

Innovent  
信达生物制药



環境、社會及管治報告 · 2023  
ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE REPORT

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

# Contents

---

About This Report	2
Chairman's Statement	3
About Innovent	6
Profile	6
Board Statement	7
Milestones during the Reporting Period	8
Key Performance during the Reporting Period	10
Awards and Recognitions	12
1. EXCELLENT GOVERNANCE	13
1.1 ESG Governance	13
1.2 Compliance Operations	19
1.3 Risk Control	24
1.4 Customer Privacy Protection and Information Security	27
1.5 IPR Protection	31
2. ENJOYING GOOD HEALTH	34
2.1 Inclusive Healthcare	34
2.2 Public Welfare and Charity	43
3. HIGH QUALITY AS KEY	47
3.1 Product Quality and Safety	47
3.2 Animal Welfare	57
3.3 Clinical Studies	59
3.4 Responsible Marketing	61
3.5 Supply Chain Management	63
4. People First	68
4.1 Compliant Employment	68
4.2 Employee Development	73
4.3 Staff Care	85
4.4 Occupational Health and Safety	91
5. EMBRACING ECOLOGY	98
5.1 Environmental Management	98
5.2 Resource Conservation and Emission Reduction	101
5.3 Green Business Operations	106
5.4 Responding to Climate Change	108
Appendix I: SEHK ESG Reporting Guide Index	112
Appendix II: 2023 Statistical Tables	118

# About This Report

## Overview

This report is the sixth environmental, social and governance (“ESG”) report issued by Innovent Biologics, Inc. (“Innovent”, the “Company”, “we” or “us”), which focuses on the disclosure of information on the environmental, social and governance performance of the Company for the period from 1 January 2023 to 31 December 2023 (the “Reporting Period”), with some content tracing back to earlier years or extending into 2024 to ensure the completeness of information.

## Preparation Basis

This Report is compiled with reference to the “Environmental, Social and Governance Reporting Guide” as set out in Appendix C2 of the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) as well as Morgan Stanley Capital International (“MSCI”) ESG Ratings.

This Report was prepared according to relevant procedures, including: identifying and prioritizing important stakeholders and major ESG issues, formulating the ESG Report’s coverage, collecting relevant materials and data, preparing the Report based on up-to-date information and examining report data, for the purpose of ensuring the integrity, substance, authenticity and balance of the report’s contents.

## Reporting Scope and Boundary

The scope and boundary of this Report is consistent with the annual report. The entities included in the scope of this Report included Innovent Biologics, Inc. (信達生物製藥), Innovent Biologics (HK) Limited (信達生物製藥(香港)有限公司), Innovent Biologics (Suzhou) Co., Ltd. (信達生物製藥(蘇州)有限公司), Innovent Biologics Technology (Suzhou) Co., Ltd. (蘇州信達生物科技有限公司), Innovent Biologics Technology Co., Ltd. (信達生物科技有限公司) Jiangsu Zhongxu Biopharmaceuticals Co., Ltd. (江蘇眾煦醫藥有限公司), Innovent Biopharmaceuticals, Inc. (信達生物醫藥公司), Innovent Biopharmaceuticals (HK) Limited (信達生物醫藥(香港)有限公司), Innovent Biologics (Hangzhou) Co., Ltd. (信達生物製藥(杭州)有限公司), Innovent Biopharmaceutical Technology (Hangzhou) Co., Ltd. (信達生物醫藥科技(杭州)有限公司), Hangzhou Aide Pharmaceutical Co., Ltd. (杭州愛澤醫藥有限公司), Altruist Biotechnology (Hangzhou) Co., Ltd. (夏爾巴生物技術(杭州)有限公司), Altruist Biotechnology (Suzhou) Co., Ltd. (夏爾巴生物技術(蘇州)有限公司), Innovent Cells, Inc. (信達細胞公司), Innovent Cells (HK) Limited (信達細胞(香港)有限公司), Innovent Cells Pharmaceuticals (Suzhou) Co., Ltd. (信達細胞製藥(蘇州)有限公司), Oriza Xinda International Limited, Suzhou Xincheng Private Equity Fund Management Co., Ltd. (蘇州信成私募基金管理有限公司), Suzhou Xinhe Guoqing Venture Capital Partnership (Limited Partnership) (蘇州信禾國清創業投資合夥企業(有限合夥)), Suzhou Xinhui Boan Enterprise Management Co., Ltd. (蘇州信惠博安企業管理有限公司), Suzhou Xin Cheng Bo Kang Yi Hao Venture Capital Partnership (Limited Partnership) (蘇州信成博康壹號創業投資合夥企業(有限合夥)), Suzhou Xin Cheng Bo Kang Yi Hao Enterprise Management Partnership (蘇州信成博康壹號企業管理合夥企業(有限合夥)), InnoPinnacle International, Inc., Innopinnacle Fund LP, Shanghai Xin Heng Ying Feng Enterprise Management Co., Ltd. (上海信恒盈峰企業管理有限公司) and InnoPinnacle Fund Management Pte Ltd. The new added entities are mainly new established companies of the group.

## Data Source and Reliability Assurance

The data and cases in this Report are mainly from the statistical reports and relevant documents of Innovent. Monetary values in this Report are in RMB unless otherwise stated. We undertake that this Report contains no false or misleading statements, and are responsible for the truthfulness, accuracy and completeness of its contents.

## Confirmation and Approval

As confirmed by the management, this ESG Report was approved by the Board of Directors (the “Board”) on 20 March 2024.

## Availability of and Feedback to This Report

This Report is available in Traditional Chinese and English. The electronic version of the Report is available on the Stock Exchange’s website: <https://www.hkexnews.hk>, and on Innovent’s website: <https://www.innoventbio.com>.

We value the opinions of the stakeholders and welcome readers to contact us through the following contact details. Your opinions will help us further improve Innovent’s overall ESG performance.

Email: [ir@innoventbio.com](mailto:ir@innoventbio.com)

Mailing address: 168 Dongping Street, Suzhou Industrial Park, Jiangsu Province, China

## Chairman's Statement



**Dr. De-Chao Michael Yu**

Chairman of the Board,  
Executive Director and  
Chief Executive Officer

2023 was a transformative year for Innovent, marked by strong performance and material innovation progress. We would like to take this opportunity to express our gratitude to all our partners for their continued support over the years, and we are delighted to share our latest progress in Environmental, Social, and Governance (ESG) work. Adhering to our original aspiration and mission, Innovent makes unremitting efforts to integrate ESG principles into our corporate management. With the Company's development objectives aligned with the sustainable development goals (SDGs) of the United Nations, we continue to improve ESG management in the aspects of "Excellent Governance", "Enjoying Good Health", "High Quality as Key", "People First" and "Embracing Ecology" in 2023. We actively undertook our social and environmental responsibilities, managed risks, and seized opportunities. According to MSCI's latest ESG rating report, Innovent's rating was upgraded to level 'A', indicating that our performance in ESG and sustainable development activities exceeded the average industry level.

**Excellent Governance, Boosting Steady Development.** Innovent operates with integrity and robust corporate governance. We practice full compliance and efficient management so that the company can undergo healthy growth cycles and create sustainable value for society. Our commitment to responsible practices includes adherence to stringent business ethics, efficient business operations and robust risk management. We have established transparent communication channels with our business partners, and we strive to maintain an upstanding corporate reputation. We are committed to fostering a positive, honest, healthy and harmonious business ecosystem for all stakeholders. In 2023, we provided business ethics and anti-corruption training for 100% of the employees and directors and signed the *Compliance Commitment Letter* with 100% of our suppliers.

## Chairman's Statement

**Enjoying Good Health, Fulfilling Social Responsibility.** At Innovent, adhering to the philosophy of 'life first' means caring for patients by developing innovative drugs while promoting inclusive healthcare and fulfilling social responsibility. In the past year, we have achieved material innovation progress in both our late- and early-stage pipeline portfolio across oncology and general biomedicine, and broadened our global pipeline development scope. Our robust pipeline includes 36 innovative assets with 10 approved, of which, 5 products are included in the NRDL and 5 are listed in the Catalog of Specific Drug Reimbursements under Huimin Insurance Program. Combined, our innovative medicines have benefited over 2.5 million patients. We initiated and participated in several patient assistance programs, aiming to improve the accessibility and affordability of medication for more patients. The total market value of all drug donations has reached RMB3.4 billion, benefiting more than 170,000 patients in need. Specifically, the 'TYVYT® (sintilimab injection) Shu Xin Ke Yi Patient Assistance Program' is one of the largest donation projects with the highest level of regional penetration for the treatment of oncology in China. The program was selected as a model case in the *2023 White Paper on Cancer Patient Assistance in China*, China's first white paper on oncology patient assistance. As recognition of our contributions to society with patient assistance programs, we were awarded the 'Excellent Case of Corporate Social Responsibility in the Medical Field' and the 'Outstanding Case of Healthcare Philanthropy Project'. Meanwhile, we initiated several volunteer activities to support rural education and public welfare.

**High Quality as Key, Upholding Rigorous Standards.** High-quality is Innovent's cornerstone principle. Taking the quality and safety of pharmaceutical products as our corporate foundation, we have established a robust quality management system that complies with both domestic and international standards and runs through the entire life cycle of our products. In 2023, our manufacturing capacity reached 140,000 liters. We consolidated our quality training system and strengthened quality culture. To provide patients with more convenient and accessible high-quality products, we continually improved our production process and increased operational efficiencies. Our sustainable supply chain is a testament to our commitment to quality service, we conducted 95 audits on our suppliers and achieved dual sources of supply for approved products. To protect the rights and interests of patients, we performed marketing activities in a responsible manner while prioritizing the privacy of patient records.

**People First, Empowering the Employees.** Innovent recognizes talent as a crucial force that drives its sustainable development. We are committed to creating a safe, diversified, fair, inclusive and respectful working environment, while providing all employees with diverse promotion channels and training opportunities. We have a comprehensive remuneration system and undertake employee care initiatives to continuously enhance employees' sense of belonging, and to continue retaining and developing talents. In 2023, representation of female employees exceeded 50%, the key talent retention rate reached 93%, internal promotions accounted for 62% of vacant management position fillings, and the employee satisfaction rate stood at 98%. The Company also employed over 600 fresh graduates. We were awarded the 'LinkedIn Global Best Employer Brand' and were included in 'Universum China's Most Attractive Employers List'. We hope that Innovent can serve as a place for employees to learn and grow, and to fulfill their dreams, aligning development for the individual with corporate development.

