Beijing:

- Pilot scale (approximately 140 square meters) manufacturing capabilities located in our research facility
- Produces preclinical and clinical trial materials for some of our small-molecule drug candidates

Hopewell:

- Plan to build a new commercial-stage manufacturing and clinical R&D campus

Defining Our Strategy

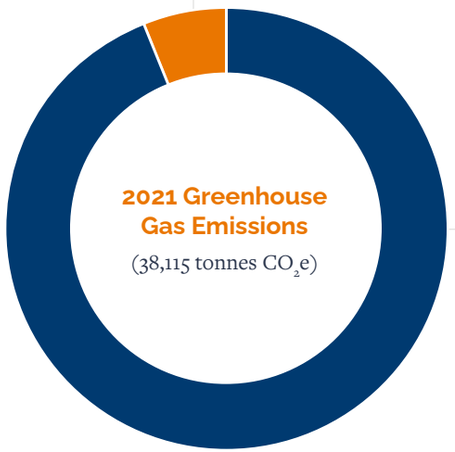
As we scale our production to meet the growing demand for our medicines, we anticipate that our footprint will grow. We are investing in state-of-the-art facilities as well as developing strategies to reduce greenhouse gas emissions, water use, and waste.

Given the pressing nature of climate change, we are first focusing on developing a global climate strategy. In 2021, we expanded our greenhouse gas inventory to be comprehensive of our global Scope 1 and 2 emissions from direct burning of fossils fuels and electricity use in our operations.

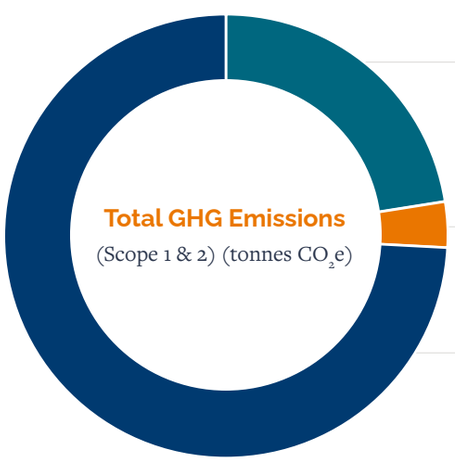
In 2022, we will conduct our first Scope 3 inventory to better understand our value-chain impacts. Using this information, we will set greenhouse gas reduction goals and a roadmap for achieving them. We also plan to conduct a climate-risk assessment in line with the requirements of the Task Force on Climate-Related Financial Disclosures, or TCFD, to identify climate-related risks and opportunities that could impact our business and detail our governance processes for managing them. Climate-related risks are also outlined in BeiGene's 2021 Annual Report filed with the SEC. By proactively assessing the impacts of climate change on our business, we can take appropriate actions to ensure business continuity and the delivery of critical medicines to our patients.

In subsequent years, we plan to develop a product stewardship strategy to better understand our impacts on climate, water, and waste throughout our value chain.

4% (2,217)
Total Direct GHG Emissions (Scope 1)



94% (35,898)
Total Indirect GHG Emissions (Scope 2)



22.3%
R&D Center

3.4%
Office

74.1%
Manufacturing/Plant

2022 Goals

- Expand greenhouse gas inventory to include Scope 3 value-chain emissions
- Conduct a climate risk assessment
- Set a global climate strategy
- Explore creation of a product stewardship program

Operational Efficiency

We understand the importance of designing our facilities and manufacturing processes to be as efficient as possible. Our comprehensive environmental management system, aligned with ISO 14001 standards, allows us to track and improve environmental performance across our research and manufacturing operations. In 2022, we plan to achieve ISO 14001 certifications for our Suzhou and Guangzhou manufacturing facilities.

In 2021, we continued our efforts to reduce our environmental impacts in our manufacturing facilities. Examples of initiatives to reduce our use of energy, water, and natural resources include:

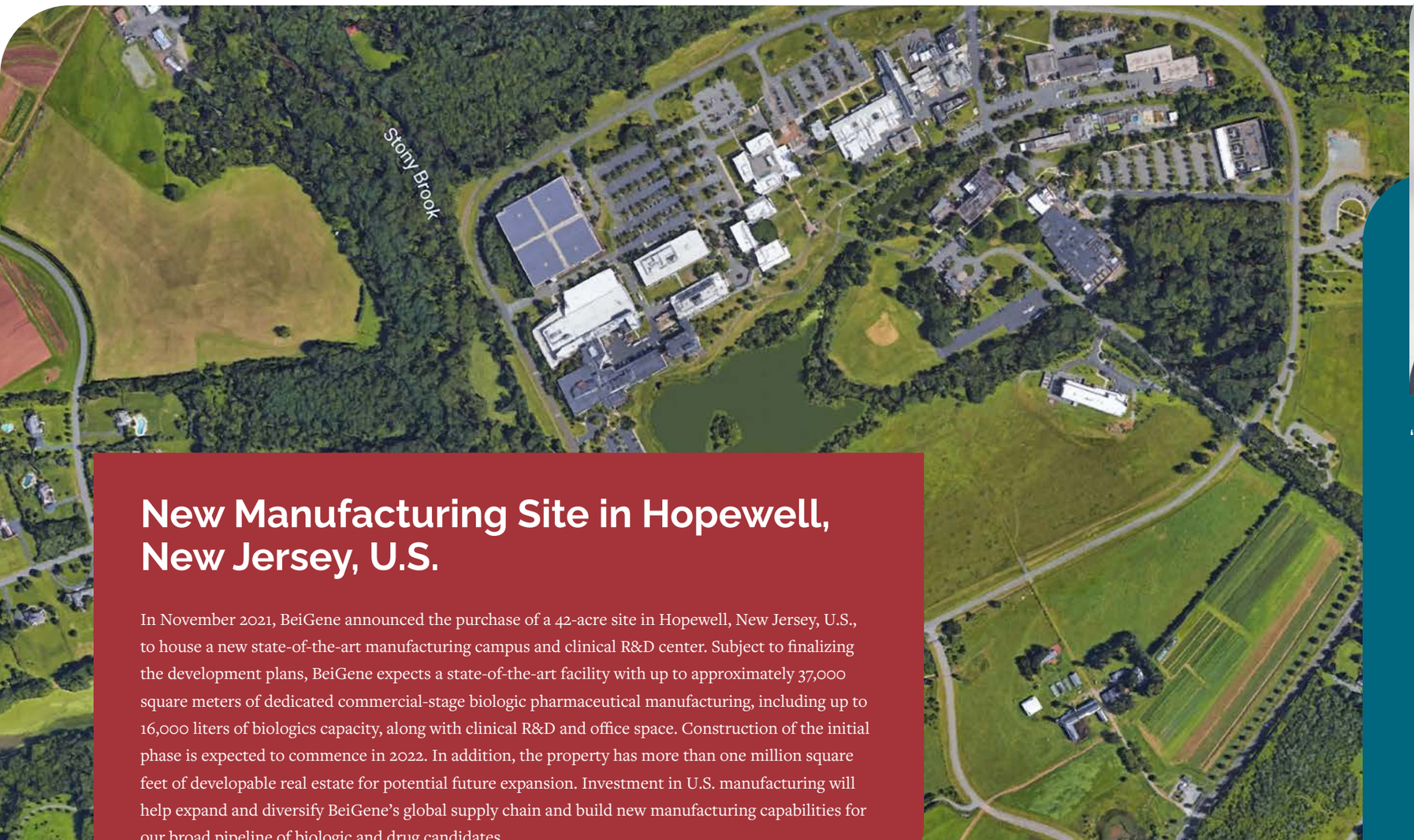
- **Process efficiency improvements:** In Suzhou, we changed our manufacturing process to reduce the number and length of sanitation cleanings, eliminating the need for approximately 250 tonnes of purified water in 2021.
- **Efficient heating and cooling systems**: In Guangzhou, we installed a variable frequency drive on our chiller. The drive allows the chiller to dynamically adapt to system needs as opposed to running continuously, in turn saving 10-15 percent on energy use. We also converted the refrigerant in this system to R-134a, a non-ozone depleting refrigerant with a low global warming potential. In addition, we implemented a heat recovery system in our large air handling units, reducing energy use by up to 30 percent, depending upon the season. We also recover steam condensation heat from our hot water exchanger.
- **LED lighting:** At our R&D facility in Beijing, we completed an LED retrofit, leading to electricity savings.
- **Wastewater treatment improvements:** In Suzhou, we expanded our wastewater treatment plant to both increase system capacity and reduce sludge waste generation. By using a new reverse osmosis process, we reduced sludge waste by around 13 tonnes per year while saving approximately 1,000 tonnes of steam annually.
- **Graywater for landscaping:** In Guangzhou, we collect and recycle the wastewater generated by the clean water system for landscaping, saving almost 55,000 tonnes for greening irrigation water throughout the year.
- **Reusable packaging:** In Suzhou, we reuse drug substance transportation boxes, preventing 1,000 kilograms of waste generation in 2021.

