Brii Biosciences
Breakthrough innovation & insight

Stock Code: 2137. HK

Improving Patient Health and Choice

2023

Environmental, Social & Governance Report

2023
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Overview

CHAIRMAN'S STATEMENT

I am pleased to present Brii Biosciences Limited's ("Brii Bio", the "Company", the "Group" or "we") latest ESG report (the "Report"), which highlights our sustainability efforts and performance throughout 2023 (the "Year" or the "Reporting Period"). At Brii Bio, we are committed to leveraging breakthrough innovation and patient insights to address major public health challenges, all while adhering to environmental, social, and governance ("ESG") principles.

Guided by our experienced leadership team, we have developed a pipeline of over 10 innovative therapeutic candidates, primarily focusing on combating infectious diseases ("ID") worldwide. Our dedication to eliminating hepatitis B ("HBV") is exemplified by our leading program targeting HBV viral infection, which aims at achieving a functional cure for HBV patients in China.

From prevention to cure, our HBV portfolio reflects our comprehensive approach to tackling this disease. Meanwhile, we are actively exploring partnerships to tackle other critical public health issues, including HIV, postpartum depression ("PPD") and multidrug and extensively drug-resistant ("MDR/XDR") gram-negative bacterial infections.

In 2023, we delivered significant milestones in our leading HBV program, driving the development of novel combination treatment regimens for an HBV functional cure while also expanding the portfolio. Following formative data readouts from ongoing trials with multiple HBV candidates and the recent acquisition announcement of full intellectual property rights for BRII-179 and its technology transfer, Brii Bio is poised to launch multiple combination studies in 2024.

Driven by our commitment to sustainable healthcare solutions, we prioritize patient well-being and social responsibility by actively seeking partnerships and expanding treatment options for various health conditions, including PPD/MDD. Moreover, our dedication to patient-centricity and inclusivity is evident through our engagement with health advocacy groups and our efforts to foster a diverse, equal, and inclusive workplace environment.

Our governance framework, characterized by transparency, accountability, and ethical conduct, underscores our commitment to ESG standards. With a highly independent and diverse board, we maintain robust governance practices, earning us an "A" rating in the MSCI ESG Rating for two consecutive years.

As part of our environmental sustainability efforts, we have reduced electricity consumption by 13% compared to 2022, demonstrating our commitment to responsible environmental practices. Moving forward, we will continue to enhance our resource management and climate-related initiatives to promote environmental excellence.

I extend my gratitude to all stakeholders for their continued support and contributions. As we progress, we remain committed to advancing our ESG practices and goals, ensuring sustainable value creation for all stakeholders.

Dr. Zhi Hong
Executive Director, Chairman of the Board and Chief Executive Officer

With the mission to tackle public health challenges through breakthrough scientific innovation and critical patient insights, Brii Bio is relentlessly developing various therapies to improve health in diseases where patients experience high unmet medical needs, limited choice and significant social stigmas.

We invite you to explore our comprehensive ESG report to learn more about our journey toward a sustainable future.

In this chapter, we will share:

- **2023 ESG Performance Highlights**
- **2023 Milestones, Honors and Awards**
- **About Brii Bio and Integrating ESG Practices**
- **Board Statement**
- **Corporate Governance Structure and ESG Governance**

2023 BRII BIO BY THE NUMBERS

Social (Business, R&D and Operation)

2nd consecutive year to be awarded an **"A" by MSCI ESG Rating**

>10 Therapeutic candidates

RMB 402.7 Million Invested in Research & Development ("R&D")

71% of employees specialized in R&D

19 Newly authorized patents and 12 new patent applications

6 Newly published literature

Social (Human Capital Management and Patient Advocacy)

4,000+ Total training hours cover all employees

100% compliance with applicable quality regulations, codes and standards

Support provided in **6** patient advocacy events

47 Brii Talks and 8 Brii educational initiatives

16 LinkedIn Learning videos – a newly launched learning and development benefit

10 Employee engagement activities

Governance

>60% Independent non-executive Directors

25% Women on the Board

0 Instances of corruption or bribery

Diverse background and industry experience of our Board members:
infectious disease therapeutic area, investment banking, business development, legal transaction, biomedical research, biomedical consulting, etc.

Environmental

▼13% Electricity consumption compared to 2022

100% Proper waste disposal

2023 MILESTONES, HONORS AND AWARDS

Key Milestones of the Group in 2023:

Feb 2023

- Announced interim results from Phase 2 study of BRII-835 and BRII-179 combination at Asian Pacific Association for the Study of the Liver ("APASL") 2023

Jul 2023

- Extended BRII-179 license to global rights
- Acquired exclusive rights to PreHevbri™ in Greater China and APAC (ex-Japan) markets

Sep 2023

- Announced topline interim results of Phase 2 Study evaluating BRII-179 in combination with PEG-IFNα
- First patient was dosed in a Phase 2 study evaluating BRII-296, a long-acting injectable ("LAI") therapy in development for PPD
- Maintained an "A" from MSCI ESG Rating

Jun 2023

- Extended BRII-693 license to global rights

Aug 2023

- First patient first dose was completed in the Phase 2 BRII-835/PEG-IFNα combination study

Nov 2023

- BRII-179 received Breakthrough Therapy Designation ("BTD") from the CDE of the NMPA in China
- First participant was dosed for the BRII-877 Phase 1 study
- Presented new data on Phase 2 study of BRII-179/PEG-IFNα combination and BRII-179/BRII-835 combination as late-breakers at American Association for the Study of Liver Diseases ("AASLD") 2023

Key Awards and Honors Received by the Group in 2023:

Industry Endorsement

2023 PharmaVoice 100 Top Industry Leaders: Entrepreneurs

Dr. Zhi Hong, Executive Director, Chairman of the Board and Chief Executive Officer

Capital Market Endorsement

Sina Finance

Most Promising Hong Kong Listed Pharmaceutical Companies

Gelonghui

ESG Pioneer Award

Company Award

Gold Bell Seal Designation by Mental Health America

Gold Bell Seal for Workplace Mental Health

ABOUT US

Brii Biosciences is a biotechnology company developing therapies to address major public health challenges where there is a high burden of disease and significant social stigma. Combining breakthrough innovation with patient insight, we are developing a broad pipeline of therapeutic candidates with a focus on infectious diseases and central nervous system diseases.

We are leading clinical development for a functional cure in the hepatitis B patient populations in China. Additionally, we are accelerating our next stage of corporate growth by preparing to bring a prophylactic vaccine to prevent hepatitis B infections to high susceptible adult populations in Asia Pacific regions. With a commitment to transformative science and patient-centric approaches, Brii Bio is dedicated to reshaping the landscape of global healthcare, particularly in the realm of HBV, for the better.

OUR BUSINESS APPROACH

Since 2018

- Embarked on a journey to become a fully integrated global biotechnology company focused on infectious diseases and central nervous system diseases, with substantial research and development, business development and commercialization capabilities.

Where We Are

- Advanced a pipeline of more than 10 therapeutic candidates, leading with clinical programs against HBV, MDR/XDR, HIV and PPD/MDD.
- Striving relentlessly to develop differentiated treatment options for patients worldwide.

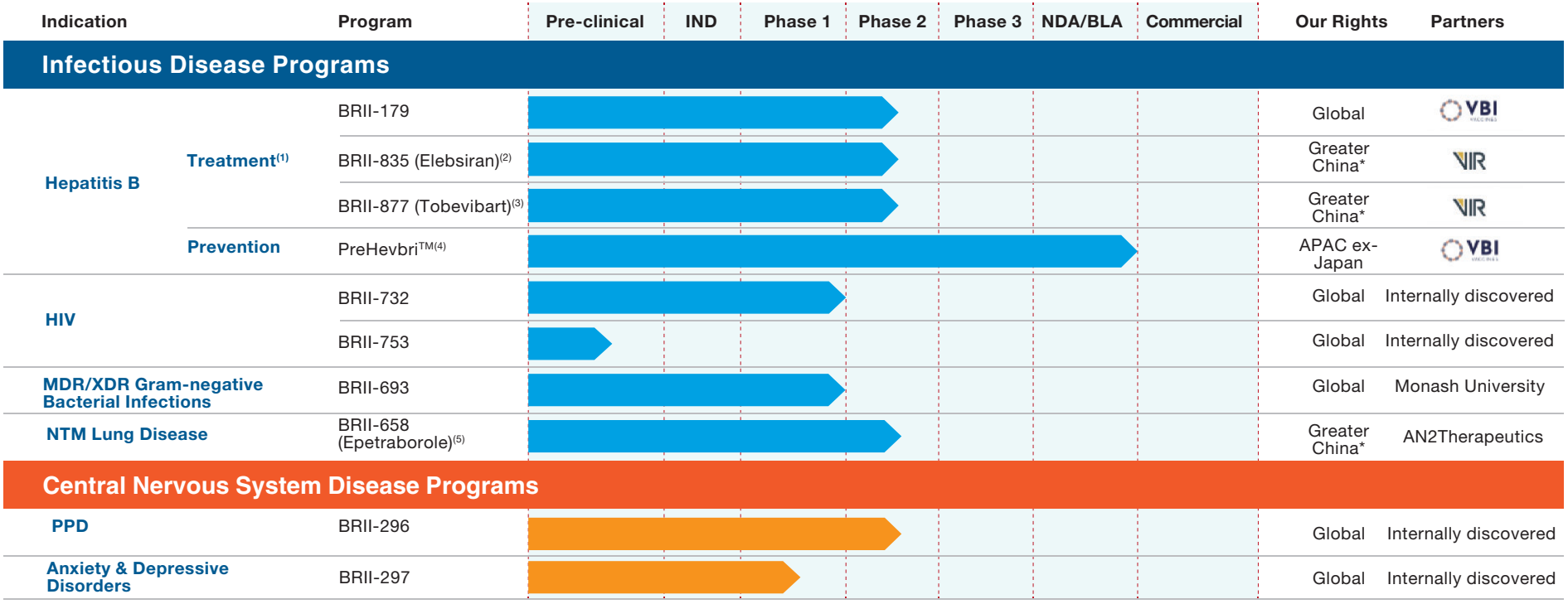
Where Are We Going: An Ongoing Journey

- We recognize the continuous advancement in the field of medicine is the key to human well-being. Therefore, we are proactively accelerating our next stage of corporate growth. Through in-house discovery and strategic in-licensing with global best-in-class partners, we are expediting the development and delivery of breakthrough medicines to patients around the world.

Zhi Hong, Ph.D.
Executive Director, Chairman of the Board and Chief Executive Officer

2023 has been pivotal for Brii Bio, witnessing substantial expansion of our HBV portfolio and notable clinical progress. Each milestone brings us closer to finding a functional cure for HBV. Our focus on hepatitis B, both in China and globally, is evident in our concentrated efforts toward the clinical and commercial development of our advanced HBV portfolio.

PIPELINE OVERVIEW



* Greater China – Mainland China, Macau, Hong Kong and Taiwan

(1) Ongoing Phase 2 combination clinical trials conducted by Brii Bio:
- BRII-179/PEG-IFNα
- BRII-179/BRII-835
- BRII-835 ± PEG-IFNα

(2) Elebsiran is previously known as VIR-2218.

(3) Tobevibart is previously known as VIR-3434. The Phase 2 clinical trials have been conducted by VIR.

(4) VBI launched PreHevbrio/PreHevbri in the United States, Canada, European Union, European Economic Area, the United Kingdom, and Israel. Brii acquired exclusive rights for APAC countries (ex-Japan) in July 2023.

(5) To this date, the development and clinical trials have been conducted by AN2.

INTEGRATING ESG PRACTICES

ESG Strategy

Brii Bio is firmly rooted in a set of core values that include patients first, trust, integrity, and quality. These values form the bedrock of our business strategy, guiding our every decision and action, as well as our ESG journey. Our mission is to tackle public health challenges through breakthrough scientific innovation and critical patient insights.

As a company committed to ESG considerations, we align our strategy with the biotechnology industry's unique challenges and our mission to deliver innovative healthcare solutions. Our ESG strategy is built based on our core values and revolves around the following material topics, which are of high importance to our company:

Looking ahead, our management team, under the guidance of the Board of directors, will continue to actively manage ESG practices and objectives at Brii Bio. As we expand our global footprint and drive innovation, we remain steadfast in our commitment to corporate responsibility and strive to create sustainable value for all stakeholders.

Patients First

Clinical Trial Standard

- We adhere to the highest standards of ethics and transparency in our clinical trials.

Technology and Innovation

- Brii Bio strives to contribute to the rectification of societal inequalities through advancements in medical therapies and innovative drugs.

Patient Advocacy

- We are committed to placing patients at the center of our operations and advocating for their rights and well-being.
- By raising awareness through disease education, we also aim to minimize any relevant social discrimination and prejudice.

Trust

Intellectual Property Protection

- As a responsible company, we believe that our business model should highly prioritize business ethics, maintain a high level of transparency, and foster open and effective communication with stakeholders.
- We recognize the value of intellectual property and prioritize its protection to foster innovation.

Information Security

- We prioritize the protection of sensitive information and data privacy to maintain trust and confidentiality.

Integrity

Corporate Governance

- We uphold strong corporate governance practices that promote transparency, accountability, and ethical decision-making with a comprehensive governance framework that adopts a top-down approach.
- Our Board members hold exceptional industry experience across multiple scientific and corporate disciplines. Guide by the Board, the executive team and our dedicated ESG Working Group work together to ensure the integration of our core values and ESG focus into daily operations.

Quality

Product Safety and Quality

- We are committed to maintaining a quality culture with appropriate systems and processes in place to drive quality-focused behaviours and ensure decision-making based on what is best for product quality, patient safety, and the protection of Brii Bio's reputation and business.
- Apart from the quality, we are also concerned about the environmental impacts along our supply chain.

Board Oversight

Effective corporate governance serves as a fundamental pillar for the stability and growth of any modern enterprise. Brii Bio has established a comprehensive governance structure to manage ESG issues. The Board holds overall accountability for our ESG strategies and performance, regularly reviewing and approving the Company's ESG-related strategies, goals and disclosures. It conducts thorough reviews and assessments to identify and understand the risks and importance of the Company's ESG issues. Additionally, the Board ensures that the Company's ESG strategy aligns with its overall mission and values. Continual monitoring, evaluation, and review of the Company's ESG-related targets fall under the Board's roles to maintain progress and accountability. Lastly, the Board reviews and approves the Company's public disclosures related to ESG performance, fostering transparency and accountability to stakeholders.

Board Statement

Governance and Risks

Brii Bio values effective management of ESG risks that it is integrated in the Group's overall risk management strategy.

The Audit & Risk Committee plays a pivotal role in evaluating these ESG risks and providing valuable guidance to the Board regarding materials ESG risks and opportunities.

Material ESG Issues

We actively foster strong relationships with both internal and external stakeholders to ensure continuous engagement, which helps to effectively identify and evaluate material ESG issues, as well as to develop ESG strategies that address these issues and align with our overall objectives.

We regularly monitor global sustainability trends and compare our performance to that of similar organizations in order to evaluate our ESG practices. These reviews serve as a foundation for making informed decisions regarding the allocation of resources in the future.

ESG-related Targets

Establish specific goals pertaining to emissions, energy efficiency, water efficiency, and waste reduction.

Regularly assess and track the progress of these targets.