## Chairman's Statement

**Embracing Ecology, Promoting Environmental Protection.** Innovent is committed to green development and safeguarding natural resources and the ecological environment. We have optimized our environmental management system, practicing environmental and resource protection in our daily operations and at all stages of a product's life cycle. All production sites in operation have obtained ISO14001 Environmental Management System certification. In 2023, we vigorously implemented various environmental protection programs. Compared with 2022, we achieved annual water savings of 8,000 tons, freshwater used per unit of production reduction of 9.9%, energy consumption per unit of production decrease of 17.2%, greenhouse gas emissions per unit of production reduction of 22%, waste gas emissions per unit of production reduction of 13% and hazardous waste generation per unit of production decrease of 40%. All of the above indicators were overfulfilled. With reference to the disclosure methods and recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), we identified climate change risks and opportunities, set relevant targets, and formulated governance structures and strategies. Meanwhile, we have adopted proactive measures to address climate change while establishing comprehensive safeguard systems.

Looking ahead, we will continue to uphold our mission of 'empowering patients worldwide with affordable, high-quality biopharmaceuticals' and implement excellent ESG practices. Through the joint efforts with all stakeholders, we believe we will achieve the great cause of 'saving lives and improving the life quality of human beings', and realize healthy and sustainable development.

**Dr. De-Chao Michael Yu**

*Chairman of the Board*

*Executive Director*

*Chief Executive Officer*

## About Innovent

### Background

Inspired by the spirit of ‘Start with Integrity, Succeed through Action’, Innovent’s mission is to empower patients worldwide with affordable, high-quality biopharmaceuticals. Established in 2011, Innovent is committed to discovering and developing, manufacturing and commercializing high-quality innovative medicines for the treatment of oncology, autoimmune, cardiovascular and metabolic, and ophthalmology diseases to enhance the quality of the patients’ lives. On 31 October 2018, Innovent was listed on the Main Board of the Stock Exchange with the stock code: 01801.HK.

Innovent has developed a fully-integrated multi-functional platform consisting of advanced research, discovery, development, CMC and commercialisation capabilities. These capabilities have enabled us to build a robust pipeline of innovative drug assets. The full integration of our platform enables smooth collaboration between different functional groups at key points in the lifecycle of a drug candidate with the aim of increasing both the speed of development and the likelihood of success while at the same time reducing the cost of development.

Innovent had 10 approved products on the market. These include: TYVYT® (sintilimab injection), BYVASDA® (bevacizumab biosimilar), SULINNO® (adalimumab injection), HALPRYZA® (rituximab injection), PEMAZYRE® (pemigatinib), Olverembatinib, CYRAMZA® (ramucirumab), Retsevmo® (selpercatinib), FUCASO® (Equecabtagene Autoleucl), and SINTBILO® (Tafolecimab Injection). An additional 3 assets are under NMPA NDA review, 5 assets are in Phase 3 or pivotal clinical trials, and 18 more molecules are in clinical studies.



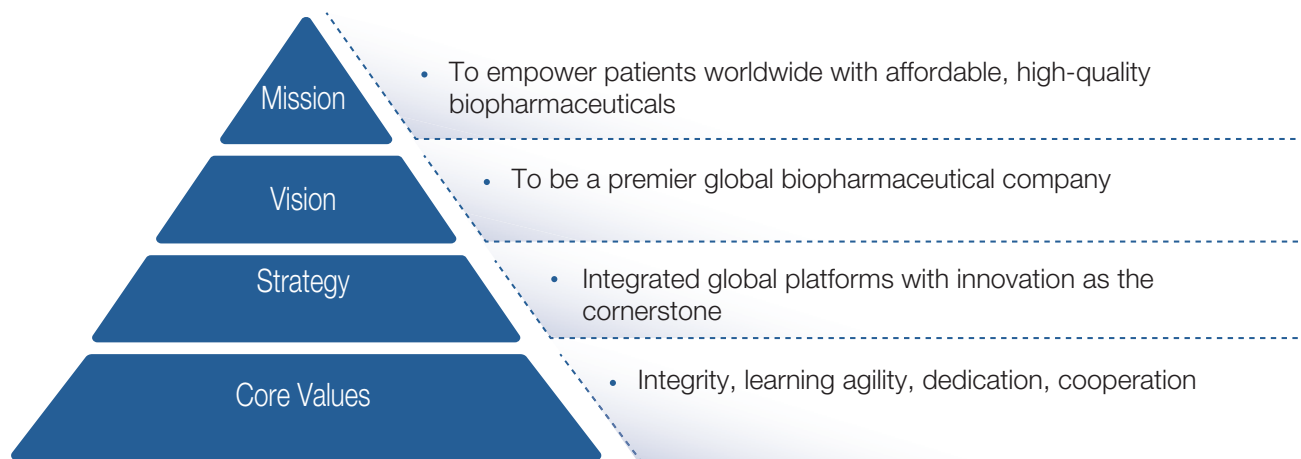
Innovent Approved Products

The Company has also entered into 30 strategic collaborations with Eli Lilly and Company, Sanofi, Roche, Adimab, Incyte, MD Anderson Cancer Center and other international partners. Innovent, while developing innovative drugs and growing as an enterprise, adheres to the people-centered development idea of economic construction. Over the years, we have actively fulfilled our social responsibilities, and our commitment to providing innovative medicines to providers, patients and patients’ families has remained unwavering. In addition, the Company has initiated and participated in a number of public welfare patient assistance projects, so that greater numbers of patients can benefit from breakthroughs in the life sciences and buy and use high-quality biopharmaceuticals. By 2023, Innovent’s Patient Assistance Project benefited more than 170,000 general patients, contributing a total value of drug donations reached RMB3.4 billion. Innovent hopes to work collaboratively to advance the biopharmaceutical industry, so as to meet the accessibility of drugs and people’s pursuit of life and health.

# About Innovent

## Corporate Culture

Innovent’s mission, to empower patients worldwide with affordable, high-quality biopharmaceuticals, guides our corporate culture and informs our development strategy, which is to discover new medicines through innovation and deliver them through our global platforms. In addition to offering high-quality biopharmaceuticals that are accessible to providers and patients, we aim to be an inclusive, transparent and diverse place of work and education to our employees, a place where they can grow their skills, hone their passions and make a positive impact in the world.



## Board Statement

Responsibilities of the Board of Directors	ESG Leading Group	ESG Risk Management	Priority ESG Topics
<ul style="list-style-type: none"> <li>The Board acts as the highest accountable body for ESG issues, and is responsible for leading, coordinating and overseeing the Company’s ESG work. It authorizes the audit committee of the Company (“<b>Audit Committee</b>”) to manage ESG-related strategies, targets and overall implementation.</li> </ul>	<ul style="list-style-type: none"> <li>ESG Leading Group, formed by senior management of the Company, is in charge of reviewing and providing insights and resource support for ESG work. Our ESG Leading Group is tasked with facilitating the coordination and implementation of ESG work.</li> </ul>	<ul style="list-style-type: none"> <li>The Company’s ESG risks and opportunities are analyzed regularly based on external trends and environmental changes, together with stakeholder feedback and our own strategies and development situation. The relevant plans and initiatives are then formulated to put in place and execute a sound internal control and risk management system for effective implementation of the ESG strategy.</li> </ul>	<ul style="list-style-type: none"> <li>We identify, evaluate and follow up on the major ESG issues raised by stakeholders. During the Reporting Period, a materiality assessment was carried out, and the materiality matrix is updated accordingly.</li> </ul>



## About Innovent

### Milestones during the Reporting Period

#### January 2023

TYVYT® (sintilimab injection) has been included in the National Reimbursement Drug List (“NRDL”) for two additional indications, including gastric cancer and esophageal cancer. TYVYT® (sintilimab injection) is the first and only programmed cell death protein 1 (“**PD-1**”) inhibitor for gastric cancer in the NRDL, as well as the only PD-1 inhibitor for the first-line treatment of five high-incidence cancer types in the NRDL. Olverembatinib, as an exclusive third generation BCR-ABL inhibitor, has been included in the NRDL for the first time, filling the gap in the treatment of chronic myeloid leukemia (CML) patients harboring the T315I mutation. All the new indications of BYVASDA® (bevacizumab injection), HALPRYZA® (rituximab injection) and SULINNO® (adalimumab injection) have been included in the updated NRDL this year, expanding the reimbursement coverage and benefiting broader patient groups.

#### June 2023

Innovent announced the NMPA approval of FUCASO® (Equecabtagene Autoleucel), the first fully-human BCMA CAR-T therapy, for the treatment of relapsed or refractory multiple myeloma.

#### August 2023

Innovent announced the NMPA approval of SINTBILO® (tafolecimab injection) for the treatment of adult patients with primary hypercholesterolemia and mixed dyslipidemia.

#### December 2023

Innovent announced inclusion in China’s National Reimbursement Drug List of TYVYT®’s seventh indication and BYVASDA®’s eighth indication.

## About Innovent

### February 2024

Innovent's first new drug application of Mazdutide for chronic weight management was accepted by the NMPA of China

### February 2024

Innovent met phase 3 clinical trial (RESTORE-1) of IBI311 (Anti-IGF-1R Antibody) in treating thyroid eye disease, with plans to submit NDA to the NMPA.