Outside of China, our offices remained closed for the majority of 2021 due to the COVID-19 pandemic and were re-opened for employee use on a voluntary basis.

2022 Goal

Achieve ISO 14001 certifications for our Suzhou and Guangzhou manufacturing facilities

Rendering of BeiGene's planned state-of-the-art manufacturing campus and clinical R&D center in Hopewell, New Jersey, U.S.



New Manufacturing Site in Hopewell, New Jersey, U.S.

In November 2021, BeiGene announced the purchase of a 42-acre site in Hopewell, New Jersey, U.S., to house a new state-of-the-art manufacturing campus and clinical R&D center. Subject to finalizing the development plans, BeiGene expects a state-of-the-art facility with up to approximately 37,000 square meters of dedicated commercial-stage biologic pharmaceutical manufacturing, including up to 16,000 liters of biologics capacity, along with clinical R&D and office space. Construction of the initial phase is expected to commence in 2022. In addition, the property has more than one million square feet of developable real estate for potential future expansion. Investment in U.S. manufacturing will help expand and diversify BeiGene's global supply chain and build new manufacturing capabilities for our broad pipeline of biologic and drug candidates.

"With this property acquisition, we plan to establish a flagship manufacturing and clinical R&D center in the U.S. to build new manufacturing capabilities for our broad pipeline of biologic and drug candidates. We have already begun hiring additional colleagues from the deep talent pool in New Jersey and look forward to serving as a member of the thriving Hopewell business community."

Michael Schoen
SVP, Business Operations

Our Environmental Performance

As we expand production, we anticipate that our environmental impacts will grow. Growth in our 2021 environmental footprint reflects increased production at our Suzhou and Guangzhou facilities as well as more holistic reporting from our global footprint.

Energy Use (FY 2019 – FY 2021) (MWh)	2019	2020	2021
Total energy consumption	16,161	63,392	82,977
Direct energy consumption	2,646	2,439	10,585
Natural gas[1]	2,646	2,439	9,066
Mobile[2]	-	-	803
Diesel Fuel[3]	-	-	717
Indirect energy consumption	13,514	60,953	72,392
Electricity[4]	13,452	31,287	47,780
Steam[5]	62	29,666	24,612
Total energy consumption per unit of operating income (MWh/kg commercial product6)	-	28.24	4.99

[1] In 2021, natural gas use increased due to a switch from steam to natural gas in the Suzhou manufacturing facility and the inclusion of estimated use in U.S. and European offices.
[2] Mobile consumption was reported for the first time in 2021 and reflects consumption by U.S. fleet vehicles.
[3] Diesel fuel was reported for the first time in 2021 and reflects use of diesel generators to support expanded commercial production in the Guangzhou manufacturing facility.
[4] In 2021, electricity use increased due to the inclusion of all China offices and estimated use in U.S. and European offices.
[5] In 2021, the decrease in steam primarily reflects a switch from steam to natural gas in our Suzhou manufacturing facility.
[6] In all environmental data charts, commercial product refers to net weight of commercial products, not including packaging.

Greenhouse Gas Emissions (FY 2019 – FY 2021) (tonnes CO2e)	2019	2020	2021
Total GHG emissions (Scope 1 and 2)	9,023	27,623	38,115
Direct GHG emissions (Scope 1)	535	493	2,217
Natural gas	535	493	1,815
Mobile	-	-	210
Diesel Fuel	-	-	192
Indirect GHG emissions (Scope 2)	8,488	27,130	35,898
Electricity	8,468	17,583	26,151
Steam	20	9,547	9,746
Total GHG emissions per unit of operating income (tonnes/kg commercial product)	-	12.30	2.29

Other Air Emissions (FY 2019 – FY 2021) (tonnes)	2019	2020	2021
SO_2 emissions	0.03	0.08	0.127
NO_x emissions[1]	0.32	1.23	0.195
VOC emission[2]	0.03	0.17	2.631

[1] In 2021, NOx emissions declined due to a switch from natural gas to purchased steam in our Guangzhou facility.
[2] VOC emissions mainly include non-methane hydrocarbons generated by VOC solvents used in the Beijing and Shanghai R&D centers, and the Suzhou and Guangzhou plants. BeiGene confirmed an error in 2019 and 2020 calculations, resulting in low emissions figures. 2021 emissions have been calculated using a new methodology.

Waste (FY 2019 – FY 2021) (tonnes)[1]	2019	2020	2021
Hazardous waste[2]	146	210	414
Non-hazardous waste[3]	307	672	281
Hazardous waste per unit of operating income (tonnes/kg API)	-	0.09	0.02
Non-hazardous waste per unit of operating income (tonnes/kg commercial product)	-	0.30	0.02

[1] Global office data was excluded from these metrics.
[2] Hazardous waste increased in 2021 due to the expansion of commercial production at the Guangzhou facility and expansion of the Beijing R&D Center.
[3] Non-hazardous waste decreased due to actual data collected in 2021 versus estimated data in 2020.

Water Use (FY 2019 – FY 2021) (cubic meters)[1]	2019	2020	2021
Total water consumption[2]	145,495	319,979	359,004
Production water consumption	132,074	295,957	342,172
Office water consumption	13,421	24,021	16,832
Recycled water	3,458	2,912	2,388
Wastewater[3]	51,939	52,481	66,156
Chemical oxygen demand	3.68	5.57	5.24
Ammonia nitrogen	0.55	0.42	0.44
Water consumption per unit of operating income (cubic meters/kg commercial product)	-	142.53	21.60
Wastewater per unit of operating incomes (cubic meters/kg commercial product)	-	23.38	3.98

[1] Global office data was excluded from these metrics.
[2] The 2021 increase in production water consumption and was due to the expansion of commercial production in our Guangzhou facility.
[3] The increase in wastewater in 2021 was due to the expansion of commercial production in our Guangzhou facility and inclusion of wastewater discharged from auxiliary processes in the Suzhou factory. Auxiliary process water from this facility was not included in prior years.

Packaging Use (FY 2019 – FY 2021) (tonnes)	2019	2020	2021
Total packaging material used for finished medicines 1	3.67	2.55	94.00
Packaging material used per unit of product (tonnes/kg commercial product)	-	0.001	0.006

[1] Packaging increased in 2021 due to the expansion of commercialized production in our Guangzhou facility

Supporting Communities

Supporting Communities

We understand that cancer and other diseases not only affect patients but also their loved ones. We are working to establish stronger relationships with patient advocacy organizations (PAOs) to learn from their experiences of living with the disease to ensure we are a truly patient-centered organization. We are committed to including patient insights into our clinical development programs and working with PAOs to ensure that they are supported to help patients, caregivers, communities, and medical professionals that rely on their services.

We also want the work that we do as a company to extend into our local communities. In the past year, we launched a new employee engagement initiative to provide new ways for our employees to volunteer their time. With an enthusiastic team of more than 8,000 colleagues, we are finding new ways to share our expertise, resources, enthusiasm, and know-how to give back.

Engaging Patient Communities

BeiGene is committed to elevating the voice of our patients to evolve the global healthcare conversation around issues of patient-centered clinical development, health equity, policy, access, education, and affordability. In 2021, we hired an Executive Director, Patient Advocacy and Public Health Policy, who ensures patient advocacy is central to BeiGene's strategy, while also helping our team share resources globally. This individual will help us deepen, expand, and build new relationships with PAOs in order to improve the ways we support and engage with patients globally. Additionally, we hired an Executive Director, Global Head, Early Patient Engagement & Professional Societies (Ex-China) to ensure that patient insights are incorporated into research, clinical development, and throughout the R&D lifecycle.

We recognize the vital role that PAOs play in serving patient needs. Our strategy is to create, build, and expand partnerships and programs to live our mission of listening to and supporting patients around the world. Our strategy is to:

- Understand patient and caregiver needs and integrate this into the fabric of the company.
- Integrate patient perspectives early and often into clinical development programs.
- Advance oncology, health equity, and public health policy to improve access to and delivery of medicines.
- Work through collaborative partnerships with PAOs and multilateral organizations to change the healthcare ecosystem for the better.
- Engage, educate, and mobilize BeiGene colleagues to engage and serve patients where they are.