Corporate Governance Structure

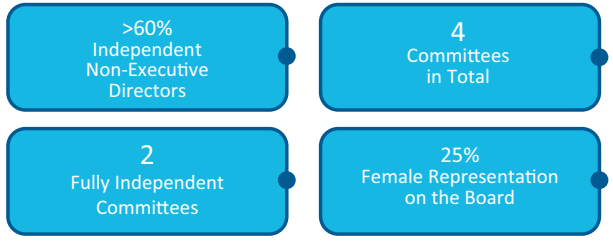
A solid governance structure is a fundamental element of sustainable corporate development. Brii Bio is committed to maintaining strong corporate governance principles to safeguard shareholders' interests, bolster corporate worth, and foster transparency. The Board is responsible for overseeing the Company's business and strategy to preserve the Company's and shareholders' best interests.

With the commitment to maintaining and upholding the highest standards of corporate governance, we have established a comprehensive governance structure based on Appendix 14 of the HKEX Listing Rules, which outlines the Corporate Governance Code. We strictly adhere to the HKEX Listing Rules, the Companies Ordinance (Cap. 622 of the Laws of Hong Kong), and all other applicable laws, rules, and regulations.

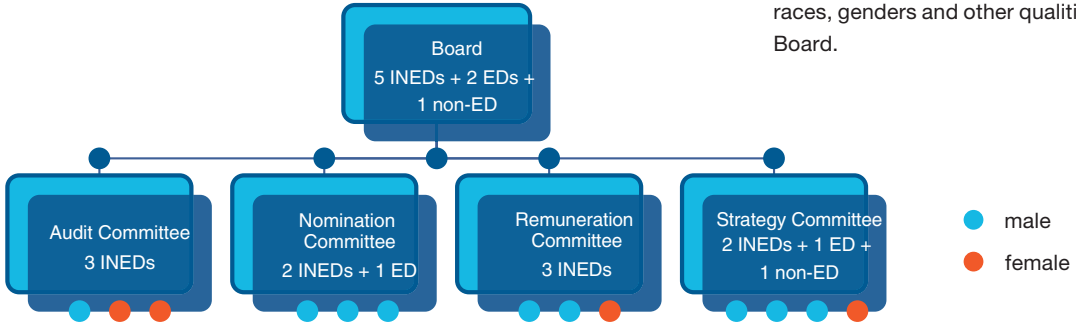
We take great pride in the independent majority board, which consists of 2 Executive Directors, 1 Non-Executive Director and 5 Independent Non-Executive Directors, ensuring a balance of authority and control to a great extent. To assist the Board in the decision-making process, 4 Committees have been set up:

- Audit and Risk Committee (*fully independent Committee)
- Nomination Committee
- Remuneration Committee (*fully independent Committee)
- Strategy Committee

The role and responsibilities of each Committee have been clearly defined in the Terms of Reference.



Brii Bio believes inclusivity and diversity brings immense value to the Board by incorporating diverse viewpoints and experiences, ultimately advancing our strategic goals and fostering sustainable development. In this sense, our Board comprises a diverse group of individuals with outstanding expertise spanning various scientific and corporate fields. We also established a Board Diversity Policy to ensure that a range of skills, regional and industry experience, backgrounds, races, genders and other qualities are best represented on the Board.



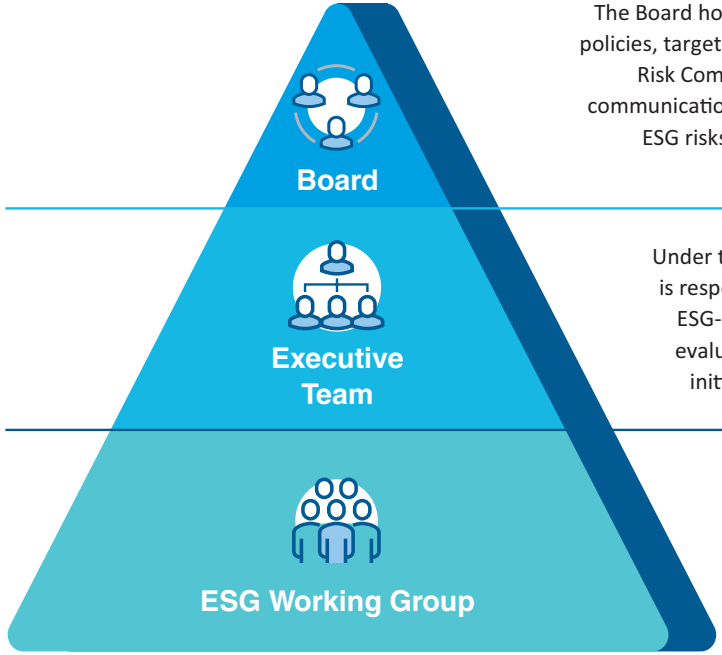
ED: Executive Directors; INED: Independent Non-Executive Directors; non-ED: non-Executive Director

ESG Governance

Our goal is to embed ESG principles throughout all facets of our operations, advancing sustainable development and generating value for all stakeholders.

To effectively tackle public health challenges, it is crucial to demonstrate a firm dedication to sustainability. Consequently, we have established a comprehensive ESG governance framework that fosters collaborations across all levels of the organization and ensures active engagement with stakeholders.

Through this top-down approach, we can proactively identify and prioritize the most significant ESG concerns, implementing focused management strategies that enhance our sustainability practices and performance.



The Board holds the responsibility of supervising the Group's ESG policies, targets, and strategies, with special delegation to Audit and Risk Committee to review ESG report and form a regular communication. They also oversee ESG issues, assess and evaluate ESG risks and opportunities, monitor ESG performance.

Under the guidance of the Board, the Executive team is responsible for overseeing the implementation of ESG-related work. They are also accountable for evaluating and revising the Group's ESG policies, initiatives, objectives, and strategic priorities.

Through collaborative efforts from various functional departments across our organization, ESG Working Group bears the responsibility of managing and executing ESG-related issues within their daily operations, as well as to strive for continuous improvement in our ESG performance.

Proactive Communication and Building Trust with Stakeholders

Establishing trust with our stakeholders is a fundamental component of our core business strategy. Brii Bio is committed to maintaining regular and efficient communication mechanisms with stakeholders to understand their perspectives and needs. Proactive communication with our stakeholders enables us to gain a better understanding of their ESG performance expectations and suggestions.

Through close collaboration with healthcare providers and governments, we are dedicated to tackling some of the most significant global public health challenges. For details on how the Group communicates with stakeholders, please refer to the section "Appendix III: Communication between Brii Bio and Stakeholders".

The major stakeholders of the Group include:

- The Board of Directors
- Investors and Shareholders
- Government and Regulatory Agencies
- Suppliers
- Business Partners
- Media
- Industry Associations
- Patients
- Our Employees
- The Community and the Public

Materiality Assessment

Through identifying and prioritizing ESG topics, resources can be allocated effectively to the material topics that have the greatest impact on our stakeholders and our business.

We have engaged an independent professional ESG consultant to conduct a comprehensive materiality assessment process in the 4th quarter of 2022, which included an online questionnaire survey with our key stakeholders. This process allowed us to gain a deep understanding of the level of concern and materiality of various ESG topics among our stakeholders.

The insights gained from this assessment have been immensely valuable in shaping our ESG strategy, enabling us to pinpoint areas for enhancement and establish enduring initiatives. Through periodic materiality assessments, we can consistently refine our ESG approach, ensuring effective resource management that aligns with the expectations of our stakeholders and fosters long-term business value.

Since we do not have significant changes in our business operation and the organization structure, the Board of Directors has decided to continue to adopt the list of material issues identified in the previous year after careful consideration.

This Report offers comprehensive disclosures regarding our approach to addressing high material issues, along with outlining our management strategies, key actions, and performance on other relevant topics. We aim to be transparent in our reporting and provide stakeholders with comprehensive information on our ESG performance. Our focus on highly material issues truly reflects our commitment to addressing the most significant impacts of our business operations.

Understanding Key ESG Issues

The pool of material topics are prepared according to the (1) Sustainability Accounting Standards Board (SASB) materiality map, (2) MSCI materiality database, (3) Biopharma investor ESG communications guidance 4.0 and (4) Appendix C2 “Environmental, Social and Governance Reporting Guide” (the “ESG Reporting Guide”) of the Listing Rules issued by The Stock Exchange of Hong Kong Limited (the “Stock Exchange”)

Identification of Relevant ESG Issues

Based on the findings of the key ESG trends analysis, we identified 24 ESG issues relevant to our Company

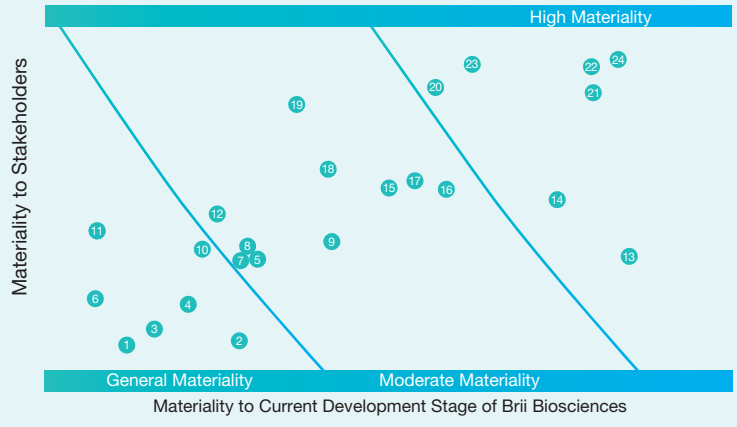
Prioritization of Material Issues

Scoring of material topics made based on the materiality of the relevant ESG issues by internal and external stakeholders 7 highly material ESG issues are identified, as reflected in the materiality matrix below

Validation of Materiality Assessment Results

The results of materiality analysis and the highly material ESG issues were reviewed by the company executives, and approved by the Board and the management

Materiality Matrix of Brii Bio



1. Resource Consumption
2. Green Office
3. Community Investment and Development
4. Drug Affordability
5. Employee Education and Training
6. Climate Change Risk
7. Responsible Marketing
8. Access to Drugs
9. Diversity and Inclusion
10. Emission Management
11. Industry Participation
12. Supply Chain Management
13. Patient Advocacy
14. Information Security
15. Employment
16. Employee Benefits and Remuneration
17. Occupational Health and Safety
18. International Strategic Partnerships
19. Code of Business Conduct and Corruption
20. Technology and Innovation
21. Corporate Governance
22. Product Safety and Quality
23. Intellectual Property Protection
24. Clinical Trial Standard

High Materiality

Issues	Corresponding Chapter(s)
Clinical Trial Standard	2. Our Commitment to Public Health
Product Safety and Quality	5. Operating with Integrity and Ethics
Corporate Governance	1. Overview
	5. Operating with Integrity and Ethics
Intellectual Property Protection	2. Our Commitment to Public Health
Technology and Innovation	2. Our Commitment to Public Health
Information Security	5. Operating with Integrity and Ethics
Patient Advocacy	2. Our Commitment to Public Health

Our belief is that every individual should have the opportunity to benefit from innovative medicines that can transform their lives. To make this a reality, we invest heavily in R & D. We also collaborate with scientific and academic institutions to drive science breakthroughs. Our mission is to revolutionize biotechnology by developing accessible treatments for infectious diseases, benefiting a broader global patient population.

Our Commitment to Public Health

INNOVATION AND COLLABORATION

Robust Governance through Effective R&D Management System

At the core of our mission is the belief that everyone deserves access to innovative medicines that can profoundly improve their lives. In order to efficiently achieve our goal of helping more patients, we dedicate significant investments to R&D, capitalizing on our industry-leading technologies. We conduct standardized clinical research and drug development with the establishment of a clear research team and management responsibilities. Our ultimate goal is to reshape the biotechnology industry by developing effective treatments for infectious diseases that are accessible to a significantly broader range of patients worldwide.

We firmly believe that R&D serves as the cornerstone of our therapeutic strategy, enabling us to sustain our competitive edge in the biopharmaceutical sector. To manage our R&D projects and investments effectively, the Company appoints the R&D Review Committee ("RDRC") and Corporate Investment Committee ("CIC") to monitor and provide oversight for our research projects.

Research and Development Review Committee ("RDRC")

Chaired by the CEO, the responsibilities of RDRC include:

- Oversees the initiation of new projects (including potential new in-license programs), the progression of portfolio programs through established stage gates, and proposed program terminations.
- Provides oversight and recommendations.
- Makes decisions regarding pipeline progression and stage gate queries.

Corporate Investment Committee ("CIC")

The responsibilities of CIC include:

- Oversees the management of both new and ongoing investments, and provides oversight and recommendations.
- These include the approval of planned R&D expenditures (after appropriate review by the RDRC), the management of existing equity investments, the approval of new equity investments, etc.
- The CEO will be responsible for R&D-related decision-making.

Our RDRC and our Stage Gate Policy ensure efficiency in compliance. The project development process comprises the following steps:

Program Initiation

- There are two types: new research candidate and new in-license candidate
- Both types of programs need to file formal proposal with inputs from assigned personnel
- In the proposals, various supporting information meeting the selection criteria should be included, such as medical rationale, strategic fit, and an assessment of opportunities and risks.
- The RDRC and the CIC will review the proposal when required

Stage Gate Reviews

- When our programs reach the predefined Stage Gates, the RDRC is responsible for reviewing them to confirm that the program should continue through to the next stage of development.
- During later stage gates, the program will undergo a review and approval process by the CIC

Monitoring Progress of Programs

- The program development plans and budgets will undergo an annual review by the RDRC, or the CEO and members of the leadership team

Program Termination

- The proposed program termination will be reviewed by the RDRC

R&D Program Highlights

With a focus on infectious diseases, Brii Bio is advancing a pipeline of more than 10 therapeutic candidates, accelerating the development and delivery of breakthrough medicines to patients in China and around the world.

Brii Bio's HBV clinical program has achieved significant milestones, particularly in 2023, with key data showing the potential efficacy of BRII-179, our proprietary therapeutic vaccine, in triggering a potent and specific immune response in chronic Hepatitis B ("CHB") patients. This response has been linked to improved clinical outcomes, showcasing the potential of BRII-179 as a core component of future curative regimens for Hepatitis B. In line with this, Brii Bio is conducting confirmatory combination studies in the second half of 2024 to confirm BRII-179's role in HBV treatment. Furthermore, we have secured full IP and manufacturing rights for BRII-179 through negotiations with VBI, underscoring our commitment to its development.

Collaborating closely with our partners, we are set to initiate late-stage clinical studies to definitively assess the contributions of both BRII-179 and BRII-835 toward achieving higher functional cure rates in HBV infection. Importantly, BRII-179's potential to identify immune-responsive CHB patients with the highest chance of achieving a functional cure marks a significant advancement in HBV treatment. Brii Bio remains steadfast in our mission to revolutionize HBV therapy and improve outcomes for patients worldwide.

Furthermore, we're actively pursuing partnerships beyond HBV, such as our internally developed single-injection option, BRII-296, for PPD/MDD, a long-acting, once-weekly single tablet regimen, BRII-732 and a long acting injection option, BRII-753 for HIV, and a novel polymyxin, BRII-693 for MDR/XDR. Seeking continued development through partnerships, we aim to leverage collective expertise to address critical healthcare needs.

Expanding our pipeline through in-house discovery and licensing, we're optimizing our organizational structure in China and the U.S. to support global innovation. With a strong cultural foundation and a mission-driven approach, Brii Bio is dedicated to tackling public health challenges and creating a lasting impact worldwide.

HBV Functional Cure Program

(Licensed from VBI Vaccines Inc. and Vir Biotechnology, Inc.) Brii Bio is utilizing strategic partnerships to establish an innovative pipeline aimed at increasing the probability of achieving a high rate of functional cure for different subpopulations of HBV patients.