### February 2024

TVYVT® (sintilimab injection) was newly approved in the Macau market

### March 2024

The NMPA of China has accepted second NDA for Taletrectinib for first-line treatment of ROS1-positive lung cancer

# About Innovent

## Key Performance during the Reporting Period

### Excellent Governance

MSCI ESG Rating: **A**

Reshaped ESG strategy and identified **5 strategic pillars**

ESG Major Issues Assessment identified **22** issues

**100%** of employees, including the Board and outsourcing personnel, participated in business ethics training

The percentage of suppliers signing Commitment to Compliance was **100%**

**40** new patents and **98** trademarks

### Enjoying Good Health

**10 products** have been officially approved for marketing in China

Five products (TYVYT<sup>®</sup>, BYVASDA<sup>®</sup>, HALPRYZA<sup>®</sup>, SULINNO<sup>®</sup>, and Olverembatini<sup>®</sup>) have been included in China's National Reimbursement Drug List; five products (PEMAZYRE<sup>®</sup>, Retsevmo<sup>®</sup>, CYRAMZA<sup>®</sup>, Fukosu<sup>®</sup> and SINTBILO<sup>®</sup>) have been included in the catalogue of Specific Drug Reimbursement under Huimin Insurance Program

Our innovative products has benefited over **2.5** million patients

Cumulative market value of donated drugs: RMB **3.4** billion

Donated drugs served: **170,000+** patients

Support the compilation and publication of *2023 White Paper on Cancer Patient Assistance in China*, China's first white paper on cancer patient assistance

Support rural education by donating **1,000** high-quality children's books to Henan and Sichuan provinces

Received the award for 'Outstanding Case of CSR in Healthcare' and 'Outstanding Case of Healthcare Philanthropy Project'

## About Innovent

### High Quality as Key

All production bases in operation are **100%** GMP certified

**107** batches of drug substance were manufactured with a success rate of **99%** in 2023

A dual source of supply has been implemented for commercialized products

The total production capacity of **140,000** liters for production sites in operation, with **90,000** liters under construction

The number of product recalls due to quality and safety issues and warnings or early warnings from the relevant medical products administration is **0**

### People First

Female representation among employees worldwide: **50%+**

Recruitment of fresh graduates: **600+**

Retention rate of key talent: **93%**

The percentage of endogenous management personnel: **62%**

Employee satisfaction: **98%+**

Received the award for 'MostIn Global Talent Attraction Employer Awards on LinkedIn' and 'The 7th most attractive employers' from Universum

### Embracing Ecology

**100%** production sites in operation by Innovent received ISO 14001 environmental management system certification

**1** internal and **1** external environmental management system audits were implemented.

**8,000** tons of water saved annually by the water conservation program

Compared with last Reporting Period (per unit of Production):

- > Energy consumption reduced by **17.2%**
- > Fresh water used reduced by **9.9%**
- > GHG emissions reduced by **22%**
- > Hazardous waste generation reduced by **40%**
- > Air Emission Reduction (VOCs) reduced by **13%**

## About Innovent

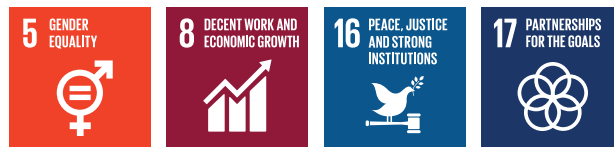
### Awards and Recognitions

Award category	Awarding institutions	Award name
<b>Excellent Governance</b>	MSCI ESG Rating	A
	E-pharm Manager	Top 20 ESG Competitiveness of Listed Pharmaceutical Companies in China, 2023 (Large Cap)
	China National Pharmaceutical Industry Information Center	Top 100 Enterprises in China's Pharmaceutical Industry 2023
	China Association for Promotion of Private Sci-Tech Enterprise	Private Sci-Tech Development Contribution Award
	CPC Jiangsu Provincial Committee, Jiangsu Provincial People's Government	Excellent Enterprise in Jiangsu Province
	Jiangsu Federation of Industry and Commerce	Top 100 Private Enterprises in Jiangsu for Innovation in 2023
	Nanjing Intellectual Property Office	The Excellent Patent Award of Nanjing City
	Suzhou Federation of Industry and Commerce	Suzhou Top 100 Private Enterprises
<b>Enjoying Good Health</b>	Suzhou Industrial Park Management Committee	Suzhou Industrial Park 2023 Outstanding Economic Contribution Award - Top 30 IPRs
	Suzhou Dushu Lake Science and Education Innovation Zone Management Committee	Suzhou Dushu Lake Science and Education Innovation Zone 2023 Advanced Collective
	Chinese Physicians Assembly for Humanity Conference	Outstanding Case of CSR in Healthcare
	Chinese Physicians Assembly for Humanity Conference	Outstanding Case of Healthcare Philanthropy Project
<b>People First</b>	Agency for Health Sciences (AHS)	The 4th On Health Annual Star List - Star of Outstanding Contribution
	LinkedIn	MostIn Global Talent Attraction Employer Awards on LinkedIn
		Best Employer Brand on LinkedIn
	Universum	The 7th Most Attractive Employers by Health/Medicine Students
		The 7th Most Attractive Employers by Natural Sciences Students
		Top 100 Most Attractive Employers by Engineering Students
Shanghai Shidai Guanghua Education Development Co., Ltd	Excellent Digital Learning Operation Award	
<b>Embracing Ecology</b>	Suzhou Dushu Lake Science and Education Innovation Zone	Advanced Company of Eco-environmental Protection

# 1. EXCELLENT GOVERNANCE

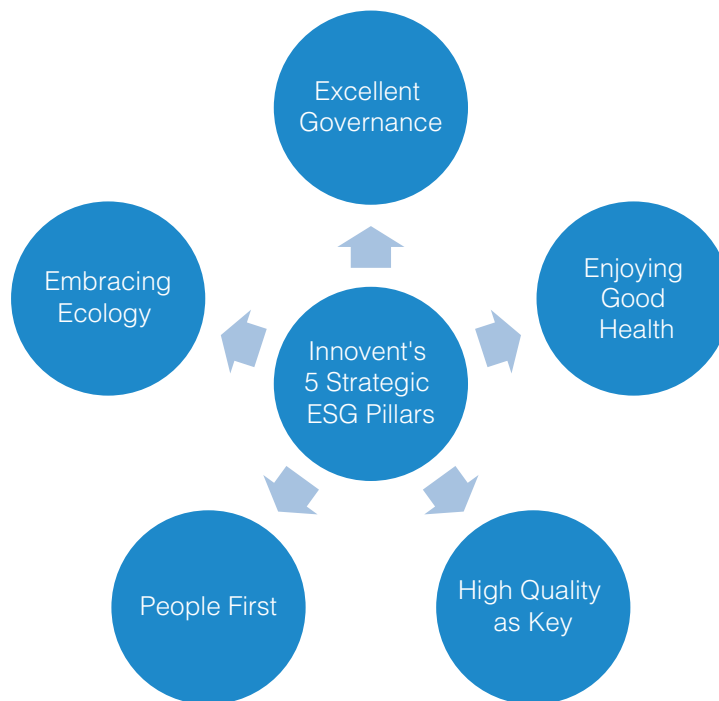
Innovent operates with integrity and believes that robust corporate governance, with full compliance and efficient management, is conducive to stable growth, resilience in economic cycle, and the creation of sustainable value for society. Our commitment to responsible practices includes continuous improvement in corporate governance, adherence to stringent business ethics, efficient business operations, and robust risk management. In collaboration with stakeholders, we uphold rigorous standards of business ethics, establish transparent communication channels, and strive to build up a good corporate image. Committed to fostering a positive, honest, healthy and harmonious business ecosystem, we strive for shared development among all stakeholders.

This chapter is in response to the sustainable development goals (SDGs) of the United Nations



## 1.1 ESG Governance

To promote the sustainable development of the company, Innovent adeptly incorporates ESG principles into our business development strategy. Innovent continuously refines our ESG strategies, strives for continuous improvement in five strategic ESG pillars to address major global sustainability issues, and contribute to the well-being of humankind.



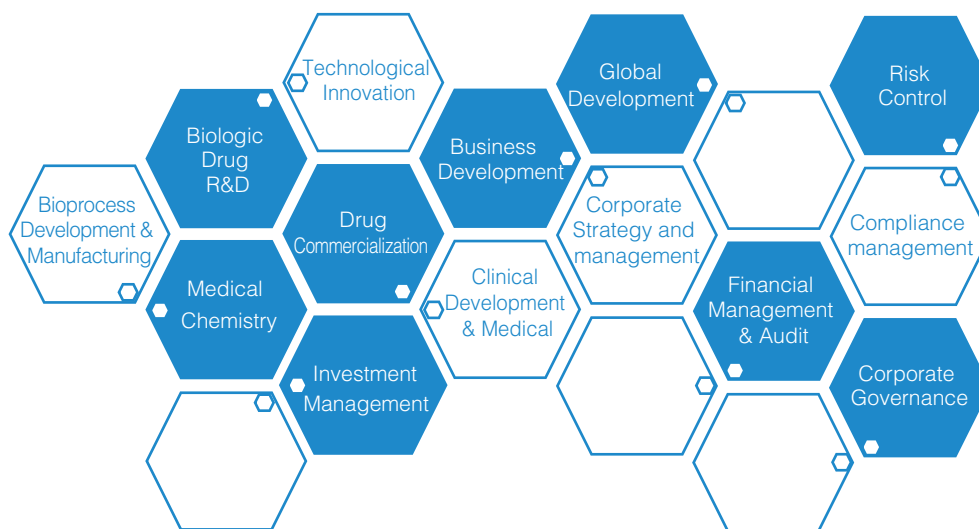
**5 Strategic ESG Pillars of Innovent**

# 1. EXCELLENT GOVERNANCE

## 1.1.1 Board Diversity

Innovent emphasizes the diversification of board members and has customized and annually reviewed the Diversification Policy of Board Members. We recruit board members for their expertise and demonstrated excellence, giving consideration to various factors such as gender, knowledge and skills, industry experience, and professional background in determining its composition. In February 2024, Innovent added an independent non-executive director, Professor Lu Shun to the Board. Professor Lu has more than 30 years of experience in clinical medicine and the pharmaceutical industry, significantly enhancing the board’s expertise in global clinical development. As of the end of the Reporting Period, the Board consisted of 7 Directors, including 2 executive directors and 5 independent non-executive directors. This ensemble includes one female director who chairs the Audit Committee and Remuneration Committee, as well as four members with doctoral degrees. The Board of Directors consists of four American nationals (including two American Chinese), two from Chinese mainland and one from Taiwan.

Looking ahead to 2024, the Company plans to enhance our diversity commitment by appointing an additional female director, as part of our priority to increase the diversity and balanced representation on our Board of Directors.

