Change Is The Cure

2022 Environmental, Social, and Governance Report

BeiGene

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A Letter from the CEO

Change propels new ways of thinking, operating, and innovating. *Change Is the Cure*, BeiGene's ESG strategy, frames our approach for helping change the world for the better. It begins with our commitment to advancing global health by making innovative medicines more accessible to more people around the world.

In 2022, our oncology research team, one of the largest such teams in the world, brought three new molecules to the clinic, for a total of 16 since our founding in 2010. Currently, we have more than 60 preclinical programs, with the majority having first-in-class or best-in-class potential. Starting in 2024, we anticipate 10 or more new molecules entering the clinic each year. Since 2013, we have conducted more than 110 clinical trials in more than 45 countries, with plans for expansion into Latin America in 2023. Our commercial team has received approvals for BRUKINSA®, our cornerstone product, in more than 60 countries and regions, including our latest approvals for chronic lymphocytic leukemia (CLL) in the European Union (EU) in late 2022 and in the United States (U.S.) in early 2023. At the same time, we are expanding and diversifying our supply chain capacity to meet the growing demand for our therapies. In early 2022, we broke ground on a new U.S. manufacturing and clinical research and development (R&D) center at the Princeton West Innovation Campus in Hopewell, New Jersey. I continue to be amazed and humbled by my colleagues' determination and commitment to accelerating global access to our medicines.

Change Is the Cure also includes our commitments to our employees, the many other stakeholders we impact, and our planet. This past year, we joined the United Nations (UN) Global Compact and have aligned our efforts with the UN's Sustainable Development Goals (SDGs), a shared blueprint for peace and prosperity for people and the planet. In 2022, we focused on three SDGs, which we believe are critical for our company and the broader biotechnology sector to address in creating a more just and equitable world:

- **SDG #3. Good Health and Well-Being:** We know that access to oncology treatments in many parts of the world, particularly in low-income countries, is critically needed. To help close this health equity gap, BeiGene became a founding member of the Union for International Cancer Control (UICC)'s Access to Oncology Medicines (ATOM) Coalition, which focuses on improving access to innovative medicines in lower-income countries and supporting them in developing the capacity to provide proper treatment for patients. Additionally, hundreds of BeiGene colleagues have participated in walks, runs, bike rides, and other activities to support patient advocacy and oncology research organizations that are advancing research and providing critical services to patients and caregivers suffering from the devastating impacts of cancer.

- **SDG #5. Gender Equality:** We recognize that diverse voices bring innovative ideas and new energy to our endeavors. I'm proud to announce our new Diversity, Equity, Inclusion, and Belonging (DEI&B) strategy, which includes targets for reaching gender parity globally at the VP level and above and achieving a 50 percent improvement in workforce diversity in management levels in the U.S. by 2030. Beyond employee diversity, we are working to ensure that our approach to clinical trials and commercial access programs reflects the needs of diverse patient populations.

- **SDG #13. Climate Action:** Like cancer, the effects of climate change have no borders. In 2022, we completed our first holistic greenhouse gas (GHG) emissions inventory, including emissions from our own operations (Scope 1 and 2 emissions) and our value chain (Scope 3 emissions). We plan to set a Scopes 1 and 2 emissions goal by 2024. We are also working with our raw material suppliers to further evaluate our value chain's impact and look to set a Scope 3 emissions goal by 2025. Finally, we conducted a risk scenario analysis to better understand how climate change could impact our business and the communities where we operate, so we can take the appropriate steps to reduce the risk of any disruptions.

Our achievements are a credit to all our colleagues globally who work tirelessly on behalf of our patients. Together, we remain resolute in our commitment to make our vision—to transform the biotechnology industry, creating impactful medicines that will be affordable and accessible to far more cancer patients around the world—a reality.

Sincerely,

John V. Oyler
Co-Founder, Chairman, and CEO
April 2023

9,000+ employees

950+
oncology research colleagues

2,700+
global clinical development and medical affairs colleagues

3,500+
commercial colleagues

60+
preclinical programs, the majority with first-in-class or best-in-class potential

30+
Phase 3 or potentially registration-enabling trials

110+
clinical trials since 2013 in 45+ countries and regions with 18,000+ patients enrolled

~50
assets in clinical and commercialization stage

BRUKINSA APPROVED IN

60+
countries and regions, including the U.S., EU, and China

About BeiGene

BeiGene is a global biotechnology company that is discovering and developing innovative oncology treatments that are more accessible and affordable to cancer patients worldwide. With a broad portfolio, we are expediting the development of our diverse pipeline of novel therapeutics through our internal capabilities and collaborations. We are committed to significantly improving access to medicines for far more patients who need them. Our growing global team of more than 9,000 colleagues spans five continents, with 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 Science and Technology Innovation Board (STAR Market) of the Shanghai Stock Exchange (SSE: 688235). BeiGene is the first biotech company to be listed on three major exchanges.

About This Report

BeiGene annually reports on its ESG performance. This report covers BeiGene's performance in the fiscal year 2022 and aligns with BeiGene's financial reporting. The report, published on April 25, 2023, was developed with reference to the Global Reporting Initiative (GRI) Standards and was developed using principles of accuracy, balance, clarity, comparability, completeness, sustainability context, and timeliness. It also serves as BeiGene'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 2020 to 2022 unless otherwise noted. All data are as of December 31, 2022, except where noted. All monetary figures are in United States dollars (USD). This report was reviewed 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.

Our Approach

In 2021, BeiGene launched *Change Is the Cure*, our commitment to challenging the status quo and pushing to make the impossible possible for the betterment of our patients and society. Our ambition is to be a leading corporate citizen on behalf of all our stakeholders.

In this chapter, we share our:

- ESG Strategy and Goals
- Progress Update for 2022
- Material ESG Topics

ESG Strategy and Goals

Change Is the Cure outlines our five ESG focus areas and strategic priorities. Over the past year, we completed multiple strategic assessments in priority areas, including health equity, DEI&B, and climate change. As a result, we have committed to ambitious long-term goals in each of these areas. These goals are intentionally aligned with the UN SDGs, specifically three SDGs: 3. Good Health and Well-Being; 5. Gender Equality; and 13. Climate Action.

Alignment with UN Sustainable Development Goals

- 10 new molecules in clinic between 2022 and 2023
- 10 new molecules in clinic annually beginning in 2024

- Global gender parity at the VP level and above by 2030
- 50 percent improvement in workforce diversity (underrepresented groups) company-wide at management levels in the U.S. by 2030
- Continue to address the composition of the Board of Directors for gender and U.S. underrepresented groups by 2030

- Set a quantitative Scopes 1 and 2 emissions goal by 2024
- Set a quantitative Scope 3 emissions goal by 2025. To advance this goal, engage with two-thirds of our raw material supplier base (based on 2021 spend information)

Our Progress

BeiGene made substantial progress in 2022 across all five *Change Is the Cure* focus areas and set a number of new goals.

Focus Area	2022 Goals	2022 Progress	New Goals
Advancing Global Health	Continue to invest in medicines across multiple modalities with 10 new molecules in clinic between 2022-2023	☑ Complete. Entered three new molecules in clinic	◎ 10 new molecules in clinic annually beginning in 2024
	Continue to seek approvals for our medicines globally	☑ Complete. BRUKINSA approved in 19 new countries and regions in 2022	
	Define pricing principles and affordability strategy	☑ Complete. Published BeiGene's Position on Affordability	
Empowering Our People	Improve colleague engagement by three percent globally versus 2020 engagement scores	☑ Complete. Improved by 7%	◎ Maintain colleague engagement scores globally versus 2022 engagement scores with a stretch goal of +3% for the 2024 engagement survey ◎ Improve work-life balance survey scores by 3%, with a stretch goal of 5% in 2023 **By 2030:** ◎ Reach global gender parity at the VP level and above ◎ Achieve a 50% improvement in workforce diversity (underrepresented groups) company-wide at management levels in the U.S. ◎ Continue to address the composition of the Board of Directors for gender and U.S. underrepresented groups
	Roll out a global initiative to address work-life balance	☑ Complete. Rolling out a leadership-driven behavior change program to improve work-life balance	
	Develop a three-year global strategy to improve DEI&B across the company	☑ Complete. 2030 goals approved by Board of Directors	

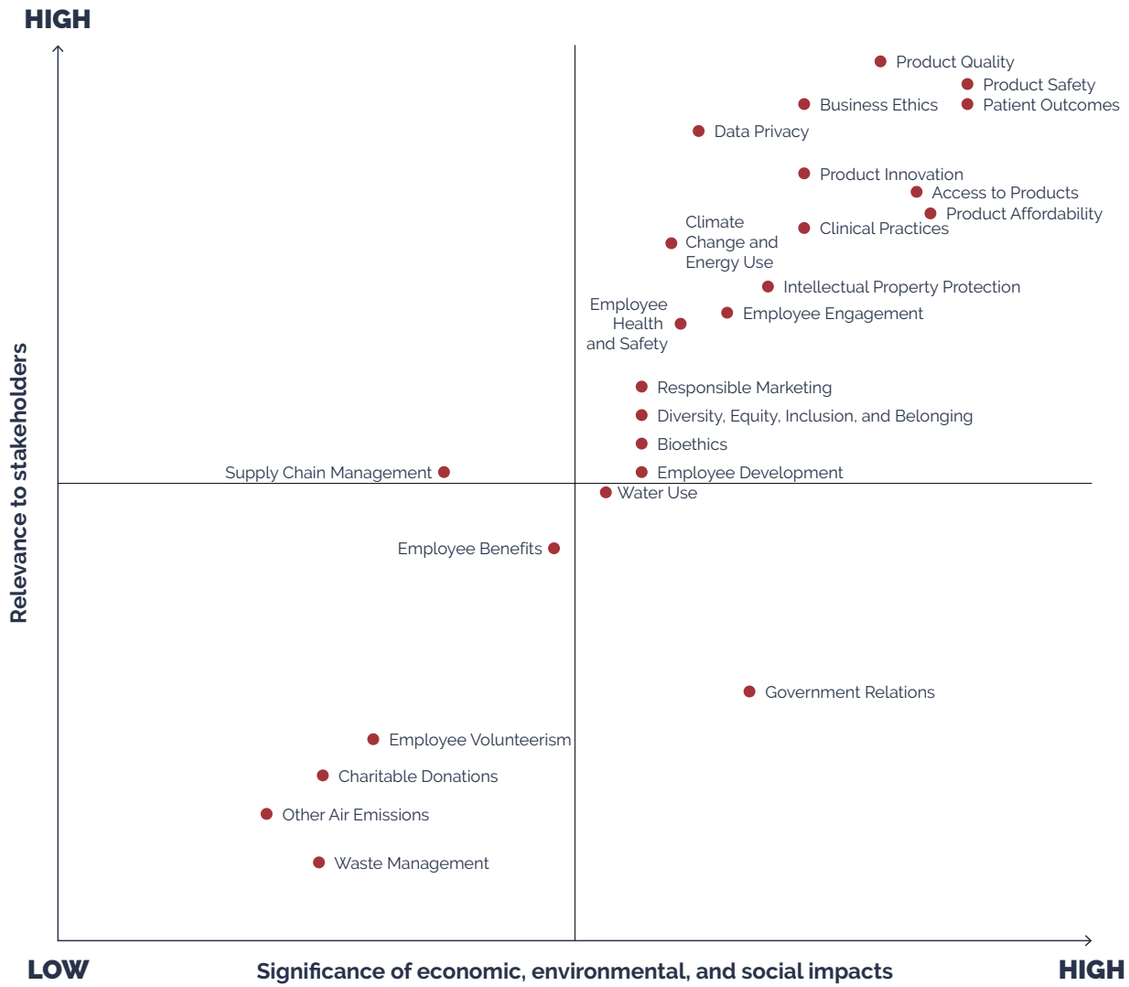
Focus Area	2022 Goals	2022 Progress	New Goals
	■ Achieve ISO 14001 certifications for our Suzhou and Guangzhou manufacturing facilities	☑ Complete. Certification for each facility received in November 2022	◎ Set a quantitative Scopes 1 and 2 emissions goal by 2024 ◎ Set a quantitative Scope 3 emissions goal by 2025. To advance this goal, engage with two-thirds of our raw material supplier base (based on 2021 spend information) ◎ Continued from 2022: Explore the creation of a product stewardship program (This goal is in progress as we continue to evaluate internal product stewardship efforts.)
	■ Expand GHG inventory to include Scope 3 emissions	☑ Complete. Inventory compiled	
	■ Conduct a climate risk scenario analysis and assessment aligned with the Task Force for Climate-Related Financial Disclosures (TCFD) recommendations	☑ Complete. TCFD-aligned climate risk scenario analysis and assessment completed	
	■ Set a global climate strategy	☑ Complete. Strategy developed	
	■ Develop a three-year patient engagement and advocacy strategy	☑ Complete. Strategy developed	◎ Spearhead multi-stakeholder solutions that empower patients and disrupt systemic access barriers by 2025 ◎ Engage employees in 10,000 hours of global volunteerism by 2023 ◎ Expand paid volunteer time-off policy globally in 2023
	■ Expand partnerships and collaborations with organizations around the world focused on health policy, equity, and patient needs	☑ Complete. Launched ***Talk About It: Cancer and Mental Health***	
	■ Launch colleague engagement and volunteer events in the U.S., Europe, and Australia	☑ Complete. Piloted a paid volunteer time-off policy in the U.S.; organized colleague engagement events in U.S., Europe, Australia, and China	
	■ Engage employees to support organizations focused on cancer awareness raising, patient support, and research	☑ Complete. Employees participated in numerous events to support patient organizations	
	■ Become a signatory of the UN Global Compact	☑ Complete. Joined in May 2022 ☑ Participating in the UN Global Compact's SDG Ambition Accelerator	◎ Continued from 2022: Implement a third-party supplier risk management program in 2023 (Manager hired in 2022 to oversee development and implementation)

Our Material Topics

BeiGene's ESG strategy is based upon our materiality assessment, which was conducted in 2021. To identify and 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 reinforced our commitment to bringing innovative medicines to more patients globally and demonstrated the high importance of this imperative to our stakeholders. Along with advancing global health, the assessment highlighted the importance of providing a work environment that promotes employee well-being and belonging; reducing our environmental impacts; supporting patient and local communities; and practicing good governance. These themes became the foundation for the five focus areas in *Change Is the Cure.*

BeiGene Materiality Assessment



Advancing Global Health

Our fundamental belief is that patients deserve access to high-quality, innovative, and impactful medicines regardless of their geographic location or socioeconomic status. From the discovery of life-changing therapies to our efforts around closing the health equity gap, we are dedicated to improving access to care around the world. We know that cancer has no borders. Neither do we.

In this chapter, we share our:

- Differentiated Approach for R&D
- Pursuing Broad Access to Our Medicines
- Patient Safety and Product Quality Systems
- Actions to Increase Transparency with Stakeholders

A Differentiated Approach

Our mission is to build a next-generation biotechnology company—one that expands the highest-quality therapies to more people around the world—with passion, persistence, and excellence. To do so, we have developed a differentiated approach:

- With one of the largest oncology research organizations in the industry, our world-class team is discovering and developing innovative medicines, the majority with first-in-class potential or best-in-class potential.
- Our extensive internal development team allows us to operate largely without the help of contract research organizations (CROs). Since 2019, we have enhanced and optimized our internal infrastructure to improve speed, cost, and quality. We are also expanding the reach of our clinical trials in order to accelerate access to our medicines in more countries around the world.
- Our science-based commercial teams are dedicated to bringing the best therapies to the greatest number of patients possible. Through collaborations with key stakeholders across diverse regulatory bodies and healthcare systems, our team is increasing access to care.
- Coupled with our approach to improving access, we are actively exploring ways to ingrain principles of health equity across BeiGene, including in the design of clinical trials, how we engage with patients, and supporting the communities in which we work.

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

Leading Research and Development Practices

Our ability to deliver innovative, life-saving therapies stems from our value of Bold Ingenuity. Since our founding in 2010, BeiGene has built a world-class clinical development and medical affairs organization, with more than 2,700 colleagues, committed to discovering and developing new therapies with diverse and novel mechanisms of action. Our oncology research team, with more than 950 scientists, is one of the largest in the industry and has accelerated the rate at which we are delivering innovative medicines to the areas with the highest unmet patient needs. In 2022, we continued to expand our R&D and medical affairs organization to add expertise in developing new modalities and technologies across BeiGene's portfolio. Our approach pairs our global scale with local expertise where we can apply relevant insights across borders while tailoring our programs to the requirements of local geographies.