Globally, HBV presents a significant infectious disease threat, affecting over 290 million individuals, making it one of the most serious threats worldwide. China has the highest prevalence of the disease, where 87 million people are infected. Chronic HBV infection is the leading cause of liver disease, and an estimated globally 820,000 people die of complications from chronic HBV each year. However, only about 5% of the patients in China are receiving antiviral treatment. Additionally, people living with HBV face immense social stigma and discrimination, particularly in China. There is currently no effective functional cure for HBV, with the available treatment option yielding a functional cure rate of only 3-7%. Moreover, the standard of care for HBV requires patients to maintain a lifelong medication regimen, which is suboptimal.

As one of our leading clinical development programs, we are building a broad pipeline of novel HBV therapeutic candidates in order to improve the probability of achieving a high rate of functional cure for HBV patients. We believe novel combination treatments directed at specific subpopulations of HBV patients may lead to a higher functional cure rate across all HBV patient groups. We possess exclusive global rights for the development and commercialization of BRII-179, and exclusive rights in Greater China for BRII-835 and BRII-877.

Key data from 2023 shows the potential efficacy of BRII-179 in triggering potent immune responses in chronic HBV patients, correlating with improved clinical outcomes. We've secured full rights of BRII-179 with VBI and are preparing to conduct confirmatory combination studies in the second half of 2024. Our goal is to establish BRII-179 as a core component of future curative regimens for HBV, with the potential to identify immune-responsive patients for personalized treatment.

Experienced Research Team

The intellect and proficiency of our staff serve as the catalyst for the company's innovation. Since the establishment of our organization, we have placed great importance on scientific knowledge and discovery, as well as the advancement of our research team.

Our in-house R&D capabilities are led by industry veterans who impart the Company with their large pharma experience in drug discovery all the way through commercialization. Led by our founder and Chief Executive Officer, Dr. Hong, as well as the widely respected members of our Board who are well-regarded in the industry, our R&D process and drug candidate selection are guided by a leading team of experts. Brii Bio's in-house R&D team consists of industry-leading professionals with strong drug discovery and translational research capabilities who impart the Company with their extensive and substantial pharmaceutical experience, having an average of 20 years of experience in drug discovery through commercialization from major pharmaceutical companies. Also recently, Brii Bio has appointed Dr. Brian A. Johns as Chief Scientific Officer ("CSO") to oversee Brii Bio's discovery programs and shape the Company's future pipeline strategy.

With exceptional industry experience across multiple scientific and corporate disciplines, our diverse Board members also play a significant role in guiding our R&D strategies and driving our involvement in the medical and business communities.

Our Board is comprised of eminent scientists, physicians, and industry veterans, with experience including leadership at large biopharmaceutical companies, specialization in infectious diseases, and a track record of successfully bringing biologic candidates through the clinical development, regulatory review and commercialization process.

In addition, we understand the importance of nurturing a culture of innovation. To strengthen the core R&D capabilities of our team, we provide diverse vocational skills training. We have established a mentorship program that expedites employee knowledge sharing and contributes to the formation of a skilled community. Furthermore, we actively encourage our employees to participate in external training programs, allowing us to build a pool of talented individuals with varied expertise.

Employees in R&D:

71%

R&D Collaboration

Our business strategy of the company encompasses both internal discovery and extensive external collaboration/ partnerships with industry leaders worldwide to develop innovative therapies. As the leading biopharmaceutical company in China, Brii Bio is committed to advancing the industry's technical standards. We have built our drug candidates by leveraging our in-house R&D capabilities, collaborations and support from our strong scientific advisory board and veteran investors. To advance our R&D development, we collaborate with global pharmaceutical and biotech companies including Qpex Biopharma (acquired by Shionogi in 2023), VBI Vaccines, VIR Biotechnology, and AN2 Therapeutics. Leading CROs, CMOs, CDMOs, research institutions, and other strategic partners. We have also maintained a strong partnership with renowned academic institutions and hospitals, including Tsinghua University, the Third People's Hospital of Shenzhen, and Columbia University provide us with additional scientific strength.

In order to drive the ongoing progress of the biopharmaceutical industry, the Group places great importance on collaboration and knowledge sharing with scientific research institutions both domestically and internationally. Additionally, we actively monitor and stay abreast of the latest advancements in technology on a global scale. We have built strong cooperative relationships with numerous domestic and international scientific research institutions. The Group will continue to actively pursue future cooperation opportunities to augment the pipeline of drugs currently in development.

VBI VACCINES

VIR™

QPEX BIOPHARMA
(Acquired by Shionogi in 2023)

AN2 Therapeutics

Susannah Cantrell, Ph.D.
Chief Business Officer

"At Brii Bio, collaboration fuels our progress. With industry leaders and academic institutions by our side, we're advancing HBV therapies and beyond, shaping the future of public health together."

DRIVING SECTOR ADVANCEMENT

Being a global biotech company in China, Brii Bio strives to propel the ongoing technical advancement of the industry and communication with our important shareholders. Thus, we actively participate in a variety of events including academic seminars, industry forums and conferences. During the Year, we successfully held the Virtual HBV R&D Day to provide an overview of the latest approaches for eliminating chronic hepatitis B in China. We have also actively joined the medical conferences to share our latest research results and insights with other peers.

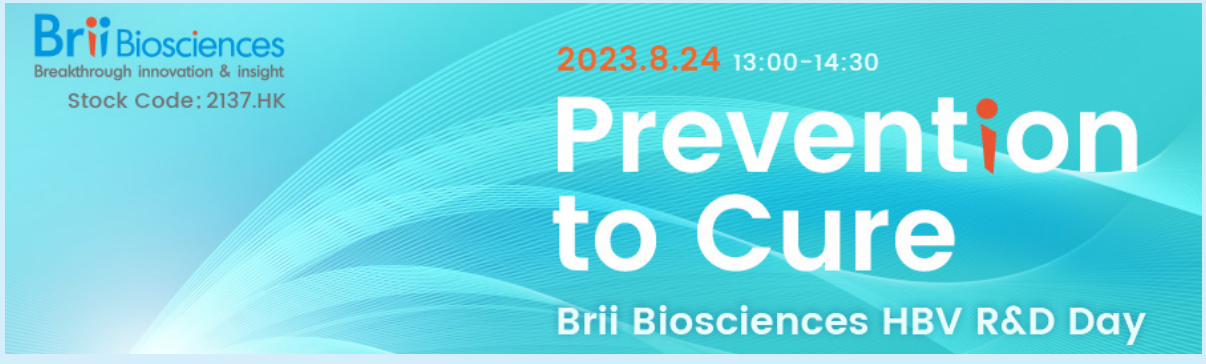
2023 Marcé of North America Conference Sponsorship

Brii Bio joined with community partners including Postpartum Support International (PSI) and the Maternal Mental Health Leadership Association (MMHLA) to sponsor the 2023 Marcé of North America Conference addressing perinatal mental health issues. Over 400 attendees including psychiatrists, Ob/Gyn, maternal health professionals, mental health professionals, and advocates attending the October 25-28 meeting in Alexandria, Virginia.

Public Education in HBV: R&D Day

On August 24, Brii Bio's HBV R&D Day was held successfully featuring Prof. Hui Zhuang from Peking University Health Science Center discussing approaches to eliminate chronic hepatitis B in China, along with Brii Bio's senior leadership team reviewing our robust HBV pipeline and clinical programs.

The event received great attention from various stakeholders, highlighting the significance of Brii Bio's contributions to the field of HBV research and development. The event was streamed online, attracting more than 230 registrations with over 600 live views.



2023 PSI Conference Sponsorship

In our ongoing effort to provide support to parents, raise awareness about perinatal mental health disorders ("PMHDs"), and educate healthcare professionals, Brii Bio sponsored the Postpartum Support International ("PSI") 36th annual conference from June 28 to July 2 in Kansas City, Mo. More than 1,000 mental healthcare professionals, advocates, and patients attended the conference.

Intellectual Property Protection

Patents achieved by Brii Bio in 2023[1]:

12
New Patent Applications

19
Newly Authorized Patents

As a company driven by innovation, Brii Bio recognizes and values intellectual property rights, maintaining a strict zero-tolerance policy towards any infringement. We actively develop and update policies and company regulations in strict adherence to applicable regulations in both China and the US.

Implementation of Measures

Brii Bio places paramount importance on intellectual property ("IP"), employee inventions, and confidential information, approaching these matters with utmost seriousness and vigilance. A series of policies and procedures have been established to protect our IP rights, including Intellectual Property Policies and Procedures and Information Technology Employee Onboarding/Offboarding Procedures. Meanwhile, the proper usage of IP is also outlined in our Employee Handbook and Company Policy to inform all our employees. We aim to prevent the infringement of the intellectual property of other parties and maintain the lawful status of the Company's IP through legal means and formulation of the application and registration process of a patent. As regulated by our strict policies and protocols, our legal folders for patents, trademarks, and other matters are under strictly controlled access.

All our employees are required to Confidential Disclosure Agreements, committing to safeguard and keep confidential any inventions, trade secrets, or proprietary information related to the Company's business or clients. The agreement specifically outlines their responsibilities to maintain the strictest confidence in company information, their responsibilities concerning inventions they develop while working for us, and their responsibilities to return all company property, including intellectual property, upon leaving. The agreement also lays forth how employees must treat any confidential information or trade secrets belonging to a current or previous company, another individual, or a third party.

To safeguard and maintain company IP, a Patent Committee comprising the CEO, Chief Strategy and Financial Officer, and Senior Director of Intellectual Property is established. Our list of company patents is managed by the Company Patent Agent in a secured database, with restricted access limited to the Patent Committee members. Our dedicated IP team provides strong support in identifying and protecting the Company's new inventions, and offers expert advice to senior management and other business teams regarding IP issues.

Apart from the requirements for IP rights protection, we also strictly standardize the collaboration with our business partners and investors. During our collaboration, we will establish non-disclosure agreements to explicitly define the ownership and obligations pertaining to IP rights.

[1] Numbers reported include both in-licensed and Brii-owned patent and patent applications.

ACCESS TO MEDICINES

With the goal of broadening patient choice and access, Brii Bio has been striving to develop and bring transformative therapies to underserved markets, addressing critical public health needs through ground-breaking innovation and insights, as well as enhancing the accessibility of innovative medicines since our founding in 2018. Brii Bio is dedicated to improving access to medicines, striving to make high-quality medications available to the greatest number of patients, and enhance their quality of life.

To improve access to medicine, enhance adherence, and prioritize convenience, patient insights play a vital role. Recognizing this, we have conducted extensive research studies to comprehensively understand the preferences, needs, and challenges faced by patients. This valuable information guides our efforts in developing patient-centric solutions and ensuring that our medications meet their unique requirements.

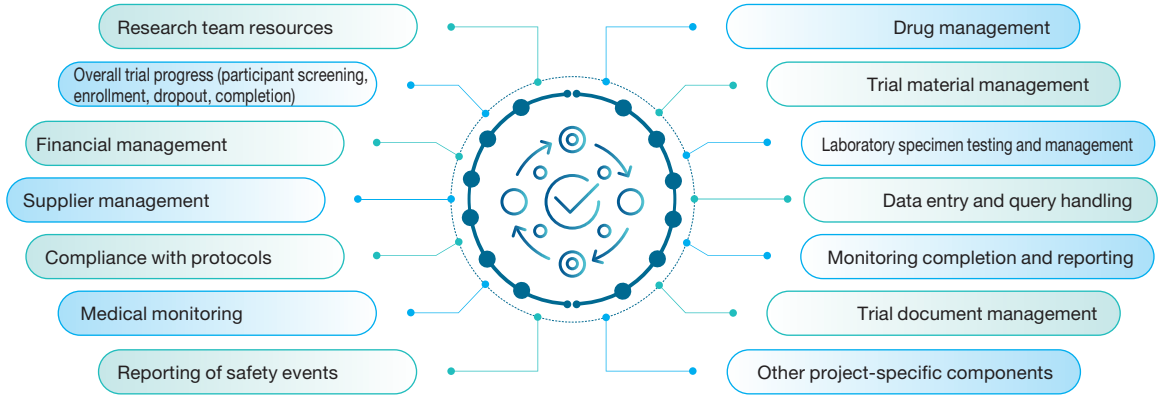
ETHICAL RESEARCH

We are dedicated to maintaining the utmost standards of quality, ethics, and integrity in all aspects of our clinical trials. A series of standard operating procedures have been established, regulating the aspects ranging from clinical compliance issue management, protocol deviation management, and management of serious breaches to medical monitoring activities during clinical trials.

At Brii Bio, we highly value clinical compliance issues and are committed to ensuring the safety and welfare of subjects and the integrity of the trial data. For each study, the Clinical Operations team, which consists of cross-functional representatives, is required to develop a Protocol Deviations Management Plan to provide scope and guidance on protocol deviations identification, methods for notification, frequency of review, reporting, escalation and communication and mitigation. All issues that may significantly impact the completeness, accuracy, and/or reliability of key study data or that may significantly affect a subject's rights, safety or well-being will be considered as major protocol deviation. In addition to the Protocol Deviations Management Plan, a Medical Monitoring Plan is developed for clinical trials. The Medical Monitoring Plan regulates medical communication process, protocol training, medical data listing review, and medical review for safety cases etc. The comprehensive plans and protocols allow us to uphold the safety and well-being of clinical trial participants, and ensure the medical monitoring activities are provided in a consistent manner.

Clinical trial execution is audited at least quarterly to ensure the quality of our clinical trial, as well as the compliance with local laws and international regulatory standards, maintaining high standards in clinical trial execution.

Our audit on clinical trial execution covers various aspects, including:



Through the aforementioned audit, regular course of study monitoring, meetings, monitoring report review, data review, protocol deviation review, and feedback from study team members, we pay attention to any potential clinical compliance issues. If there is clinical compliance issue identified, the study lead works with other study team members to review the information, request any additional information, evaluate the impact of the clinical compliance issue, and assess if there is any potential impact to subject's safety, subject's right or data integrity. Our Quality Assurance team will be responsible for the evaluation and assessment of any impact of the clinical compliance issue, while the Chief Medical Officer will be responsible for providing any necessary input into the actions to be taken to manage compliance issues that may impact the investigator site or external vendor/partner participation in the study. According to the occurrence and severity of protocol deviations, timely on-site or collaborative visits, or quality-related inspections will be arranged. Based on the audit results, training on protocol execution may be provided to investigators and team members as deemed necessary.

We are committed to responsible data sharing from our clinical research and trials. Our focus on data transparency fosters scientific progress and benefits product users and healthcare providers. We regularly share our latest research findings through publications, official announcements, industry forums, and scientific conferences.

All literature related to our research studies is accessible on our official website. Besides, we have announced our FY2023 results and shared the latest clinical developments and corporate updates on our website, demonstrating our efforts in upholding a high standard of data and information transparency.

Brii Bio Announces New Data from Partners Underscoring Potential for HBV Functional Cure at EASL™ Congress 2023

Brii Bio Presents New Data Highlighting Progress Towards Achieving HBV Functional Cure at American Association for the Study of Liver Diseases ("AASLD")'s The Liver Meeting® 2023

At Brii Bio, we focus on providing comprehensive support to enhance the quality of life for patients and their families. This approach acknowledges that true patient care goes beyond medicine – it involves listening, understanding, and advocating for patients' broader needs.

Patient Advocacy Initiatives

At Brii Bio, patient insight is the driving force behind our innovation efforts. During the Year, as part of our commitment to patient-centricity, we have dedicated significant resources to engage in various patient-centered programs and community partnerships, which are initiated by our Patient Centricity Committee. This committee takes the lead in shaping our strategy by sponsoring initiatives led by patient advocacy organizations within the community, aimed at enhancing education and awareness about diseases like PPD and advocating for improved resources while reducing stigma. To refine our high-level approach, we have also organized forums to gather patient insights through focus groups, advisory boards, and patient surveys. The Company's strategic focus revolves around cultivating a patient-centric culture, emphasizing empathy and understanding among our employees. By aligning our collective efforts, we aim to effectively prioritize and address patient needs.