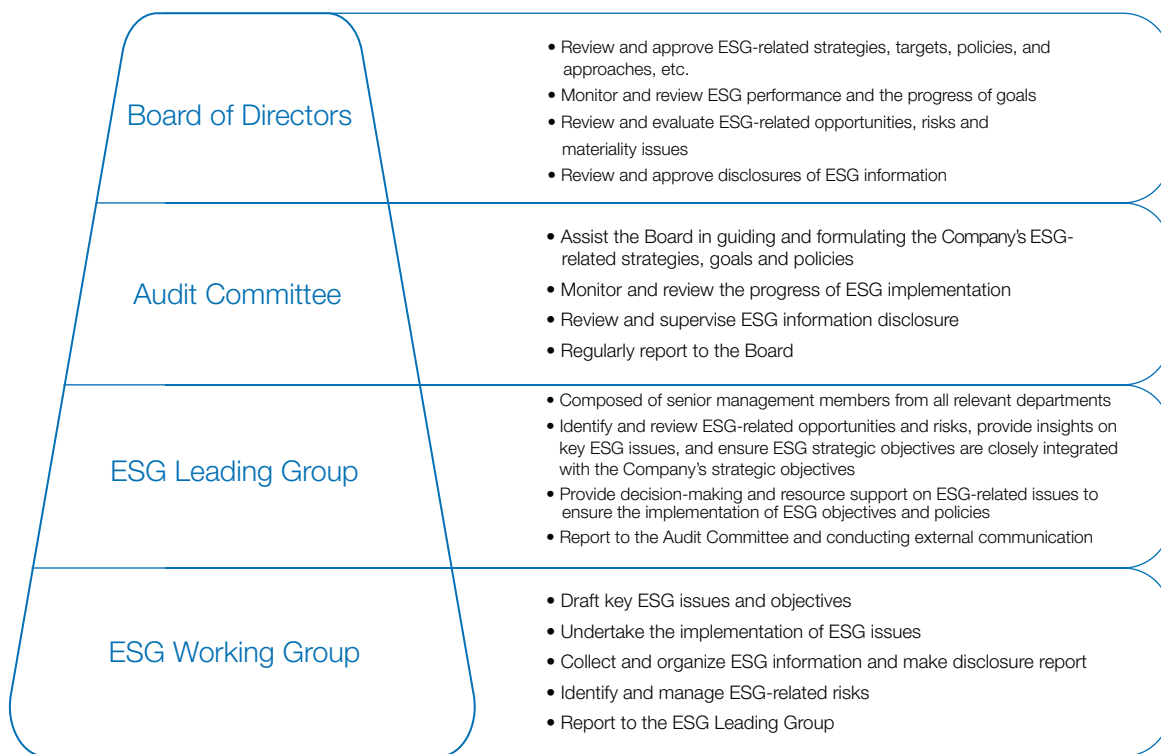


**Background of the Board**

## 1.1.2 ESG Governance Structure

Innovent has established a comprehensive four-tier ESG governance framework in precise adherence to the guidelines set forth by the Stock Exchange. Robust ESG governance and efficient administration are ensured by the distinct responsibilities of each layer of this framework – the Board, the Audit Committee, the ESG Leading Group, and the ESG Working Group. The Board takes ultimate responsibility for ESG matters and acts as the highest decision-making body for ESG management.

# 1. EXCELLENT GOVERNANCE



**ESG Governance Structure of Innovent**

## 1.1.3 Communication with Stakeholders

Innovent places a strong emphasis on meeting stakeholder expectations while enhancing our ESG management. Our stakeholders are identified based on our business operations and industry experience. To foster effective communication, the Company proactively establishes consistent, comprehensive, multi-level channels of communication to effectively provide feedback. We actively integrate stakeholders' feedback into our strategic and management decision-making processes. By doing so, Innovent ensures that stakeholders' requirements and expectations are aligned with the organization's goals and actions. This approach encourages their active participation in the organization's development.



# 1. EXCELLENT GOVERNANCE

## Stakeholder Concerns and Communication Channels

Stakeholders	Issues of interest	Communication channels and mechanisms
 Shareholders	<ul style="list-style-type: none"> <li>• Healthy business</li> <li>• Sustainability</li> <li>• R&amp;D and innovation</li> <li>• Compliance operation</li> <li>• Risk control</li> <li>• Corporate governance</li> <li>• International platform</li> <li>• Strategic partnerships</li> </ul>	<ul style="list-style-type: none"> <li>➢ Strengthen anti-corruption initiatives</li> <li>➢ Efficient operating system</li> <li>➢ Strengthening corporate governance</li> <li>➢ Convene general meetings and results release</li> <li>➢ Improve communication with investors</li> <li>➢ Regular information disclosure</li> <li>➢ Improve global R&amp;D and innovation capabilities</li> <li>➢ Optimize cooperation platforms</li> </ul>
 Consumers and client	<ul style="list-style-type: none"> <li>• Product quality</li> <li>• Consumer rights protection</li> <li>• Customer privacy protection</li> <li>• Intellectual property rights (“IPR”) protection</li> <li>• Responsible marketing</li> </ul>	<ul style="list-style-type: none"> <li>➢ Establish a sound quality management system</li> <li>➢ Customer satisfaction survey</li> <li>➢ Customer seminar</li> <li>➢ Strict protection of intellectual property rights</li> <li>➢ Improve responsible marketing systems</li> </ul>
 Employees	<ul style="list-style-type: none"> <li>• Employment policy</li> <li>• Staff training and development</li> <li>• Staff compensation and benefits</li> <li>• Staff care</li> <li>• Occupational health and safety</li> </ul>	<ul style="list-style-type: none"> <li>➢ Pay attention to employee diversity and sense of belonging</li> <li>➢ Establish a staff communication mechanism</li> <li>➢ Fair employment</li> <li>➢ Strengthen staff training and talent development</li> <li>➢ Optimize salary system</li> <li>➢ Focus on equity incentives and employee benefits</li> <li>➢ Protect employees’ health and safety</li> </ul>
 Government	<ul style="list-style-type: none"> <li>• Compliance operation</li> <li>• Pay taxes according to law</li> <li>• Emission management</li> <li>• Energy use</li> <li>• Water use</li> </ul>	<ul style="list-style-type: none"> <li>➢ Execution of related policies</li> <li>➢ On-site inspection and work report</li> <li>➢ Regular information disclosure</li> <li>➢ Strengthen anti-corruption initiatives</li> <li>➢ Environmental protection</li> <li>➢ Conservation of resources</li> </ul>
 Suppliers and partners	<ul style="list-style-type: none"> <li>• Sustainable supply chain</li> <li>• Integrity and transparency</li> <li>• Win-win cooperation</li> </ul>	<ul style="list-style-type: none"> <li>➢ Enhance procurement management and implement policies related to research and audit</li> <li>➢ Strengthen anti-corruption initiatives</li> <li>➢ Promote communication and cooperation</li> </ul>
 Community & the public	<ul style="list-style-type: none"> <li>• Help community development</li> <li>• Promote local employment</li> <li>• Public welfare and charity</li> <li>• Response to climate change</li> <li>• Emission management</li> <li>• Energy use</li> </ul>	<ul style="list-style-type: none"> <li>➢ Strengthen school-enterprise collaboration</li> <li>➢ Carry out social welfare and voluntary activities</li> <li>➢ Implement environmental policies</li> <li>➢ Green office</li> <li>➢ Emission reduction</li> <li>➢ Conservation of resources</li> </ul>

# 1. EXCELLENT GOVERNANCE

## 1.1.4 Investor Relations Management

Innovent prioritizes investor relations management and strives to expand and deepen communication channels with investors. We engage extensively with our investors through a variety of platforms, including the Company’s official website, social media accounts, investor relations mailboxes, and the website of the Hong Kong Stock Exchange etc. This ensures that all shareholders can promptly, fairly, and accurately access the company’s latest developments.

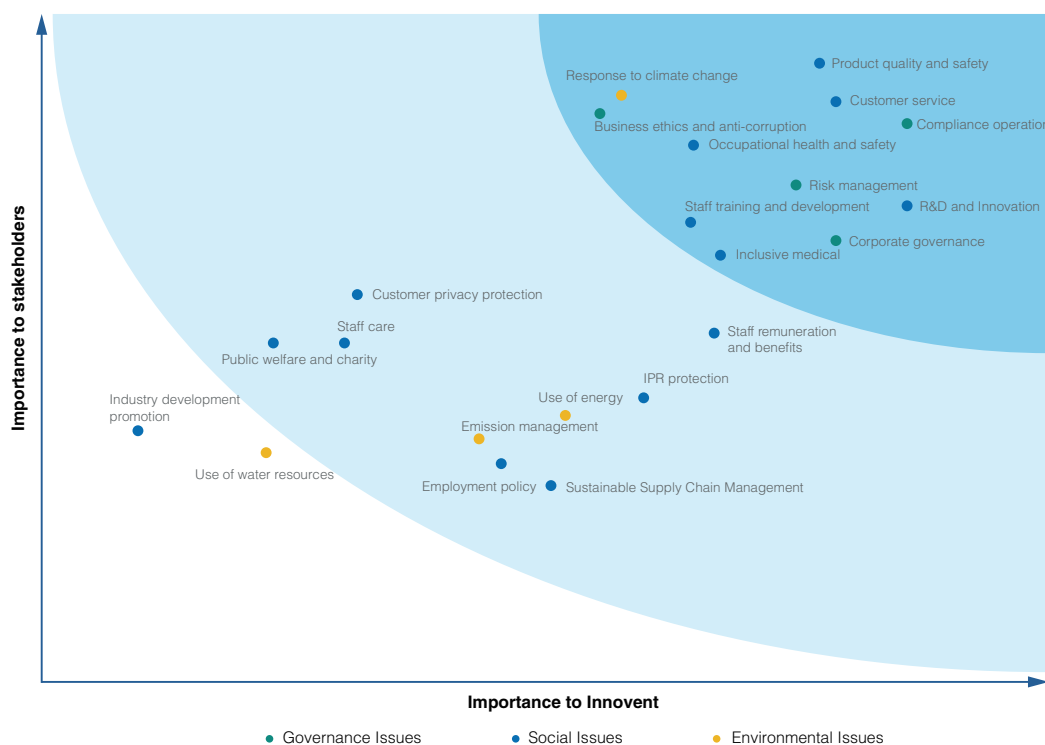
To further enhance investors’ understanding of the Company, we regularly organize various investor communication meetings, such as performance briefings, roadshows, business update conferences, company visits and exchange meetings.

We recognize the importance of information disclosure and are committed to safeguarding the right of investors and the public to be informed about company developments. We operate in full compliance with regulatory requirements for information disclosure, regularly improve the Company’s Information Disclosure Management Regulations, adopt standardized processes and criteria for disclosing information, ensure the truthfulness, accuracy, and completeness of disclosed information, and continually improve the transparency, timeliness, and objectivity of our disclosures.

## 1.1.5 ESG Materiality Issues Analysis

The Company undertook a comprehensive assessment of significant ESG issues that could impact its continued operation and sustainable development. A comprehensive analysis was conducted and the assessment process included synthesis of the Company’s strategy, peer benchmarking, seeking expert advice, investigating domestic and international policies, stakeholder survey and analyzing industry trends. As a result, 22 material issues were identified, and the opinions of shareholders were taken into consideration for ranking issue priority and formulating and developing a material issues matrix.

Material Issues Matrix of Innovent



# 1. EXCELLENT GOVERNANCE

Innovent carefully evaluated the material issues matrix when developing its ESG strategy. As a result, the Company defined five strategic pillars to guide the Company’s future direction in ESG endeavors.