60+
preclinical programs, the majority with first-in-class or best-in-class potential

~50
assets in commercialization and clinical phase

30+
Phase 3 or potentially registration-enabling trials

110+
clinical trials since 2013 in 45+ countries and regions with 18,000+ patients enrolled

16
internally discovered molecules to clinic since our founding in 2010

60+
countries and regions where BRUKINSA is approved, including the U.S., EU, and China

Cutting-Edge Research

The size and scale of our research team allow us to aggressively pursue new modalities to create pioneering therapies and novel combinations in areas of greatest need. New methods and technologies are helping to extend our reach into potentially large indications and diversify our innovation platforms. Our pursuits include:

- Employing translational innovation, bringing together cross-disciplinary teams to advance novel therapies toward our goal of drugging the undruggable
- Leveraging technologies like chimeric degradation activating compounds (CDAC), bispecific and trispecific antibodies (BsAb/TsAb), antibody-drug conjugates (ADC), cell therapy, and messenger ribonucleic acid (mRNA) therapy
- Applying learnings from oncology to explore other therapeutic areas such as immunology and inflammation

As a result, we have entered three new molecules into the clinic in 2022. Our goal is to enter a total of 10 new molecules into the clinic between 2022 and 2023. Starting in 2024, we anticipate 10 or more new molecules entering the clinic each year.

CASE STUDY

Leveraging Innovative Technology Through Strategic Partnerships

In July 2022, BeiGene entered a worldwide strategic research partnership with InnoRNA to leverage its innovative technology platform for developing mRNA-based therapeutics. InnoRNA is a platform-based biotechnology company focused on developing innovative mRNA and Lipid Nanoparticle (LNP) technologies to produce therapeutic proteins rapidly and accurately in cells. Its proprietary Diversity-Oriented LNP platform delivers mRNA safely and effectively into the cell of interest. This collaboration advances and supports BeiGene's research efforts in the important field of mRNA therapies while securing critical delivery tools for the company. By combining InnoRNA's platform and BeiGene's scientific expertise, BeiGene is well-positioned to develop mRNA therapies that will provide more targeted treatments for patients.

2022 Goals

☑ Continue to invest in medicines across multiple modalities with 10 new molecules in clinic between 2022-23

New Goals

◎ Starting in 2024, advance 10 or more new molecules in the clinic each year

Innovations from Our Pipeline

Our deep portfolio is currently built around two foundational assets, BRUKINSA (zanubrutinib) and tislelizumab, developed as a centerpiece and building block for multiple potential combinations. Beyond these medicines, we have around 50 molecules in clinical development and the commercialization phase that leverage a wide array of modalities across multiple indications.

Brukinsa® zanubrutinib 80 mg capsules	• BTK[1] inhibitor, approved in more than 60 countries and regions, including the U.S., EU, and China, and being developed globally • Unique pharmacologic properties designed to maximize BTK occupancy and minimize off-target binding compared to other BTK inhibitors • Indications: CLL; mantle cell lymphoma (MCL); small lymphocytic lymphoma (SLL); Waldenstrom macroglobulinemia (WM); marginal zone lymphoma (MZL) • Indications in development: lupus nephritis (LN); follicular lymphoma (FL); diffuse large B-cell lymphoma (DLBCL)
Tislelizumab	• Anti-PD-1[2] monoclonal antibody, 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 cancer; microsatellite instability-high (MSI-High) cancer
PARTUVIX™ (PARP)	• 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 and gastric
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; hepatocellular carcinoma (HCC); small cell lung cancer (SCLC); DLBCL
BGB-11417 (BCL-2)	• BCL-2[5] inhibitor with potential best-in-class properties • A key molecule in hematology portfolio, highly potent and highly selective • Indications: MCL; CLL, SLL; multiple myeloma; acute myeloid leukemia (AML); myelodysplastic syndrome (MDS)
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; melanoma; renal cell cancer (RCC); urothelial carcinoma (UC)
BGB-15025 (HPK1)	• Potential first-in-class investigational HPK1[6] inhibitor • Positioned to combine with tislelizumab in PD-1 sensitive tumors • Indications: advanced solid tumors
BGB-11673 (BTK-CDAC)	• An investigational BTK CDAC molecule • Indications: B-cell malignancies
BGB-B167 (CEA-4-1BB)	• Investigational CEA-4-1BB bispecific antibody • Indications: advanced solid tumors
BGB-24174 (SMAC mimetic)	• Investigational SMAC mimetic • Indications: advanced solid tumors
BGB-A425 (TIM-3)	• Investigational TIM-3 inhibitor • Indications: advanced solid tumors
BGB-10188 (PI3K)	• Investigational PI3K inhibitor • Indications: B-cell lymphoid malignancies and solid tumors
BGB-23339 (TYK2)	• An investigational TYK2 inhibitor • Indications: inflammation and immunology

[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] B-cell lymphoma [6] Hematopoietic progenitor kinase 1

Accelerating Access Through Clinical Development

Once a promising molecule is discovered, we strive to move it quickly into our clinical development process. Our Global Policy Position on Clinical Research, published in 2022, details our commitment to robust and inclusive clinical development practices. It guides our approach to clinical research, diversity in clinical trials, and clinical trial integrity. Moreover, our unique clinical development organization, which transitioned to be largely CRO-free in 2019, allows us to accelerate access to our medicines for patients around the world.

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. Conventional clinical trials account for more than 75 percent of the cost and the vast majority of the time required to bring most oncology medicines to a patient. 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:

- Recruiting patients in countries with large patient pools, which enables us to complete patient enrollment more quickly
- Enrolling patients in countries and regions with lower costs per patient
- Continuously internalizing and improving processes, allowing us to become more efficient

BeiGene's development team sets the standard for multi-country, global clinical trials to ensure our pivotal studies can be used in regulatory filings across markets. Our global trials also include many trial sites outside of major health centers, where we are helping to build clinical expertise in these new countries, such as Poland, Brazil, and Thailand. This approach to conducting clinical trials outside of major health centers allows us to reach under-served patients and allows patients in these regions to get earlier access to investigational therapies. Expanding enrollment outside major clinical centers can also expedite patient enrollment, thereby reducing time to market.

We believe clinical trial transparency and sharing of our clinical trial data support biomedical innovation, increases broader awareness of clinical research, and fosters public trust in our products and treatments. BeiGene has committed to the Biotechnology Innovation Organization (BIO) Principles on Clinical Trial Data Sharing and the responsible sharing of our clinical trial data to help advance such research. To this end, BeiGene registers Phase 1 to 4 interventional trials and discloses the results for completed studies on publicly accessible websites in compliance with regulatory timelines and policy expectations. These include the U.S. ClinicalTrials.gov, the Chinese Clinical Trial Registry, the EU Clinical Trials Register, the EU Clinical Trials Information System, the International Standard Randomized Controlled Registry, the Japanese Registry of Clinical Trials, the Australian New Zealand Clinical Trials Registry, the Thai Clinical Trials Registry, and others.

CASE STUDY

BRUKINSA ALPINE Clinical Trial Demonstrates Superiority in Progression-Free Survival over Ibrutinib

CLL is one of the most common types of leukemia[7], accounting for about one-quarter of new cases of leukemia. The condition is characterized by consecutive relapses, with response to therapy ultimately determining clinical benefit, including survival.

In 2018, BeiGene initiated ALPINE, a global Phase 3 trial comparing BRUKINSA with IMBRUVICA® (ibrutinib) in patients with relapsed/refractory (R/R) CLL or SLL.

In the trial's final progression-free survival (PFS) analysis, both the Independent Review Committee and investigators found BRUKINSA has achieved superiority over ibrutinib in CLL for progression-free survival. The ALPINE data also showed superior efficacy and consistent benefit across patient subgroups, along with a favorable cardiovascular safety profile. The results provide compelling evidence for BRUKINSA as a practice-changing BTK inhibitor for patients with CLL.

[7]Yao Y, Lin X, Li F, Jin J, Wang H. The global burden and attributable risk factors of chronic lymphocytic leukemia in 204 countries and territories from 1990 to 2019: analysis based on the global burden of disease study 2019. Biomed Eng. Online. 2022 Jan 11;21(1):4. Doi: 10.1186/s12938-021-00973-6. PMID: 35016695; PMCID: PMC8753864.

BEIGENE HAS CONDUCTED

110+ CLINICAL TRIALS

involving more than **18,000 patients in 45+ countries and regions** since 2013.

Diversity in Clinical Trials

We recognize that enrolling diverse candidates in clinical trials plays an important role in advancing health equity. Individual patients may have different reactions to the same treatment based on factors such as age, gender, weight, race, or ethnicity. We believe that clinical trials should reflect the diversity of our target patient populations and that enrollment of diverse groups will improve the quality of the data we use to demonstrate that our treatments are safe and effective.

To this end, we developed a global, cross-functional working group that is helping to optimize global clinical development planning, country selection, and trial diversity. Specifically, the team is charged with acquiring and analyzing patient data to support the writing of inclusive protocols and clinical development plans (CDP), identify the optimal placement of trials, remain cost-effective, and support race and ethnicity plans that meet regulatory requirements.

The team is also seeking out more diverse markets in which to conduct clinical trials. In 2022, BeiGene expanded into the Brazilian market, a market with a wide variety of ethnicities, races, and people from different socioeconomic backgrounds. These trials will allow us to enroll a diverse patient population, so we can understand the efficacy of our medicines in different demographic groups. Data from Brazil could be used to demonstrate the efficacy of our medicines in other countries where the demographics are similar. In 2022, BeiGene had six active studies in Brazil.

Where possible, we are working to include patients from under-served communities in our studies. For example, in the U.S., BeiGene is establishing relationships with key oncology research centers. These centers are not only leading scientific organizations but often have relationships with other centers in under-served communities. BeiGene is also developing and expanding partnerships with patient advocacy organizations, like the CLL Society, to ensure that all CLL patients have equitable access to knowledge and treatment options regardless of race, geography, and socioeconomic factors.

"Born in Syria and then raised in the U.S., I have seen first-hand the difficulties friends and family members living overseas have in accessing innovative medicines that are readily available in other parts of the world. I joined BeiGene because it is working to provide medicines to everyone, regardless of where they live. BRUKINSA, for example, was just registered in Oman—that is remarkable for a company of our size. My job is to accelerate this work in the Americas, expanding access to medicines throughout Latin America as well as to more communities across the U.S. and Canada."

Alaeddin Homsi
Executive Director, Head of Americas, Global Clinical Operations

Pursuing Broad Access to Our Medicines

Our approach to market access and commercialization is guided by our value of putting Patients First. Our patients deserve access to high-quality, innovative, and impactful medicines regardless of their geographic location or socioeconomic status. While other companies prioritize expanding commercial access in established markets, we aspire to disrupt this paradigm and reach more patients around the world by expanding more broadly and rapidly. In 2022, we developed position papers detailing our approach for increasing access to medicines and improving affordability.

We leverage several methods to deliver our medicines to more patients globally, including:

- Expanding access in both developing and developed markets through expansion of our commercial presence
- Pricing our medicines at levels that secure access for patients—we don't let pricing alone guide our approach to market expansion
- Where permissible, offering assistance, including low- or no-cost medicines, to eligible patients in certain markets where patients cannot afford them
- Working with organizations to further health equity considerations in our systems and processes

Expanding Our Commercial Presence

Cancer affects patients in every corner of the world. 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 countries. 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 simultaneously, including both developed and developing markets, early in the commercialization process. Our aim is to go to where our patients are, regardless of geography.

In 2022, we grew our commercial team to more than 3,500 members in North America, the EU, China, Japan, Southeast Asia, Australia, and New Zealand. With this expansion, we now serve nine of the 10 largest pharmaceutical markets. Even within these established markets, we are working on expanding access to locations outside of major health centers in order to bring our medicines to more patients in these geographies, such as in rural areas of China. Simultaneously, we are expanding to developing regions around the world.

CASE STUDY

Expanding Access for Patients in Rural China

With an estimated 4.8 million new cancer cases in China in 2022,[8] China has an acute need for innovative oncology medicines. Furthermore, the mortality rate of cancer in rural China is greater than the mortality rate in cities.

To help address this critical need, BeiGene established a team of more than 700 employees to help expand access to rural communities. In 2022, BeiGene expanded access in greater than 10,000 towns and villages, which benefited more than 187,000 patients.

Additionally, to help expand access in rural areas, BeiGene supported hospitals' creation of virtual consultation platforms that would help reach more patients in rural communities who have previously not had access to state-of-the-art cancer medicines and therapies.

[8] Xia C, Dong X, Li H, Cao M, Sun D, He S, Yang F, Yan X, Zhang S, Li N, Chen W. Cancer statistics in China and United States, 2022: profiles, trends, and determinants. Chin Med J 2022; 135:584–590. doi: 10.1097/CM9.0000000000002108

Our approach to rapid global expansion is represented through the commercialization of BRUKINSA, a differentiated BTK inhibitor, and BeiGene's first internally developed medicine. BRUKINSA has received approvals covering single or several indications in more than 60 countries, regions, and territories, including our latest approvals for CLL in the EU in late 2022 and in the U.S. in early 2023.

As of the end of 2022, new geographies for BRUKINSA included expansions in the Middle East with the addition of Kuwait, Qatar, Oman, and Bahrain. In Latin America, expansions included the addition of Guatemala, Honduras, El Salvador, Uruguay, Paraguay, Argentina, and Brazil. We also have more than 45 marketing authorization applications in multiple indications under review around the world.

As we build our internal capabilities in certain geographies, we rely on in-country affiliates that have localized expertise to expand our reach in those markets. In 2022, we utilized affiliates in Brazil, Israel, United Arab Emirates, Argentina, and South Africa.

BRUKINSA: Now Approved in Over 60 Markets

Our Global Approach to Affordability

At BeiGene, we aim to ensure that price will not be a barrier to access and strive to work closely with health systems globally to sustainably provide access to patients in need. Our approach recognizes and considers the differing levels of income and the economic hurdles faced by patients and healthcare systems in the varied regions and countries where we operate.

When determining the price of our medicines in a particular country, we consider the health system's financial resources and the value that our therapies bring to a broad range of stakeholders (patients, payers, and society). Our end goal is to minimize the impact on the cost of care while delivering high-value medicines. We often enter markets seeking prices comparable to our competitors, even when our medicines are demonstrably safer and more effective, as a means of keeping costs affordable while accelerating access. In 2022, we worked to expedite access in the following geographies:

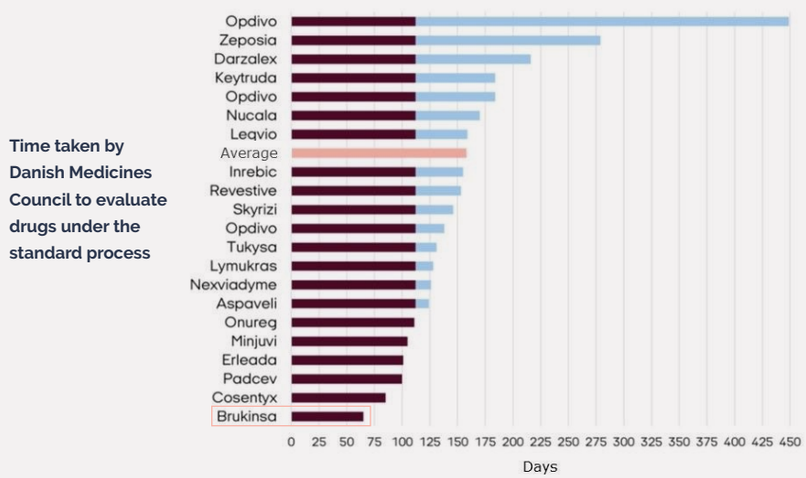
- **China:** BeiGene actively seeks the inclusion of our medicines in China's National Reimbursement Drug List (NRDL), which allows more patients in China to access high-quality medicines at affordable prices. In early January 2023, the NRDL was updated to include four new indications for our internally discovered PD-1 inhibitor tislelizumab, as well as KYPROLIS® (carfilzomib) and XGEVA® (denosumab), which are in-licensed from Amgen. Newly included indications are:
  - Tislelizumab: non-squamous non-small cell lung cancer (NSCLC), anaplastic mesenchymal lymphoma kinase (ALK), MSI-high cancer, and esophageal squamous cell carcinoma.
  - KYPROLIS: R/R multiple myeloma
  - XGEVA: giant cell tumor of the bone (GCTB)
- **Canada:** BRUKINSA is available on most private formularies for WM, MCL, and MZL. Patients that can't access BRUKINSA through private or public formularies can access it through myBeiGene's patient support program as a bridge to reimbursement so patients can receive treatment as needed.
- **United States:** With extensive payer coverage for WM, MCL, MZL, and CLL, BRUKINSA has been well recognized for being the lowest-cost BTK inhibitor in its class.
- **Europe:** In Europe, we take a collaborative and flexible approach to pricing and reimbursement, acknowledging that every country is different. This philosophy has resulted in rapid patient access, often faster than industry averages, in the following countries: Germany, Austria, Belgium, U.K., Ireland, Spain, Italy, Netherlands, Switzerland, Denmark, Norway, and Iceland.
- **Australia:** The Australian government currently reimburses BRUKINSA for both WM and MCL patients. In doing so, the federal government has recognized BRUKINSA's cost-effectiveness in both indications.
- **New Markets:** BRUKINSA has been approved in 24 countries across Latin America, the Middle East, and Central-Eastern Europe through the co-creation of novel access strategies and solutions to achieve fast and broad access for patients in need.