During the Year, we have focused on conducting the joint survey and research study to raise awareness about specific diseases, such as HBV and PPD, providing public education, sponsoring in mental health activities, supporting patient advocacy organizations' initiatives within the community, participating in fundraising activity, and supporting related advocacy works. By doing so, we aim to contribute to the improvement of resources and services available to patients. Our goal is to not only enhance knowledge and understanding but also reduce the social stigma associated with these diseases.

By actively engaging in patient-centered programs, we seek to empower patients, amplify their voices, and ensure their needs are at the forefront of our decision-making processes. Through collaboration with advocacy organizations and community outreach, we strive to make a positive impact on the lives of individuals affected by various conditions, improving their access to resources, support, and reducing the burden of social stigma.

David Margolis, M.D., MPH
Chief Medical Officer

"As Brii Bio's CMO, I'm inspired by the profound impact patient insights have on our research and development initiatives. By prioritizing patient engagement, we leverage valuable perspectives to drive innovation and address critical healthcare challenges."

AMPLIFYING PATIENT VOICES

To gain a deeper understanding of patients' needs and provide them with more suitable treatments, we have conducted various research studies and collected the opinions of patients with chronic hepatitis B ("CHB") and PPD through surveys. We listen to patients' voices and actively integrate their feedback into our drug development and clinical practices. By incorporating patient perspectives, we strive to ensure that our therapies align with their needs and preferences.

Joint Survey on Patients' Awareness of HBV Functional Cure and Attitude toward Related Clinical Trials among Patients

Since Hepatitis B is one of the largest threats to health in China as well as the rest of the world, the development of a functional cure is a crucial part of our work. To meet the treatment preferences of patients with CHB, we conducted a joint survey with iGandan and the Liver Disease Center of Beijing You'an Hospital to understand the critical needs of CHB patients.

We conducted a survey through an online anonymous questionnaire among 1,220 CHB patients residing in mainland China. The results of this survey indicate that the overall awareness of functional cure among Chinese CHB patients is relatively low, and their long-term physical and psychological health is significantly impacted. At the same time, the current treatment options for HBV are lengthy, and in some cases, lifelong medication is required. Meeting the clinical cure through a limited treatment course remains a significant unmet need for CHB patients.

HBV functional cure is currently the optimal goal of CHB treatment to reduce hepatocellular carcinoma risk to the lowest extent with a finite course of medications. Education will be valuable in the future to help them better understand surrogate biomarkers of CHB treatment and benefits of HBV functional cure. Subsequently, improvements in functional cure awareness might help accelerate clinical trial enrollment as well as functional cure regimen acceptance in the market.

Research Study on Treatment Preferences and Experiences Among Patients with Postpartum Depression

PPD affects up to almost 20% of new mothers per year and is a common complication in the postpartum period. However, historical research shows that the selection of treatment is affected by symptom severity, access to treatment, and patient preference. In order to improve the accessibility of PPD treatment for patients, it is essential for healthcare providers to comprehend their treatment preferences. In light of this, Brii Bio conducted a research study through an online survey with 154 PPD patients to explore treatment preferences such as route of administration, dosing schedule, location, side effects, and ability to breastfeed. The study found that the route of administration and ability to breastfeed strongly influence patient treatment preferences. The research result provides insights for healthcare providers to tailor care and address treatment concerns effectively, thereby increasing access to PPD treatment for patients.

SUPPORTING MENTAL HEALTH AWARENESS

During the Year, to fulfill our corporate social responsibility on patients associated with postpartum depression and perinatal mental health disorders, we have sponsored various events on maternal and perinatal mental health, to provide support to parents and raise awareness about these types of diseases.

Brii Bio Offered Unrestricted Educational Grant for Mind the Gap

Brii Bio has given an unrestricted educational grant for Mind the Gap, PSI's strategic initiative to ensure that perinatal mental health is a national priority. We have advanced our shared mission of eliminating social stigma associated with postpartum depression and perinatal mental health disorders.

Mind the Gap is a National Initiative led by Postpartum Support International and a broad based stakeholder coalition comprised of leading experts from national. The strategic action plan presents critical priorities and actions to improve perinatal mental health.

MIND THE GAP
Ensuring Perinatal Mental Health Is A National Priority

2023 Maternal Mental Health Forum Sponsorship

Brii Bio sponsored the March 2023 Maternal Mental Health Forum. This event is attended by payors, policymakers, healthcare providers, and community partners and advocates who come together to address maternal mental health priorities. This virtual event reached a hundred of participants across the United States.

2023 Black Maternal Mental Health Week Sponsorship

Brii Bio sponsored the Black Maternal Mental Health Week Campaign and Summit held on July 19-25, 2023 in Houston, Texas.

This Year's theme was "Redefining Cultural Support through Black Maternal Mental Health that Cultivates, Embraces and Unites our Communities". The summit has brought together health and mental health professionals, advocates, and patients focusing on the unique maternal mental health needs of the Black community to support equitable access to care and treatment.

FUNDRAISING FOR THE COMMUNITY

This Year, we continued our support by our annual Climb out of the Darkness events, raising funds and awareness for maternal mental health in support of the PSI (Postpartum Support International) and the PPD community in the US.

Postpartum Support International: Climb Out of the Darkness Fundraising Activity (US)

In 2023, Brii Bio colleagues and their families around the U.S. participated in annual Climb out of the Darkness event, which is the world's largest event raising funds and awareness for the mental health of new families organized by PSI, raising funds and awareness for maternal mental health.

Through our efforts in developing new treatment options for postpartum depression and partnering with patient advocates within our communities, we are dedicated to creating a brighter future for the mental health of new families by reducing social stigma and improving access to care.

San Mateo Office

Durham Office

We believe talents are our most valuable assets to drive sustainable development. We prioritize mutual employee growth by fostering an equal, diverse, inclusive, healthy, and safe workplace. Additionally, we provide development opportunities for self-fulfillment and growth alongside our organization.

Empowering Our Employees

OUR CULTURE

At Brii Bio, our team embodies creativity, diligence, and unwavering dedication to excellence. We are driven by our eagerness to make meaningful contributions to public health solutions for patients worldwide. In compliance with legal employment practices, the Group has implemented an internal system consisting of the Employee Promotion Policy and Employee Offboarding Policy. These policies effectively regulate the organization's employment system and ensure adherence to relevant regulations. Our management team adheres to this policy in recruitment, hiring, placement, promotion, working hours, transfer, training, compensation, benefits, employee activities, and general treatment during employment.

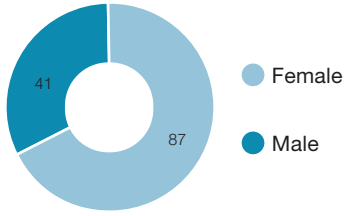
During the Reporting Period, the Group was not aware of any non-compliance with any employment or labor laws and regulations.

Workforce Diversity and Dynamics Breakdown

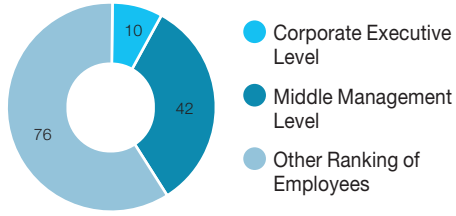
As of December 31, 2023, the total number of employees was 70 in China and 58 in the U.S.

During the Reporting Period, our employee turnover rate was 25.78%.

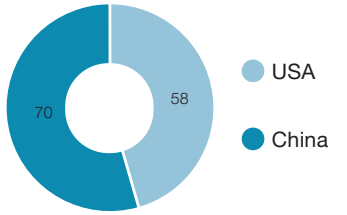
Total Workforce by Gender



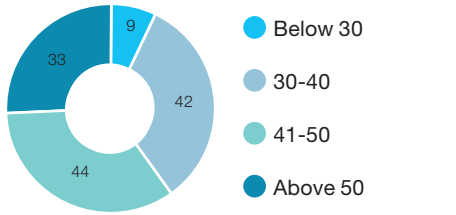
Total Workforce by Ranking



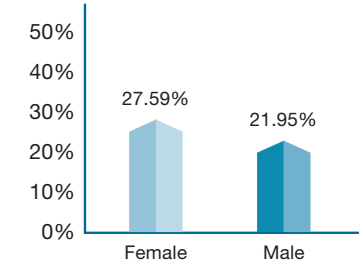
Total Workforce by Country



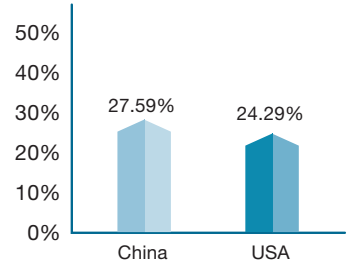
Total Workforce by Age Group



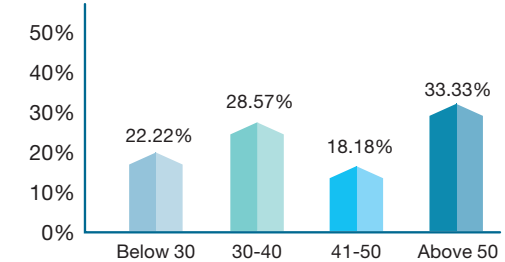
Employee Turnover by Gender



Employee Turnover by Country



Employee Turnover by Age Group



DIVERSITY, EQUITY, AND INCLUSION IN THE WORKPLACE

We are committed to providing equal employment opportunities throughout the recruitment process, career development, promotions, training, and rewards. Additionally, we prioritize the protection of our employees from any form of discrimination, such as race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable deferral, state or local laws.

Brii Bio believes in collaboration and teamwork to fuel innovation and aims to foster high-performing talent devoted to excellence, going above and beyond. We consider our employees as the core of our business operations and development, recognizing the utmost importance of talent retention within our organization. By comprehending the needs and concerns of our employees, we strive to foster a sense of belonging, respect, and recognition within our Company. To collect valuable feedback and suggestions from our employees, we have provided ease of communication via our intranet, email, Microsoft Teams and WeChat platform, Brii Talks and company town halls. We firmly believe in the value of actively listening to the voices of our employees, as it enables us to better understand their perspectives, address their concerns, and create a supportive and inclusive work environment.

Gender diversity is a key focus for us, and we are committed to promoting it at every level of the company, from the Board to senior management.

50%
of women in leadership

2023 International Women's Day

Karen D. Neuendorff
Chief People Officer and Head of Human Resources

At Brii Bio, we are committed to fostering diversity, equity, and inclusion in our workplace. We believe that embracing diverse perspectives and backgrounds enriches our culture and drives innovation. Through initiatives promoting equal opportunities, inclusive practices, and a supportive environment, we strive to empower every member of our Brii family to thrive and contribute to our mission of advancing healthcare.

We provide equal opportunities to candidates from diverse backgrounds, and are dedicated to promoting inclusivity in our workplace. We embrace all employees, acknowledging and celebrating their unique identities and contributions. Our goal is to create an inclusive working environment where everyone feels valued, respected, and supported. By cultivating this inclusivity, we aim to harness the collective strengths of our diverse workforce, driving innovation and fostering shared success.

Talent Acquisition, Staff Promotion and Attrition

To ensure fair and equitable employment opportunities for all candidates, we actively seek out talents to strengthen our company, using various recruitment channels. Our internal recruitment process including an internal referral program, career websites and headhunters, has been designed to standardize the application process. The recruitment teams conduct an annual talent acquisition assessment to categorize job vacancies, establish recruitment strategies, and identify top talent.

We have a strict policy against child labor and forced labor, ensuring all employees are hired voluntarily, and meet the requirements of local laws and regulations. We verify identification during application procedures to prevent violations. If an infraction occurs, we will promptly terminate the responsible employee's contract and take corrective actions. In 2023, there were no reported cases of child labor, forced labor, harassment or discrimination within the company.

To promote a culture of excellence, we invest in our employees and reward high performance through our Employee Promotion Policy, which outlines our approach to career advancement and internal promotion. In 2023, we recognized long-serving employees with award for those with over 5 years of service. This not only boosts retention but also motivates our workforce.

To ensure a smooth and positive exit process, we have established an Employee Offboarding Policy that clarifies the process, roles, and responsibilities involved in employee exits. Employees may resign at will, provided they confirm their last workday with their manager. We conduct exit interviews to understand why employees leave and use this feedback to refine our HR policies. This approach ensures that our employee management system remains effective and improves over time.

Employee Benefits

The efforts of our employees are recognized and appreciated through the provision of fair and competitive remuneration and benefits. An Employee Handbook has been formulated to stipulate the policy of benefits and remuneration, and regular review will be conducted to keep the benefits and remuneration at an appropriate and market competitive level. We offer various health and wellness benefits. In accordance with the relevant People's Republic of China regulations on social insurance, such as the Social Insurance Law of the PRC, the Group makes contributions to social insurance and provident fund for its employees as required by the laws of the, including medical insurance, pension insurance, work-related injury insurance, unemployment insurance and provident fund. In addition to the basic insurance mentioned above, we provide additional comprehensive medical insurance for our employees. For example, our employees in China are entitled to personal accident insurance, traffic accident insurance, and critical illness insurance, which provide hospitalization subsidies and coverage for spouses and children. We also provide maternity medical coverage for female employees, as well as the spouses of male employees, taking care of the needs of our employees from multiple angles. Besides, the employees can enjoy legal rights and benefits including annual leave, sick leave, marriage leave, maternity leave, bereavement leave, and statutory holidays. Being a people-oriented company, we are committed to the well-being of our employees. Apart from the aforementioned benefits, we have also established a supplementary insurance plan to expand coverage for employees and their families, and an Employee Stock Ownership Plan ("ESOP") Grant as part of the compensation and benefits package.

Furthermore, as part of our strategy to retain and motivate talented individuals, we have introduced stock-based compensation programs for all employees. These incentive packages – namely the Pre-IPO Share Incentive Plan, the Post-IPO Share Option Scheme and the Post-IPO Share Award Schemes aim to attract, motivate, retain and reward certain officers, all employees, directors and other eligible persons, and as incentives or rewards for their contribution to the Group, link the interests of our employees with those of our shareholders, demonstrating our commitment to the long-term development of our people with us.

OCCUPATIONAL HEALTH AND SAFETY

We prioritize the safety and well-being of our employees by providing a secure and healthy working environment. We offered comprehensive health benefit plans to our employees. Our medical providers offer wellness coaching, education, and programs. There is also free access to wellness and fitness apps like Calm, Classpass and gym membership discounts. To ensure office safety, we have established comprehensive Office Rules that provide employees with clear guidance on safety measures. In our Employee Handbook, we emphasize the importance of maintaining a safety-conscious mindset and encourage employees to report any unsafe conditions or potential hazards to management. Additionally, we offer flexible work options, such as hybrid work schedules and remote work. Furthermore, we provide generous paid time off to our employees, acknowledging the significance of maintaining a healthy work-life balance.

During the Reporting Period, the Group was not aware of any non-compliance with any laws and regulations on occupational health and safety, and no lost day is found due to work injury. During the past three years (including the Reporting Period), there is no work-related fatal accident in the Group.