Five Pillars	Issues of high importance	Issues of medium importance	Issues of low importance
Excellent Governance	<ul style="list-style-type: none"> <li>➤ Business ethics and anti-corruption</li> <li>➤ Compliance operation</li> <li>➤ Risk management</li> <li>➤ Corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>➤ Customer privacy protection</li> <li>➤ IPR protection</li> </ul>	
Enjoying Good Health	<ul style="list-style-type: none"> <li>➤ Inclusive medical</li> <li>➤ R&amp;D and innovation</li> </ul>	<ul style="list-style-type: none"> <li>➤ Public welfare and charity</li> </ul>	<ul style="list-style-type: none"> <li>➤ Industry development promotion</li> </ul>
Quality is Priority	<ul style="list-style-type: none"> <li>➤ Product quality and safety</li> <li>➤ Customer service</li> </ul>	<ul style="list-style-type: none"> <li>➤ Sustainable supply chain management</li> </ul>	
People First	<ul style="list-style-type: none"> <li>➤ Occupational health and safety</li> <li>➤ Staff training and development</li> </ul>	<ul style="list-style-type: none"> <li>➤ Staff care</li> <li>➤ Staff remuneration and benefits</li> <li>➤ Employment policy</li> </ul>	
Embracing Ecology	<ul style="list-style-type: none"> <li>➤ Response to climate change</li> </ul>	<ul style="list-style-type: none"> <li>➤ Use of energy</li> <li>➤ Emission management</li> </ul>	<ul style="list-style-type: none"> <li>➤ Use of water resources</li> </ul>

**Innovent Materiality**

# 1. EXCELLENT GOVERNANCE

## 1.2 Compliance Operations

Innovent is dedicated to establishing a strong ethical corporate culture, supported by a well-designed governance structure and robust management policies to embed business ethics and compliance management principles throughout the Company’s operations. We communicate and cooperate with various stakeholders according to high standards of business ethics, form transparent communication channels, and establish a good corporate reputation and brand image. We are committed to creating an honest, healthy and harmonious business ecology with all stakeholders and share in mutual development.

### 1.2.1 Our Corporate Governance

The Company has implemented a robust compliance operations management system, fully implementing corporate governance policies and careful management to ensure all employees abide by professional ethics, safeguarding the Company’s lawful and compliant operations.



**Governance Structure of Business Ethics**

Innovent upholds a strict policy of zero tolerance towards any corrupt practices, fostering a culture of integrity and honesty. In rigorous upholding of legal and regulatory frameworks, Innovent meticulously follows stringent laws and regulations, including the “Anti-unfair Competition Law of the People’s Republic of China” (<中華人民共和國反不正當競爭法>) and the “Anti-Money Laundering Law of the People’s Republic of China” (<中華人民共和國反洗錢法>). To embed these principles into the core operations of the Company, we have developed and instituted comprehensive internal guidelines, such as the “Code of Conduct” (<合規行為準則>) and “Conflict of Interest” policies (<信達生物利益衝突政策>) etc. Our employees have constant access to these ethical standards through our internal regulatory portal. During the Reporting Period, we formulated and published the “Code of Ethics and Business Conduct,<sup>1</sup>” (<商業道德行為準則>) which applies to all employees together with all stakeholders including customers and suppliers.

1 <https://img.innoventbio.com/1206/Code%20of%20Ethics%20and%20Business%20Conduct.pdf>

# 1. EXCELLENT GOVERNANCE

## 1.2.2 Our Targets

Innovent monitors business ethics targets regularly to ensure compliance with operations.

Business ethics targets	Ensure 100% of employees and directors participate in training for business ethics and anti-corruption each year
	Ensure 100% of suppliers sign the Integrity Practice Commitment each year

## 1.2.3 Our Action

### Anti-Corruption and Bribery Audit

Innovent adheres to the policy of “zero tolerance” towards corruption. To mitigate compliance risks, Innovent conducts at least one compliance audit annually at all operational locations and business departments. The audit scope encompasses the effectiveness of anti-corruption policies and ethical conduct of all employees, including board members, senior management, and part-time staff, as well as all suppliers, distributors, and agents. Specific areas of scrutiny include potential conflicts of interest, accepting bribes, misappropriation of funds, or illegal use of company assets, etc., during operations.

Sites and Sectors	Audit Frequency	Audit Contents
Suzhou site	5 times per year	Procurement audit of all categories, bidding audit, asset management audit, IT audit, and R&D expense management audit, etc.
Shanghai and Beijing sites	Once a year	Asset management audit, expense audit, and IT audit, etc.
Overseas business	Once a year	Procurement audit, asset management audit, payment of funds and confidentiality of employees etc
Shanghai R&D center and Hangzhou factory (under construction)	At least once per month	Engineering audit
Commercialization Group	4 times per year	The compliance of sales behavior; the authenticity, rationality and economization of sales expenses; donation; channel management audit; case collection projects, etc.

The above audits are primarily the responsibility of the Company’s internal audit department, which reports directly to the Audit Committee of the Board of Directors. Our internal audit department has developed the “Engineering Audit Manual” (<工程審計手冊>), outlining audit processes for all phases of engineering projects, with a focus on the initial design, construction, and final acceptance stages. The Company proactively investigates and audits to preempt potential issues, ensuring excellence in the execution of engineering projects and stringent control over any misconduct, such as regulatory and disciplinary infractions, during project implementation.

# 1. EXCELLENT GOVERNANCE

## Report and Complaint Procedures

Innovent is committed to upholding the highest standards of ethical conduct, encapsulated in our “Policy and Procedures for Internal Reporting and Investigation Handling” (<內部報告和調查處理的政策與程序>). This comprehensive policy delineates the specific scenarios under which reporting is required, assigns responsibilities across various departments, and outlines the steps to be taken following a report. It establishes a robust framework for the submission of grievances, facilitating the continuous monitoring of any activities that may be unethical, illegal, or fraudulent. Through these measures, we ensure the maintenance of a secure and ethical working environment, reinforcing our commitment to integrity and accountability in all aspects of our operations.

The internal audit department, as the sole department designated to receive reports and complaints, accepts submissions from all employees, customers, suppliers, and partners. Other departments or individuals receiving internal or external reports and complaints are required to forward them to the audit department for unified handling. The reporting acceptance department promptly responds to complaints, providing timely feedback on their acceptance and resolution statuses. No department or individual in the Company may obstruct or suppress a whistleblower’s report or a witness’s truthful testimony under any pretext. During the Reporting Period, the Company received a small number of internal and external complaints relating to potentially unethical, illegal, or fraudulent activities, all of which have been verified, investigated, responded to, and resolved, with corresponding solutions proposed, without any major issues arising.



### Innovent’s Reporting Channels

## Protection of Whistleblowers

Innovent is dedicated to maintaining an environment where openness and transparency are paramount. In alignment with this commitment, the “Whistleblower Protection Policy<sup>2</sup>” (<舉報人保護政策>) has been developed and made publicly accessible. It defines the responsibilities and protective measures for whistleblowers, ensuring the protection of their rights as well as those of witnesses, thereby facilitating the effectiveness of our governance practices.

2 <https://img.innoventbio.com/1206/Whistleblower%20Protection%20Policy.pdf>

# 1. EXCELLENT GOVERNANCE

Whistleblowers have the discretion to choose if and how much they wish to disclose information that could reveal their identities. From the perspective of enhancing the efficiency of our reporting processes, we encourage individuals and entities to report any illegal or non-compliant activities under their real names and in accordance with the law.



**Whistleblower Reporting Forms**

We maintain a zero-tolerance policy towards retaliation, strictly prohibiting any form of retaliation against whistleblowers or witnesses. Under no circumstances should any department or individual within the Company interfere with or attempt to suppress a whistleblower’s report or a witness’s honest testimony. We have put in place robust measures to streamline the reporting process for whistleblowers and safeguard the legal rights of both whistleblowers and witnesses. Departments like Legal Affairs, Audit, Human Resources, and Finance are tasked with ensuring active cooperation and joint efforts to secure the protection of whistleblowers and witnesses.

## Punishment and Accountability Process of Regulatory Violations

In order to educate employees about compliance with national laws and regulations, adherence to social and professional ethics, as well as company rules and regulations, and to maintain the normal operational order of the Company, Innovent has established a comprehensive set of disciplinary review and handling procedures, such as the “Disciplinary System”.



**Disciplinary Processes for Violating Innovent Regulations**

During the Reporting Period, Innovent did not have any material cases.

# 1. EXCELLENT GOVERNANCE

## Compliance and Business Ethics Training and Promotion

By consistently offering compliance and business ethics training to our employees, our goal is to enhance awareness of legal regulations and foster an environment of honesty and fairness.

During the Reporting Period, the Compliance Department conducted 172 anti-corruption trainings for all employees with a 100% participation rate. The Company’s Audit Department sent audit cases to all employees to promote compliance and business ethics requirements, and organized 3 online and 12 offline training sessions for new sales employees and 6 offline training sessions for employees in the sales and commercial departments. Additionally, the legal department provided 35 hours of anti-corruption education. Our business ethics trainings covered all employees, including the Board and outsourcing personnel.

### Anti-Corruption Publication

During holidays, such as the Mid-Autumn Festival, Dragon Boat Festival, and Spring Festival, etc., Innovent releases posters to all employees to enhance employee awareness of business ethics and anti-corruption. In 2023, the audit department distributed integrity initiative posters and promoted reporting channels to all staff mailboxes during the Dragon Boat Festivals.



Integrity Initiative Poster

### Anti-Corruption Training

In 2023, Innovent conducted comprehensive anti-bribery and anti-corruption training, including “New Employee Compliance Training”, “Semi-Annual Compliance Training” and “Annual Compliance Training”, achieving 100% coverage rate. In May 2023, Innovent’s compliance department held an “Annual Compliance Training”, achieving an overall completion rate of 96%, with the Commercialization Team attaining a 100% completion rate. All employees are required to sign anti-corruption and anti-bribery compliance statements and gain a thorough understanding of the Company’s disciplinary system. Furthermore, all dealers and key suppliers collaborating with Innovent have undergone specialized anti-corruption training and signed compliance commitment letters.



New Employee Compliance Training



Semi-annual compliance training



# 1. EXCELLENT GOVERNANCE

## Business Ethics Management for Partners

In our ongoing commitment to uphold the highest standards of business ethics and compliance, Innovent has implemented comprehensive measures to manage our business partners’ conduct. Prior to entering any partnership, it is mandatory to complete an anti-corruption and anti-bribery questionnaire. Furthermore, the signing of the “Supplier Integrity Commitment” and confidentiality agreements is required to ensure adherence to legal provisions concerning anti-monopoly and unfair competition.