CASE STUDY

Expediting Access to BRUKINSA in Denmark

In January 2021, the Danish Medicines Council conducted a cost-effectiveness evaluation for new medicines or indications to better understand the length of time it takes for a medicine to receive reimbursement. The study found that the average time between submittal and approval was 158 days. BRUKINSA's approval took only 65 days, the shortest amount of time for any medicine in the study. We believe that BeiGene's focus on expediting access, versus maximizing price, allowed for this accelerated approval. We did not seek a premium price, despite superior performance. In doing so, we demonstrated high value for a reasonable cost and were able to quickly gain approval.

New cost-effective evaluation process making an impact in Denmark



Source: Danish Association of the Pharmaceutical Industry (Lif)

Patient Access Programs

In cases where our medicines are not available through clinical trials or commercial channels, or are unaffordable to patients, we seek to provide assistance through our patient 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 or reimbursement process of medicines. These programs are designed to ensure ethical and controlled avenues for access, compliant with local regulations, for patients with life-threatening diseases that have no other treatment options available.

- **Pre-approval programs:** Regulators allow pre-approval access of medicines for distribution to defined patient populations where BeiGene has already submitted to the local regulatory authority. This approach speeds access to medicines in a wide variety of markets. BeiGene has offered managed access programs for specific cohorts of BRUKINSA patients in France, Italy, South Korea, and Australia months before reimbursements were finalized. In 2022, BeiGene also continued pre-approval access programs for BRUKINSA in Israel, the Middle East, and North Africa markets.

- **Compassionate use:** Where pre-registration programs are not available, BeiGene offers global compassionate use programs to provide investigational medicines that are not accessible through clinical trials, and no other treatment options exist. In all cases, investigational medicines are provided in compliance with the regulations of the appropriate local health authority. BeiGene is currently providing three medicines through our global compassionate use program, which reaches approximately 70 countries.

- **Post-Clinical Trial Supply:** For cases where clinical development has been discontinued, and there is a time lag between a patient completing a trial and product approval or product distribution, BeiGene endeavors to provide post-trial access to BeiGene therapies, at no cost, for patients who participate in a confirmatory, BeiGene-sponsored study. We provide access until, at a minimum, the therapy receives local regulatory approval and is widely available to patients. In 2022, this option was available for two medicines in four countries.

- **myBeiGene:** myBeiGene provides eligible patients in the U.S. and Canada with reimbursement and coverage support, copay assistance, and free medicine 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 to advocacy groups and additional resources and services such as counseling and support groups.

Closing the Health Equity Gap

Consistent with our mission of providing greater access, we are exploring the development of an enterprise-wide working group to embed health equity considerations into critical business strategies. This working group, which will be supported by our DEI&B team, will work with key internal stakeholders to incorporate health equity considerations into how we design clinical trials, select trial sites, engage with patients, and support our employees and the communities in which we work.

"The right to health is a fundamental human right, but there are many places in the world where healthcare infrastructure and staffing resources are inadequate or even non-existent. This is especially true for oncology patient care.

In 2022, BeiGene became a founding member of the UICC ATOM coalition, which seeks to increase access to essential cancer medicines in low- and lower-middle-income countries (LLMICs). By joining with others, we will amplify our impact as we work collectively to close the global health equity gap."

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

MORE THAN

400 PATIENTS

across 25 countries have received treatment, free of charge, from BeiGene through its managed access programs.

Patient Safety and Product Quality Systems

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 R&D efforts receive training annually on our standard operating procedures (SOPs) 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), and 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.

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.

Animal Welfare

We 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.

In 2022, we made several steps to further our commitment to the ethical treatment of animals:

- Developed an Animal Welfare Statement which underscores our commitment to ensuring the ethical treatment of animals in all parts of the business
- Applied for accreditation with the Association for Assessment and Accreditation of Laboratory Animal Care International (AAALAC International)
- Developed a Harm-Benefit Analysis system implemented for all animal studies and comprehensive Animal Welfare Management Guidelines and SOPs to minimize the suffering and distress of animals during research activities

Clinical Trials Excellence

BeiGene is unique in that we conduct the 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 including individuals from clinical development, clinical operations, clinical pharmacology, and regulatory, among others—are responsible for the CDPs for each product candidate. Each plan includes an assessment to identify potential risks to patients and plans to mitigate those issues. We assess the overall benefits and risks 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.

Every CDP includes strict guidelines for protecting patient safety and privacy in accordance with our internal policies and standards and in 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 benefits and risks. 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.

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 life cycle, from their first use in humans through prescribed post-commercialization use. GPS, headed by our Chief Safety Officer, comprises a global team of over 115 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 life cycle, GPS characterizes and documents the safety of our medicines in alignment with the standards set out by the ICH, the European Medicines Agency's guidance documents on Good Pharmacovigilance Practices, local regulatory requirements, and BeiGene standards. Using data-driven approaches, the safety organization utilizes available data sources, epidemiological techniques, and knowledge about product class effects to differentiate BeiGene products. Documentation includes information characterizing the benefits and known risks of our products in public labeling documents as well as key safety insights to support regulatory filings used in determining product approval.

BeiGene quickly acts on any report of a suspected adverse event or product complaint received from clinical trial sources or spontaneously reported from marketed use. GPS' Global SOP for Adverse Events, Adverse Drug Reactions, and Product Complaint Reporting is a mandatory, annual training for all BeiGene employees. This SOP describes the process of reporting adverse events, adverse drug reactions, special situations, and product complaints for all BeiGene-marketed products by BeiGene

"Our duty to ensure the well-being of our patients is paramount, and we dedicate significant time to assessing our medicines' evolving benefit and risk profiles. When I assumed the position of Chief Safety Officer in 2022, I was also appointed the Chair of BeiGene's highest safety governance committee, the Company Safety Committee (CSC). The CSC showcases the power of working cross-functionally and across geographies in the service of patients globally. Through CSC discussions, we draw on the expertise of our clinical, regulatory, biostatistics, and other relevant functions, along with GPS, to make informed decisions about the continued safe use of our medicines, subsequent risk actions, and communications globally. With the shared purpose of enabling access to safe and innovative medicines, BeiGene's CSC enables us to always put Patients First."

Han Ma, M.D., Ph.D.
Senior Vice President, Chief Safety Officer and CSC Chair

representatives. GPS also maintains internally developed educational seminars that are available on-demand by the enterprise. These seminars, taught by pharmacovigilance experts, bridge the regulatory environment within which we operate with best practices to bolster key pharmacovigilance practices across our value chain.

To facilitate reporting of any adverse events, BeiGene maintains various channels, including a dedicated email address and live call centers in Europe, U.S., Canada, and Asia Pacific (APAC) through which adverse events may be reported directly in local languages. GPS also maintains an emergency response plan to ensure the maintenance of routine functions and activities of GPS, including staffing plans and IT system redundancies, in case of local or global disruptions.

Quality Assurance

Our commitment to quality extends across our business, from R&D 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 for 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.

Quality Management Systems

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), Good Manufacturing Practices (GMP), Good Distribution Practices (GDP), Electronic Records and Electronic Signature Guidance (U.S. FDA Part 11, EU ANNEX 11), and 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 Quarterly Management Reviews of the performance of our Quality System and implement enhancements as needed to maintain an effective quality system, including training, additional resources, modifications of roles and responsibilities, and/or procedural changes.

We also leverage a formal monitoring system, Change Control, which utilizes advanced business intelligence to provide real-time updates on quality metrics, allowing us to easily review data on a site-by-site level to identify strengths and areas for improvement. By using Change Control, we can provide documented evidence that a change was assessed by all relevant stakeholders and appropriate actions were taken to ensure compliance with applicable standards and regulations.

In addition to the Change Control monitoring systems, we instituted a Change Control Review Board, which consists of representatives from Regulatory Affairs, Quality Assurance, and Manufacturing, who are responsible for the management and oversight of Change Control.

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, follows our global standard product recall procedure to determine the extent of such a recovery or recall and appropriate mitigations. Additionally, in-depth root cause analysis and preventive or corrective actions are implemented to ensure that the quality issue will not reoccur.

Protecting Against Counterfeit and Illicit Medicines

BeiGene is committed to combating counterfeit medicines that could jeopardize patient safety. We 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.

We also maintain a Global Brand Protection Working Group, which is guided by its mission to protect BeiGene's patients from pharmaceutical counterfeiting, diversion, and theft by detecting incidents, defending our supply chain, and educating both internal and external stakeholders. Since its launch in 2021, the team has established its mission, organizational structure, an executive steering committee, and cross-functional working groups focused on tactical programs, including anti-counterfeit packaging improvements, cargo and warehouse security standards, and internal educational projects to spread awareness regarding the related dangers to patients.

"Unfortunately, society has some bad actors who try to divert our medicines or sell counterfeit products. When I joined BeiGene in 2020, I had the opportunity to develop a strategy to ensure patients receive authentic BeiGene medicines.

We have since built a global team focused on implementing measures to protect patients. Key initiatives include training pertinent company stakeholders on the methodologies for identifying suspected counterfeit medicines, introducing more advanced anti-counterfeit packaging, and leveraging new supply chain technology to improve authentication capabilities. We know that these threats will continue to evolve, but we will keep innovating to protect our patients and the company."

Mike Keenan
Director, Global Brand Protection

Transparency in Interactions 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. This 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.

Political 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 2022, BeiGene did not make any corporate political donations.

Sharing Research Data

BeiGene voluntarily shares data on completed studies responsibly and provides qualified scientific and medical researchers access to data and supporting clinical trial documentation for clinical trials in dossiers for medicines and indications after submission and approval in applicable regions（generally in the U.S., Europe, and China）. Clinical trials supporting subsequent local approvals, new indications, or combination products are eligible for sharing once corresponding regulatory approvals are achieved.

Empowering Our People

Our culture begins with our values: Bold Ingenuity, Collaborative Spirit, Driving Excellence, and, most importantly, Patients First. Our mission and values have allowed us to attract an extremely talented workforce that is helping us transform the biotechnology sector. As a global entity with many remote workers, we have been able to build a diverse team of top medical and business professionals, regardless of their location. Our global operating model fosters a culture of mutual respect, understanding, and belonging as our colleagues from various backgrounds and geographies work together towards a common goal. In 2022, BeiGene's employee base grew almost 14 percent, with just over 1,250 new colleagues joining our global team this year alone. We now have over 9,000 colleagues across five continents.

In this chapter, we share our:

- Colleague Engagement and Well-Being
- Career Development
- Health and Safety
- A Culture of Belonging

Colleague Engagement and Well-Being

We want our colleagues to feel inspired by their work and empowered to positively impact the lives of our patients. We strive to cultivate a vibrant workplace culture that builds on our collective energy and enthusiasm. Our colleagues' personal well-being is important to us, and we value their opinions and goals. 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 cultivate a community and culture where our colleagues can find balance both professionally and personally.

Colleague Engagement

At BeiGene, we pride ourselves on building a culture that fosters open communication between employees at all levels. We actively encourage our colleagues to share their points of view and experiences in meetings and other workplace forums. We also maintain an open-door policy, allowing colleagues to seek support and counsel from their managers and other leaders across the organization.

In 2022, we conducted a global engagement survey to listen to and gather our employees' opinions on the state of the company. We had a 90 percent overall employee participation rate, a seven percent increase from our last global engagement survey in 2020. In addition, overall engagement increased from 79 percent to 84 percent, up five percent from 2020, and nine percent above the benchmark for global companies in the biotechnology and medical devices sector that took the same survey in 2022. Moreover, the survey found:

- 94% agree that the work allows us to create more affordable and accessible medicines for patients around the world
- 90% of colleagues are proud to work for BeiGene
- 87% would happily recommend BeiGene to their friends and family

Additionally, 90 percent agree that BeiGene's commitment to social responsibility is genuine. Likewise, 85 percent agree that people from all backgrounds have equal opportunities to succeed at BeiGene, demonstrating that our efforts in ESG and DEI&B are positively viewed by employees. Our high levels of engagement allowed us to maintain our relatively low voluntary turnover rate of 18.3 percent.

Global Engagement Survey Highlights

90%
participation rate (7% increase)

84%
engagement (5% increase)

94%
agree that the work allows us to create more affordable and accessible medicines for patients around the world

90%
of colleagues are proud to work for BeiGene

Based on the survey results, one area where we continued to have lower scores was in work-life balance. Leadership is cognizant of the pressures felt by employees to maximize productivity and has begun working to put in place measures, which are discussed later in this chapter, to alleviate some of these stressors.

In 2023, we plan to continue conducting pulse surveys and short questionnaires that will allow us to gauge colleague sentiment on a wide

array of topics. By collecting real-time feedback, we can be nimbler in our efforts to respond to employee needs quickly. We also plan to conduct another global engagement survey in 2024. Our goal for our 2024 survey is to maintain our engagement score of 84 percent, with a stretch goal of improving survey engagement by three percent. We will run the engagement survey every other year after 2024.

2022 Goals

- ☑ Improve colleague engagement by 3% globally versus 2020 engagement scores

New Goals

- ◎ Maintain colleague engagement scores globally versus 2022 engagement scores with a stretch goal of +3% for the 2024 engagement survey

Employee Benefits

We seek to support our colleagues and compensate their hard work with competitive compensation and other benefits that support their overall well-being. As we grow, we will continue evaluating our offerings to ensure there is equity across regions and we are meeting our colleagues' needs while also remaining competitive by industry standards.

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.

Annually, all employees receive a performance review to reflect on their contributions and achievements and receive corresponding performance incentives. Beyond these performance reviews, we also offer additional incentives for high-performing, high-potential employees. 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, the CEO has the ability to grant an equity award to high-performing, high-potential talent.

In 2022, our median employee compensation was $78,019, 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 2022 was approximately 231:1, as determined in accordance with the rules of the U.S. Securities and Exchange Commission (SEC).

Family Day in Shanghai

From March to May 2022 as a result of COVID-19, 96 research scientists and supporting function personnel volunteered to move into the lab facilities in Shanghai to continue to advance their research and in process tests. Their willingness to prioritize their research speaks to their belief in the company's mission to find medicines for life-threatening diseases. During this time, BeiGene supported the members of the group with an additional hardship allowance, as well as provided fitness equipment, entertainment activities, and mental health training to support employee well-being. BeiGene also delivered groceries and health supplies to support these colleagues' families while they were away.

In September 2022, our colleagues' families were invited to visit Shanghai's R&D facilities as a part of Family Day. Children received lab coats and were shown the labs where their parents lived and worked during those months away. It was a day of celebration for the close-knit community that developed during that exceptional time in support of cancer research and appreciation for both our colleagues and their families' contributions to BeiGene's mission.

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.

In 2021, BeiGene instituted annual internal pay equity reviews. BeiGene is proud that our 2022 analysis revealed no systemic pay equity issues. With a dynamic business and rapidly growing workforce, we will continue to review our processes annually going forward to ensure that all employees are paid fairly and equitably.

We also regularly assess benefits across our full employee population to ensure that we are competitive with market norms. For example, we increased 401(k) matching in the U.S. to be more aligned with the industry. We also review our benefits offerings to ensure we are supporting colleagues in all life cycle stages, from those with young families to those requiring elder care for aging parents. Additionally, we review our benefits to ensure that they are inclusive and support the needs of minority groups, such as the LGBTQ+ community, colleagues with disabilities, and others.