Healthy and Safe Office

With safety and health as our top priorities, our offices are intentionally designed and furnished with careful considerations for the well-being of our employees, including:

- Electric height-adjustable desks so that our employees can stand or sit while working
- Windows and walls have been designed to maximize diffuse natural lighting and avoid direct lighting
- A gym with ample natural light promotes healthy lifestyles
- Testing equipment and monitors for real-time air quality monitoring to ensure the air quality
- Private lactation rooms for nursing mothers

In addition to the installation of the aforementioned facilities, we prioritize the health and safety of our employees by conducting air quality testing. After the renovation of our Shanghai office, we had a third-party testing agency to measure the levels of formaldehyde, benzene, and total volatile organic compounds in our office areas, conference rooms, and pantry before moving in.

We also strive to create an inclusive environment and foster a workplace that is friendly to individuals with disabilities. Therefore, we have ensured that all office facilities are accessible to accommodate the needs of individuals with disabilities.

Employee Care

The impact of COVID-19 in recent years has brought about significant changes in the daily routines of people, raising our awareness of the crucial importance of mental health. To cater for the need of employees for emotional care, Brii Bio has introduced an Employee Assistance Program ("EAP") for our employees in the US. Our EAP covers not only our employees but also their spouses or domestic partners, dependent children, parents and parents-in-law. Whenever they encounter any negative feelings, including stress, depression, anger, grief, anxiety, or any problems like work conflicts, family and parenting problems, relationship issues, divorce etc., they can reach out to a Licensed Professional Counselor via phone or computer. Through our EAP, we aim at providing professional emotional support to our employees in needs, and promoting general health and well-being.

In order to prioritize the health and well-being of our employees, we have also implemented supplementary measures such as offering a variety of physical and mental activities. Brii Bio values employee satisfaction as a key driver of productivity and success, and therefore, we consistently hold a diverse range of activities and initiatives to prioritize their well-being, alleviating job pressure, relieving mental tension and promoting teamwork. During the Year, we have organized several activities such as Thanksgiving Day, Christmas and Mother's Day celebration, Employee Appreciation Day, employee team building activities and annual Gala. We also organize various sport activities, such as biking, hiking, regular yoga lessons, to encourage employees to participate in physical activity and maintain a healthy lifestyle. With the aim to promote cross-departmental communication and foster a sense of company loyalty, these activities undertaken have successfully nurtured a positive and collaborative work environment among colleagues.

Seminars on Emotional and Mental Well-Being

During the previous pandemic era, our community has been facing huge pressure both physically and mentally. To assist employees in understanding the significance of emotional health and learning how to cope with negative emotions, we have invited professional psychiatrists share the methods of mental health first aid.

Health and Wellness Initiative

Recognizing the significance of physical exercise in maintaining overall health and its positive impact on mental well-being, we organized a wellness initiative in September to encourage our employees to engage in regular physical activities.

TALENT DEVELOPMENT AND TRAINING PROGRAMS

With the aim of fostering an equitable working environment, *Employee Handbook, Employee Promotion Policy*, and related procedures have been established to provide guidelines for performance evaluations, goal-setting, and performance-based remuneration and promotion. During annual evaluations, each employee is required to develop individual Objectives and Key Results ("OKRs") with the assistance of line managers, against which their performance is monitored and evaluated. The Brii Bio Employee Handbook states that we encourage employees and supervisors to discuss job performance frequently and continuously. The performance reviews will also be conducted as two-way conversations between line managers and employees in order to gain a fair and comprehensive understanding of performance.

We adhere to the principle of "Collaboration, being results-driven, and providing quality in daily work". We promote employees with outstanding performance and strong ability. We establish an Employee Promotion Policy to formulate a framework for advancing and promoting employees and provide a clear career development path for employees. Every year, there are two promotion cycles based on performance. Promotion requests are carefully assessed on an individual basis to ensure that significant contributions and performance are duly recognized. Factors such as tenure, performance, and accomplishments are thoroughly evaluated in the decision-making process for promotions.

Transparency and employee participation in performance evaluations and promotions are integral to our belief system. By involving our employees in these processes, we aim to motivate our talented workforce to unlock their full potential and pursue their long-term career aspirations.

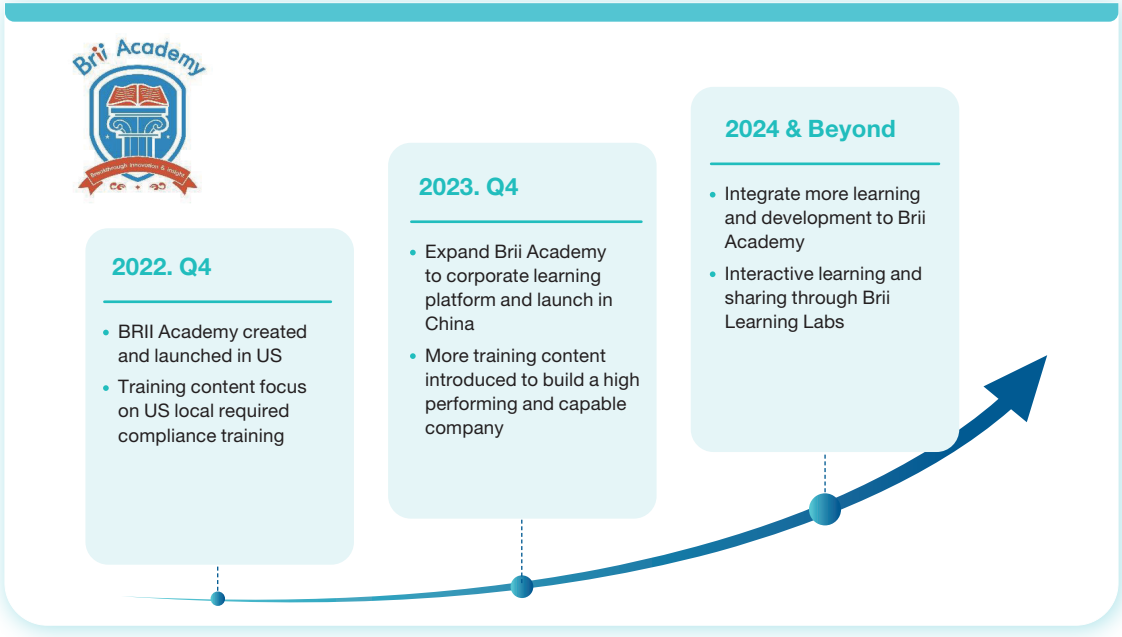
Personalized Training System

In order to cultivate exceptional teamwork and sustain our competitiveness, the Group is dedicated to the training and development of its employees.

To broaden horizons and enhance the expertise, technical knowledge, quality, and skills of our corporate executive team and employees, we provide a wide range of training programs. These include classroom-based training, on-the-job training, online training, and function-specific training, all aimed at fostering flexibility and continuous growth. The function-specific training includes clinical development information security, clinical sourcing, and procurement training. Compliance and corporate policy training is recorded on the Learning Management System platform of our learning management system, allowing employees to track their training status and submit assignments on time. Each new employee will be allocated a buddy and a mentor to guide them through everything from daily work and logistical questions to our company culture and core values.

Through the implementation of Brii Talk – More to Learn, we have fostered a culture of learning within our organization. This peer-to-peer platform encourages employees to actively share their knowledge and engage in collaborative practices, promoting continuous learning and development. During the Reporting Period, we followed the training topics that employees were concerned about according to the results of the employee engagement survey, 21 "Brii Talk" sessions were held in 2023, which covered knowledge sharing, case studies, and culture talks.

In our commitment to creating an organizational environment that values continuous learning, diversity, and growth opportunities for all employees, we have implemented a comprehensive training and development framework called the "Brii Academy" in US office in 2022 Q4, and we further expand the coverage of this training framework to our China office this year with further enriched fruitful training content. To provide practical and comprehensive training programs that precisely address the training needs of staff, we conducted a Leadership Training Survey in 2023. From the survey results, we have learnt that our employees focus in 4 key areas to advancing the organization to the next stage, including Effective Leadership, Effective Communication, Employee Performance Management, Emotional Intelligence, which allows us to design a training curriculum that meets the specific needs of our employees.



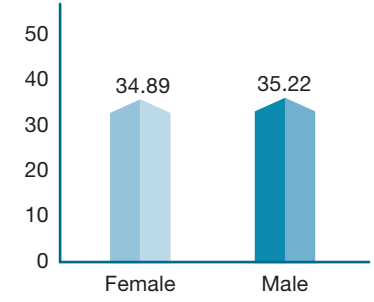
Our learning framework consists of 2 components, online self-learning via LinkedIn, as well as Brii Learning Labs, which are targeted focus groups to discuss learning material, analyze case studies, share experiences, and participate in role playing. With the principle "Empower, Enhance, Excel", this framework allows our corporate executive team to install an organizational environment that values continuous learning, diversity and growth opportunities for all employees.

In Brii Academy, there are 2 learning paths targeting different career groups, and courses will be assigned each quarter, which act as a valuable resource to assist our employees in fulfilling their job roles, grow, and develop in their careers.

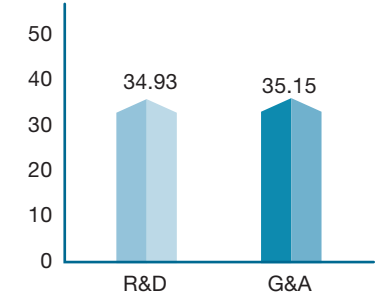
	Effective Leadership Learning Path	Professional Development Learning Path
Target Audience	Directors & above, people managers	Associate Directors & below, individual contributors
Objective	Create a leadership team that not only excels in their scientific and technical expertise but also effectively guides, motivates, and empowers their teams to achieve overall excellence.	Strengthen communication and interpersonal skills, spark innovation, and improve overall performance.
Key topics	• Communication • Performance Management • Business etiquette	• Business etiquette • Communication • OKR
Follow Up	• Brii Learning Labs • Focus groups • Check-ins • Surveys	

As part of this initiative, we are proud to introduce a new learning and development benefit in 2023. Employees now have access to a curated Employee Learning Path of Professional Development, consisting of 16 videos from LinkedIn Learning, designed to enhance their skills and knowledge in various professional domains, and assist in their long-term career development. Looking forward, we will further improve training model and expand the training topics, with the aim to keep excelling the knowledge and ability of our employee to higher and higher levels.

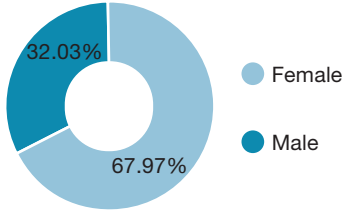
Average Training Hours per Employee by Gender (Hours)



Average Training Hours per Employee by Function (Hours)[2]



Percentage of Employees Trained by Gender



2 R&D: all clinical, non-clinical & CMC; M&S: all commercial related; G&A: all enabling functions. Since no M&S employees received training in 2023, the average training hours of M&S employee is 0, and it is not shown in the chart here.

We are committed to responsible business practices, driven by our core values: Patients First, Trust, Integrity & Quality. This commitment means partnering with socially and environmentally responsible suppliers, protecting data privacy and security, and ensuring strong governance and ethical conduct throughout our operations.

Operating with Integrity and Ethics

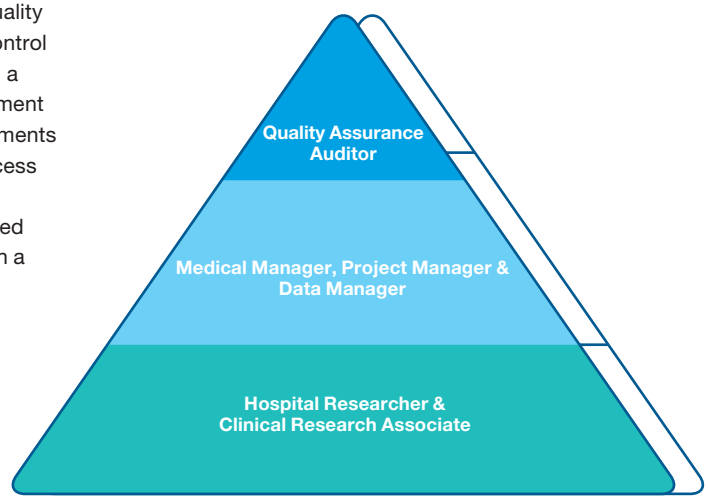
PRODUCT QUALITY

Brii Bio places utmost importance on product quality and is committed to carrying out business with excellent quality, which is one of the core values of the Group. To meet this commitment, we maintain a quality-focused culture to ensure the highest priority is placed on the safety, efficacy and reliability of the products and the safety of patients. We have formulated a Quality Policy by implementing a comprehensive Quality Management System to uphold the quality of our products throughout the entire life cycle. This includes stringent quality control measures during manufacturing and supply processes, as well as enhanced oversight to ensure the proper use of our medicines.

During the Reporting Period, the Group was not aware of any violations to any laws and regulations related to the health and safety, advertising, labeling and privacy matters of our products.

Product Quality Governance Structure

Brii Bio has established a dedicated and professional quality management team responsible for overseeing quality control and quality assurance of the Group. We have developed a standard operating procedure ("SOP"), Quality Management Review ("QMR"), which defines the process and requirements for performing QMR. QMR provides assurance that process performance and product quality are managed over a product's lifecycle and the related processes are reviewed by Corporate Executive Team and Department Heads on a regular basis.



Our Quality Governance Structure

QMR meetings are held at least quarterly to review the progress of ongoing quality initiatives, assess key metrics such as vendor auditing, training, inspection results, and corrective/preventive actions. The composition of the QMR meeting members includes Quality Head, key executives such as the CEO, CMO and CTO, Quality Assurance Representatives, as well as department heads for regulated processes, including clinical operations, clinical supply, therapeutic area, pharmacovigilance, clinical research, information technology, and others. Regular meetings of QMR serve as a mechanism to ensure the Group's unwavering commitment to quality is effectively implemented throughout the organization.

Product Quality Management

To establish a robust and quality-resilient supply chain, we have developed a QA Audit SOP, which outlines the steps for planning, conducting, reporting, and closing GxP (including GCP, GLP, GMP, etc.) audits that we conduct.

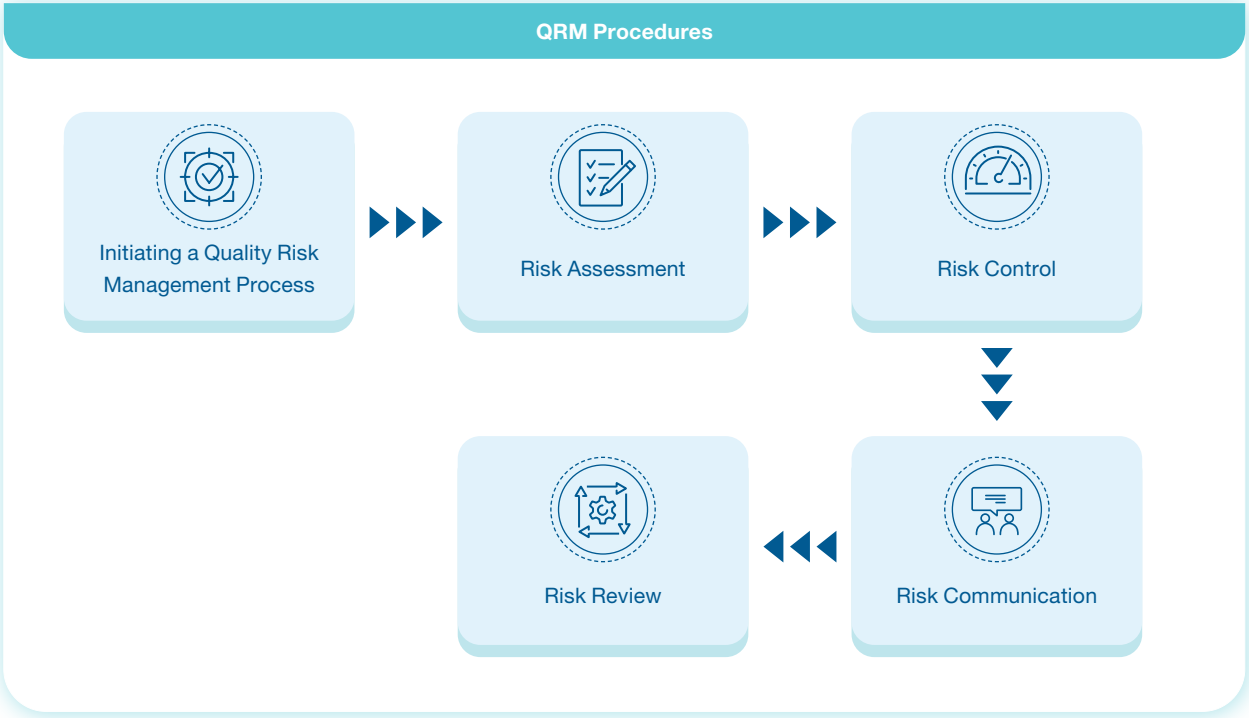
The QA Audit SOP clearly defines the roles and responsibilities of key positions involved in the audit process, including the quality assurance head, lead auditor, and auditee. Each role has specific responsibilities to ensure a systematic and thorough management of every aspect of the quality audit.