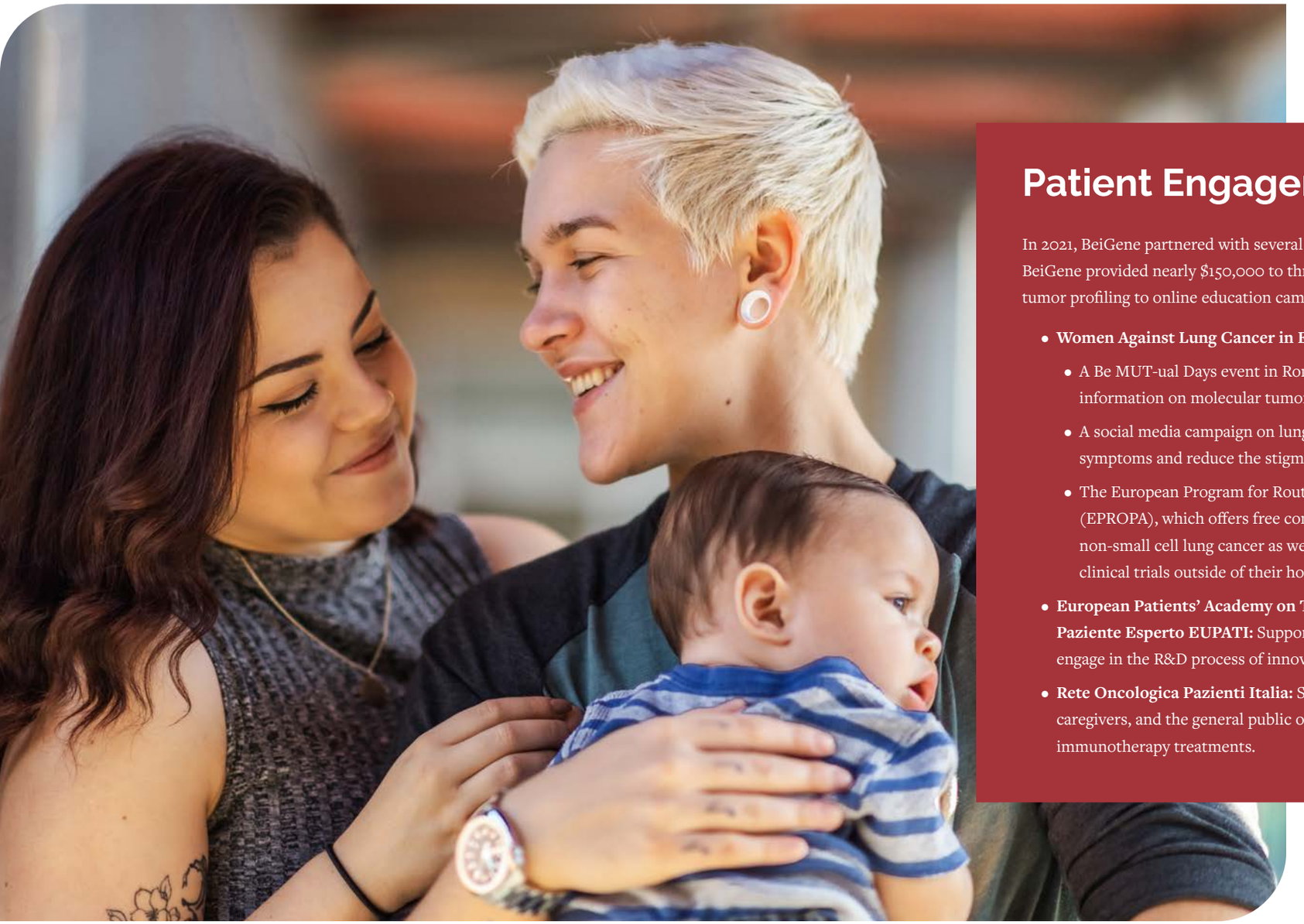
In all of our interactions with PAOs, we are committed to the highest standards of integrity and adherence to industry codes and relevant laws relating to patient engagement and advocacy. Our commitment includes honoring the independence of PAOs in their political judgement, strategies, policies, and activities; never requesting a PAO to promote a prescription-only medicine; and ensuring that the objectives and scope of our partnerships are transparent and that financial or non-financial support is clearly acknowledged.

Over the course of 2021, we jumpstarted some of these partnerships, including hosting two advocacy forums and sponsoring capacity building, research, and patient education. In addition, we launched the BeiGene Patient Advocacy Council, which is comprised of leading PAOs and several patients, in order to deepen our relationships in the community and better support the needs of people impacted by cancer. The council will continue to meet regularly in 2022. In 2022, we also plan to develop a three-year global strategy for patient engagement and advocacy and to expand partnerships and collaborations with organizations around the world focused on health policy, equity, and patient needs.

2022 Goals

Develop a three-year global strategy for patient engagement and advocacy

Expand partnerships and collaborations with organizations around the world focused on health policy, equity, and patient needs



Patient Engagement in Italy

In 2021, BeiGene partnered with several organizations that support patients and caregivers. BeiGene provided nearly $150,000 to three organizations for activities ranging from molecular tumor profiling to online education campaigns. These organizations included:

- **Women Against Lung Cancer in Europe (WALCE):** Supported three programs including:
  - A Be MUT-ual Days event in Rome, which provided over 80 patients and caregivers with information on molecular tumor profiling and innovative treatments.
  - A social media campaign on lung cancer to help the general public more easily recognize symptoms and reduce the stigma around the disease.
  - The European Program for Routine testing of Patients with Advanced lung cancer (EPROPA), which offers free comprehensive molecular profiling to patients with advanced non-small cell lung cancer as well as financial and logistical support for patients to access clinical trials outside of their home country or region, if needed.
- **European Patients' Academy on Therapeutic Innovation (EUPATI) & l'Accademia Del Paziente Esperto EUPATI:** Supported training of 50 patients on how to most effectively engage in the R&D process of innovative medicines.
- **Rete Oncologica Pazienti Italia:** Supported development of a booklet for cancer patients, caregivers, and the general public on how to manage the side effects associated with immunotherapy treatments.

Patient Engagement and Advocacy Mission

Elevate the patient's voice, challenge the current healthcare model, and evolve the global healthcare conversation to equitably deliver better medicines to more people living with cancer.

Global Patient Advocacy Organization Forums

In June 2021, BeiGene hosted our first Global Advocacy Forum comprised of 22 representatives from 20 global PAOs. The forum provided an opportunity to introduce BeiGene to these organizations, share our mission, and identify ways to better support their patient communities. In October 2021, we hosted our inaugural European Advocacy forum, attended by 15 patient advocates from nine countries. The Forum focused on introducing BeiGene to the PAO community and discussing our founding story, the company's commitment to patients, and our investment in science and innovation. We plan to use the comments, insights, and needs shared by the patient community during these forums and other ongoing engagements to inform our three-year strategy.

Patient Education

Our knowledge of diseases and how to best treat them is constantly evolving. PAOs play a vital role in educating patients and caregivers about their diseases and available support and treatments. Throughout 2021, BeiGene sponsored PAO initiatives to create educational resources for patients, including patient education videos, webinars, and fact sheets. Organizations we supported include the International Waldenstrom's Macroglobulinemia Foundation, Lymphoma Research Foundation, and Leukemia & Lymphoma Society. In China alone, in cooperation with 14 patient communities and seven non-profit organizations, we supported creation of 13 patient education booklets, 25 courses, 80 articles and 1,200 lectures throughout the year, reaching more than 4,000,000 online patients with different solid tumors, hematologic tumors, and rare diseases. We also shared these educational materials with healthcare professionals and pharmacies to help enhance their understanding of the diseases and treatments.

"Patient advocacy organizations are a place where patients can go to share their experiences, find educational resources, and receive support. These organizations understand the pain points in the patient journey and can help BeiGene identify how to hone our medicines and improve our approach in order to provide the best benefit to patients."

Maia Thrift-Perry
Executive Director, Global Head of Patient Advocacy and Public Health Policy

Lymphoma Research Foundation Patient Education

In 2021, BeiGene provided a grant to the Lymphoma Research Foundation to support the development of patient education materials and forums. This included national sponsorship of a YouTube video on MZL; fact sheets on MCL, MZL, and CLL; and patient webinars on CLL and MCL. BeiGene was also a Gold Supporter of the North American Educational Forum on lymphoma, an annual program that provides critical information on treatment options, patient support issues, clinical trials, and the latest advances in lymphoma research to people with lymphoma and their loved ones.

Medical Education and Research

We support medical education and research as a means of educating healthcare professionals on our medicines, innovations in drug development, and new approaches to patient care. This includes sharing research findings at conferences and congresses as well as sponsoring scientific meetings globally. In 2021, we supported over 45 medical education events around the world with a wide variety of organizations including Pharmacy Times Continuing Education, Australasian Leukaemia and Lymphoma Group, Lymphoma Australia, GEPAC Grupo Español de Pacientes con Cáncer, and British Columbia Community Oncology Trialists.