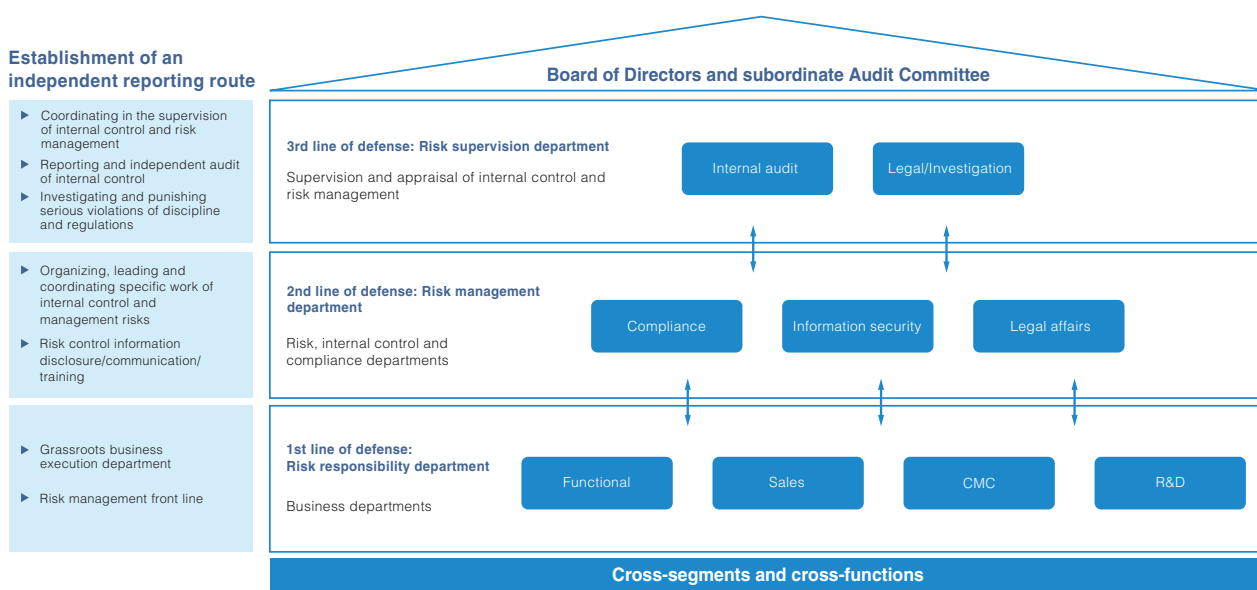
In specific instances, third-party due diligence is conducted to further solidify our business ethical requirement. Our legal and compliance department plays a crucial role in the approval process, while the Compliance Management Committee reviews relevant issues. This structured approach allows us to assess legal risks meticulously and document compliance proactively, reinforcing our dedication to fostering a healthy, fair business environment and nurturing sustainable partnerships.

## 1.3 Risk Control

Innovent is dedicated to developing a comprehensive risk control framework. By employing a three-tiered risk control mechanism and implementing various risk management measures, we proactively mitigate internal and external risks. This approach underscores our commitment to long-term sustainability and value creation for our stakeholders.

### 1.3.1 Our Governance

Innovent has established a holistic risk management system where the Board and the audit committee act as the supreme regulatory bodies. A three-tier risk management framework has been established to create a closed-loop management system, thoroughly controlling potential risk and effectively reducing operational risks, thereby safeguarding the Company’s sustainable development.



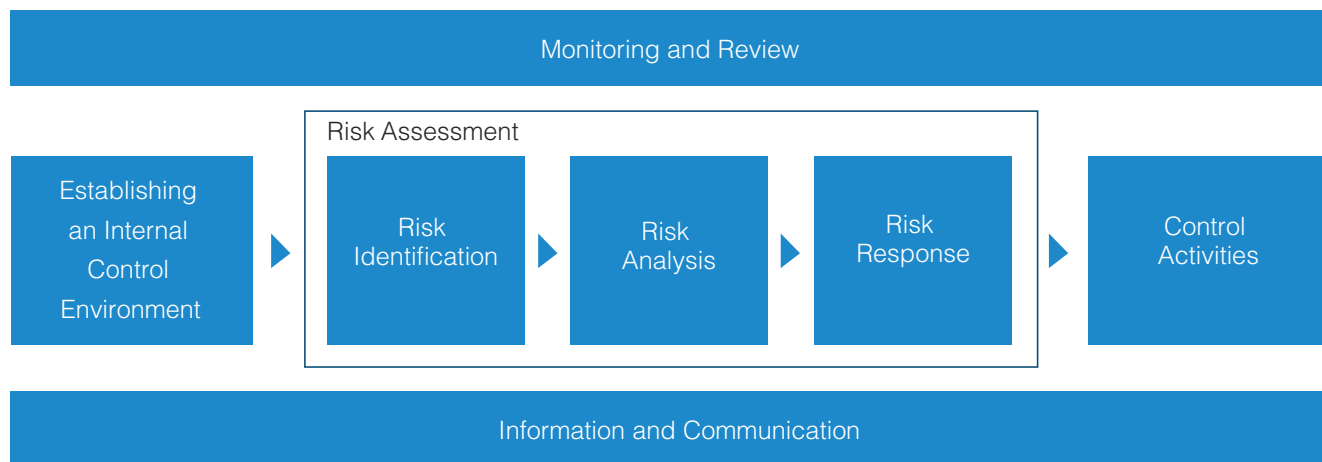
**Three Lines of Defense for Risk Management**

# 1. EXCELLENT GOVERNANCE

## 1.3.2 Our Action

### Risk Management

To comprehensively review and regulate operational risks, the Company has established a robust risk management system. Led by the internal audit department, a five-stage self-assessment is conducted annually. This process aligns with the Company’s development strategy for the year, focusing on identifying potential risks. Through risk assessment, we establish early warning mechanisms for significant risks and continuously adjust our response plans.



### Risk Management System



- This step involves identifying events that could potentially impact the Company’s operational goals and creating a comprehensive list of risks.
- In this phase, the level of each risk event is determined by assessing its likelihood of occurrence and the severity of its impact.
- For high-risk events, relevant business departments develop specific risk response strategies and control measures, managing these risks within the existing control system.

### Risk Assessment

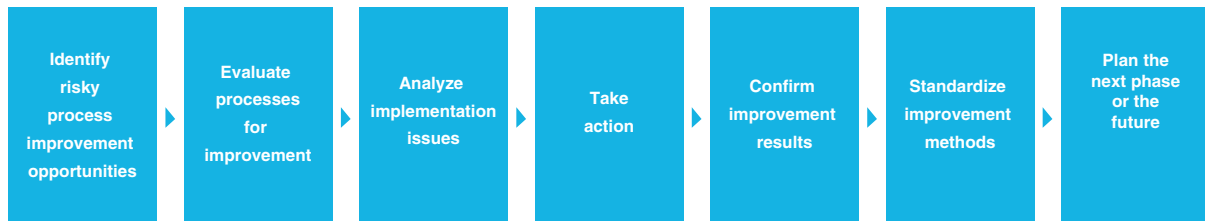
# 1. EXCELLENT GOVERNANCE

In terms of risk analysis, we utilize historical data, probabilistic predictions, and expert opinion to assess the likelihood of risk occurrence. Our measurement factors of risk quantification include four aspects:

Systematized work procedures	Formulation of key control measures	Trainings	Monitoring and audits
<ul style="list-style-type: none"> <li>Place the critical control points for formal execution in a systematic work flow</li> <li>Formulate a system that ensures the applicable rules are enforced</li> </ul>	<ul style="list-style-type: none"> <li>Solidified institutional procedures and their operability</li> </ul>	<ul style="list-style-type: none"> <li>Implement training of business risks continuously</li> </ul>	<ul style="list-style-type: none"> <li>Formulate monitoring approach and plan</li> <li>Conduct ongoing assessment of external trends and development risks</li> </ul>

**Risk Quantification Measurement Factors**

To proactively anticipate and address potential risks facing the Company, we have established a comprehensive risk monitoring and review mechanism. This system utilizes streamlined processes to identify risks early and develop preemptive strategies, ensuring the Company’s resilience against various challenges.



**Innovent Risk Monitoring and Inspection Process**

## Risk Management Initiatives

During the Reporting Period, the compliance and disciplinary committee upgraded risk management systems across operating sites, optimized contingency plans, and integrated ESG-related risk management into operations. The audit committee has proposed optimization suggestions for high-risk work processes base on previous work experience, aiming to improve internal controls, minimize the possibility of risk occurrence, and promptly address identified risk control issues.

In 2023, we focused on improving procurement processes and commercialization platforms, implementing corrective measures to prevent major issues. Among them, there are 52 process suggestions related to anti-corruption. For instance, we optimized procurement structures, audited risks annually, and enhanced ESG requirements for suppliers. We also upgraded commercialization processes and promoted responsible marketing practices.

# 1. EXCELLENT GOVERNANCE

## 1.4 Customer Privacy Protection and Information Security

Information security and data protection are essential for maintaining the stability of business operations and controlling the flow of information. We are dedicated to continually upgrading our security systems and enhancing data monitoring to prevent the leakage of our data and protect the privacy of our customers.

### 1.4.1 Our Governance

Innovent strictly follows information security laws and regulations, including “Network Security Law of the People’s Republic of China” (<中華人民共和國網絡安全法>), “Data Security Law of the People’s Republic of China” (<中華人民共和國數據安全法>), “Personal Information Protection Law of the People’s Republic of China” (<中華人民共和國個人信息保護法>), “GBT 22239-2019 Information Security Technology – Basic Requirements for Classified Protection of Cybersecurity” (<GBT 22239-2019 信息安全技術網絡安全等級保護基本要求>), and “General Data Protection Regulation (GDPR)” (<歐盟通用數據保護條例>), etc.

Innovent has established a specialized Information Security Office, focused on protecting customer privacy and enhancing the Company’s information security framework. This unit is responsible for extensive security surveillance across both internal and external networks. It develops critical support documentation and is instrumental in guiding and managing the advancement of the Company’s information technology infrastructure.