Ellee de Groot, Ph.D.
Chief Technology Officer

"Effective supply chain management and product quality governance are paramount in ensuring timely production, meeting demand, and maintaining high standards of safety and ethics. By implementing robust supplier codes of conduct, comprehensive selection processes, and ongoing evaluation, we optimize the impact of our core assets and uphold our commitment to quality and integrity."

To address potential risks that may arise during the development process, we have established a Quality Risk Management ("QRM") SOP. This SOP encompasses all GxP activities within the Company and defines the QRM system which uses a systematic approach to assess, control, communicate, and review potential risks at Brii Bio.

The QRM SOP serves as a foundation for our quality risk management system, ensuring that risks are thoroughly evaluated and appropriate measures are implemented to mitigate them. It also facilitates the identification and prioritization of areas for continuous improvement, allowing us to enhance our processes and practices.



At Brii Bio, we regularly evaluate the effectiveness of our pharmaceutical quality system. QMR meetings will be held at least quarterly, or more frequently, subject to the decision of the Quality Head. During our comprehensive periodic review of the pharmaceutical quality system, we consider various inspection items, including internal audits and partner audits, the findings from regulatory inspections, vendor management and audit activities, non-conforming materials, complaints, recalls, and internal change controls for validated and regulated systems etc. Additionally, we conduct risk and gap assessments for regulated processes to ensure compliance and efficiency. We have clearly defined and compiled several lists of review items for our internal review release record. These lists cover inspections of Investigational Medicinal Product ("IMP"), Drug Substances ("DS"), and Drug Product ("DP") respectively, demonstrating our commitment to maintaining the highest standards of quality and safety throughout the development and manufacturing processes.

Employee Quality Training

We place great importance on continuously enhancing quality awareness and fostering a strong quality culture within the Group. To facilitate this, the Group has developed a SOP for Training, which outlines the procedures involved in our training program for individuals engaged in GxP and other regulated activities at Brii Bio.

We have implemented targeted quality training programs tailored to the specific needs of each department and position, ensuring that projects are executed as planned. There are different types of quality training, such as SOP training, on-the-job training, and GxP training. New employees undergo onboarding training matrix. Similarly, existing employees participate in an ongoing training matrix that covers relevant skills, knowledge, and competencies needed for their daily work.

Following the training, an Individual Training Record is provided to each employee, documenting their training information. This record serves to ensure that every employee maintains a high level of quality and safety awareness.

Internal Quality Training Session

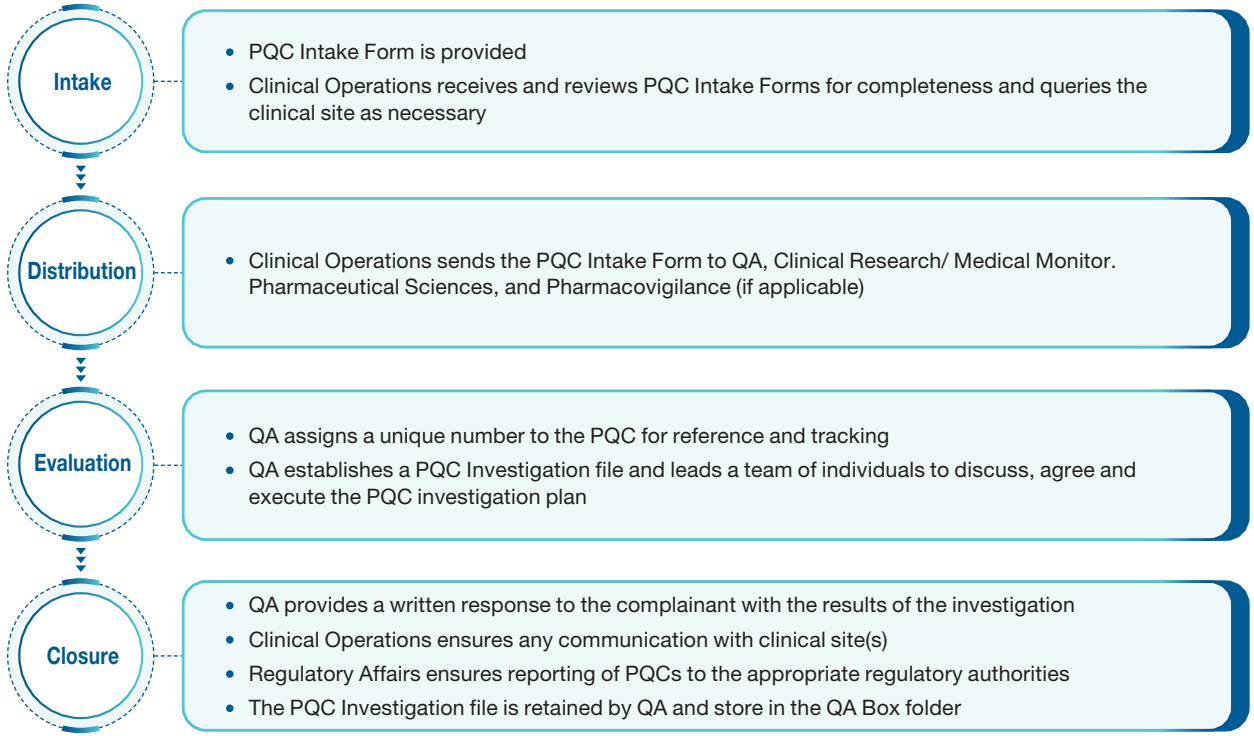
Safety Governance

Embracing our “Patient first” culture, we puts great emphasis on the safety of clinical study participants. The Group has established a SOP of Safety Governance, which outlines the procedures involved in monitoring the safety of clinical study participants. This SOP is applicable to all investigational products in clinical development by the Group. We have set up a Safety Management Team for monitoring, reviewing, and evaluating the safety profile of an investigational product throughout its lifecycle. A Safety Review Committee is established for each applicable clinical study/clinical program, which performs ongoing review of the available study data to assess the safety and tolerability of the product throughout the study, with the main purpose of protecting the safety of study participants. We have also developed the Safety Review Committee Charter, which defines the roles and responsibilities of the Safety Review Committee. The Safety Review Committee will be comprised of the Medical Lead/ Study Physician, medical monitor, one Principal Investigator, and other members as appropriate. Through the safety governance structure, we strive to maintain the highest level of safety and quality in all aspects of our clinical study operations.

Product Complaints and Recalls

In order to enhance the quality of our products and services and ensure a clear and effective process for handling product complaints and recalls, the Group has established a standard operating procedure called Product Quality Complaints and Recall of Investigational Medicinal Products. This procedure outlines the steps involved in receiving, distributing, evaluating, and closing Product Quality Complaints ("PQCs") related to clinical trials and drugs.

During the Reporting Period, no products were sold or shipped that had to be recalled for safety and health reasons, nor were there any customer complaints about products and services.



SUPPLY CHAIN MANAGEMENT

The Group places high emphasis on sustainable supply chain. We maintain partnerships with suppliers who align with our ethical standards and values, particularly in terms of sustainability and social and environmental responsibility. When engaging with suppliers, we adhere to the principles of openness and fairness, ensuring a comprehensive approach throughout the supplier lifecycle, from qualification assessment to auditing and evaluation.

We follow our Purchase Process as a framework for conducting business activities with non-GxP suppliers. Additionally, our Supplier Selection and Supplier Qualification processes are employed to carefully choose, maintain, and retain GxP suppliers in all aspects, including managing potential social and environmental risks associated with suppliers.

We have formulated a Supplier Code of Conduct, which outlines the expectations and standards for ongoing collaboration with our suppliers. This code encompasses various areas including business ethics, anti-corruption measures, labor rights, health and safety, quality, and environmental considerations. It will serve as a reference for the day-to-day management of our suppliers.

At Brii Bio, we highly value supplier collaboration and promote good practices in social and environmental risk management. The Supplier Code of Conduct has been officially implemented during the Year. We actively distribute our supplier code of conduct to our key suppliers, ensuring high product quality, safety, and sustainability. We acknowledge that supplier management plays a crucial role in our ability to deliver quality medicines. We are committed to ensuring that our suppliers consistently provide the highest quality products, prioritizing the health and safety of consumers and patients. By maintaining open lines of communication and fostering strong relationships, we strive for continuous improvement in our supply chain. By doing so, we strive to ensure the long-term sustainability, viability, and quality of the products we deliver to our valued customers.

Brii Bio' Supplier Code of Conduct

Striving to ensure that our supply chain management contributes to enhance sustainability practices

Key points from our *Supplier Code of Conduct*

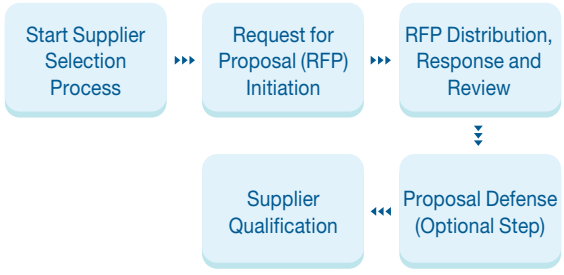
Environmental, Health and Safety Management	Business Ethics and Compliance	Employee Rights	Product Safety and Quality
• Strict adherence to environmental, health, and safety laws and regulations in each country and operating region. • A healthy, secure, environmentally friendly, and pleasant workplace	• Governance that is transparent and honest, with zero tolerance for corruption and bribery • Compliance with all applicable antitrust and fair competition laws and regulations • Compliance with data privacy regulations in every applicable country and region	• Promotion and protection of human rights, including the abolition of all forms of slavery, forced labor, and child labor • Respecting the right of employees to join independent trade unions, engage in collective bargaining and exercise freedom of association • Providing a workplace that is free of harassment and discrimination	• Establishment of a robust system for monitoring and controlling product quality to ensure that the compliance with all applicable laws, regulations and standards at any site where the supplier operates • Implementation of a safety programme for the operation and maintenance of all their business activities and shall manufacture products and provide services in accordance with applicable safety standards.

Comprehensive Supplier Selection Process

When evaluating new suppliers, the Head of the Outsourcing Functional Area takes the lead in initiating the supplier selection process. This involves assembling a team of experts with the necessary knowledge and expertise to guide the supplier evaluation.

The supplier evaluation team follows a comprehensive procedure to assess prospective suppliers based on criteria such as quality, industry experience, labor management practices, and environmental and social credentials. Stringent reviews are conducted to ensure that suppliers meet our standards before being added to our supplier list.

Brii Bio's Supplier Selection Process



As the final phase of our Supplier Selection Process, we undertake a thorough supplier qualification assessment to ensure that our suppliers meet our rigorous criteria. We categorize suppliers into three groups based on the nature of the services they offer. Each category undergoes an appropriate evaluation process, and the qualification status of suppliers is duly documented as required.

Tier 1 suppliers

Goods or services are regulated by a regulatory health authority body and have a direct impact on a study, subject safety, or data integrity

Tier 2 suppliers

Goods or services are regulated by a regulatory health authority body but do not have a direct impact on a study, subject safety, or data integrity

Tier 3 suppliers

Goods or services are not regulated by a regulatory health authority body

Supplier Assessment and Evaluation

During our partnership, the Quality Assurance (QA) team regularly performs requalification checks on our approved suppliers. The frequency of these checks is determined by the tier level of the supplier and their past performance.

Categories	Assessment Method	Assessment Requirements
Tier 1 suppliers	On-site or remote auditing	• Routinely audited at least every two years from the date of the previous audit; • Suppliers that exhibit non-compliance that requires issue escalation may be audited more frequently
Tier 2 suppliers	Evaluated by a questionnaire customized to the activities to be outsourced	• Routinely audited at least every three years; • Suppliers that exhibit non-compliance that requires issue escalation are then evaluated based on Tier 1 supplier requalification requirements
Tier 3 suppliers	Not subject to QA audit	• Not subject to routine audit

The evaluation of suppliers' quality and performance is conducted separately by our QA and Procurement teams. Suppliers are rated on a scale ranging from 1 to 5, with a score of 3 denoting "meeting expectations". If a supplier's rating falls below 3, they are subjected to re-evaluation or potential termination, and this is reported to the Quality Assurance department.

During the Reporting Period, the Group had a total of 377 suppliers, consisting of 200 suppliers from China and 177 suppliers from regions outside of China. All suppliers, both from China and non-China regions, were managed in strict accordance with our supply chain management policies and practices.

BUSINESS ETHICS

As integrity stands as one of our core values, our main goal is to create a positive impact on patients, public health, and society. We strictly complied with related laws and regulations, such as U.S. Foreign Corrupt Practices Act of 1977, as amended, the U.K. Bribery Act 2010, the People's Republic of China Anti-Unfair Competition Law, and the Criminal Laws of China. Our investments are directed towards medicines that possess the potential to significantly improve the lives of numerous individuals. We are committed to ensuring that patients are not left behind, and our ongoing efforts prioritize patient safety and benefit over financial gain. We maintain a strong stance against corruption, adopting a "zero tolerance" policy. We actively enforce the requirements necessary to encourage employees' adherence to integrity and regulations throughout all aspects of our operations, fostering a culture rooted in honesty and integrity.

During the Reporting Period, the Group was not involved in any litigations of corruption or bribery.

Upholding High level of Business Ethics

To maintain a high level of business ethics, we have developed and will continue to uphold stringent policies aimed at combating corruption and ensuring compliance with relevant laws and regulations. We have put in place an Anti-Bribery and Anti-Corruption Policy that explicitly prohibits all forms of corruption and bribery in our business operations. This policy mandates that all employees of the Company adhere to applicable laws and ethical standards when engaging with different stakeholders. A code of conduct is included in Brii's employee handbook. A Code for Securities Transactions by Directors and Employees has also been developed to ensure that they comply with the Company's guideline regarding transactions in the Company's securities. Furthermore, we have implemented a Medical Interaction and Promotion Policy to establish a compliance framework for interactions with healthcare professionals, medical institutions, and the promotion of pharmaceutical products. This policy ensures that these activities are conducted transparently, with clear accountability, and in accordance with applicable laws, industry guidelines, and best practices. We have established a Supplier Code of Conduct to govern the ethical performance of our suppliers in their business practices.