Employee Volunteerism and Charitable Giving

Our passion and determination extend beyond investigating new medicines to demonstrating a positive impact in our local communities. Many colleagues have long been involved in fundraising initiatives such as the Leukemia and Lymphoma Society's Light the Night campaign. In late 2021, we launched a new employee volunteerism initiative to provide colleagues with additional opportunities to impact causes they care about. In 2022, we plan to launch colleague engagement and volunteer events in the U.S., Europe, Australia, and China, and engage employees in supporting organizations focused on cancer awareness-raising, patient support, and research.

2022 Goals

Launch colleague engagement and volunteer events in the U.S., Europe, Australia and China

Engage employees to support organizations focused on cancer awareness-raising, patient support, and research

Light the Night Employee Fundraising

In September 2021, over 250 of our colleagues from across the U.S. participated in the Leukemia & Lymphoma Society's Light the Night, a fundraising campaign benefiting The Leukemia & Lymphoma Society's funding of research to find blood cancer cures. Twenty regional teams raised more than $35,000 to bring light to the darkness of cancer through research and cures.

"Our employees are passionate about supporting patients in their communities. We're proud of the incredible work they do — volunteering their time and raising funds for nonprofit organizations working to accelerate cancer research and improve patient care."

Graham Hardiman
SVP, Global Human Resources

Operating Responsibly

Operating Responsibly

At BeiGene, we are steadfast in our commitment to operating our business responsibly. Our values are ingrained in everything we do, pushing us to operate with integrity, transparency, and as a global corporate citizen. This includes strong governance of our ESG issues, proactively engaging with key stakeholders, operating our business in an ethical manner, and sourcing from partners that share our commitment to social and environmental responsibility.

Corporate Governance

Responsibility for our performance begins with our Board of Directors. Our Board guides our business strategy and ensures that we practice good governance in our operations. Our Board actively engages on key business topics including ESG governance for the benefit of our patients, investors, and other stakeholders.

All members of the Board of Directors, except John V. Oyler and Xiaodong Wang, are independent, as determined in accordance with the rules of the NASDAQ Stock Market; and all members of the Board of Directors, except John V. Oyler, Xiaodong Wang, and Anthony C. Hooper, are independent, as determined in accordance with the HKEX and SSE Listing Rules. The Board is comprised of five independent board committees, including (1) Audit Committee, (2) Compensation Committee, (3) Nominating and Corporate Governance Committee, (4) Scientific Advisory Committee, and (5) Commercial and Medical Affairs Advisory Committee.

BeiGene has adopted a board diversity policy to enhance diversity on the Board of Directors. Pursuant to the Board Diversity Policy, our Nominating and Corporate Governance Committee will review annually the structure, size, and composition of the Board of Directors and, where appropriate, make recommendations on changes to the Board of Directors. In reviewing the Board of Directors' composition, our Nominating and Corporate Governance Committee will consider, among other characteristics, the nationality, ethnicity, gender, age, skills, expertise, and industry and regional experience of board members and nominees. Our Board is comprised of twelve directors, two of whom are female.

ESG Oversight and Governance

In 2021, we continued to evolve our ESG governance strategy, launching a new ESG framework, Change Is the Cure. This framework defines our key focus areas and strategic priorities that will guide our strategy moving forward. This framework is supported by the highest levels in the organization, beginning with our Board of Directors and Executive Leadership team.

ESG Governance

Our majority-independent Board of Directors is committed to representing all stakeholders' interests. The Board receives and reviews reports on the company's ESG management approach and performance, including an annual review of the company's ESG report. The Board also reviews the company's materiality assessment each year that a refresh is performed.

To advance goal development and facilitate strategy implementation, in 2021, BeiGene hired a Senior Director, Global Reputation and ESG Lead. This individual works with specialists across the organization to understand and accelerate BeiGene's approach on material ESG issues. For example, in 2021, BeiGene formed affordability and climate change working groups to further hone our strategy on these topics. Progress is regularly reported to the company's Reputation Leadership Team, comprising a cross-functional team of executive leaders, for review and feedback.

"This year, BeiGene adopted a new ESG framework and strategic priorities. In 2022, we will focus on creating goals in important areas like DEI and climate change as a means of integrating ESG into our business strategy."

Christine Riley Miller
Senior Director, Reputation and ESG Lead

Stakeholder Engagement

Our ESG strategy is informed by feedback from many stakeholders, from colleagues to investors to PAOs. Across the organization, colleagues are constantly interacting with and learning from various constituencies that have a vested interest in how we manage our ESG issues. For example, our investor relations team has discussed our approach to specific ESG topics with interested shareholders. Individual functions leverage insights from these interactions when creating their departmental strategic plans and when contributing to the ESG framework and strategy.

BeiGene also participates in a number of industry and professional associations relevant to our business. Examples of memberships include BIO, Massachusetts Biotechnology Council (MassBio), and the International Consortium for Innovation and Quality in Pharmaceutical Development. Participation in these organizations provides us with valuable learnings on trends and best practices. We also look to align with international frameworks to guide our ESG approach. In 2022, BeiGene plans to become a signatory to the United Nations Global Compact, which encourages businesses to adopt sustainable and socially responsible policies and to report on their implementation.

2022 Goal

Become a signatory to the U.N. Global Compact

"By aligning our ESG strategy with the U.N. Sustainable Development Goals, we are committing to support the priorities of the international community. We know that advancing health globally will require cooperation between companies, multi-lateral agencies, nonprofits, and governments to bring about true change, and we are excited to lend our resources to that effort."

Shreya Jani
VP, Corporate Affairs

Business Ethics

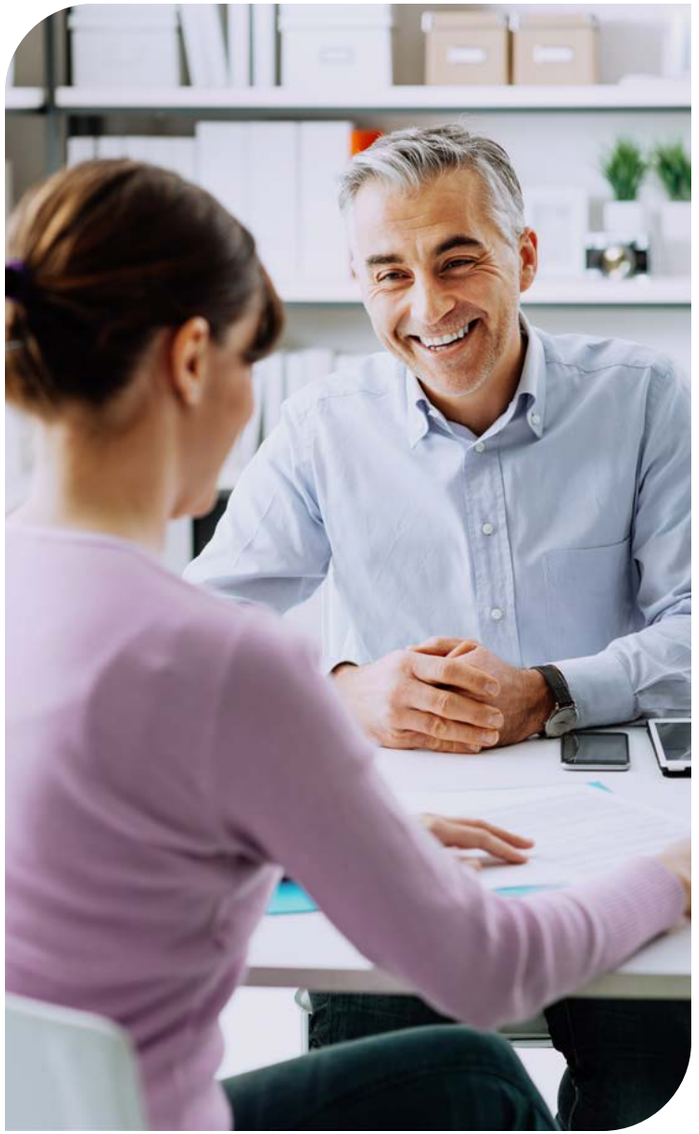
Our Code of Conduct guides our daily interactions with one another and all of our stakeholders — from our patients and their doctors to government regulators and our collaboration partners. We pursue our business objectives with integrity and respect and in compliance with applicable laws and regulations. Our Code of Conduct addresses issues, including compliance, interactions with healthcare professionals, anti-competitive behavior, conflicts of interest, confidentiality, and more. We continually promote a culture of compliance and ethical operations through new hire and regular trainings and maintain robust monitoring and reporting systems. Each year, employees are asked to certify that they understand and will comply with our Code of Conduct.