In 2022, BeiGene quickly reacted to the overturning of Roe v. Wade in the U.S., adding reproductive services to our existing benefits for those needing medical care out of state. This benefit already covered a range of care categories, including cancer, bariatric surgery, orthopedic surgery, transplant services, cardiac services, among others. In addition, BeiGene expanded our benefits to include additional healthcare services for our transgender colleagues. Finally, we worked to bolster our global mental health services to support our colleagues, many of whom continued to feel the effects of the COVID-19 pandemic.

Work-Life Balance

As a global company, colleagues are often collaborating with co-workers across multiple time zones. Additionally, the urgency of the work can result in long hours, leading to challenges in finding a balance between work and personal life. In response to BeiGene's Global Employee Engagement Survey results regarding work-life balance, BeiGene has pledged to make work-life balance a priority.

BeiGene is committed to finding balance for our colleagues in ways that work for them, given their unique circumstances and the varying demands of their roles. In 2022, we established a leader-led initiative to improve work-life balance for all. Leaders have been given resources to engage their teams in order to set expectations around meetings, work hours, time off, and deadline etiquette. We have also created a work-life balance global task force with cross-functional, cross-regional, and multi-level members to discuss additional global initiatives throughout 2023. Additionally, we will continue to offer: company-wide quiet weeks, when no meetings are scheduled and out-of-team contact is limited, allowing colleagues time to catch up, step back, and plan; Focus Fridays, when meetings and calls are reduced in an employee's local time to free up work time; and quiet hours during local time to fully disconnect and make time off meaningful.

2022 Goals

- ☑ Roll out global initiative to address work-life balance

New Goals

- ◎ Improve work-life balance survey scores by 3%, with a stretch goal of 5% in 2023

Career Development

BeiGene values the individual growth and career development of all our colleagues. As a company, we encourage our employees to seek and participate in opportunities to further their career, develop valuable skills, and grow in the direction most beneficial to their career path.

18%
of available positions filled through internal promotions or lateral moves, compared to just 4% in 2021

Development Planning

BeiGene encourages all employees to set professional development goals and work with their managers to craft personal development plans to reach those goals, including on-the-job and formal training opportunities. In 2021, we piloted an individual development planning program (IDP) through an online platform in Asia, which was expanded in 2022. In 2023, we will encourage all colleagues to use this platform.

To help us prepare for leadership transitions, we created a global succession plan in 2022. Members of our leadership team have received succession planning training and are working with select talent to formalize IDP plans focused on preparing future leaders to be ready to step into new roles. Likewise, the company is prioritizing internal hiring and promotions as a means of retaining and growing top talent. In 2022, 18 percent of available positions were filled through internal promotions and lateral moves, compared to just four percent in 2021.

Learning and Development

As the company expands, so do the professional development needs of our employees. Ultimately, we want every employee, at every level, to have the opportunity to learn, develop, and flourish at BeiGene. To supplement on-the-job learnings, managers work with their direct reports to identify relevant skills and knowledge essential to specific roles and offer training opportunities for employees to grow in those areas. For many roles, certain trainings on topics like ethics, regulatory compliance, or environment, health, and safety (EHS) are mandatory. Others are focused on general professional skills, management skills, and job-specific technical skills. Employees work with their managers to select the 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. Over the course of the year, all of our employees completed a combination of compliance and job-specific skills training.

Since the establishment of the Global Talent Development team in 2021, BeiGene has made great progress in designing a global training curriculum while supporting colleagues' different business and geographic-specific development needs with customized solutions. These successes include:

- Aligning content for key trainings in English-speaking regions with global requirements
- Sharing resources across regions to offer more session options for colleagues working in different time zones
- Standardizing company language globally to drive consistency in terminology and messaging
- Embedding more "experiences" and "exposure" elements into talent development programs to drive learning effectiveness and shift the focus from "training" to "development"
- Hiring highly experienced trainers and consultants to help us develop and deliver trainings

In October 2022, BeiGene also implemented a new global on-demand learning platform. This platform not only allows different functions to create custom learning paths, but it also includes self-directed trainings on a multitude of topics, including DEI&B and work-life balance.

BeiGene also offers several leadership development programs for high-performing employees. The Talent Acceleration Program (TAP), which was started in 2021, focuses on skill-building for our top high-potential employees. In 2022, TAP enrolled new cohorts and expanded in the APAC region. In 2023, BeiGene is looking to expand TAP globally to all colleagues, establish a formal mentoring process at the company, and implement a Global Leadership Behavior program.

Health and Safety

We are committed to protecting the health and safety of all our colleagues as well as that of the communities where we operate. We maintain a comprehensive EHS program to protect the safety of our workforce in our laboratory, clinical trial, manufacturing, and office settings.

In 2022, we continued our robust safety protocols to manage the risks associated with the COVID-19 pandemic. When an outbreak of COVID-19 in Shanghai closed the city for more than two months, we strictly followed the local epidemic prevention policy requirements, equipping staff with epidemic prevention PPE and regularly carrying out nucleic acid detection tests. We also established an epidemic emergency response team to monitor the impact of the epidemic on employees' mental and physical health.

Outside of Shanghai, our other manufacturing facilities, laboratories, and field staff continued normal operations. 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 COVID-19 testing protocol for our commercial and field teams. Around 85 percent of the staff on those teams participated, helping to prevent work-related outbreaks.

Beyond the pandemic, we focused on improving safety performance in our manufacturing facilities and laboratories. Across our manufacturing and laboratory facilities, we organized various EHS activities to improve EHS culture, such as EHS Day, emergency response drills, and trainings on individual safety topics. Additionally, both our Guangzhou and Suzhou facilities updated their health and safety procedures and systems to meet ISO 45001 standards, achieving certification in November 2022. As part of this effort, both facilities revised their health and safety risk assessment processes and implemented mitigations to provide a safer working environment for employees. In the last year, BeiGene has also focused on biosafety practices, obtaining biosafety-level-2 certificates for all biological-related laboratories.

Across our manufacturing and laboratory facilities, BeiGene's total incident rate for 2022 was 0.13, with a lost time incident rate of 0.07. BeiGene did not experience any employee fatalities.

2

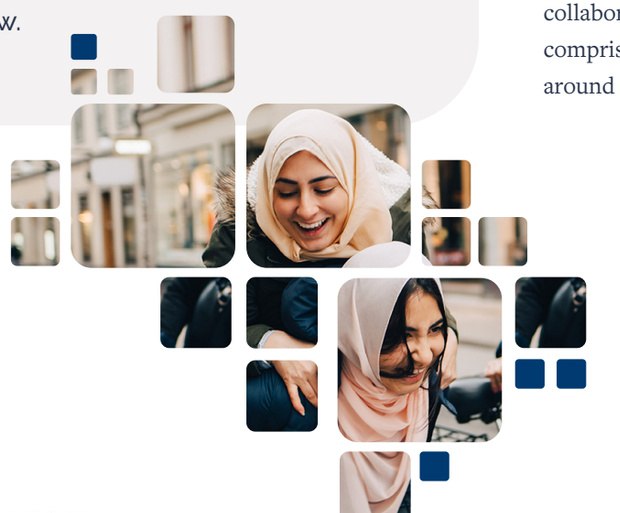
ISO 45001 certifications, one for each of our manufacturing facilities in Guangzhou and Suzhou

Globally, we conducted our monthly Safety and Security Awareness campaigns, which have been ongoing since 2020. To aid employees who have been impacted by natural disasters, BeiGene continued to provide employees with a 24-hour/worldwide aware button to request emergency care or help in specific situations.

To expand our EHS capabilities, in 2022, we launched a new digital EHS system in our manufacturing and laboratory facilities to manage EHS data. We also hired a new head of EHS for our Princeton West Innovation Campus in Hopewell, New Jersey, and plan to hire a new leader to oversee EHS globally for all of our non-manufacturing and non-R&D facilities in 2023.

A Culture of Belonging

As a global organization comprised of employees at various life stages, of multiple backgrounds, and from diverse cultures, we value everyone sharing their ideas and perspectives. We know this is the foundation for greater innovation, bigger breakthroughs, and better results. We celebrate our differences and encourage colleagues to share their viewpoints to foster a culture of understanding and mutual respect. We strictly prohibit discrimination or harassment in the workplace on the grounds of race, religion, color, sex, gender identity, gender expression, sexual orientation, age, disability, national origin, veteran status, or any other basis covered by appropriate law.



DEI&B at BeiGene

In 2021, we committed to developing a three-year global DEI&B strategy. Our new strategy, Belong@BeiGene, has four focus areas—culture, career, community, and communication—and ambitious 2030 DEI&B goals. Approved by BeiGene's Board of Directors in September 2022, these 2030 goals include:

- Reaching global gender parity at the VP level and above
- Achieving a 50% improvement in workforce diversity (underrepresented groups) company-wide at management levels in the U.S.
- Continuing to address the composition of the Board of Directors for gender and U.S. underrepresented groups

Our strategy and goals were created in collaboration with the Global IDEA Council, comprising a diverse group of employees from around the world.

Belong@BeiGene

At BeiGene, we like to say, "Cancer has no borders, and neither do we."

Because to create impactful medicines that will help everyone, we believe in including everyone.

We continually foster an environment and culture that reflects and supports the diverse communities of patients we serve, the unique qualities that each colleague brings to BeiGene, and our core principles in support of social justice and equity for all.

We don't only want to be the best biotech company for our colleagues and our patients. We want to be the best biotech company for the world.

At BeiGene, we are driven by the power of change, and we know that if each of us focuses on diversity, equity, inclusion, and belonging at work and in our lives, we will leave a lasting legacy that will continue beyond us.

Everyone belongs at BeiGene, and we're all in!

To help us meet these targets, we are hiring a new Executive Director, Diversity and Health Equity, responsible for overseeing our DEI&B and health equity strategies. This individual will shepherd the creation of regional goals and action plans to support our global 2030 strategy. We also plan to continue DEI&B trainings as well as establish several employee resource groups (ERGs) in 2023. Initially, we will focus on ERGs for female, LGBTQIA, Black/African American, Hispanic/Latinx, and neurodiverse colleagues, but we expect to form others in the future based on employee interest.

Also, in 2023, our Global IDEA Council will continue to run Coffee and Conversations programming, which is an opportunity for diverse members of the BeiGene community to share information and their personal experiences on a DEI&B-related topic. Topics in 2022 included Hispanic Heritage Month, neurodiversity, mental health, and Ramadan, among others.

Diverse Representation at BeiGene

Having a diverse workforce that reflects the diversity of our global patient population is crucial for our success. In 2022, we maintained gender parity in all levels of the organization below vice president. At the vice president and above level, we saw the percentage of women increase from 24 percent in 2021 to 33 percent in 2022. Within the U.S., the percentages of individuals from underrepresented groups remained largely the same with 52 percent of U.S. employees identifying as members of underrepresented groups. Moving forward, we will work to increase the representation of individuals from underrepresented groups within management levels.

33%
of employees at level of Vice President and above are women, up from 24% in 2021

52%
of U.S. employees identify as members of underrepresented groups

2022 Goals

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

New Goals

By 2030:

- Reach global gender parity at the VP level and above
- Achieve a 50% improvement in workforce diversity (underrepresented groups) company-wide at management levels in the U.S.
- Continue to address the composition of the Board of Directors for gender and U.S. underrepresented groups

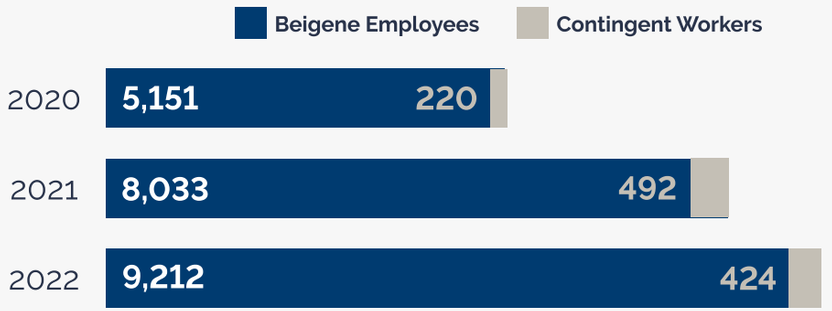
"Facing negative repercussions when disclosing an autism diagnosis at work is something many autistics fear, myself included. The fact that BeiGene welcomes different perspectives and values individual contributions has helped me a lot. When I shared my diagnosis, I was asked what accommodations I might need. I found a colleague who's become a good friend to assist me when I don't understand a social situation or need guidance on how to navigate an interaction. I feel lucky to have colleagues who have always made me feel safe and welcome as I am.

The ability to work remotely is also incredibly valuable for me because it automatically removes many of the obstacles I would otherwise face in an office setting, such as any background noise, interruptions, and the increased potential for social interactions. While I don't dislike social interactions, they can be stressful because I don't always understand how I am expected to act and, at times, misunderstand the other person's meaning.

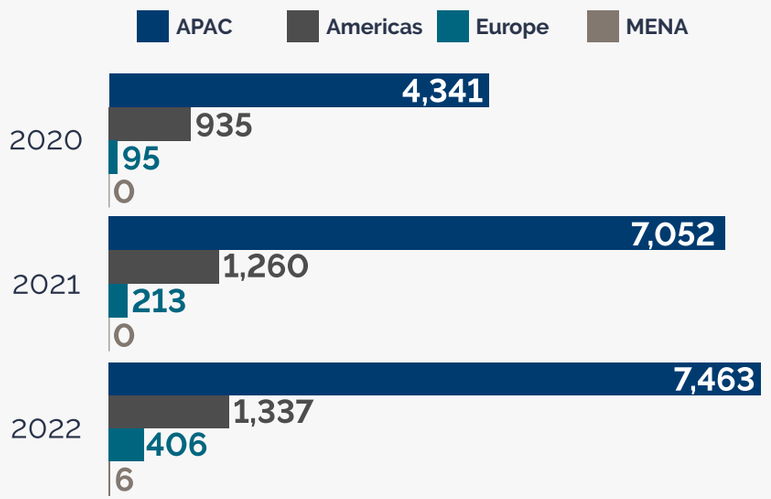
At the same time, educating others about autism is something that is very important to me. I am really glad to be in the Global IDEA Council because I see it as a wonderful opportunity to educate each other about our various backgrounds and different perspectives and to further understanding and tolerance."