Anti-corruption Training

We place a strong emphasis on fostering a culture of compliance and providing comprehensive training and education in this regard. We actively implement business ethics education and training programs for all employees, including the Board of Directors and senior management. We have conducted a series of integrity-focused compliance training sessions both online and offline. These training sessions were facilitated through the Compliance Wire System, which grants employees access to compliance-related training modules and tasks. As part of the training process, employees are typically required to successfully complete post-training examinations to demonstrate their understanding of the material. During the Year, a compliance anti-bribery training session was provided to the whole China study team in November. The training is about regulatory compliance and investigation response under the specific anti-corruption action in healthcare. Besides, anti-corruption training material has also been sent to the Directors. These efforts aim to enhance employees' awareness of compliance with laws and promote a high standard of business ethics throughout the Company.

2023:

8 hours
Directors Participated in Compliance Trainings organized by Brii Bio

51.25 hours
Employees Participated in Compliance Trainings organized by Brii Bio

Whistleblowing Channels

We have developed a Whistleblowing Policy to promote a culture of transparency and good faith, and to effectively monitor compliance and the implementation of business ethics. This policy outlines the process for investigating and addressing whistleblowing reports, with the aim of enhancing anti-corruption measures and preventing any misconduct, fraud, or corruption that may harm the Company's interests.

All employees are encouraged to report complaints or concerns related to misconduct, either by disclosing their identity or by choosing to remain anonymous. Various channels are available for submitting such reports, including telephone, website, and other designated methods. Additionally, reports can be submitted to the Compliance department, Chief Financial Officer, General Manager, Chief Executive Officer, Human Resources Department, or through the finance hotline. Upon receiving a whistleblowing report, the Legal, Compliance, and Human Resources Departments will carefully evaluate the nature of the issue raised by the whistleblower. They will then initiate the appropriate process to address and resolve the complaint in accordance with established procedures and policies.

By establishing the Whistleblowing Policy and providing multiple reporting avenues, the Group aims to ensure that all potential instances of misconduct are thoroughly investigated and addressed. This proactive approach strengthens the Group's anti-corruption management system and reinforces its commitment to maintaining integrity and protecting its interests.

Website:

https://secure.ethicspoint.com/domain/media/zhs/gui/81183/index.html

Protection of the Whistleblowers

We ensure the protection of the lawful rights and interests of individuals and organizations who report violations of laws and regulations to the designated report acceptance department, as required by the law. To uphold this commitment, we have established the Whistleblowing Policy, which outlines strict guidelines to safeguard the confidentiality of the report's contents and the identity of the whistleblower.

Under the Whistleblowing Policy, the department responsible for receiving reports is obligated to maintain strict confidentiality regarding the details of the report and the identity of the whistleblower. The whistleblower's identity and the person concerned is kept confidential in general, despite that there may be circumstances where, because of the nature of the investigation, it will be necessary to disclose the reporter's identity. Any form of retaliation or infringement upon the legitimate rights and interests of the whistleblower or witnesses is strictly prohibited. In cases where a person involved in the complaint has a conflict of interest, they will be recused from the entire process to ensure impartiality and fairness.

RESPONSIBLE MARKETING

We have established the Medical Interaction and Promotion Policy to develop a compliance framework for medical interactions with healthcare professionals and medical institutions, as well as the promotion of pharmaceutical products. This policy ensures that these activities are conducted transparently, with proper accountability, and in accordance with relevant laws, company policies, industry guidelines, and best practices. We provide accurate product information and support healthcare professionals in promoting rational drug usage. We have engaged in discussions with medical and health professionals, delivering up-to-date scientific and educational content to enhance their knowledge and understanding.

During the Reporting Period, the Group was not aware of any non-compliance with any laws and regulations relating to the marketing of our products.

DATA PRIVACY AND SECURITY

Ensuring information security and protecting privacy are crucial aspects of maintaining operational compliance and core competency in today's business landscape. Brii Bio has strictly complied with related laws and regulations, such as Network Security Law of the People's Republic of China, Personal Information of Telecommunications and Internet Users Information Protection Regulations, Computer Software Protection Regulations and Computer Software Copyright Registration Measures. We have implemented an Information Security Policy and a set of standard operating procedures to manage the user access authority of specific data and information, as well as safeguard data security and intranet security. We have classified the information into different levels of confidentiality with different access rights and recipients of information sharing clearly defined. We have also taken proactive steps such as deploying a professional-grade firewall and utilizing robust anti-virus programs to prevent any unauthorized intrusions or malicious activities.

Safeguarding Information Security

To ensure the security of confidential commercial information, stringent regulations govern the collection, use, and disclosure of data pertaining to patients and trial subjects. At Brii Bio, we maintain a zero-tolerance policy for any non-compliance with our confidentiality policies.

We have established Information Technology ("IT") – Personnel Onboarding/Offboarding Procedure standardize IT procedures for all new hires and departures. We have clear guidelines to regulate the internal information control and access of the departing personnel to ensure high level of information security. Our policy of IT System Access Management regulates the access of our accounts and IT systems. Besides, to reduce the impact of a disaster and recover from unavoidable disasters, we have developed IT Disaster Recovery to standardize the procedures of data recovery in case of disasters.

Prior to participating in a trial, each subject is required to sign an informed consent form, which ensures their awareness of the trial's purpose, specifics, and associated risks. Additionally, all employees are obligated to sign a confidentiality agreement upon joining the Group, thereby safeguarding the privacy of our patients.

To enhance security measures, our US office has established a separate Brii Bio WiFi network within the WeWork WiFi network, further strengthening our infrastructure and minimizing potential vulnerabilities.

Comprehensive Training

The Company places a strong emphasis on raising employees' awareness of information security. We achieve this by conducting regular information security training courses for employees to enhance their knowledge and capabilities in safeguarding information security and privacy.

Furthermore, it is essential for the Company's partner staff and consultants to be well-informed about Brii's policies and understand the associated information security guidelines. This ensures that everyone involved in our operations follows the necessary protocols to maintain robust information security practices.

During the Report Period, the Group was not aware of any non-compliance with any laws and regulations on data privacy and security.

With sustainability as an important principle, our company strives to improve resource management and climate actions to minimize our environmental impact. We aim to make a positive contribution to the planet, ensuring long-term growth for the communities we support.

Promoting Environmental Sustainability

GREEN OPERATIONS

Primarily operating in the biotechnology industry, our core business revolves around research and development. Since the Group outsources the third-party original equipment manufacturer ("OEM") to be responsible for the drug's production, the daily operation of the office does not involve any manufacturing process, and the impact on the environment and natural resources is also very slight.

In our Beijing and Shanghai offices, we acknowledge the significance of environmental protection and have implemented measures to reduce our environmental footprint. Committed to the principles of green business, we strive to conduct our daily operations with minimal impact on the environment. To this end, we closely monitor our waste production, wastewater discharge, energy and water use, and greenhouse gas emissions. Our Office Rules address proper waste disposal, energy and water conservation, and green office practices. To ensure the achievement of our environmental objectives, we appoint dedicated staff members as environmental stewards to ensure our environmental objectives are met. These individuals play a crucial role in overseeing and implementing environmental initiatives within our organization.

We have established four environmental targets with the objective of enhancing our emission levels, water efficiency, and waste reduction. These targets serve as benchmarks to drive continuous improvement in our environmental performance. The Board has discussed and approved these targets, and we have implemented appropriate solutions to achieve them. These targets and measures serve as crucial drivers for us to continuously improve our green office procedures. As we embark on our path towards a sustainable future, we acknowledge the vital role of green operations in fulfilling our responsibility to the environment and the community.

During the Reporting Period, the Group had no violations of relevant laws and regulations on environmental protection which are material to our business operation, including laws and regulations on air and greenhouse gas emissions, discharges into water and land (where applicable), and generation of hazardous and non-hazardous waste (where applicable).

Emission Target

We aim to establish a carbon emission management system and strive to reduce carbon emissions year by year.

- Improve environmental management and related data tracking and collecting procedures.
- Increase employee training and raise awareness of our carbon reduction goals.

Waste Reduction Target

We strive to further enhance our waste management, and increase the percentage of waste properly classified, recycled and disposed of.

- Increase advocacy and awareness on waste classification and disposal process.
- Provide waste management training to employees and contract workers.

Energy Efficiency Target

We aim to continuously monitor our office energy consumption and improve office energy efficiency year by year.

- Increase promotion of energy saving practices and raise awareness of our energy efficiency target.
- Designate on-site engineer to monitor and check on air conditioning system and lighting daily to avoid unnecessary energy waste.

Water Efficiency Target

We strive to keep monitoring our office water consumption and gradually increase water efficiency.

- Put up signs around the office to increase awareness of water usage at the office.
- Take meter readings regularly and check for hidden leaks.

Energy Saving

The primary contributor to our energy consumption is the purchased electricity used in our offices.

During the Reporting Period:

- Electricity consumption from offices in Beijing and Shanghai: 120,409.05 kWh in total
- Average electricity consumption per person: 1,720 kWh/person[3]
- Total electricity consumption decreased by 13.07% compared to 2022

The decrease in electricity consumption reflects our commitment to implementing energy-saving measures. We have several measures to enhance our energy efficiency:

- Promoting the use of LED lights and appliances with energy saving labels;
- Arranging engineer to undergo on site-checking to control lighting and air-conditioning for maximized energy efficiency;
- Installing seals on doors and windows to avoid the release of temperature-controlled air;
- Encouraging employees to turn off electronic devices before leaving; and
- Allowing employees not to wear ties and full suits in hot weather to reduce the use of air conditioning; use a timer or turn off the printer completely during non-working hours.

Carbon Reduction

In order to reduce our carbon footprint and raise awareness of climate-related issues among colleagues, we encourage the use of online meetings to reduce unnecessary business travel and encourage our staff to use public transport to reduce GHG emissions. By facilitating a workplace that encourages green and low-carbon development, we hope to inspire and motivate our staff to take on the duty of reducing our carbon footprint.

During the Reporting Period, our GHG emission was 68.67 tons of carbon dioxide equivalent, which is mainly attributed to Scope 2 emission resulting from electricity purchased.

Beijing Office Energy Saving Design

With a focus on minimizing energy consumption, our Beijing office was intentionally designed to make efficient use of natural lighting. We installed window coverings with light sensors so they would adjust themselves based on the amount of daylight. The implementation of a grille ceiling allows ample natural light to penetrate, reducing the reliance on supplementary lighting fixtures. Switchable smart glass is used in some walls to reduce energy usage and heat loss.

[3] The intensity of values only involved the number of employees in China office.

Water Management

The primary source of our water usage and wastewater discharge is attributed to the office water consumption and our water source comes from the local waterworks.

During the Reporting Period:

- Total water consumption from our Beijing and Shanghai offices: 1,481.71m^3
- Water consumption intensity: 21.17m^3 per person[3]
- Total water consumption decreased by 6.10% compared to 2022

The reduction in water consumption is a direct outcome of our dedication to implementing water-saving measures, including:

- Regular meter readings are used to carefully track our consumption, and the pressure is changed to prevent wasted usage;
- Taking a meter reading regularly to check for hidden leaks;
- Using toilets with infrared sensing and water saving labels; and
- Posting water saving reminder stickers in each toilet to raise staff water saving awareness.

During the Reporting Period, the area where the Group is located did not have any problems in obtaining water for use, and there was a stable water supply system.

Waste Management

Managing waste effectively is another crucial aspect of our efforts to minimize our environmental impact. Our waste generation mainly comes from office waste generated from daily operations.

During the Reporting Period:

- Total non-hazardous waste generation by our Beijing and Shanghai offices: 22.83 tons
- Average 0.33 tons per person[3]

During the course of business operation, we do not create hazardous waste. We strictly adhere to waste classification regulations in Beijing and Shanghai, where our offices are located, and set up designated trash bins in our offices for recyclables, perishable biomass waste, and other waste, with classification instructions posted for our employees. As our business model centers on research and development, packaging materials are not applicable to our operations and hence are not disclosed.

To minimize the generation of waste, we have implemented a range of measures aimed at waste reduction:

- Providing a waste sorting bin for staff to recycle wastepaper, metal and plastic;
- Promote saving paper and printing on both sides;
- Reducing the use of disposable and non-recyclable products;
- Taking advantage of online business management system and email to reduce unnecessary printing; reuse some office supplies such as envelopes, binders, file cards and other stationery.

RESPONDING TO CLIMATE CHANGE

In response to China's emissions commitment to the United Nations, which targets peaking carbon dioxide emissions before 2030 and achieving net-zero emissions by 2060, our Group embraces the national initiative to foster low-carbon in our daily business practices. Though we are a startup company, we recognize the significance of this endeavor by carefully assess the Company's environmental impacts and implement measures that are within our reach.

We have assessed our exposure to climate risks over the short and long term and incorporated climate actions into our green operations management. Moving forward, we will continue to evaluate the implications of climate change of our business. From time to time, we will assess the associated risks and opportunities, delving into them in a more comprehensive and in-depth manner. Also, along with the growth of the Company, we will conduct risk identification in reference with the methodology of Task Force on Climate-related Financial Disclosure ("TCFD") framework in due course.

Governance

- Incorporating climate change as one of the material topics for the Company;
- The Board oversees and manages climate change issues within the company; and
- Integrating climate change management into daily work routines.

Strategy

- In response to China' decarbonization goal, proactively identifying on the primary sources of GHG emissions and implementing specific measures to reduce emissions within the company's operations; and
- Incorporating emissions reduction as an integral part of overall environmental management.

Risk Management

- Monitoring the impact of climate change on operations to make timely response;
- Implementing effective management practices to reduce emissions in areas such as energy usage, minimizing GHG emissions caused by energy consumption; and
- Encouraging the adoption of environmentally friendly practices to reduce GHG emissions.

Metrics and Targets

- Regularly disclosing the GHG emissions and emission intensity to the public; and
- Analyzing the trend of usage and evaluating the company's performance in managing and reducing emissions.

Climate Change Risk		Risk Description	Response Measures
Transition Risk	Reputation	Transforming the way the community perceives an organization's impact on the transition to a lower-carbon economy, whether it is seen as a contributor or distraction.	• Stay informed about the latest climate disclosure requirements • Strengthen climate disclosure and enhance communications with stakeholders
	Policy	Implementation of carbon-pricing mechanisms	• Remain informed about climate-related laws and regulations to ensure timely action • Explore opportunities related to emissions trading
	Legal	• Climate-related regulation and litigation • Enhanced emissions-reporting obligations	• Persist in enhancing supplier risk assessment and management processes • Enhance monitoring of international raw material price trends.
	Market	Rising costs of raw materials due to fluctuations in supply and demand for specific commodities, products, and services.	• Monitor weather forecasts attentively and promptly notify employees in the event of severe weather conditions • Develop extreme weather emergency response plans.
Physical Risk	Acute Physical Risk	Acute and chronic physical risks include increased severity of extreme weather events and long-term shifts in climate patterns.	
	Chronic Physical Risk		

APPENDIX I: SUSTAINABILITY DATA SUMMARY[4]

The following is the summary of the sustainable development information of the Reporting Period in the environmental aspect:

Environmental Aspect[5]	Unit	2023
Greenhouse Gas Emissions[6]		
Direct greenhouse gas emissions (Scope 1)	tons of CO_2e	**0**
Indirect greenhouse gas emissions (Scope 2)	tons of CO_2e	**68.67**
Total greenhouse gas emission (Scope 1 and 2)	tons of CO_2e	**68.67**
Greenhouse gas emission intensity per employee (Scope 1 and 2)	tons CO_2e/employee	**0.98**
Waste		
Total generated non-hazardous waste	tons	**22.83**
Non-hazardous waste intensity (per employee)	tons/employee	**0.33**
Paper consumption		
Paper consumption	kg	**612.50**
Paper consumption intensity (per employee)	kg/employee	**8.75**
Energy consumption		
Total electricity consumption	MWh	**120.41**
Total electricity consumption intensity (per employee)	MWh/employee	**1.72**
Water Consumption		
Total water consumption	Cubic meter	**1,481.71**
Total water consumption intensity (per employee)	Cubic meter/employee	**21.17**

4 The statistical methods used for the sustainability data disclosed in the Report are consistent compared to last year.

5 The environmental data of US office would be provided and calculated in the future.

6 The greenhouse gas emissions are calculated with reference to the Greenhouse Gas Protocol published by the World Resources Institute and the World Business Council for Sustainable Development, and the ISO 14064 of Greenhouse Gas Emissions Standard by the International Organization for Standardization.