Anti-Bribery and Corruption

BeiGene takes a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly, and with integrity in all our business dealings and relationships. We assign a combination of electronic learning modules and live trainings on our Anti-Bribery and Corruption Policy and related topics. Global e-learning modules are incorporated into an annual curriculum at least every other year. Live trainings are conducted based on an employee's role within the organization. For sales personnel, for instance, we have separate ethical marketing training programs, including quarterly tests, to ensure they understand relevant policies and regulations. Each year, our employees sign off on our Anti-Bribery and Corruption Policy. Additionally, the Audit Committee of our Board of Directors receives quarterly reports on anti-corruption and significant compliance program activities.

Open-Door Culture

We promote an open-door policy and encourage our employees to ask questions or raise concerns without hesitation or fear of retaliation. If individuals are not comfortable reporting issues of concern directly to management, they may file complaints via our compliance hotline or web portal, available 24 hours a day, 365 days a year, in multiple languages. BeiGene prohibits retaliation, harassment, or other adverse action against someone who files a complaint; assists with or participates in an investigation; opposes harassment; or otherwise exercises rights protected by applicable laws. Avenues for raising complaints are discussed during new hire and other ethics trainings as well as in our Code of Conduct and Harassment, Discrimination, & Retaliation Policy. BeiGene also has a formalized Whistleblower Policy. All reports are investigated thoroughly and independently by designated compliance personnel, and appropriate disciplinary or preventive actions are taken to address any findings.



Responsible Procurement

BeiGene understands the importance of working with suppliers who share our commitment to high-quality products and responsible operations. In the past year, we have evolved our procurement team from several regional teams into a global function, allowing all regions to work together in a coordinated fashion to ensure the safety and quality of the products we buy.

All members of the procurement team receive corporate and locally tailored trainings on our procurement policies and approach. In 2022, the team is planning to introduce a procurement academy and responsible sourcing will be a module offered as part of this deployment.

Global Supplier Code of Conduct

As part of ensuring consistency in our approach to purchasing, our procurement and compliance teams released a global Supplier Code of Conduct in June 2021. The Code covers a wide range of factors – from cost and reliability to environmental and social considerations. This includes a large emphasis on business ethics, including adherence to anti-corruption rules and a commitment to operate with honesty and integrity.

Beginning in October 2021, all new suppliers must certify their compliance with the Code's standards in order to work with BeiGene. Existing suppliers will be asked to adhere to the Code as their contracts come up for renewal.

For suppliers with higher environmental and social risks, such as engineering and construction suppliers, we have additional stringent requirements for managing those risks. For example, our contracts with engineering suppliers specify that they are obliged to minimize the adverse impact of their operations on the environment.

Preferred Vendor Program

We want to reward suppliers that meet our high standards. In 2021, we developed a "preferred vendor" program. These vendors meet both our stringent performance standards and have been certified to our Supplier Code of Conduct. Preferred vendors benefit by accessing new opportunities as a priority as well as being invited to co-develop new and innovative solutions to support BeiGene's goals.

Supplier Risk Assessments

We expect suppliers to abide by all laws, regulations, and standards not only related to healthcare, but also those that address financial, labor, health, safety, transparency, and environmental practices. BeiGene conducts routine site quality audits of manufacturing-related suppliers. As part of these assessments, we evaluate several ESG topics, including ethics, employee health and safety, and environmental performance. If we are aware of any actions or conditions not in compliance with our standards, we will seek to work with our suppliers to take corrective or remedial actions. We have also strengthened our focus on supplier due diligence through our vendor due diligence procedure, ensuring that new vendors are set up for success.

In 2022, we plan to implement a new third-party risk management program. This program will expand the number of ESG factors we evaluate, such as reputation, child labor, and working conditions. Our end goal is to complete an annual third-party risk evaluation for 100 percent of our top suppliers, covering 80 percent of our total spend.

2022 Goals

Introduce procurement academy, including training on responsible sourcing

Implement a third-party risk management program

Local Procurement

To lower our environmental footprint and ensure continuity of the supplies we need, BeiGene is increasingly prioritizing working with local suppliers, meaning suppliers within the country or region in which the supplies or services are required. In 2021, we moved over $12 million of our spend from imported goods and services to locally sourced. For example, we have switched to local supplier sites in China, rather than air shipping supplies from the U.S. Additionally, supplier diversity is considered in the U.S., and BeiGene reports on this in accordance with local government regulations.

Suppliers by Region*

Region	Number of Suppliers	Percentage of Total	Countries Included Based on 2021 Purchase Orders
North America	736	27%	U.S., Canada, Cayman Islands
Central and South America	-	0%	None
Europe, Middle East, and Africa	231	9%	Switzerland, Germany, Spain, France, Great Britain, Italy, Netherlands
Asia Pacific	155	6%	Australia, South Korea, New Zealand, Singapore
China	1,578	58%	China
Total	2,700	100%	

* The data is limited to procurement of products and services for corporate, commercial, and technical operations functions. It excludes donations, grants, sponsorships, investigator, partner/in-licensing, or similar expenditures.

"By sourcing locally, in-country, we reduce business continuity issues as well as the environmental impacts of transporting goods long distances."

Jason Lin
Head of Procurement Manufacturing & Laboratories

GRI/HKEK Index

GRI/HKEX Index

This report was developed with reference to the GRI Standards and in accordance with the requirements of Appendix 27: Environmental, Social, and Governance Reporting Guide of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, where our ordinary shares are listed for trading under the stock code 06160. The following index details where information may be found in this report. In addition, we have included supplemental information on certain issues in the index that may be of interest to stakeholders.

	Description	Response
Chapter 1, About BeiGene		
GRI 1: GRI Content Index		
Statement of Use		BeiGene has reported the information cited in this GRI content index for the period January 1 – December 31, 2021 with reference to the GRI Standards.
GRI 1 used		GRI 1: Foundation 2021
GRI 2: General Disclosures		
GRI 2-1	Organizational details	BeiGene does not have a single corporate headquarters. Rather, it has administrative offices in Basel, Switzerland; Beijing, China; and Cambridge, Massachusetts, U.S. See page 2.
GRI 2-2/ HKEX 15	Entities included in the organization's sustainability reporting	About BeiGene. See page 2.
GRI 2-3	Reporting period, frequency and contact point	About this report. See page 2.
HKEX 14: Materiality and Quantitative	Disclose the process to identify material ESG factor and if stakeholder engagement is conducted	ESG Strategy. See page 3. Stakeholder Engagement. See page 64.
GRI 2-4/ HKEX 14: Consistency	Restatements of information	This year, BeiGene restated its environmental metrics to improve accuracy. Last year's data predominantly reflected environmental impacts of our operations in China. This year's report includes data from our operations globally, including the U.S. and Europe, unless otherwise noted. We also changed our U.S. diversity data reporting to align with U.S. Equal Employment Opportunity Commission categories for race and ethnicity.
GRI 2-5	External assurance	This report has not been externally assured.

	Description	Response
GRI 2-6	Activities, value chain, and other business relationships	BeiGene is part of sector 3520: Pharmaceuticals, Biotechnology, & Life Sciences, according to the Global Industry Classification Standard (GICS). BeiGene is a global, commercial-stage biotechnology company focused on discovering, developing, manufacturing, and commercializing innovative medicines to improve treatment outcomes and expand access for patients worldwide. BeiGene manufactures its medicines in China with plans to expand to the U.S. BeiGene's upstream value chain primarily consists of the production and transport of the materials needed to conduct R&D activities and to manufacture and package our medicines. In addition, BeiGene relies upon a global network of clinics with which we partner to conduct clinical trials. BeiGene's downstream value chain includes distribution partners and a larger network of clinics from which BeiGene's medicines are administered to patients.
GRI 2-7	Employees	Empowering Our People. See page 39.
GRI 2-8	Workers who are not employees	Empowering Our People. See page 29.
GRI 3: Material Topics 2021		
GRI 3-1	Process to determine material topics	ESG Strategy. See page 3.
GRI 3-2	List of materials topics	ESG Strategy. See page 3.
GRI 3-3	Management of material topics	ESG Oversight and Governance. See page 63.