Innovent has obtained the ISO 27001 certification. The Company has established comprehensive policies and processes to control potential information security risks. In 2023, Innovent formulated 14 IT security systems covering 6 key areas, including the Information Security Management Manual (<信息安全管理制度>), Information Security Objectives and Effectiveness Measurement Management Regulation (<信息安全目標及有效性測量管理規程>), and the Information Security Risk Management Regulation (<信息安全風險管理規程>), etc..



**6 Areas of Information Security Management System**

# 1. EXCELLENT GOVERNANCE

## 1.4.2 Our Action

### Internal and External Information Security Risk Evaluation

The information risk assessment is conducted regularly to identify and tackle key risks in a timely manner. In 2023, we implemented comprehensive asset identification and categorization with regard to the Company’s key information systems to clarify the importance of each system and each system’s degree of impact on the business. Based on asset analysis and threat analysis, potential risks were assessed and quantified to determine the likelihood and level of impact.

During the Reporting Period, 1 high-risk item and 11 medium-risk items were identified, and comprehensive corrections were carried out to minimize risks continuously and effectively.

### Information Security Protection Measures

Information security is crucial for Innovent and its clients. To enhance the protection of corporate information, we have implemented several measures to minimize the risk of data breaches. This includes enforcing strict access controls for authorized employees and integrating cutting-edge technologies to strengthen our system’s security. As a result of these efforts, we have significantly improved our information security.

Innovent has bolstered its strategies for preventing core business interruptions and enhancing internal data protection. We have implemented a tiered management approach by categorizing employees into red, blue, and green zones, further refining permissions based on the varying responsibilities of different departments.

<b>Red zone</b>	<ul style="list-style-type: none"><li>• Includes positions related to core research and development</li><li>• Personnel are prohibited from configuring company email accounts on personal computers</li><li>• Personnel must use company-provided computers with VDI (Virtual Desktop Infrastructure) to monitor and audit data transfer and control document data permissions meticulously</li><li>• All business data in the red zone is stored on the company’s servers</li></ul>
<b>Blue zone</b>	<ul style="list-style-type: none"><li>• Comprises functional management departments</li><li>• Measures include disabling computer USB ports, controlling network data transmission, and customizing local email systems to prevent data storage on personal devices</li></ul>
<b>Green zone</b>	<ul style="list-style-type: none"><li>• Consists of roles involving extensive external communication and collaboration</li><li>• Employees in the green zone do not have access to information that needs to be kept confidential</li></ul>

### Tiered Information Protection Management

# 1. EXCELLENT GOVERNANCE

We continuously enhance our defense technologies and infrastructure to cope with possible external cybersecurity risks. In 2023, the Company built a security event monitoring and response product mechanism in order to prevent threats from external sources. A real-time situational awareness monitoring system and an endpoint detection and response (“EDR”) threat traceability analysis were established to rapidly detect and respond to potential cyber threats. In 2023, Innovent conducted 35 penetration tests using secure platforms and tools, and performed multiple rounds of vulnerability scans on the core networks, applications, and servers across the entire group, involving 495 systems, and achieved 100% comprehensive remediation of all security vulnerabilities. In addition, by optimizing and deploying network boundary security devices, the Company effectively protected its web business systems, and successfully defended against 400,000 external attacks annually. These actions significantly enhanced Innovent’s security capabilities, resulting in no major system security incidents reported during the Reporting Period.

Innovent also conducts various measures to ensure customer privacy protection.

## 1. Security System Development

- In building our information security management system, we placed a strong emphasis on safeguarding customer privacy data and applying anonymization in handling private data within application security.

## 2. Clinical Business Security

- We boosted the security of our internet-facing clinical systems and tightened the export permissions for internal clinical data, inclusively enhancing the protection of customer privacy.

## 3. Collaboration Policies

- In partnerships, we rigorously distinguished the data access levels for different clients, restricting access to their private data, and complying with their privacy protection standards.

### Security Awareness Training

Innovent has established a comprehensive information security training program to heighten staff awareness about information security. Essential courses and exams focused on information security and trade secret protection are mandatory for all staff members. Furthermore, we regularly remind our employees via email about matters such as preventing information leakage and fraud.

In 2023, Innovent conducted 1 online information security training and 31 offline on-site departmental trainings. Our trainings covered all employees.

# 1. EXCELLENT GOVERNANCE

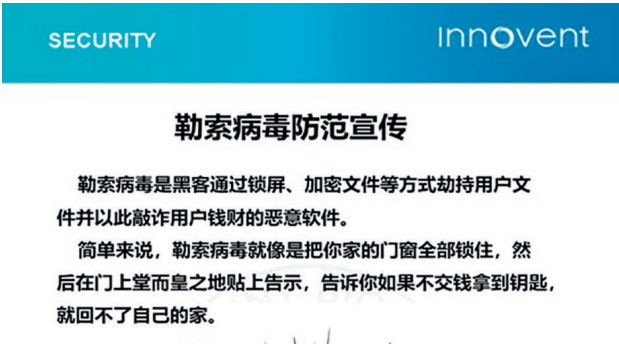
## Security Awareness Training

We made information security training and awareness-raising courses mandatory for all employees. In 2023, an information security training on “Business Secrets and Data Protection” (<商業秘密及數據保護>) had been organized. By incorporating specific business scenarios, we aim to equip all employees with the ability to identify and mitigate potential information security breaches in their work, while enhancing their practical understanding and skills.



## Information Security Email Promotion

In 2023, Innovent sent a total of 9 emails promoting information security awareness to all employees, covering various scenarios such as preventing phishing emails, ransomware, office safety precautions, and anti-fraud measures.



**Emails Sent Out for Information Security Protection**

### Regularly Information Security Audit

To improve the frequency of our security audits and fortify our information security position, we have transitioned from conducting exit-only audits to weekly audits for all employees. Additionally, we have enhanced our confidentiality supervision system to further protect sensitive data and mitigate potential risks.

# 1. EXCELLENT GOVERNANCE

In 2023, the main categories of information security audits included:

- **Data Sending and Usage Audit (weekly, 50 times annually);**
- **Network Anomaly Monitoring Audit (Situation Awareness system, weekly, 50 times annually);**
- **Server Anomaly Monitoring Audit EDR (Endpoint Detection and Response), (weekly);**
- **Document System Permission Audit (once in 2023);**
- **Security Tools Deployment and Management Strategy Audit (DLP (Data Loss Prevention), IPGuard, Bastion Host, WAF (Web Application Firewall), Situation Awareness system, EDR (Endpoint Detection and Response), (at least once annually);**
- **Information Security Effectiveness Measurement (annually);**
- **System Vulnerability Scanning and Penetration Testing (at least once annually); and**
- **ISO 27001 External Audit (once in 2023).**

## 1.5 IPR Protection

In the rapidly evolving landscape of the biopharmaceutical industry, Innovent stands at the forefront, not just as a harbinger of innovation but also as a staunch defender of IPR. Innovent has developed a comprehensive IPR protection framework to safeguard our innovations.

### 1.5.1 Our Governance

Innovent strictly adheres to domestic laws and regulations such as the “Patent Law of the People’s Republic of China” (<中華人民共和國專利法>), and the “Trademark Law of the People’s Republic of China” (<中華人民共和國商標法>), alongside international treaties and initiatives including the Patent Cooperation Treaty (PCT), the Madrid Agreement Concerning the International Registration of Marks (<商標國際註冊馬德里協定>), the WIPO Copyright Treaty, the Paris Convention for the Protection of Industrial Property (<保護工業產權巴黎公約>), the Agreement on Trade-Related Aspects of Intellectual Property Rights (TRIPS Agreement), and the Doha Declaration on the TRIPS Agreement and Public Health.

In view of the key role of patents in the core competitiveness of biopharmaceutical companies, Innovent has set up an Intellectual Property (“IP”) Management Department to take full responsibility for filing, acquiring, leveraging and maintaining IP rights. By integrating IP management closely with R&D innovation, Innovent aims to build and maintain a comprehensive and efficient IP management system. This system provides us with comprehensive IP intelligence analysis, strategic planning, and the identification and evaluation of technological innovations.

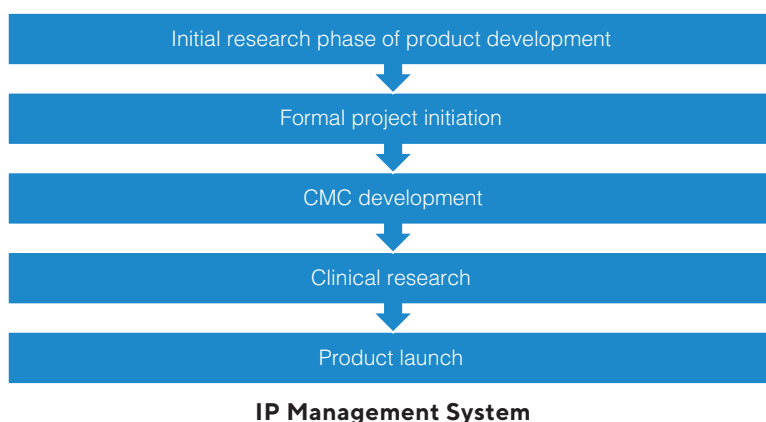
To protect our technological achievements and mitigate IP disputes, Innovent has implemented robust internal management systems, including the “Patent Infringement Risk Management Control Measures” (<專利侵權風險管理控制辦法>), “Risk Patent Monitoring Procedures” (<風險專利監控程序>), and the “Patent Due Diligence Guide for Introduction Projects” (<引進項目專利盡職調查指南>). We also updated IP terms templates according to different types of clinical studies contracts, and cooperated with legal review of all proposed contracts to curb the potential infringement risk. These measures ensure compliance with IP regulations and support our long-term development and market competitiveness.