Slava Gayko
Quality Control Specialist

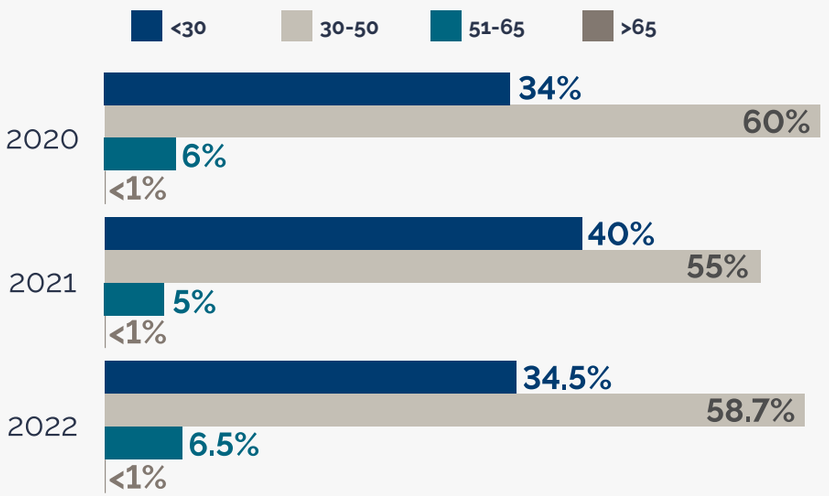
Employees by Employment Type



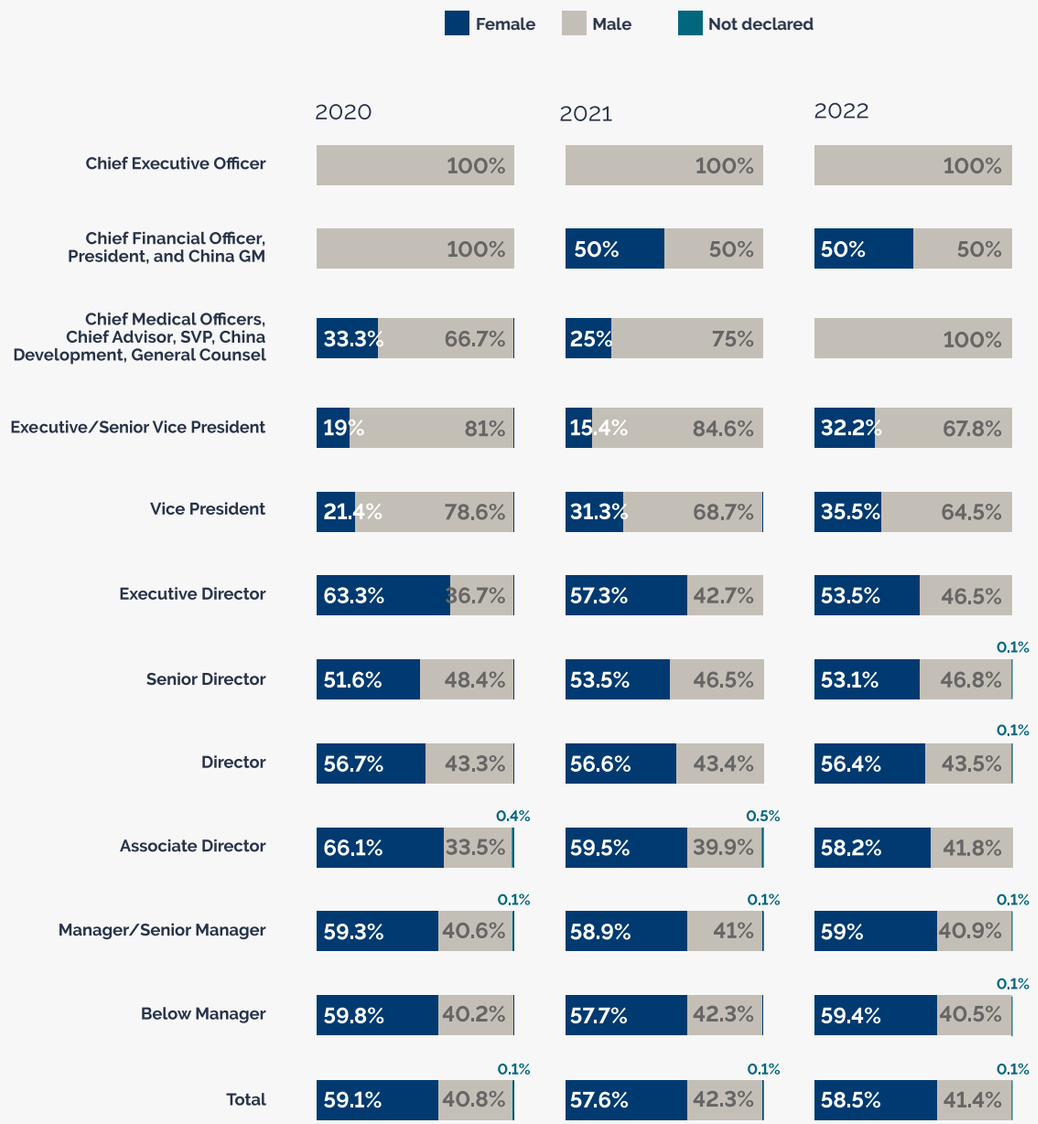
Employees by Region



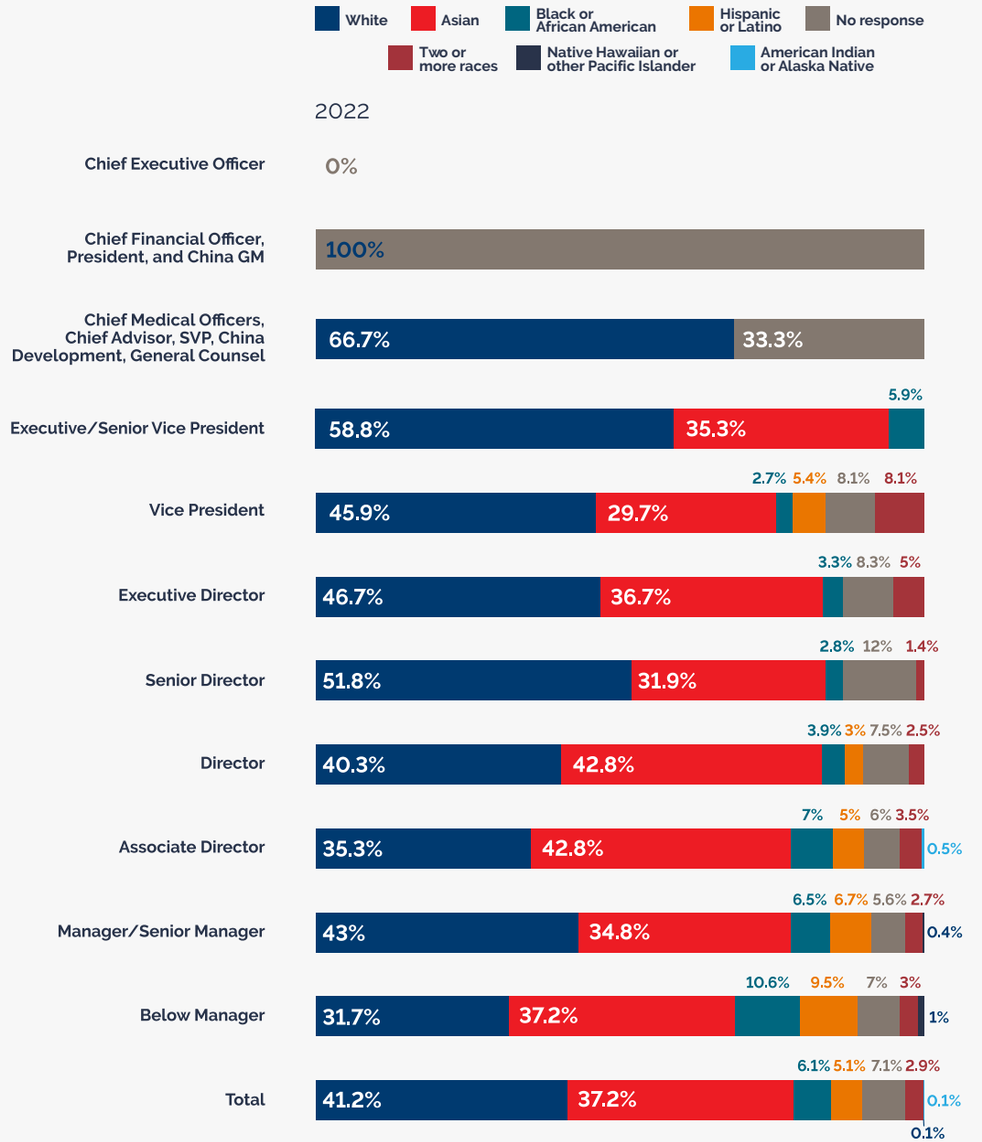
Employees by Age



Employees by Gender (% total)



U.S. Employees by Race & Ethnicity



Innovating Sustainably

At BeiGene, we recognize that human health and the health of the planet are intrinsically linked. Scientific studies show that higher levels of pollution correlate with higher incidences of disease, including some forms of cancer. Moreover, climate change impacts continue to grow in scale and intensity, increasing the risk of disruptions to our business and our ability to provide care to our patients. As a company focused on improving health and health equity, we believe it is imperative to operate our business in a way that mitigates our environmental impacts beginning with climate change.

In this chapter, we share our:

➔ Our Climate Strategy

➔ Our Environmental Performance

Our Climate Strategy

In 2022, we completed our first holistic greenhouse gas (GHG) emissions inventory, including emissions from our own operations (Scopes 1 and 2 emissions) and our value chain (Scope 3 emissions). We plan to set a quantitative Scopes 1 and 2 emissions goal by 2024. To help us set our goal, we are building a strategic roadmap that considers energy efficiency investments and renewable energy purchases. We are also conducting energy audits in our R&D and manufacturing facilities, which account for the majority of our Scopes 1 and 2 emissions.

We are also assessing how to best reduce GHG emissions across our value chain. We found that in our 2021 baseline year, Scope 3 GHG emissions comprised 84 percent of total emissions compared to one percent for Scope 1 and 15 percent for Scope 2. This analysis also helped us identify our three largest Scope 3 emissions hotspots within our value chain: Purchased Goods and Services (72 percent), Capital Goods (14 percent), and Fuel- and Energy-Related Activities (seven percent).

Looking forward, we plan to engage two-thirds of our raw materials supplier base in order to gather primary GHG emissions data and move away from relying on less accurate spend-based emission factors. The more robust data will serve as the baseline for developing a Scope 3 reduction goal by 2025.

In addition to reducing our impacts on climate change, we completed a scenario analysis to determine the potential climate-related risks and opportunities for our business in alignment with TCFD recommendations. This analysis, which assessed both physical and transitional risks, identified potential areas of vulnerability throughout our value chain. This assessment will allow us to develop future strategies for mitigating those risks.

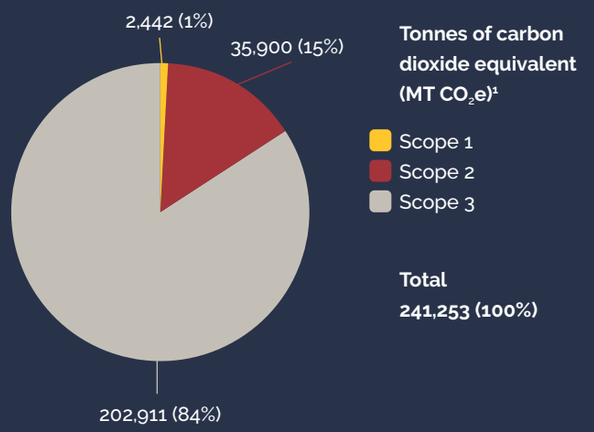
2022 Goals

- ☑ Expand our GHG inventory to include Scope 3 value-chain emissions in alignment with the GHG Protocol
- ☑ Conduct a TCFD-aligned climate risk scenario analysis and assessment
- ☑ Set a global climate strategy

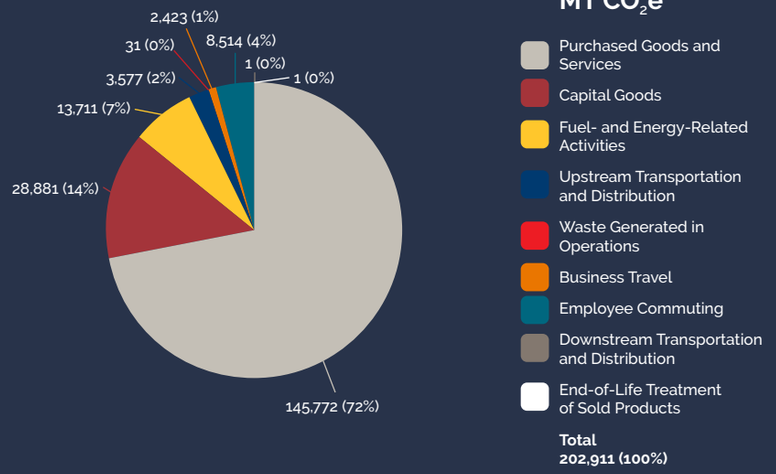
New Goals

- ◎ Set a quantitative Scopes 1 and 2 emissions goal by 2024
- ◎ Set a quantitative Scope 3 emissions goal by 2025. To advance this goal, engage with two-thirds of our raw material supplier base (based on 2021 spend information)

GHG Emissions: 2021 Baseline



Scope 3 GHG Emissions Breakdown: 2021 Baseline[2]



1 Market-based emissions
2 The following categories were deemed not applicable to BeiGene: 8. Upstream Leased Assets, 10. Processing of Sold Products, 11. Use of Sold Products, 13. Downstream Leased Assets, 14. Franchises, and 15. Investments.

Mapping Our Climate-Related Risks

Given the rapid pace of climate change, BeiGene conducted a climate risk assessment in alignment with TCFD to better understand the potential impacts climate change could have on our business. As part of this, we utilized two climate scenarios, including both a "Low Carbon," or a more aggressive shift to a low-carbon economy, and a "High Carbon," or a business-as-usual case where global economies and governments continue with the current, lagging pace of climate commitments and actions.[9] We also defined three time horizons as part of the analysis: short (present-2030), medium (2030-2040), and long (2040-2050).

We worked with an outside partner to assess both physical risks—those that result from climatic events, such as wildfires, storms, and floods—and transition risks—those that occur from market, technology, or policy shifts—as we move towards a low-carbon economy. After identifying a longlist of nearly 50 physical and transition risks and opportunities, we conducted a vulnerability assessment and analyzed each for BeiGene's level of exposure, scale of impact in both low- and high-carbon scenarios, and our ability to adapt from a cost and resources perspective. We'll use this analysis to inform the development of our business strategy, so we can mitigate potential risks and equip the company to address opportunities that may arise.

The vulnerability assessment identified our six most critical risks and opportunities. Most are described as both a risk and opportunity, as the impact on BeiGene will depend on the company's response strategy and achievement of our sustainability goals.

[9] Scenarios were informed by the projected warmings in the Intergovernmental Panel on Climate Change (IPCC) Shared Socioeconomic Pathways and supplemented by information from the International Energy Agency World Energy Outlooks.

BeiGene's Six Most Critical Climate Change Risks and Opportunities

Type	Risk/Opportunity	Critical Timeframe	High Carbon	Low Carbon
Risk & Opportunity	Optimize procurement practices for emissions reduction	Short	Medium	High
Risk & Opportunity	Expectations and mandates to comply with increasing climate-related policies	Short	Medium	High
Risk	Attracting and retaining talent through sustainability commitments and advancement of broader ESG goals	Short	Medium	High
Risk & Opportunity	Investor & institutional stakeholder expectations on managing climate-related impacts	Short	Medium	Medium
Risk & Opportunity	Cost of energy sources (fossil fuels)	Short	High	Medium
Risk	Extreme weather impacts (e.g., wind, severe storms) on production facilities	Short	83%*	83%*

*Percentage of production facilities at risk of acute weather events

Our Environmental Performance

Our ability to rapidly develop and commercialize new medicines is helping us bring innovative, life-saving medicines to millions more patients globally. To meet the growing demand for our medicines, we are investing in additional laboratory space and manufacturing capacity, resulting in increased GHG emissions, water use, and waste creation.

2022 Goals

- ☑ Achieve ISO 14001 certifications for our Suzhou and Guangzhou manufacturing facilities

New Goals

- ◎ Continued from 2022: Explore the creation of a product stewardship program

While our overall resource use is projected to increase, we are working to improve our efficiency, producing more product with fewer inputs per batch. In 2022, we undertook several initiatives to reduce our energy use, water use, and waste to improve production efficiency. To begin, we achieved ISO 14001: Environmental Management Systems certification in our Suzhou and Guangzhou manufacturing facilities in November 2022. These certifications validate that our systems are robust and designed to foster continuous improvement in environmental performance. Other efficiency measures we implemented in 2022 include:

Guangzhou Manufacturing Facility:

- **Waste Reduction:** Upgraded production process to increase finished batch size by 18 percent, reducing hazardous waste production by seven percent per batch. This is estimated to reduce hazardous waste production by four tonnes annually.
- **Energy Savings:** Optimized the automatic lighting controls in public areas, reducing daily energy use by up to 85 percent. This change saved over 16,000 kilowatt-hours (kWh).
- **Energy Savings:** Installed an on-line tower water cleaning system to enhance the heat exchange efficiency and reduce electricity use in the cooling towers, which saved over 110,000 kWh.

Suzhou Manufacturing Facility:

- **Energy and Materials Savings:** Optimized the wastewater treatment process, reducing the use of treatment agents by 9,000 kg and saving more than 4,752 kWh and 1,368 tonnes of steam annually.
- **Materials Savings:** Adopted several paper-saving initiatives, including removing unnecessary printing requirements from operational procedures and moving to online recordkeeping for certain procedures, while reducing time spent on document distribution.

"I entered the EHS field because of the important role it plays in protecting the environment, the health and safety of my colleagues, and the communities where we work. This year, I helped our Guangzhou and Suzhou manufacturing facilities achieve ISO 14001 for environmental management systems and ISO 45001 certification for occupational health and safety. I really appreciate ISO's focus on continuous improvement and how it actively engages employees in that process. By applying the core principle of PDCA (Plan-Do-Check-Adjust), we are building our colleagues' awareness, knowledge, and skills to drive an EHS culture where they take ownership of our performance and are empowered to make improvements."