	Description	Response
Chapter 2, Advancing Global Health		
Product Responsibility		
HKEX Aspect B6	Information on the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided, and methods of redress	Ethical Research and Development. See page 22. In addition, we comply with relevant laws and regulations related to product responsibility including, but not limited to, the ICH Q10 Drug Quality Control System; U.S. Federal Food, Drug, and Cosmetic Act; U.S. Health Insurance Portability and Accountability Act ("HIPAA"); regulations from the U.S. Food and Drug Administration; EU General Data Protection Regulations ("GDPR"); Patent Law of the People's Republic of China; Regulation on the Administration of Human Genetic Resources of the People's Republic of China; and China Personal Information Protection Law.
416-2/ HKEX KPI B6.1	Incidents of non-compliance concerning the health and safety impacts of product and services; Percentage of total products sold or shipped subject to recalls for safety and health reasons	Patient Safety. See page 24.
HKEX KPI B6.2	Number of products and service related complaints received and how they are dealt with	Patient Safety. See page 24.
HKEX KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	Our commercial success depends on our ability to develop and protect our inventions, proprietary technology, and knowledge. We strictly abide by and keep abreast of the requirements of relevant laws and regulations related to intellectual property rights in countries and regions in which we operate. We also provide training to employees to raise their awareness of intellectual property protection and BeiGene's policies and procedures. We have filed and continue to pursue patent applications and obtained patents in the U.S., Europe, China, and other geographies, relating to our medicines, drug candidates, and technologies. In addition, we have established an employee inventor policy to encourage drug innovation and new drug development, and we comply with all applicable laws and regulations regarding inventor remuneration. We avoid infringing on the valid patents and other intellectual property rights of third parties by conducting Freedom to Operate (FTO) analyses to make sure that the development and commercialization of our medicines does not infringe others' valid patent rights. In certain cases, we rely on in-licensing opportunities to develop, strengthen, and support our development programs. We conduct intellectual property due diligence for in-license and out-license projects to minimize intellectual property risks.
HKEX KPI B6.4	Description of quality assurance process and recall procedures	Quality Assurance. See page 26.

	Description	Response
Data Privacy		
GRI 103-2/ HKEX B6.5	Management Approach/Description of consumer data protection and privacy policies, and how they are implemented and monitored	Clinical Trials Excellence. See page 22.
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2021, BeiGene did not have any complaints concerning breaches of customer privacy or losses of customer data.
Public Policy		
GRI 103-2	Management Approach	Advocacy. See page 27.
GRI 415-1	Political contributions	Advocacy. See page 27.
Responsible Marketing		
GRI 103-2	Management Approach	Responsible Marketing. See page 27.
GRI 417-1	Requirements for product and service information and labeling	Responsible Marketing. See page 27.
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	In 2021, BeiGene did not have any complaints concerning product and service information and labeling.
GRI 417-3	Incidents of non-compliance concerning marketing communications	In 2021, BeiGene did not have any complaints concerning marketing communications.

	Description	Response
Chapter 3, Empowering Our People		
Diversity, Equity, and Inclusion/ Non-discrimination		
GRI 103-1-3	Management Approach	A Culture of Belonging. See page 37.
GRI 405-1	Diversity of governance bodies and employees	Empowering Our People Data. See page 41.
GRI 405-2	Ratio of basic salary and remuneration of women to men	Empowering Our People Data. See page 31.
GRI 406-1	Incidents of discrimination and corrective actions taken	We were not aware of any incidents of material non-compliance with applicable laws and regulations relating to employment, occupational health and safety, and labor standards.
Employment		
GRI 103-1-3	Management Approach	Colleague Engagement and Well-Being. See page 31. Supplier Risk Assessments. See page 66.
HKEX Aspect B1: Employment	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	We maintain compliance with relevant laws and regulations related to employment including; but not limited to; the U.S. Civil Rights Act of 1964; U.S. Americans with Disabilities Act; U.S. Age Discrimination in Employment Act; U.S. Equal Pay Act; and U.S. Employee Retirement Income Security Act; Labor Law of the People's Republic of China; Labor Contract Law of the People's Republic of China; Law of the People's Republic of China on the Protection of Women's Rights and Interests; Social Insurance Law of the People's Republic of China; Provision on Minimum Wage of the People's Republic of China; Swiss Code of Obligations; German Civil Code; French Labour Law; Italian Civil Code; UK Employment Rights Act 1996; and Spanish Civil Code and its Collective Bargain Agreements.

	Description	Response
GRI: 401-1/HKEX KPI B1.1-B1.2	Total number and rate of new employee hires and turnover during the reporting period, by age group, gender, and region.	See tables below:

New Employee Hires

Employee Hires (%)	2019	2020	2021
Total	1,886	2,718	5,026
By employment type			
BeiGene Employees	1,737	2,450	4,271
Contingent Workers	149	268	755
By gender			
Female	58%	58%	55%
Male	42%	42%	45%
By age			
30 and under	26%	41%	55%
31-50	66%	55%	41%
51-65	8%	4%	3%
65 and above	<1%	<1%	<1%
By region			
Asia Pacific	75%	85%	84%
North America	22%	13%	13%
Europe	3%	2%	3%

Employee Turnover

Turnover (%)	2019	2020	2021
Total	17%	16%	21%
By gender			
Female	16%	14%	19%
Male	20%	19%	25%
By age			
30 and under	20%	16%	23%
31-50	16%	15%	20%
51-65	9%	13%	16%
65 and above	40%	38%	23%
By region			
Asia Pacific	19%	16%	23%
North America	13%	13%	17%
Europe	2%	17%	18%

	Description	Response
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	In the U.S., we offer medical, dental, vision, life insurance, and disability insurance; fertility/adoption services; family support services; wellness programs; and a 401(k)-retirement plan. We also contribute 50% of the deductible toward a Health Savings Account with our high-deductible medical plan option. In other parts of the Americas and EMEA, we offer statutory coverages and supplemental coverages, which may include pension, medical, dental, vision, life insurance, disability insurance and wellness programs. In China, we provide social insurance and commercial insurance to all full-time employees. For social insurance, BeiGene contributes to the employee's social security account. Additionally, our comprehensive commercial plan covers medical in-patient benefit with 100% reimbursement, medical out-patient benefit with 90% reimbursement, critical illness insurance, life insurance, accidental insurance, and global travel insurance, among others. In Australia, New Zealand, Singapore, South Korea, and Japan, we offer both statutory benefit plans and supplemental benefit plans recognized by local practice, including individual medical insurance reimbursement, home office assistance, flu vaccine support, and global travel insurance, etc. In Australia and New Zealand, we also provide commercial life/income protection insurances to employees.

	Description	Response
GRI 401-3	Parental leave benefits	For new parents, BeiGene offers 12 weeks of parental leave at full pay for U.S. employees in addition to state paid leave and disability programs. In Canada, we offer 18 weeks of top-off pay for those on maternity leave. For new parents in China, we follow local regulations, which vary by province. The minimum national requirements include 98 days full paid maternity leave and seven days full paid paternity leave; however, different cities/provinces will have different requirements. In Australia, BeiGene offers 12 weeks full paid maternal leave on top of the state standard of 18 weeks leave paid at state-fixed minimum wage as well as two weeks full paid paternity leave on top of the state standard of two weeks paid by minimum wage. In the rest of the Asia Pacific (APAC), we follow country-specific parental leave guidelines. Below is a summary chart of Parental Leave taken by region in 2021:

Parental Leave	Americas	EMEA	APAC
Men entitled to parental leave	420	58	2,797
Men that took parental leave	8	0	39
Total male employees that returned to work in the reporting period after parental leave ended	8	0	44; 2 still on leave
Total male employees that returned to work after parental leave ended that were still employed 12 months after their return to work	All except 1 are still with the company	0	43
Females entitled to parental leave	600	82	3,778
Females that took parental leave	37	2	114
Total female employees that returned to work in the reporting period after parental leave ended	23; 14 still on leave	2 still on leave	76; 49 still on leave
Total female employees that returned to work after parental leave ended that were still employed 12 months after their return to work	All except 1 are still with the company	2 still on leave	69
Total parental leaves taken in 2021:	45	2	153

	Description	Response
GRI 2-21	Annual total compensation ratio	Compensation and Benefits. See page 21.
Labour Standards		
GRI 103-1-3	Management Approach	We respect fundamental human rights as set out in the International Bill of Human Rights and support the key tenants of the United Nations Guiding Principles on Business and Human Rights. We are committed to complying with all applicable laws related to the rights of our patients and associates in the geographies where we operate. This includes compliance with the PCR's Provisions on Prohibition of Child Labor and U.S. Fair Labor Standards Act. In addition, associates must adhere to additional requirements outlined in our Code of Conduct and other business policies. We also detail expectations related to human rights for our business partners in our Supplier Code of Conduct.
HKEX Aspect B4	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	In strict accordance with relevant laws and regulations, we strictly forbid the employment of child labor and incidents of forced labor. We have recruitment guidelines in place.
HKEX KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	Every job applicant is required to provide information such as proof of identity, educational background, and work experience, which is reviewed by us and verified by a professional background checking agency as needed, to avoid related risks. During the reporting period, BeiGene did not have any cases of child labor or forced labor.
HKEX KPI B4.2	Description of steps taken to eliminate such practices when discovered	See above.