The following is the summary of the sustainable development information of the Reporting Period in the social aspect:

Social Aspect	Unit	2023
Number of Employees		
Total number of employees	person	**128**
Total Number of Employees (by Employment Type)		
Full-time	person	**127**
Part-time	person	**1**
Total Number of Employees (by Gender)		
Female	person	**87**
Male	person	**41**
Total Number of Employees (by Employee Category)		
Middle management	person	**42**
Corporate executive level	person	**10**
Other ranking	person	**76**
Total Number of Employees (by Age Group)		
Aged below 30	person	**9**
Aged 30-40	person	**42**
Aged 41-50	person	**44**
Aged over 50	person	**33**
Total Number of Employees (by Geographical Region)[7]		
China	person	**70**
USA	person	**58**

[7] Regions are mainly classified based on factors such as different types of businesses of the Group, different stages, and the volume of business in cities.

Social Aspect	Unit	2023
Employee Turnover Rate[8]		
Employee turnover rate	%	**25.78**
Employee Turnover Rate (by Gender)[8]		
Female	%	**27.59**
Male	%	**21.95**
Employee Turnover Rate (by Age Group)[8]		
Aged below 30	%	**22.22**
Aged 30-40	%	**28.57**
Aged 41-50	%	**18.18**
Aged over 50	%	**33.33**
Employee Turnover Rate (by Geographical Region)[8]		
China	%	**24.29**
USA	%	**27.59**
Occupational Health and Safety		
Work-related fatalities in the last 3 years (including the reporting year)	person	**0**
Rate of work-related fatalities	%	**0**
Lost days due to work-related injuries	day	**0**

[8] The calculation of turnover rate for the Reporting Period is Employee turnover rate = (Number of departed employees during the Year under the category/Number of employees during the Year under the category) x 100%

Social Aspect	Unit	2023
Development and Training		
Percentage of Employees Trained by Gender[9]		
Female	%	**67.97**
Male	%	**32.03**
Percentage of Employees Trained by Employee Category[9]		
Middle management	%	**32.81**
Corporate executive level	%	**7.81**
Other ranking	%	**59.38**
Percentage of Employees Trained by Employee Function[9]		
R&D	%	**71.09**
M&S	%	**0.00**
G&A	%	**28.91**

[9] The percentage of employees trained for the Year is calculated as the number of employees trained by each category ÷ the total number of employees trained x 100%.

Social Aspect	Unit	2023
Average Training Hours of Employees by Gender[10]		
Female	hour	**34.89**
Male	hour	**35.22**
Average Training Hours of Employees by Employee Category[10]		
Middle management	hour	**61.40**
Corporate executive level	hour	**36.22**
Other ranking	hour	**34.21**
Average Training Hours of Employees by Employee Function[10]		
R&D	hour	**34.93**
M&S	hour	**0**
G&A	hour	**35.15**

[10] The average training hours of employees for the Year is calculated as the total number of training hours of employees by each category ÷ the number of employees by each category.

APPENDIX II: ABOUT THIS REPORT

Overview

Brii Bio is delighted to present our third ESG report (the "Report"), which outlines the core values and principles upheld by the Group in our dedication to ESG issues throughout 2023, with a particular focus on the development of innovative therapies for diseases with substantial unmet medical needs and significant public health challenges. This report also summarizes notable advancements made by the Group in ESG, aiming to provide stakeholders with a clearer understanding of the Group's sustainability objectives, progress, and accomplishments.

Basis of Reporting

The Report has been prepared in accordance with the requirements set out in Appendix C2 "Environmental, Social and Governance Reporting Guide" (the "ESG Reporting Guide") of the Listing Rules issued by The Stock Exchange of Hong Kong Limited (the "Stock Exchange"). The content also complies with the disclosure principles required by the ESG Reporting Guide and the disclosure obligations of "comply or explain" set out in the ESG Reporting Guide. The Report is in accordance with the "comply or explain" requirement in the ESG Reporting Guide, and the content follows the four reporting principles of "Materiality", "Quantitative", "Balance" and "Consistency". To learn more about how the Group applies these four principles, please refer to the section titled "Appendix IV: HKEX Guidance, SASB Standards and Biopharma Guidance 4.0".

Reporting Scope

The scope of the Report covers the core business of the Group from January 1, 2023 to December 31, 2023. The data scope of environmental key performance indicators ("KPIs") covers the offices in China[11], it is anticipated that there will be an expansion in both the scope and depth of monitoring sustainability performance to ensure continuous assessment.

Source of Data and Reliability Assurance

The Report is compiled based on the qualitative and quantitative information obtained from relevant statistical reports and official documents of the Company. We undertake that the Report contains no false or misleading statements and are responsible for the accuracy, completeness, and authenticity of the statements and their contents.

Report Approval

The Board and management have approved and confirmed the Report on March 22, 2024 and the Board assumes full responsibility for the contents disclosed in the Report.

Report Access

The Report is available in both English and Traditional Chinese. If there is any inconsistency between the two versions, the English version shall prevail. To view online or download, please visit the "About Us" section of the Group's website (http://www.briibio.com) or the Stock Exchange's website (https://www.hkexnews.hk/).

Feedback

We highly value the feedback from our stakeholders and readers, as your suggestions and comments play a vital role in enhancing both the Report and our ESG performance. We welcome you to reach out to us with your feedback. Our contact information is provided below:

Contact: Brii Bio Investor Relations Department
Website: http://www.briibio.com/
Email: ir@briibio.com
Address: Room 805, 8/F, Kerry Parkside Office Building No.1155 Fangdian Road, Pudong, Shanghai, 201204, P.R. China

[11] For offices in the US, the data will be considered to be included in the future. As US offices are co-working offices in WeWork, by sharing the public facilities with other companies, the data collection method is going to be enhanced in the future.

APPENDIX III: COMMUNICATION BETWEEN BRII BIO AND STAKEHOLDERS

Major stakeholders	Communication channels
Board of Directors	• Board and executive team meetings • Information disclosure
Employees	• Internal and external training • Work performance assessment • Employee activities and team building • Publications (e.g. Employee Newsletter)
Patients	• Patient surveys • Educational program
Investors and Shareholders	• General meetings of shareholders/investors • Information disclosure • Regular teleconferences • Mailbox • Roadshows
Industry Associations	• Routine meetings of industry experts and doctors • Industry exchanges and seminars • Project cooperation • Educational programs

Major stakeholders	Communication channels
Businesses Partners	• Open tending and bidding process • Industry seminars/meeting • General visits/meetings
Government and Regulatory Agencies	• Regular supervision checks • Official document release • Policy implementation • Information disclosure
Suppliers	• Supplier evaluation • Field onsite inspections • Daily communication
Media	• Information disclosure • Product release • Meetings
Community & Public	• Volunteering and community activities • Media communication and interviews • Contributing to epidemic control • Participating in community construction

APPENDIX IV: HKEX GUIDANCE, SASB STANDARDS AND BIOPHARMA GUIDANCE 4.0

Table A: Index Table of HKEX ESG Reporting Guide

Environmental			Related section(s)
A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	6. Promoting Environmental Sustainability
	A1.1	The types of emissions and respective emissions data.	We do not have air emissions during our business operations and air emissions are therefore not disclosed.
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	6.1 Green Operations Appendix I: Sustainability Data Summary
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	We do not generate hazardous waste during our business operations and the related data is therefore not disclosed
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	6.1 Green Operations Appendix I: Sustainability Data Summary
	A1.5	Description of emission target(s) set and steps taken to achieve them.	6.1 Green Operations
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	6.1 Green Operations

Environmental			Related section(s)
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	6. Promoting Environmental Sustainability
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	6.1 Green Operations Appendix I: Sustainability Data Summary
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	6.1 Green Operations Appendix I: Sustainability Data Summary
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	6.1 Green Operations
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	6.1 Green Operations
	A2.5	Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced.	The Group outsources the packaging services of finished products to the contract development and manufacturing organization ("CDMO"). Since the scope of environment data only covers the Group and this KPI is therefore not disclosed.

Environmental			Related section(s)
A3: The Environment and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	6. Promoting Environmental Sustainability
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	6. Promoting Environmental Sustainability
A4: Climate Change	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	6.2 Responding to Climate Change
	A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	6.2 Responding to Climate Change

Social			Related Section(s)
B1: Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	4. Empowering Our Employees
	B1.1	Total workforce by gender, employment type (for example, full – or part-time), age group and geographical region.	4. Empowering Our Employees Appendix I: Sustainability Data Summary
	B1.2	Employee turnover rate by gender, age group and geographical region.	4. Empowering Our Employees Appendix I: Sustainability Data Summary

Social			Related Section(s)
B2: Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	4.3 Occupational Health and Safety
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	4.3 Occupational Health and Safety Appendix I: Sustainability Data Summary
	B2.2	Lost days due to work injury.	4.3 Occupational Health and Safety Appendix I: Sustainability Data Summary
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	4.3 Occupational Health and Safety
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	4.4 Talent Development and Training Programs
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	4.4 Talent Development and Training Programs Appendix I: Sustainability Data Summary
	B3.2	The average training hours completed per employee by gender and employee category.	4.4 Talent Development and Training Programs Appendix I: Sustainability Data Summary

Social			Related Section(s)
B4: Labor Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	4. Empowering Our Employees 4.2 Diversity, Equity, and Inclusion in the Workplace
	B4.1	Description of measures to review employment practices to avoid child and forced labor.	4.2 Diversity, Equity, and Inclusion in the Workplace
	B4.2	Description of steps taken to eliminate such practices when discovered.	4.2 Diversity, Equity, and Inclusion in the Workplace
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	5.2 Supply Chain Management
	B5.1	Number of suppliers by geographical region.	5.2 Supply Chain Management
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	5.2 Supply Chain Management
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	5.2 Supply Chain Management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	5.2 Supply Chain Management

Social			Related Section(s)
B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	3. Patient Advocacy Initiatives 2.3 Access to Medicines 2.4 Ethical Research 5.1 Product Quality 5.4 Responsible Marketing 5.5 Data Privacy and Security
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	5.1 Product Quality
	B6.2	Number of products and service related complaints received and how they are dealt with.	5.1 Product Quality
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	2.1 Innovation and Collaboration
	B6.4	Description of quality assurance process and recall procedures.	5.1 Product Quality
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	5.5 Data Privacy and Security

Social			Related Section(s)
B7: Anti-corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	5.3 Business Ethics
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	5.3 Business Ethics
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	5.3 Business Ethics
	B7.3	Description of anti-corruption training provided to directors and staff.	5.3 Business Ethics
B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	3. Patient Advocacy Initiatives
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	3. Patient Advocacy Initiatives
	B8.2	Resources contributed (e.g. money or time) to the focus area.	3. Patient Advocacy Initiatives

Table B: Reporting Principles of HKEX ESG Reporting Guide

HKEX ESG Reporting Principle	The description of the application by the Group	Related Section(s)
Materiality	The Report has identified and disclosed the process of determining material ESG factors and the criteria for relevant selection, as well as the description of key stakeholders and the process and results of stakeholder engagement. Due reference has been made on the 12 high-priority ESG topics referred under the Biopharma Investor ESG Communications Guidance 4.0.	1.6 Integrating ESG Practices
Quantitative	The statistical standards, methodologies, assumptions and/or calculation tools as well as the sources of conversion factors used in reporting emissions in the Report, are stated in the Report.	Appendix I: Sustainability Data Summary
Balance	The Report presents the Group's performance during the reporting period in an impartial manner, avoiding choices, omissions or presentation formats that may unduly influence readers' decisions or judgments.	All sections of the Report
Consistency	Unless otherwise stated, the statistical methods used for the data disclosed in the Report are consistent compared to last year. Any changes will be clearly stated in the Report.	Appendix I: Sustainability Data Summary

Table C: SASB Materiality Map of Biotechnology & Pharmaceutical Industry

Material issues recommended by SASB in Biotechnology & Pharmaceuticals	Relevant identified ESG material issues of the Group
Human Rights & Community Relations	Clinical Trial Standard, Community Investment and Development
Access & Affordability	Access to Drugs, Drug Affordability
Product Quality & Safety	Product Safety and Quality
Customer Welfare	Patient Advocacy
Selling Practices & Product Labelling	Responsible Marketing
Employee Engagement, Diversity & Inclusion	Diversity and Inclusion
Supply Chain Management	Supply Chain Management
Business Ethics	Code of Business Conduct and Anti-Corruption

Table D: High-priority ESG Topics of Biopharma Investor ESG Communications Guidance 4.0

Shared High-priority ESG Topics for the Biopharma Sector	Relevant identified ESG material issues of the Group
Access to Healthcare and Medicine Pricing	Access to Drugs, Drug Affordability
Business Ethics, Integrity, and Compliance	Code of Business Conduct and Anti-Corruption
Climate Change	Climate Change Risk
Clinical Trial Practices	Clinical Trial Standard
ESG Governance	Corporate Governance
Environmental Impacts	Emission Management, Green Office, Resource Consumption
Human Capital Management	Employment, Diversity and Inclusion, Employee Education and Training, Employee Benefits and Remuneration
Innovation	Technology and Innovation
Pharmaceuticals in the Environment and Antimicrobial Resistance	N/A
Product Quality and Patient Safety	Product Safety and Quality
Risk and Crisis Management	N/A
Supply Chain Management	Supply Chain Management

APPENDIX V: LIST OF APPLICABLE LAWS AND REGULATIONS

We strictly comply with the following laws and regulation but not limited to during our operations for the Reporting Period:

- Drug Administration Law of the People's Republic of China
- Good Manufacture Practice ("GMP") of Pharmaceutical Products
- Good Clinical Practice ("GCP")
- Good Laboratory Practice ("GLP")
- Good Pharmacovigilance Practice ("GPvP")
- Trademark Law of the People's Republic of China
- Patent Law of the People's Republic of China
- United States Code-Title 35: Patents
- United States Code of Federal Regulations-Title 37: Patents, Trademarks, and Copyrights
- 2016 Defend Trade Secrets Act in the U.S.
- 1996 Economic Espionage Act in the U.S.
- Uniform Trade Secrets Act in the U.S.
- Cybersecurity Law of the People's Republic of China
- Pharmaceutical Industry Standard of the People's Republic of China
- U.S. Foreign Corrupt Practices Act of 1977
- U.S. Bribery Act 2010
- Anti-Unfair Competition Law of the People's Republic of China
- Criminal Laws of the People's Republic of China
- Labor Contract Law of the People's Republic of China
- Provisions on the Prohibition of Using of Child Labor
- Labor Law of the People's Republic of China
- Occupational Safety Law of the People's Republic of China
- Occupational Safety and Health Act in the U.S.
- Environmental Protection Law of the People's Republic of China
- The Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste
- The Federal Pollution Prevention Act of 1990 in the U.S.