Leo Li
Head of EHS

Bioisland:

- Energy Savings: Added an air compressor with a variable frequency drive to supplement the existing air compressor system, optimizing run times, which is estimated to save over 95,000 kWh per year.
- Energy and Water Savings: Replaced the current boiler system with a vapor generator, which will save an estimated 10,000 cubic meters of natural gas and 7,000 cubic meters of water per year.
- Energy Savings: Added automated controls to the garage lighting system, which is estimated to save 7,200 kWh per year.

In 2022, our total product revenue increased approximately 98 percent, while our total GHG emissions only increased 49 percent. Furthermore, BeiGene's overall energy and GHG emissions intensity per kilogram (kg) of internally manufactured commercial product decreased by five percent, despite increasing production and continuing to expand BeiGene's R&D facilities. These results highlight BeiGene's commitment to improving our efficiency and growing in a responsible manner.

Water intensity increased in 2022 due to increased production volumes and higher water use in our new Bioisland facility and in other R&D facilities. Waste intensity remained the same. Moving forward, we will continue to examine ways to reduce water use and waste as part of our product stewardship efforts.

IN 2022, BEIGENE BEGAN PARTICIPATING IN

HSBC'S GREEN DEPOSIT PROGRAM

in China. Through this program, short-term cash deposits are used **to finance environmentally beneficial projects**. Green project themes include renewable energy, energy efficiency, sustainable waste management, and sustainable water management, among others.

Our Operational Footprint

BeiGene has R&D facilities in Beijing, Shanghai, and Taipei, as well as Bioisland, an incubator for new biotechnology companies, in Guangzhou. In addition, we operate manufacturing facilities for small-molecule medicines and large-molecule biologics in Suzhou and Guangzhou, respectively, to support the commercialization of our internally developed medicines. In 2022, we broke ground on a third manufacturing facility on the Princeton West Innovation Campus in Hopewell, New Jersey. We also maintain offices in several geographies where we operate to facilitate clinical trials and applications for approvals and reimbursement.

Research and Development

Beijing:

- Over 17,000-square-meter R&D facility
- Pilot scale (approximately 140 square meters) manufacturing capabilities for preclinical and clinical trial materials for some of our small-molecule drug candidates

Shanghai:

- Over 13,000-square-meter R&D facility

Taipei:

- 11,000-square-meter R&D facility

Guangzhou:

- Opening of 41,000-square-meter Bioisland facility, an incubator for new biotechnology businesses

Manufacturing

Suzhou:

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

Guangzhou:

- Approximately 163,000-square-meter state-of-the-art commercial-scale manufacturing facility for the manufacturing of large-molecule biologics
- Continued construction, bringing total capacity to 54,000 liters in 2022, with an additional 10,000 liters planned for 2023

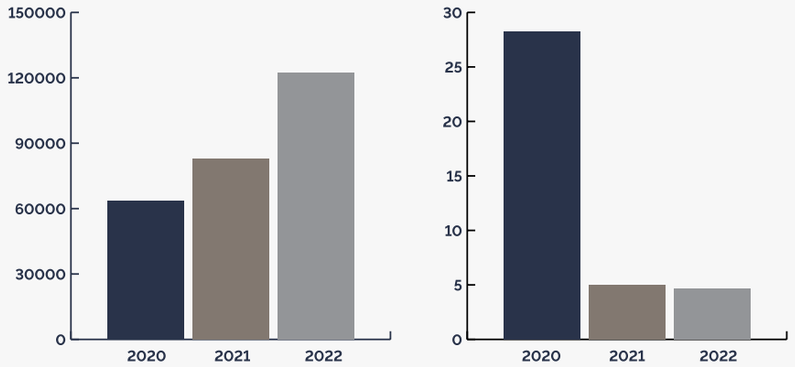
Hopewell:

- Broke ground on a more than one million-square-feet commercial-stage manufacturing and clinical R&D campus

BeiGene's Environmental Performance

These graphs detail BeiGene's performance for the years 2020 to 2022. In all charts, commercial product refers to net weight of internally manufactured commercial product, not including packaging.

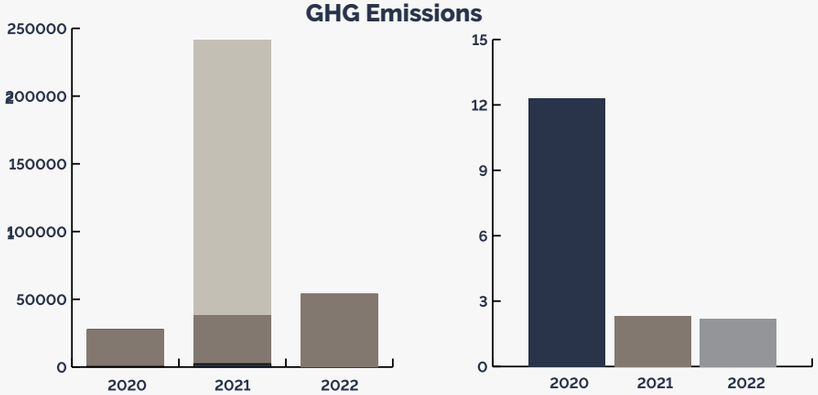
Energy Use



Total energy consumption (MWh)

Total energy consumption per kg of commercial product (MWh/kg commercial product)

GHG Emissions



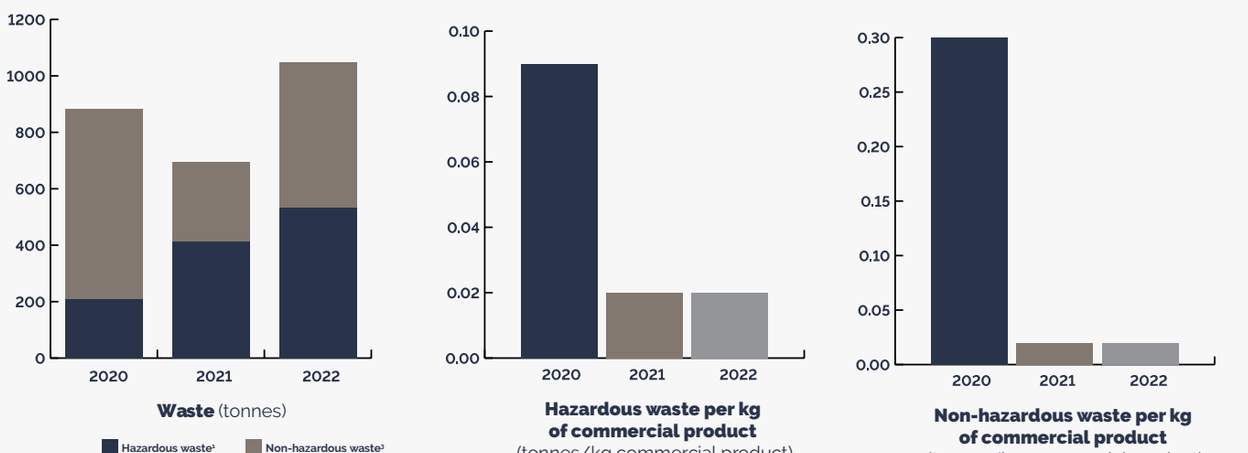
GHG emissions (tonnes CO_2e)[1,2]

Scope 1 (Direct GHG emissions) | Scope 2 (Indirect GHG emissions) | Scope 3 (Value chain emissions)

Scope 1 and 2 GHG emissions per kg of commercial product (tonnes/kg commercial product)

1. Scope 2 emissions are market-based emissions. Location-based emissions are 35,898 tonnes CO_2e in 2021 and 53,870 tonnes in 2022.
2.We have not yet conducted a Scope 3 inventory for 2022 as we are working on a methodology and process to collect actual data from priority vendors. We plan to publish 2022 and 2023 Scope 3 data in our next report.

Waste[1]



Waste (tonnes)

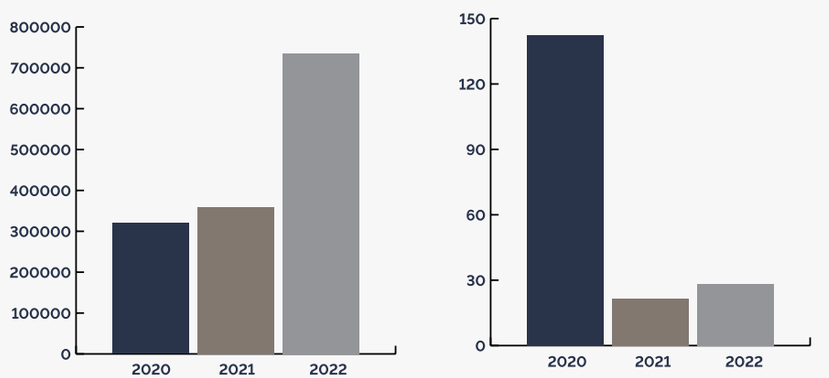
Hazardous waste[1] | Non-hazardous waste[3]

Hazardous waste per kg of commercial product (tonnes/kg commercial product)

Non-hazardous waste per kg of commercial product (tonnes/kg commercial product)

1.Global office data was excluded from these metrics.

Water Consumption[1]



Total water consumption[2] (cubic meters)

Water consumption per kg of commercial product (tonnes/kg commercial product)

1.Global office data was excluded from these metrics.
2.The 2022 increase in production water consumption was due to the expansion of commercial production in our Guangzhou facility and higher water use in Bioisland facility and other R&D facilities.

Supporting Communities

As we work to provide treatments to patients worldwide, we also strive to support their families, caregivers, and the advocacy organizations who act on their behalf. Our values and mission drive us to elevate patient voices, engage in the community, and evolve the global health conversation to improve patient care. We are also fortunate to have many passionate colleagues who give their time and resources to support related causes, and we are working to provide them with additional opportunities to expand their reach and impact.

In this chapter, we share our:

- Patient Engagement and Advocacy
- Employee Volunteerism and Charitable Giving

Patient Engagement and Advocacy

Over the last several years, we have established strong relationships with patient advocacy organizations (PAOs) globally and continue to build new partnerships as we enter new geographies. These partnerships provide important patient insights that we use to inform our clinical development and commercial programs. PAOs also provide invaluable information and education programs to patient communities and medical professionals. We strive to support their efforts to elevate patient needs globally.

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 judgment, strategies, policies, and activities; never requesting a PAO to promote a prescription-only medicine; ensuring that the objectives and scope of our partnerships are transparent; and that financial or non-financial support is clearly acknowledged.

Our Approach

In 2022, BeiGene developed a three-year patient engagement and advocacy strategy detailing how we can better learn from and support patients and patient advocacy organizations. Our goal is to engage in the creation of multi-stakeholder solutions that empower patients and disrupt systemic access barriers by 2025. Over the course of the year, we expanded our partnerships with a number of PAOs around the world. We partnered to support their missions, gained a broader understanding of patient needs, and began our engagement in policy discussions. We also initiated two important collaborations—joining the UICC's ATOM Coalition to improve access to oncology medicines in LLMICs and collaborating with the Cancer Support Community (CSC) to conduct a survey that helped to identify and amplify the mental health needs of the cancer community—as part of our signature *Talk About It* initiative.

Patient Engagement and Advocacy Mission

We strive every day to create high-quality, innovative medicines that are more accessible and affordable to far more people. We want to ensure patients can access them; it is not enough for innovative drugs to simply exist. We work with cancer communities in the U.S. and around the world to learn from and provide support to patients, caregivers, and families to raise awareness and improve lives.

2022 Goals

- ☑ Develop a three-year patient engagement and advocacy strategy

New Goals

- ◎ Spearhead multi-stakeholder solutions that empower patients and disrupt systemic access barriers by 2025

We recognize that in each geography that we enter, the PAOs we partner with are different, with unique capabilities, resources, and needs that support their local patient communities. Therefore, we have also developed regional strategies in our three main geographies—North America, APAC, and Europe—to provide tailored support. These strategies include:

In North America:

- Advancing oncology, health equity, and public health policy in partnership with stakeholders to improve access to healthcare for patients
- Engaging with community networks to gain insights into patient and caregiver needs to inform disease education, awareness efforts, and patient program support
- Partnering on shared patient advocacy imperatives to inform public policy, advance science, increase disease awareness, improve access, promote transparency, and foster trust

In APAC:

- Partnering with patient organizations to expand advocacy capabilities relevant to the diverse countries and populations of the region
- Establishing networks to integrate contemporary patient insights and experiences into research, education, and policy activities

In Europe:

- Ensuring patient access programs deliver improved patient outcomes
- Using patient and caregiver insights to inform trial design, educational materials design, and patient partnership programs

Patient Education

BeiGene recognizes that many patients and their caregivers need help understanding what can be very complicated diagnoses and treatment options. PAOs play a vital role in educating patients and caregivers about their diseases, available treatments, and support options. Throughout 2022, BeiGene sponsored and supported PAO initiatives to create educational resources for patients, including educational videos, forums, webinars, and fact sheets. In China alone, in cooperation with 16 PAOs, we supported over 2,240 lectures throughout the year, reaching more than 4,000,000 online patients with different solid tumors, hematologic tumors, and rare diseases.

As part of our own patient-focused initiatives, BeiGene also launched *Talk About It* in late 2022 to help increase awareness around the important intersection of mental health and cancer in improving patient health outcomes. The *Talk About It* program will curate links to resources, including classes, webinars, materials, and support group organizations, that are being offered by BeiGene as well as our partner patient advocacy groups. Building awareness around the mental and emotional distress cancer patients often face is essential in supporting the whole patient, and BeiGene hopes this initiative can help put patients' needs first.

"The isolation, stress, and access issues experienced by cancer patients point us to a truth that was already self-evident within the cancer community, which is that mental healthcare matters. We conducted research in collaboration with the CSC and found that 60 percent of individuals impacted by cancer who experience emotional distress were not referred to a mental health professional by their cancer care team, and one in five who specifically wanted mental health support did not receive it.

BeiGene believes mental health support can improve the quality of life and health outcomes for individuals impacted by cancer, so we created *Talk About It*. Aimed at patients, caregivers, healthcare professionals, and policymakers, this comprehensive program features innovative empowerment strategies, advances public policy conversations, and inspires dynamic health equity initiatives to support people throughout their entire cancer journey."

Dr. Christiane Langer
SVP, Global Medical Affairs (ex-China)

CASE STUDY

Access to Patient Disease and Medicine Education in China

To help reach more patients in need, BeiGene partnered with the China Primary Health Care Foundation, VLove Foundation, and Beijing Medical Award Foundation to develop four online engagement tools to help patients access the best possible care from their homes, eliminating the need to travel to a hospital or clinic.

These tools are available for patients' receiving treatment with tislelizumab, BRUKINSA, and XGEVA, which is an in-licensed medication from Amgen. Patients with multiple myeloma also have access to the engagement tools.

Through these platforms, patients may access a variety of educational information, disease self-management tools, and online consultations to help patients in China better manage their diseases and improve their quality of life. In 2022, the online platforms served more than 30,000 patients in China. The platforms were awarded the Best Patient Experience Program and the Most Innovative Program by the Chinese Medical Affairs Conference in 2021.

Medical Education and Research

BeiGene supports 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 2022, we supported and attended over 40 medical education and research events around the world, including the European Society for Medical Oncology Conference in Paris and Blood 2022 in Sydney, among many others. This was also the first year BeiGene sponsored the World Cancer Congress, where BeiGene hosted a globally representative multi-stakeholder panel to discuss the global impact of cancer and mental health.

In China, BeiGene also hosted two annual corporate-level summits, the BeiGene Hema Summit and the BeiGene Summit of Solid Tumors, which aimed to provide information on China's clinical diagnosis and treatment developments to oncology healthcare professionals. These summits, which started in 2017 and 2019, respectively, help to drive knowledge sharing and innovation in the industry and cover cancers, such as liver, genitourinary, and bone cancers, as well as lymphomas.

Employee Volunteerism and Charitable Giving

We are fortunate to have many passionate colleagues who give their time and resources to support cancer-related causes. Over the past year, numerous colleagues participated in walks, runs, and bike rides that helped raise money for various diseases.