	Description	Response
Occupational Health and Safety		
GRI 103-1-3	Management Approach	We maintain a robust EHS program to ensure the safety of our workforce in laboratory, clinical trial, manufacturing, and office settings. We are committed to creating a safety culture – one that fosters a safe work environment to promote employee health and well-being. Our EHS management system is based on the ISO18001 framework. The system includes our EHS Management System Manual, which includes corresponding policies and standard operating procedures (SOPs), such as our Restricted Space Management Procedure, Procedure for Explosive Chemicals Management, and Occupational Health Management Procedure, to manage and control occupational health and safety risks. We regularly review and update our SOPs. Our Global Head of Technical Operations and Manufacturing is responsible for overseeing and directing overall EHS management and is supported by the EHS department that integrates EHS considerations into our business.
HKEX Aspect B2: Health and Safety	Information on the policies and 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	We strictly comply with the applicable laws related to occupational health and safety, such as the workplace safety standards set by the federal U.S. Occupational Safety and Health Administration or state/local safety standards, the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, the Technical Specification for Occupational Health Surveillance, the Law of the People's Republic of China on the Prevention and Treatment of Infectious Diseases, and the Provisions of the State Council on the Investigation of Administrative Responsibility for Major Safety Accidents. See above for our approach to EHS management.
GRI 403-1, 403-2 and 403-3/ HKEX KPI B2.3	Hazard identification, risk assessment, and incident investigation Occupational health and safety management system Description of occupational health and safety measures adopted, and how they are implemented and monitored	Health and Safety. See page 36. We conduct regular safety inspections and internal EHS audits. We have also established an emergency response system to deal with natural disasters, medical emergencies, fire and explosion emergencies, and chemical spills, among others. We carry out relevant emergency drills regularly to ensure that employees are trained on emergency procedures. All first-aid specialists in the plants have received professional training delivered by the local Red Cross, and in our manufacturing facility in Guangzhou, China, we employ a full-time nurse on staff. When designing new facilities, we employ qualified third parties to evaluate and design safety features to mitigate risks within our facilities and production lines.
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Each manufacturing facility and R&D site has an EHS committee comprising leadership and frontline employees to promote a safety culture, review performance scorecards, investigate safety near misses or incidences, and implement corrective actions.
GRI 403-5	Worker training on occupational health and safety	We conduct occupational health and safety trainings for all our employees and third parties on a regular basis to enhance occupational health and safety awareness and improve their capabilities to cope with safety incidences. Our employees who engage in higher-risk work activities are required to take additional trainings or receive certifications before performing certain tasks. Employees are provided with appropriate personal protective equipment to reduce potential exposure.

	Description	Response
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Patient Safety. See page 24.
GRI 403-8	Workers covered by an occupational health and safety management system	All of the employees in our manufacturing and R&D facilities are covered by our EHS management system.
GRI 403-9 and 403-10/ HKEX KPI B2.1 and B2.2	Work-related injuries and ill health Fatalities Total injury rate Lost days due to work injury	Health and Safety. See page 36.

Training and Education

GRI 103-1-3/ HKEX Aspect B3	Management Approach	Learning and Development. See page 32.
GRI 404-1/ HKEX KPI B3.2	The average training hours completed by gender and employee category	BeiGene does not track training hours per employee at this time. For more information, see Personalized Training Plan on page 32.
HKEX KPI B3.1	The percentage of employees trained by gender and employee category	Personalized Training Plan. See page 32.
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Learning and Development. See page 32. BeiGene provides assistance programs to facilitate continued employability for those employees separated from the company.
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	100% of BeiGene's employees receive regular performance and career development reviews.

	Description	Response
Chapter 4, Innovating Sustainably		
Materials		
GRI 301-3-3/ HKEX A1, A2, A3, and A4	Management approach	BeiGene is committed to acting as a responsible environmental steward. This includes minimizing our use of materials, energy, and water and reducing the amount of waste produced by our operations. BeiGene only has manufacturing facilities in China. We comply with relevant laws and regulations, including the Environmental Protection Law of the People's Republic of China, Water Pollution Prevention Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, and Regulations on the Administration of Construction Project Environmental Protection. We also maintain a robust EHS program to ensure sound environmental practices in our laboratory, clinical trial, manufacturing, and office settings. Our EHS management system is based on the ISO14001 framework. The system includes our EHS Management System Manual which includes corresponding policies and standard operating procedures (SOPs). For example, we maintain management procedures for wastewater, gas emissions, leak prevention, and solid waste, among others. We regularly review and update our SOPs. Our Global Head of Technical Operations and Manufacturing is responsible for overseeing and directing overall EHS management and is supported by the EHS department that integrates EHS considerations into our business.
GRI 301-1/ HKEX A2.5	Materials used by weight or volume	BeiGene does not yet collect information outside of packaging materials used for finished products. Our Environmental Performance. See page 48.
GRI 301-2	Recycled input materials used	BeiGene does not yet collect this information.
GRI 301-3	Reclaimed products and their packaging materials	BeiGene does not yet collect this information.
Energy		
GRI 302-3-3/ A2.3	Management approach	See Materials: Management Approach (GRI 301-3-3) above. Innovating Sustainably. See page 42. Operational Efficiency. See page 46.
GRI 302-1/ HKEX A2.1	Energy consumption within the organization	Our Environmental Performance. See page 48.

	Description	Response
GRI 302-2/ HKEX A2.1	Energy consumption outside of the organization	Our Environmental Performance. See page 48.
GRI 302-3/ HKEX A2.1	Energy intensity	Our Environmental Performance. See page 48.
GRI 302-4	Reduction of energy consumption	Our Environmental Performance. See page 48.
GRI 302-5	Reductions in energy requirements of products and services	BeiGene does not yet collect this information. We are conducting a Scope 3 inventory in 2022.
Water and Effluents		
GRI 303-3-3	Management approach	See Materials: Management Approach (GRI 301-3-3) above. Innovating Sustainably. See page 42. Operational Efficiency. See page 46.
GRI 303-1/ HKEX A2.4	Interactions with water as a shared resource	BeiGene operates two main manufacturing facilities located in Guangzhou and Suzhou, China. The locations of our Guangzhou and Suzhou facilities are rated as Medium-High and High, respectively, for overall water risk according to WRI Aqueduct as assessed on January 25, 2022. We have not experienced any issues sourcing water for our operations. We continue to explore opportunities for reducing our water use in these locations. See Operational Efficiency, page 46.
GRI 303-2	Management of water discharge-related impacts	Our R&D centers and manufacturing plants are equipped with wastewater treatment facilities, and we conduct monitoring to ensure that the treated water meets national and local standards. The industrial wastewater from the Suzhou plant is 100% recycled after being treated. The sanitary sewage from our plants is discharged into the municipal pipelines in accordance with the local standards. We engage qualified testing institutions to conduct regular wastewater discharge testing. In 2021, we did not find any cases in which wastewater exceeded the local standards.
GRI 303-3	Water withdrawal	Our Environmental Performance. See page 50.
GRI 303-4	Water discharge	Our Environmental Performance. See page 50.
GRI 303-5/ HKEX A2.2	Water consumption	Our Environmental Performance. See page 50.

	Description	Response
Emissions		
GRI 305-3-3/ HKEX A1.5	Management approach	See Materials: Management Approach (GRI 301-3-3) above. Innovating Sustainably. See page 42. Operational Efficiency. See page 46.
GRI 305-1/ HKEX A1.1-A1.2	Direct (Scope 1) GHG emissions	Our Environmental Performance. See page 49.
GRI 305-2/ HKEX A1.1-A1.2	Energy indirect (Scope 2) GHG emissions	Our Environmental Performance. See page 49.
GRI 305-3	Other indirect (Scope 3) GHG emissions	Our Environmental Performance. See page 49.
GRI 305-4/ HKEX A1.1-A1.2	GHG emissions intensity	Our Environmental Performance. See page 49.
GRI 305-5	Reduction of GHG emissions	Our Environmental Performance. See page 49.
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Our Environmental Performance. See page 49.
GRI 305-7/ HKEX A1.1-A1.2	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Apart from greenhouse gas emissions, our major air emissions include SO_2 and NOx generated from natural gas consumption during production, and a small volume of waste gas generated during laboratory operations. SO_2 and NOx emissions are discharged after being processed by waste gas treatment facilities to ensure that SO_2 and NOx concentrations meet the emission standards set by the local authority. Waste gas from the laboratories is discharged through fume hoods, and a treatment device has been installed at the end of the ventilation system in each laboratory to ensure we meet emissions standards. We engage qualified testing institutions to conduct regular air emissions discharge testing. In 2021, we did not find any cases in which emissions exceeded the local standards. Our Environmental Performance. See page 49.
Waste		
GRI 306-3-3	Management approach	See Materials: Management Approach (GRI 301-3-3) above. Innovating Sustainably. See page 42. Operational Efficiency. See page 46.