2022 Goals

- ☑ Launch colleague engagement and volunteer events in the U.S., Europe, and Australia
- ☑ Engage employees to support organizations focused on cancer awareness raising, patient support, and research

New Goals

- Engage employees in 10,000 hours of global volunteerism in 2023
- Expand paid volunteer time-off policy globally in 2023

In the U.S., BeiGene became a national sponsor of The Leukemia & Lymphoma Society's Light the Night, and over 150 colleagues attended local Light the Night events around the country. In September, which is Blood Cancer Awareness Month, BeiGene helped support Lymphoma Australia's World Lymphoma Awareness Day campaign by hosting a community walk and morning tea in Sydney, Australia, to raise awareness and support for our partners. BeiGene colleagues also participated in events to raise money for other PAOs, including participation in the CLL Society's National Celebrating Long Lives 5K, Pelotonia's The Ride, Legs Out for Lymphoma's charity event, ASH Foundation's Run/Walk, and Cancer Support's Community San Francisco Bay Area Community Golf Classic.

Beyond PAO-sponsored events, BeiGene colleagues supported those in need with medical aid. In China, BeiGene teams volunteered at some testing sites and made care packages for community members who were sick. Likewise, BeiGene colleagues in Spain coordinated with a hospital in Kyiv, Ukraine to get them much-needed medical supplies. Whether it is in the office, the lab, or out in our communities, BeiGene colleagues are driven to support those in need.

To support employee volunteerism, we piloted a new employee volunteerism initiative in the U.S. in 2022. Colleagues received one day of paid time off to volunteer for a cause they care about. At the beginning of 2023, we rolled this program out globally. Our goal is for employees to volunteer a combined 10,000 hours in 2023.

BeiGene Provides Hospital Supplies to Ukraine

BeiGene colleagues in Spain partnered with the Balearic Society of Hospital Pharmacy, the Andalusian Hematology Society, and the nonprofit Juntos por la Vida to donate critically needed medical supplies to a hospital in Kyiv, Ukraine. Multiple members of BeiGene's team helped organize donations and coordinated their delivery. The bus carrying the donated supplies traveled from Palma de Mallorca to Barcelona and then to Valencia, where more items were collected. From there, it traveled to Poland and on to the Romadonov Neurosurgery Institute in Kyiv. The donated supplies included medicines, medical supplies, surgical supplies, and more items requested by the hospital. The bus returned to Valencia carrying refugees fleeing the conflict.

BeiGene Supports Rare Cancers Australia in 2022 Kosi Challenge

In March, Team BeiGene climbed Australia's highest peak, Mount Kosciusko, as part of the 10th annual Kosi Challenge, an event hosted by Rare Cancers Australia (RCA) to raise awareness and funds for the over 52,000 Australians diagnosed with a rare and less common cancer each year. One hundred percent of the funds raised go towards RCA's work with government, clinicians, and industry leaders to make certain that these cancers, of which there are over 200, will not be ignored.

Operating Responsibly

Grounded in our mission and exemplified in our values, BeiGene works to build trusted relationships with all our stakeholders so that we can best support their needs as our business evolves and grows. We are committed to conducting our business activities with honesty, integrity, and transparency. Our commitment to ethical business conduct begins with our Board of Directors and extends to our expectations of our employees, business partners, and suppliers.

In this chapter, we share our:

- ➔ Board Governance
- ➔ Responsible Procurement

Board Governance

Good governance is fundamental to our business operations. Our commitment begins with our Board of Directors.

2022 Goals

- ☑ Become a signatory of the UN Global Compact

Corporate Governance

Our Board of Directors guides our business strategy and ensures that we practice good governance across our operations. All members of the Board, except John V. Oyler and Xiaodong Wang, are independent, as determined in accordance with the rules of the NASDAQ Stock Market and HKEX. 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 maintains 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 and, where appropriate, make recommendations on changes to the Board of Directors. In reviewing the Board 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 eleven directors, two of whom are female.

ESG Governance

As part of its normal course of business, the Board regularly participates in discussions on specific ESG issues core to our business strategy, including R&D initiatives, efforts to expand access to our medicines, and employee engagement activities. For example, the Board reviewed and approved our new DEI&B goals in the fall of 2022. The Board also annually reviews progress against our broader ESG strategy as well as our annual ESG report.

Given the increasing importance of ESG to both our company and external stakeholders, the Board established a dedicated ESG Working Group in June 2022. The Working Group, comprising four Board members and seven employees from different functions, meets quarterly with BeiGene's ESG team to review pressing ESG topics and keep apprised of emerging issues. During the two meetings held this past year, the Working Group discussed BeiGene's ESG governance approach, ESG strategy, and the development of new ESG-related policies. It also reviewed and approved BeiGene's climate risk assessment and strategy in early 2023.

Within BeiGene, ESG efforts are led by our Executive Director, Sustainability and Corporate Social Responsibility, who works with specialists across the organization to implement BeiGene's ESG strategy. For longer-term projects that require input from multiple disciplines, the company assembles cross-functional working groups. For example, BeiGene convened working groups to develop corporate position statements on our approach for increasing access and improving affordability and to create the company's climate change strategy. Recommendations from each working group were then approved by functional leads and members of the broader executive team.

Stakeholder Engagement

To effectively run our business, we need to understand the needs of our many stakeholders, from our patients to colleagues to investors. Across the organization, colleagues are constantly interacting with and learning from various constituencies that have a vested interest in how we manage our business, including our ESG strategy. Individual functions leverage insights from these interactions when creating their departmental strategic plans and when contributing to ESG goals and program development.

BeiGene also participates in a number of industry associations and professional networks relevant to our business. Examples of such memberships include BIO, Massachusetts Biotechnology Council (MassBio), BioNJ, the Biopharma Sustainability Roundtable, and the International Consortium for Innovation

and Quality in Pharmaceutical Development. Participation in these organizations allows us to exchange information on trends and best practices for the betterment of the industry. In certain cases, we also partner with others to expand our impact and reach. In 2022, we were a founding partner in the UICC ATOM Coalition, working with other highly respected organizations to improve access to cancer medicines in LLMIC countries.

"Women continue to be underrepresented in leadership roles within the biotechnology sector. BeiGene has equal representation at levels below the VP level, but the percentage falls dramatically for women at the VP level and above. We need to remedy that.

This fall, we became members of the UN Global Compact. We chose to accelerate progress on Gender Equality with the ambitious benchmark of achieving global gender parity at the VP level and above by 2030. We're excited to roll out this plan along with our other DEI&B initiatives as we work to create a diverse and inclusive culture where everyone feels valued and has a sense of belonging."

Linda Marchese
Vice President, Global Total Rewards and Diversity

Beyond our industry, we look to align our efforts with international frameworks to further shared goals for a prosperous, just, and sustainable planet. This past year, BeiGene joined the UN Global Compact, committing to operate in alignment with the UN's sustainable development goals and report to the UN Global Compact annually on our ongoing efforts.

Business Ethics

Our Code of Conduct guides our daily interactions with one another and with 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. Code of Conduct training and certification were completed in Q1 2022.

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.

Whistleblower and Anti-Retaliation Protection

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, and Retaliation Policy. BeiGene also has a formalized Reporting Misconduct, or 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 seeks to partner with suppliers who share our commitment to high-quality products and responsible operations. We lay out our expectations in our global Supplier Code of Conduct and monitor performance through our supplier due diligence program.

2022 Goals

- ☑ Introduce procurement academy, including training on responsible sourcing

New Goals

- ◎ Continued from 2022: Implement a third-party supplier risk management program in 2023

Global Supplier Code of Conduct

To establish baseline expectations for ethical operations among our suppliers, 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. 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.

All members of the Global Procurement Team receive corporate and locally tailored trainings on our procurement policies and approach. In 2022, we launched a Procurement Academy, which includes several optional trainings on how to improve ESG practices in supply chains. Topics include evaluating supply chain risks, implementing an ESG program in supply chains, improving supplier diversity, and conducting supplier audits, among others.

Supplier Risk Assessments

We expect suppliers to abide by all laws, regulations, and standards related to not only 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 with any suppliers, we will seek to work with them 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 the summer of 2022, we hired a manager to oversee the implementation of a new third-party supplier risk assessment program. This program will expand the number of ESG factors we evaluate, such as reputation, child labor, and working conditions. Our goal is to have 100 percent screening of all newly added vendors. We anticipate rolling out this screening program in 2023.

Local Procurement

To lower our environmental footprint and ensure the continuity of the supplies we need, BeiGene is increasingly prioritizing working with local suppliers, meaning suppliers within the country or region where the supplies or services are required. In 2022, approximately $40 million of our spend for our Guangzhou and Suzhou facilities was sourced from within China. Additionally, supplier diversity is considered in the U.S., and BeiGene reports on this in accordance with local government regulations.

Region	Number of Suppliers	Percentage of Total Suppliers	Countries Included Based on 2021 Purchase Orders
North America	999	27%	U.S., Cayman Islands, Canada
Central and South America	-	0%	None
Europe, Middle East, and Africa	615	17%	United Arab Emirates Austria, Belgium, Switzerland, Germany, Denmark, Spain, Finland, France, Great Britain, Italy, Netherlands, Norway, Poland, Sweden
Asia Pacific	428	12%	Australia, Japan, South Korea, New Zealand, Singapore
China	1,621	44%	China
Total	**3,663**	**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.

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, 2022, 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, we have administrative offices in Basel, Switzerland; Beijing, China; and Cambridge, Massachusetts, U.S. See page 4.
GRI 2-2/ HKEX 15	Entities included in the organization's sustainability reporting	About BeiGene. See page 4.
GRI 2-3	Reporting period, frequency, and contact point	About This Report. See page 4.
HKEX 14: Materiality and Quantitative	Disclose the process to identify material ESG factors and if stakeholder engagement is conducted	Our Material Topics. See page 9. Stakeholder Engagement. See pages 24, 47.
GRI 2-4/ HKEX 14: Consistency	Restatements of information	None.
GRI 2-5	External assurance	This report has not been externally assured.
GRI 2-6	Activities, value chain, and other business relationships	BeiGene is part of sector 3520: Pharmaceuticals, Biotechnology, and Life Sciences, according to the Global Industry Classification Standard (GICS). BeiGene is a global biotechnology company that is developing and commercializing innovative medicines to improve treatment outcomes and access for patients worldwide. BeiGene manufactures our medicines in China and, in 2022, broke ground on a new manufacturing facility in 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, hospitals, and other partners 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	Employee Statistics. See page 33-34.
GRI 2-8	Workers who are not employees	Employee Statistics. See page 33-34.
GRI 3: Material Topics 2021		
GRI 3-1	Process to determine material topics	Our Material Topics. See page 9.
GRI 3-2	List of materials topics	Our Material Topics. See page 9.
GRI 3-3	Management of material topics	ESG Strategy and Goals. See page 6. ESG Governance. See page 47.

	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	Patient Safety and Product Quality Systems. See page 20. In addition, we strive to maintain compliance with the evolving regulatory environment related to product responsibility including, but not limited to, compliance with the ICH Q10 Drug Quality Control System; U.S. Federal Food, Drug, and Cosmetic Act; California Consumer Privacy Act; 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.
GRI 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 21.
HKEX KPI B6.2	Number of products and service-related complaints received and how they are dealt with	Quality Assurance. See page 22.
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 the 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. Our position is laid out in Our Global Statement on Patents and Intellectual Property. 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 do 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 22.

	Description	Response
Data Privacy		
GRI 418-3-3/ 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 20. Each function is responsible for its compliance with data privacy laws and regulations, with support from and in alignment with policies issued by the BeiGene Privacy Team and the Information Governance Team, which are part of the Legal and Compliance Department, as well as the Information Security Team, which is part of the Information Technology Department. BeiGene's Global Privacy Policy mandates that only the minimum amount of personal data should be collected for its intended purpose and should be deleted or returned when it is no longer needed or required by law to be stored by the company. Where required by applicable data protection law(s), BeiGene provides certain individual rights or Data Subject Rights with respect to Personal Data. BeiGene has recently obtained ISO 27001: Information Security Management certification, which is renewed every three years with yearly incremental audits. In addition to ISO 27001, BeiGene also assesses the Information Security Program to align with the National Institute of Standards and Technology Cybersecurity Framework, which is assessed yearly. These controls include a Data Breach Policy and Information Security Incident Response Plan.
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2022, BeiGene did not receive any complaints concerning breaches of customer privacy or losses of customer data.
Public Policy		
GRI 418-3-3/ HKEX B6.5	Management approach	Political Advocacy. See page 24.
GRI 415-1	Political contributions	Political Advocacy. See page 24.
Responsible Marketing		
GRI 417-3-3	Management approach	Responsible Marketing. See page 24.
GRI 417-1	Requirements for product and service information and labeling	Responsible Marketing. See page 24.
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	In 2022, we are not aware of incidents of non-compliance concerning product and service information and labeling.
GRI 417-3	Incidents of non-compliance concerning marketing communications	In 2022, we are not aware of incidents of non-compliance concerning marketing communications.

	Description	Response
Chapter 3, Empowering Our People		
Diversity, Equity, and Inclusion/Non-discrimination		
GRI 405-3-3	Management approach	A Culture of Belonging. See page 31.
GRI 405-1	Diversity of governance bodies and employees	A Culture of Belonging. See page 32.
GRI 405-2	Ratio of basic salary and remuneration of women to men	Compensation and Benefits. See page 27.
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 incidents of discrimination.
Employment		
GRI 401-3-3	Management approach	Colleague Engagement and Well-Being. See page 26. Supplier Risk Assessments. See page 49.
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; 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 Bargaining 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	2020	2021	2022
Total	2,718	5,026	3,431
By employment type			
BeiGene Employees	2,450	4,271	2,705
Contingent Workers	268	755	726
By gender (%)			
Female	58%	55%	58%
Male	42%	45%	42%
By age (%)			
30 and under	41%	55%	45%
31-50	55%	41%	48%
51-65	4%	3%	7%
65 and above	<1%	<1%	<1%
By region (%)			
Asia Pacific	85%	84%	75%
North America	13%	13%	16%
EMEA	2%	3%	9%

Employee Turnover

Turnover (%)	2020	2021	2022
Total	16%	21%	18%
By gender (%)			
Female	14%	19%	17%
Male	19%	25%	21%
By age (%)			
30 and under	16%	23%	21%
31-50	15%	20%	17%
51-65	13%	16%	15%
65 and above	38%	23%	26%
By region (%)			
Asia Pacific	16%	23%	19%
North America	13%	17%	19%
EMEA	17%	18%	7%

	Description	Response
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits. See page 27. 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 with up to five percent matching. Our health insurance programs also provide coverage for travel and lodging should our employees need to travel to receive the care they need. We also contribute 50 percent 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 a pension; medical, dental, vision, life and 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 benefits with a 100 percent reimbursement, medical out-patient benefits with a 90 percent 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, among others. In Australia and New Zealand, we also provide commercial life and income protection insurance to employees. **Additional Programs** **Program** — **Region available** Well-being (health, fitness, and healthy habits) — Americas, Europe, MENA, APAC (excluding China) Care services (all countries serviced through Care.com) for childcare, senior care, special needs, etc. — U.S., Canada, Germany, UK, Australia, Austria, Denmark, France, New Zealand, Spain, Sweden, Switzerland Mindfulness, meditation, sleep, etc. — Americas, Europe, MENA, APAC (excluding China) Coaching and therapy (coming in 2023) — Americas, Europe, MENA, APAC (excluding China) Employee assistance program (short-term counseling, resources and referrals, consultations on personal and professional matters) — Global Lifestyle spending accounts; under DEI&B offers anti-racism and LBGTQ+ education; offers alternative health, charitable giving, emotional, financial and physical well-being options — Americas, Europe, MENA Tuition reimbursement — Americas, Europe, MENA Family-forming benefits (fertility/pregnancy/ adoption/surrogacy); includes individuals of any age, sex, sexual orientation, or gender identity — Americas, Europe, MENA Business travel assistance plus insurance for medical care — Global Cancer support services — U.S. Parental leave (company-provided) — U.S., Canada, Australia Discount programs — U.S., UK, Switzerland

	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 128 days full paid maternity leave and seven days full paid paternity leave; however, different cities/provinces will have different requirements. In Australia and New Zealand, for all eligible employees who complete 12 months' service in BeiGene, we offer 12 weeks full paid maternity leave on top of the state standard as well as two weeks full paid paternity leave on top of state standard. 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 2022:

Parental Leave	APAC	Americas	EMEA
Men entitled to parental leave	3,021	558	162
Men that took parental leave	63	28	1
Total male employees that returned to work in the reporting period after parental leave ended	63	23; 5 still on leave	1
Total male employees that returned to work after parental leave ended that were still employed 12 months after	58	All except 3	1
Females entitled to parental leave	4,293	770	254
Females that took parental leave	197	39	4
Total female employees that returned to work in the reporting period after parental leave ended	195	31; 8 still on leave	All 4 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	177	All except 4	All 4 are still on leave
Total parental leaves taken in 2022:	260	67	5

GRI 2-21	Annual total compensation ratio	Compensation and Benefits. See page 27.

	Description	Response
Labour Standards		
GRI 402-3-3	Management approach	We respect fundamental human rights as set out in the International Bill of Human Rights and support the key tenants of the U.N. 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 People's Republic of China's Provisions on Prohibition of Child Labor and U.S. Fair Labor Standards Act. In addition, employees 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. Our Supplier Code of Conduct also includes a prohibition of slavery, human trafficking, and child labor.
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 to avoid related risks. During the reporting period, BeiGene did not have any known incidents of child labor or forced labor.
HKEX KPI B4.2	Description of steps taken to eliminate such practices when discovered	See above.
Occupational Health and Safety		
GRI 403-3-3	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 ISO 14001 and 45001 frameworks. The system includes our EHS Management System Manual, which includes corresponding policies and 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. In 2022, a total of 193 employees in manufacturing and R&D facilities, or 52 percent of front-line employees, were represented by a formal EHS committee.
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.

	Description	Response
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, and communication on occupational health and safety	Health and Safety. See page 30. See GRI 403-3-3 for our approach to EHS management. 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. External assessments are periodically conducted at our manufacturing and R&D sites by governmental agencies, including the Environmental Protection Bureau and Police Bureau. When designing new facilities, we employ qualified third parties to evaluate and design safety features to mitigate risks within our facilities and production lines. 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 403-4	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.
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Responsible Procurement. See page 49. Supplier Risk Assessments. See page 49.
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 30.

Health and Safety Performance in Manufacturing Facilities*	2020	2021	2022
Total Incident Rate	0	0	.13
Lost Time Incident Rate	0	0	.07
Fatalities	0	0	0

**Calculated using U.S. Occupational Health and Safety Administration Definitions*

	Description	Response
Training and Education		
GRI 404-3-3/ HKEX Aspect B3	Management approach	Career Development. See page 29.
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 Learning and Development on page 29.
HKEX KPI B3.1	The percentage of employees trained by gender and employee category	Career Development. See page 29.
GRI 404-2	Programs for upgrading employee skills and transition assistance program	Career Development. See page 29. 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	One hundred percent 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 active 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, and two of our facilities in Guangzhou and Suzhou were certified ISO14001 compliant this year. Our system includes our EHS Management System Manual, which has corresponding policies and 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. To assess risk, we conduct regular internal assessments. External assessments are periodically conducted at our manufacturing and R&D sites by governmental agencies, including the Environmental Protection Bureau and Police Bureau. 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. In 2022, a total of 193 employees in manufacturing and R&D facilities, or 52 percent of front-line employees, were represented by a formal EHS committee.
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.

Packaging Use (tonnes)	2020	2021	2022
Total packaging material used for finished medicines[1]	2.55	94.00	132.00
Packaging material used per kg of internally manufactured commercial product (tonnes/kg commercial product)	0.001	0.006	0.005

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

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.

	Description	Response
Energy		
GRI 302-3-3/ A2.3	Management approach	See Materials: Management Approach (GRI 301-3-3). Our Climate Strategy. See page 36. Our Environmental Performance. See page 38.
GRI 302-1/ HKEX A2.1	Energy consumption within the organization	Our Environmental Performance. See page 40.

Energy Use (MWh)	2020	2021	2022
Total energy consumption	63,392	82,977	122,385
Direct energy consumption	2,439	10,585	14,761
Natural gas[1]	2,439	9,066	11,455
Mobile[2]	-	803	3,230
Diesel fuel	-	717	76
Indirect energy consumption	60,953	72,392	107,625
Electricity[3]	31,287	47,780	68,970
Steam[4]	29,666	24,612	38,655
Total energy consumption per kg of internally manufactured commercial product (MWh/kg commercial product)	28.24	4.99	4.70

[1] *In 2022, natural gas use increased due to the opening of Bioisland.*
[2] *Mobile consumption significantly grew in 2022 due to growth in U.S. fleet vehicles.*
[3] *In 2022, electricity use increased due to the expansion of commercial production in the Guangzhou manufacturing facility, expansion of the Beijing R&D center, and the opening of Bioisland.*
[4] *In 2022, the increase in steam primarily reflects the expansion of production in the Guangzhou manufacturing facility.*

GRI 302-2/ HKEX A2.1	Energy consumption outside of the organization	BeiGene does not currently track this information.
GRI 302-3/ HKEX A2.1	Energy intensity	Our Environmental Performance. See page 40.
GRI 302-4	Reduction of energy consumption	Our Environmental Performance. See page 38-39.
GRI 302-5	Reductions in energy requirements of products and services	Not applicable.

	Description	Response
Energy		
GRI 303-3-3	Management approach	See Materials: Management Approach (GRI 301-3-3). Our Environmental Performance. See page 38.
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, pages 38-39.
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 percent 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 2022, we did not find any cases in which wastewater exceeded the local standards.
GRI 303-3	Water withdrawal	
GRI 303-4	Water discharge	See GRI 303-3.
GRI 303-5/ HKEX A2.2	Water consumption	See GRI 303-3.

Water Use (cubic meters)[1]	2020	2021	2022
Total water consumption[2]	319,979	359,004	735,420
Production water consumption	295,957	342,172	673,844
Other water consumption	24,021	16,832	61,577
Recycled water	2,912	2,388	5,010
Wastewater[3]	52,481	66,156	158,496
Chemical oxygen demand	5.57	5.24	7.86
Ammonia nitrogen	0.42	0.44	0.98
Water consumption per kg of internally manufactured commercial product (cubic meters/kg commercial product)	142.53	21.60	28.27
Wastewater consumption per kg of internally manufactured commercial product (cubic meters/kg commercial product)	23.38	3.98	6.09

[1]Global office data was excluded from these metrics.
[2]The 2022 increase in production water consumption was due to the expansion of commercial production in our Guangzhou facility and higher water use in Bioisland and other R&D facilities.
[3]The increase in wastewater in 2022 was due to the expansion of commercial production in our Guangzhou facility.

	Description	Response
Emissions		
GRI 305-3-3/ HKEX A1.5	Management approach	See Materials: Management Approach (GRI 301-3-3) above. Our Climate Strategy. See page 36. Our Environmental Performance. See page 38.
GRI 305-1/ HKEX A1.1-A1.2	Direct (Scope 1) GHG emissions	

GHG Emissions (tonnes CO_2e)	2020	2021	2022
Direct GHG emissions (Scope 1)	493	2,442	3,391
Natural gas	493	1,815	2,316
Mobile	-	210	850
Diesel fuel	-	192	22
Refrigerant loss[1]		187	143
CO_2 purchased[1]		38	60

[1]Categories included for the first time in 2021.

GRI 305-2/ HKEX A1.1-A1.2 — Indirect (Scope 2) GHG emissions

GHG Emissions (tonnes CO_2e) - Market Based	2020	2021	2022
Indirect GHG emissions (Scope 2)	27,130	35,900	53,867
Electricity	17,583	26,154	38,560
Steam	9,547	9,746	15,307

GHG Emissions (tonnes CO_2e) - Location Based	2020	2021	2022
Indirect GHG emissions (Scope 2)	27,130	35,898	53,870
Electricity	17,583	26,152	38,563
Steam	9,547	9,746	15,307

	Description	Response
GRI 305-3	Other indirect (Scope 3) GHG emissions	

GHG Emissions (tonnes CO_2e)	2020	2021	2022
Direct GHG emissions (Scope 1)		202,911	
1. Purchased goods and services		145,772	
2. Capital goods		28,881	
3. Fuel- and energy-related activities not included in scopes 1 or 2		13,711	
4. Upstream transportation and distribution		3,577	
5. Waste generated in operations		31	
6. Business travel		2,423	
7. Employee commuting		8,514	
9. Downstream transportation and distribution		1	
12. End-of-life treatment of sold products		1	

The following categories were deemed not applicable to BeiGene: 8. Upstream Leased Assets, 10. Processing of Sold Products, 11. Use of Sold Products, 13. Downstream Leased Assets, 14. Franchises, and 15. Investments.

GRI 305-4/ HKEX A1.1-A1.2 — GHG emissions intensity

Our Environmental Performance. See page 40.

GHG Emissions (tonnes CO_2e)	2020	2021	2022
Total GHG emissions per kg of internally-manufactured commercial product (tonnes CO_2e/kg commercial product) [Scopes 1 and 2]	12.30	2.31	2.20

GRI 305-5 — Reduction of GHG emissions

Our Environmental Performance. See page 38-39.

GRI 305-6 — Emissions of ozone-depleting substances (ODS)

Not applicable.

GRI 305-7/ HKEX A1.1-A1.2 — Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions

Apart from GHG emissions, our major air emissions include SO_2 and NO_x generated from natural gas consumption during production, and a small volume of waste gas generated during laboratory operations. SO_2 and NO_x emissions are discharged after being processed by waste gas treatment facilities to ensure that SO_2 and NO_x 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 2022, we did not find any cases in which emissions exceeded the local standards.

Air Emissions (tonnes)	2020	2021	2022
SO_2 emissions	0.08	0.13	0.07
NO_x emissions[1]	1.23	0.20	0.40
VOC emissions	0.17	2.63	2.33

[1]*In 2022, NO_x emissions increased due to expansion in our Beijing R&D facility and the opening of Bioisland, which consumes natural gas.*

	Description	Response
Waste		
GRI 306-3-3	Management approach	See Materials: Management Approach (GRI 301-3-3). Our Environmental Performance. See page 38.
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 laboratories is collected and stored in compliance with applicable laws and regulations and transported to qualified third-party vendors for disposal.
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 40.

Waste (tonnes)[1]	2020	2021	2022
Hazardous waste	210	414	532
Non-hazardous waste	672	281	515
Hazardous waste per kg of internally manufactured commercial product (tonnes/kg commercial product)	0.09	0.02	0.02
Non-hazardous waste per kg of internally manufactured commercial product (tonnes/kg commercial product)	0.30	0.02	0.02

[1] *Global office data was excluded from these metrics.*

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.

	Description	Response
Chapter 5, Supporting Communities		
Charitable Giving and Indirect Economic Impacts		
GRI 203-3-3/ HKEX Aspect B8: Community Investment	Management approach	Supporting Communities. See page 41.
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 42-45.
Chapter 6, Operating Responsibly		
Governance		
GRI 2-9	Governance structure and composition	Board Governance. See page 47. Additional details on our Board of Directors can be found in our 2023 Proxy Statement.
GRI 2-10	Nomination and selection of the highest governance body	Board Governance. See page 47. Additional details on the nomination and selection of our Board of Directors can be found in our 2023 Proxy Statement.
GRI 2-11	Chair of the highest governance body	Board Governance. See page 47.
GRI 2-12/ HKEX 13（i, ii, iii）	Role of the highest governance body in overseeing the management of impacts	ESG Governance. See page 47.
GRI 2-13	Delegation of responsibility for managing impacts	ESG Governance. See page 47.
GRI 2-14	Role of the highest governance body in sustainability reporting	ESG Governance. See page 47.
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 in the Investors section on www.beigene.com.
GRI 2-16	Communication of critical concerns	ESG Governance. See page 47.
GRI 2-17	Collective knowledge of the highest governance body	Corporate Governance. See page 47.
GRI 2-18	Evaluation of the performance of the highest governance body	The directors are evaluated and appointed/removed by shareholders. The Nominating and Corporate Governance Committee is responsible for establishing procedures for identifying and evaluating board of director candidates, including nominees recommended by shareholders, and overseeing the evaluation of the Board of Directors and management. Details on our Board of Directors can be found in our 2023 Proxy Statement.
GRI 2-19	Remuneration policies	Details on our remuneration policies and approach can be found in our 2023 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 2023 Proxy Statement and Compensation Committee Charter.

	Description	Response
Anti-Competitive Behavior		
GRI 206-3-3	Management approach	Business Ethics. See page 48.
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	As of the end of 2022, 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 205-3-3	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. Anti-Bribery and Corruption. See page 48.
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.
GRI 205-1	Operations assessed for risks related to corruption	Anti-Bribery and Corruption. See page 48.
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.
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 2022, 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 204-3-3/ HKEX Aspect B5 and KPI B5.2	Management approach Policies on managing environmental and social risks of the supply chain	Responsible Procurement. See page 49. Supplier Risk Assessments. See page 49.
HKEX KPI B5.1	Number of suppliers	Local Procurement. See page 50.
HKEX KPI B5.3	Practices used to identify environmental and social risks	Supplier Risk Assessments. See page 49.
GRI 204-1	Proportion of spending on local suppliers	Local Procurement. See page 50.
GRI 205-2: Anti-Corruption	Due diligence in evaluating contracts/suppliers	Responsible Procurement. See page 49.

	Description	Response
GRI 308/ HKEX KPI B5.4	Engagement with suppliers to improve environmental performance	Supplier Risk Assessments. See page 49.
GRI 414	Engagement with suppliers to improve social performance	Supplier Risk Assessments. See page 49.
Tax Strategy		
GRI 207-3-3/ HKEX KPI B5.2	Management approach	BeiGene pays the required amount of all taxes we owe, including corporate income taxes, employment, and other indirect taxes, 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 tax 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	BeiGene neither tolerates nor facilitates tax evasion. BeiGene applies the OECD transfer pricing guidelines to intercompany transactions. BeiGene entities plan their taxes with reference to current relevant legislation. When entering into commercial transactions, BeiGene seeks to take advantage of available tax incentives, reliefs, and exemptions, which are consistent with the spirit as well as the letter of the tax law and takes external advice to confirm this where appropriate.
GRI 207-2	Tax governance, control, and risk management	BeiGene is committed to compliance with all statutory obligations. Tax compliance for BeiGene means paying the right amount of tax at the right time. It involves disclosing all relevant facts and circumstances to tax authorities where necessary. Governance for the correct application of and compliance with tax law is a responsibility of the Vice President of Global Tax. The Vice President of Global Tax reports directly to the Chief Financial Officer. Both the Chief Financial Officer and the Vice President of Global Tax report to the Audit Committee and the Board of Directors on appropriate tax-related issues on a regular basis. An experienced group of tax professionals manages BeiGene's tax costs and risks with oversight by our finance function and audit committee. As part of the continuous review of controls and procedures, the BeiGene internal audit team examines areas of the business and its processes, including tax. External tax advisors are consulted on significant or uncertain tax matters in appropriate circumstances.

	Description	Response
GRI 207-3	Stakeholder engagement and management of concerns related to tax	BeiGene seeks to comply fully with regulatory obligations and ensures tax arrangements are consistent with a low-tax-risk approach to conducting its business. The Company does not seek to structure transactions in ways that give tax results inconsistent with their underlying economic consequences. Where the tax treatment of any particular material transaction is uncertain, external tax advice will be sought before proceeding with the transaction. Our aim is to be open and transparent and have a professional, courteous, and constructive relationship with tax authorities we deal with worldwide. Where disputes arise with tax authorities, in areas of doubt or where legal interpretations differ, we endeavor to tackle the matter promptly and resolve it in a responsible, open, and timely manner.
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 publicly 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	ESG Strategy and Goals. See page 6.
GRI 2-23	Policy commitments	ESG Strategy and Goals. See page 6.
GRI 2-24	Embedding policy commitments	Business Ethics. See page 48.
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 21.
GRI 2-26/ HKEX KPI B7.2	Mechanisms for seeking advice and raising concerns	Whistleblower and Anti-Retaliation Protection. See page 48.
GRI 2-27	Compliance with laws and regulations	In 2022, BeiGene did not have any instances of non-compliance in which fines or non-monetary sanctions were incurred.
GRI 2-28	Membership associations	Stakeholder Engagement. See page 47.
Stakeholder Engagement		
GRI 2-29	Approach to stakeholder engagement	Stakeholder Engagement. See page 47.
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 SINACAMESP commercial trade union in Brazil because of a local law obligation.