	Description	Response
GRI 306-1/ HKEX A1.6	Waste generation and significant waste-related impacts	Our non-hazardous waste includes domestic waste produced in office operations and non-hazardous waste from production. Non-hazardous waste produced in manufacturing and R&D facilities is disposed of by municipal sanitary stations. Domestic waste produced in office operations is handled by property management companies, with whom we collaborate to recycle items such as cardboard boxes, glass, plastic, and paper. Our operation sites follow waste sorting standards and abide by local laws and regulations. Hazardous waste produced in manufacturing and the laboratories is collected and stored in compliance with applicable laws and regulations and transported to qualified third-party vendors for disposal. Through strict daily management and optimization of production processes, we strive to reduce the generation of hazardous waste.
GRI 306-2	Management of significant waste-related impacts	See above.
GRI 306-3/ HKEX A1.3 and A1.4	Waste generated	Our Environmental Performance. See page 50.
GRI 306-4	Waste diverted from disposal	BeiGene does not yet collect this information.
GRI 306-5	Waste directed to disposal	BeiGene does not yet collect this information.

Chapter 5, Supporting Communities

Charitable Giving and Indirect Economic Impacts

GRI 103/HKEX Aspect B8: Community Investment KEX KPI B8.1	Management Approach	Supporting Communities. See page 53.
GRI 203-1/ HKEX KPI B8.1 and B8.2	Infrastructure investments and services supported Focus areas of contribution and resources contributed to the focus area	Supporting Communities. See page 53.

	Description	Response
Chapter 6, Operating Responsibly		
Governance		
GRI 2-9	Governance structure and composition	Corporate Governance. See page 62. Additional details on our Board of Directors can be found in our 2022 Proxy Statement.
GRI 2-10	Nomination and selection of the highest governance body	Corporate Governance. See page 62. Additional details on the nomination and selection of our Board of Directors can be found in our 2022 Proxy Statement.
GRI 2-11	Chair of the highest governance body	Corporate Governance. See page 62.
GRI 2-12/ HKEX 13 (I, ii, iii)	Role of the highest governance body in overseeing the management of impacts	ESG Strategy. See page 3. ESG Oversight and Governance. See page 63.
GRI 2-13	Delegation of responsibility for managing impacts	ESG Oversight and Governance. See page 63.
GRI 2-14	Role of the highest governance body in sustainability reporting	ESG Oversight and Governance. See page 63.
GRI 2-15	Conflicts of interest	Additional details on how we manage conflicts of interest for the Board of Directors can be found in our Corporate Governance Guidelines.
GRI 2-16	Communication of critical concerns	ESG Oversight and Governance. See page 65.
GRI 2-17	Collective knowledge of the highest governance body	Corporate Governance. See page 62.
GRI 2-18	Evaluation of the performance of the highest governance body	The Board of Directors does not have a formal process for reviewing its performance on ESG-related issues.
GRI 2-19	Remuneration policies	Details on our remuneration policies and approach can be found in our 2022 Proxy Statement.
GRI 2-20	Process to determine remuneration	The Compensation Committee of the Board of Directors is responsible for determining remuneration for our executive officers. Details on our remuneration policies and approach for our executive officers can be found in our 2022 Proxy Statement and Compensation Committee Charter.

	Description	Response
Anti-Competitive Behavior		
GRI 103-2	Management Approach	Business Ethics. See page 65.
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	As of the end of 2021, we have had zero monetary losses as a result of legal proceedings associated with anti-competitive behavior. We also have zero concluded legal cases on these issues.
Anti-Corruption		
GRI 103-2	Management Approach	Our anti-corruption management approach includes internal and external audits, due diligence on collaborations, and policies and trainings to deter non-compliance and reduce exposure to unethical conduct. Additionally, various risk assessments are conducted by the appropriate control departments at the company. Business Ethics. See page 65.
HKEX Aspect B7	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud, and money laundering	We implement anti-corruption control measures and strictly follow relevant laws and regulations against corruption, extortion, fraud, bribery, and unfair competition, such as the Sarbanes-Oxley (SOX) Act, the U.S. Anti-Kickback Statute, UK Antibribery Act, the U.S. Foreign Corrupt Practices Act, and the Law of the People's Republic of China against Unfair Competition. Business Ethics. See page 65.
GRI 205-1	Operations assessed for risks related to corruption	Business Ethics. See page 65.
GRI 205-2/ HKEX KPI B7.3	Communication and training about anti-corruption policies and procedures	We provide regular updates and training to the Board of Directors on relevant anti-bribery and corruption topics.

	Description	Response
GRI 205-3/ HKEX KPI B7.1	Confirmed incidents of corruption and actions taken 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	As of the end of 2021, we have had zero monetary losses as a result of legal proceedings associated with corruption or bribery. We also have zero concluded legal cases on these issues.
Responsible Procurement		
GRI 103-2/ HKEX Aspect B5 and KPI B5.2	Management Approach Policies on managing environmental and social risks of the supply chain	Responsible Procurement. See page 66. Supplier Risk Assessment. See page 66.
HKEX KPI B5.1	Number of suppliers	Local Procurement. See page 67.
HKEX KPI B5.3	Practices used to identify environmental and social risks	Supplier Risk Assessment. See page 66.
GRI 204-1	Proportion of spending on local suppliers	Local Procurement. See page 67.
GRI 205-2: Anti-Corruption	Due diligence in evaluating contracts/suppliers	Responsible Procurement. See page 66.
GRI 308/ HKEX KPI B5.4	Engagement with suppliers to improve environmental performance	Supplier Risk Assessment. See page 66.
GRI 414	Engagement with suppliers to improve social performance	Supplier Risk Assessment. See page 66.

	Description	Response
Tax Strategy		
GRI 103-2/ HKEX KPI B5.2	Management Approach	BeiGene pays the required amount of all taxes we owe in compliance with the tax laws and regulations in the various jurisdictions where we conduct our business. The Company neither tolerates nor facilitates tax evasion. An experienced group of tax professionals manages BeiGene's tax costs and risks with oversight by our finance function and Audit Committee. BeiGene qualifies for several government authorized tax incentive programs that promote beneficial social policies, such as the High and New Technology Enterprise program for our operations in China. Tax management consults with external advisors on significant or uncertain tax matters. Finally, BeiGene has developed and maintains a respectful professional relationship with all relevant tax authorities.
GRI 207-1	Approach to tax	See Tax Strategy: Management Approach (GRI 103-2).
GRI 207-2	Tax governance, control, and risk management	See Tax Strategy: Management Approach (GRI 103-2).
GRI 207-3	Stakeholder engagement and management of concerns related to tax	See Tax Strategy: Management Approach (GRI 103-2).
GRI 207-4	Country-by-country reporting	BeiGene reports on tax liabilities in our regular financial filings to the U.S. SEC and other applicable regulatory authorities. BeiGene is not yet profitable and does not report tax liabilities on a per country or regional basis. Disclosure on taxes paid may be found in our financial reporting on our website at ir.beigene.com.
Strategy, policies and practices		
GRI 2-22	Statement on sustainable development strategy	CEO letter, see page 1.
GRI 2-23	Policy commitments	ESG Strategy. See page 3.
GRI 2-24	Embedding policy commitments	Business Ethics. See page 65.
GRI 2-25	Processes to remediate negative impacts	BeiGene is required to carefully monitor the safety of its products from first use in humans through post-commercialization. The company acts upon any potential safety issues identified by patients or others through ethics committees or Institutional Review Boards. Patient Safety. See page 24.
GRI 2-26/ HKEX KPI B7.2	Mechanisms for seeking advice and raising concerns	Open Door Culture. See page 65.

	Description	Response
GRI 2-27	Compliance with laws and regulations	In 2021, BeiGene did not have any instance of non-compliance in which fines or non-monetary sanctions were incurred.
GRI 2-28	Membership associations	Stakeholder Engagement. See page 64.
Stakeholder engagement		
GRI 2-29	Approach to stakeholder engagement	Stakeholder Engagement. See page 64.
GRI 2-30	Collective bargaining agreements	BeiGene has not entered into any collective bargaining agreements in the U.S., APAC, Europe or Latin America, except that BeiGene is enrolled in the SESCON (trade union) and EAA (employee's union) in Brazil because of a local law obligation.

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