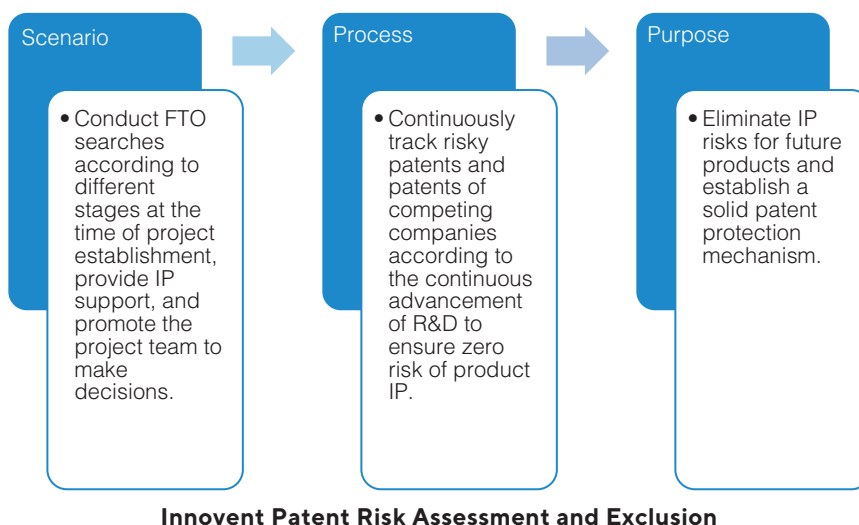
# 1. EXCELLENT GOVERNANCE

## 1.5.2 Our Action

Innovent ensures the effective management and protection of its intellectual property in the face of intense market competition, thus bolstering the Company’s long-term development and innovation strategy. During the Reporting Period, we enhanced the project support process for R&D, established a market exclusivity reporting mechanism aligned with the Company’s strategy, and conducted intellectual property audits on procurement contracts to assess potential risks of infringement and ownership rights. Innovent has designated a specialist to assist departments such as research, CMC, and clinical to promptly handle patent-related inquiries. In addition, we have achieved electronic intellectual property management through effective operation of the intellectual property management system.



To further mitigate IP risks, Innovent has initiated a series of patent risk assessments and mitigations, implementing comprehensive process control over IP risks. In 2023, the main brand “信達生物” trademark registration situation was resolved. The relatively weak categories of protection were identified in order to strengthen protection, effectively avoiding potential trademark revocation and infringement risks.



# 1. EXCELLENT GOVERNANCE

We organized a comprehensive series of training sessions to strengthen our IP management system and raise awareness among all employees regarding IP protection. In 2023, Innovent's Intellectual Property Department conducted 31 specialized internal trainings covering various aspects such as R&D technology, patent layout search analysis, and patent database application. These sessions were designed to elevate the professionalism of our IP team. Furthermore, the department facilitated 14 on-site professional trainings for entire Company specific departments. These sessions addressed critical topics, including patent applications, drug exclusivity periods, and life cycle management of patented drugs. To provide a broader perspective, we invited external lawyers to explain international intellectual property strategies and systems. Their insights covered areas such as US Inventorship, patent evergreening strategies during clinical and manufacturing stages, and patent portfolio strategy.

## 1.5.3 Our Performance:

<b>In 2023:</b>	
Number of patent applications domestically	53
Number of trademark applications domestically	79
Number of patent applications internationally	22
Number of trademark applications internationally	7
Number of patents granted	40
Number of trademark granted	98

<b>By the End of the Reporting Period:</b>	
Number of patent applications domestically	337
Number of trademark applications domestically	970
Number of copyrights registration domestically	18
Number of patent applications internationally	582
Number of trademark applications internationally	136
Number of patents granted	174
Number of trademark granted	882

In 2023, Innovent received multiple awards for intellectual property protection as well as corporate governance.

Top 100 Enterprises in China's Pharmaceutical Industry	Private Sci-Tech Development Contribution Award
Outstanding Enterprise in Jiangsu Province	Top 100 Innovative Private Enterprises in Jiangsu in 2023
Nanjing Excellent Patent Award	Top 100 Private Enterprises in Suzhou
Suzhou Industrial Park 2023 Outstanding Economic Contribution Award – Top 30 in Intellectual Property Rights	Advanced Collective of Suzhou Dushu Lake Science and Education Innovation Zone in 2023

## 2. ENJOYING GOOD HEALTH

Innovent is committed to creating economic and social value for society. We believe that an enterprise's true value extends beyond its own growth to encompass personal and corporate contributions to industry, society, and human progress, making our operations more meaningful. We advocate for equal access to health benefits brought by technological advancement, regardless of socio-economic status.

This chapter is in response to the Sustainable Development Goals (SDGs) of the United Nations



Adhering to the philosophy of “Life First”, Innovent strives for innovative drug development, prioritizes people-oriented growth, cares for patients and families, promotes inclusive healthcare, and fulfills social responsibilities. Innovent hopes to make joint efforts with all partners to propel the biopharmaceutical industry forward, enabling more patients to benefit from high-quality biopharmaceutical products. These efforts drive the implementation of “Healthy China 2030” and help fulfill people’s aspirations for a better life, thereby fostering a healthy community for mankind.

### 2.1 Inclusive Healthcare

As a leading pharmaceutical company, we believe it is our responsibility to enhance healthcare access for everyone. Aligning ourselves with the strategy of “driven by innovation, developed through globalization”, we endeavor to fulfill the unmet clinical needs of patients by focusing on high-quality innovative drug development and collaboration on cutting-edge scientific and technological research and global innovation.

#### 2.1.1 Our Governance

The ultimate responsibility of inclusive healthcare lies on the Board, which oversees its implementation. The management of the Company is responsible not only for organizing and leading the implementation of inclusive healthcare but also ensuring the effectiveness of the implementation.

#### 2.1.2 Our Action

##### Improving Medicine Accessibility

###### Product pipeline

Adhering to the “patient-centered” principle and focusing on patients’ unmet medical needs, Innovent offers a variety of treatment options to patients and places significant emphasis on new drug R&D and related technology platform construction.

We have established a robust product pipeline, consisting of 36 valuable assets in the fields of oncology, autoimmune, cardiovascular and metabolism, and ophthalmology diseases. Among them, 10 products have received approval in China and other regions worldwide, making Innovent the largest company with listed monoclonal antibody drugs in China. Additionally, 3 assets are currently under regulatory review, 5 assets are in Phase 3 or pivotal clinical trials, and 18 more molecules are in the early clinical stage.

## 2. ENJOYING GOOD HEALTH

Therapeutic areas	Product pipeline
Oncology	<ul style="list-style-type: none"> <li>Among the oncology pipelines, TYVYT® (sintilimab injection), BYVASDA® (bevacizumab injection), HALPRYZA® (rituximab injection), PEMAZYRE®, Olverembatinib, CYRAMZA®, Retsevmo® and FUCASO® are approved for marketing.</li> <li>IBI-351 (KRAS G12C), Taletrectinib, IBI-310 (CTLA-4), IBI-343 (CLDN18.2 ADC), IBI-363 (PD-1/IL-2), IBI-389 (CLDN18.2/CD3), IBI-354 (HER2 ADC), IBI-130 (TROP2 ADC), IBI-334 (EGFR/B7H3), IBI-129 (B7H3 ADC), IBI-133 (HER3 ADC), IBI-3003 (GPRC5D/BCMA/CD3), etc. are under new drug application phase or clinical study.</li> </ul>
Autoimmune	<ul style="list-style-type: none"> <li>SULINNO® (adalimumab injection) has been approved for marketing.</li> <li>IBI112 (IL-23p19), IBI353 (PDE4), IBI-355 (CD40L), IBI-356 (OX40L) and IBI-3002 (IL-4R/TSLP) are under clinical study.</li> </ul>
Cardiovascular and Metabolic	<ul style="list-style-type: none"> <li>SINTBILO® (Tafolecimab) is approved for marketing.</li> <li>There are a few products under new drug application phase or clinical study, which are: IBI362 (Mazdutide), IBI128 (XOI) and IBI-3016 (AGT).</li> </ul>
Ophthalmology	<ul style="list-style-type: none"> <li>IBI-311(IGF-1R), IBI302 (VEGF/Complement), IBI324 (VEGF-A/ANG-2) and IBI333 (VEGF-A/VEGF-C) are under clinical study.</li> </ul>

Innovent has been actively advancing therapies available for rare diseases. We continuously improve the construction of a research and treatment ecosystem for rare diseases, striving to enhance the accessibility of innovative therapeutic drugs to patients with rare diseases and ultimately benefit more patients worldwide. By the end of the Reporting Period, a total of five drugs have been recognized as orphan drugs at Innovent.





<b>TYVYT® (sintilimab injection)</b>	<ul style="list-style-type: none"> <li>TYVYT® (sintilimab injection) has received 2 orphan drug designation from U.S. FDA for T-cell lymphoma and esophageal cancer.</li> <li>In Europe, TYVYT® (sintilimab injection) has been granted 1 orphan drug designation by the European Medicines Agency (EMA) for the indication of peripheral T cell lymphomas.</li> </ul>
<b>PEMAZYRE®</b>	<ul style="list-style-type: none"> <li>PEMAZYRE® has received orphan drug status from the U.S. FDA and MHLW Japan, respectively, for the indication of cholangiocarcinomas.</li> </ul>
<b>Olverembatinib</b>	<ul style="list-style-type: none"> <li>Olverembatinib has been granted four orphan drug designations by U.S. FDA for chronic myelogenous leukemia, acute lymphoblastic leukemia, acute myelogenous leukemia and gastrointestinal stromal tumors.</li> <li>It has been granted orphan drug designation by the EMA for the indication of chronic myelogenous leukemia.</li> </ul>
<b>Retsevmo®</b>	<ul style="list-style-type: none"> <li>The product has been granted orphan drug designation by U.S. FDA for the indication of non-small cell lung cancer.</li> </ul>
<b>FUCASO®</b>	<ul style="list-style-type: none"> <li>The product has been granted for orphan drug designation by U.S. FDA for multiple myeloma.</li> </ul>

## 2. ENJOYING GOOD HEALTH

### Upgrading our R&D platform

At Innovent, we prioritize innovation and accelerate our efforts to bring solutions to patients. That's why we attach great importance to the construction of our R&D platform and the nurturing of R&D talent. We are devoted to investing in R&D and have established a comprehensive R&D innovation system. During the reporting period, Innovent has assembled a scientist team in the field of cardiovascular and metabolic diseases to further explore the area of diabetes mellitus and obesity, enriching Innovent's metabolic product pipeline.

Centered on strategic layout and development needs, we built a high-quality technology platform that spans the entire cycle of bio-innovative drug development covering new drug research, clinical development, industrialization and commercialization, thereby laying a solid foundation for the continuous production of high-quality innovative drugs.

 <b>New drug research platform</b>	 <b>Production and quality platform</b>	 <b>Clinical development platform</b>	 <b>Commercialized sales platform</b>
<ul style="list-style-type: none"> <li>• We established an outstanding technical platform and system for drug research such as monoclonal antibodies, multi-specific antibodies, immunocytokine, cell engagers fusion proteins, and small molecules with profound layout of pre-clinical study pipeline.</li> <li>• We set up comprehensive and integrated differentiated ADCs patent technology platform. The next-generation ADCs technology is likely to bring stronger treatment effects and broader clinical windows.</li> </ul>	<ul style="list-style-type: none"> <li>• Advanced CMC development capability, including technical platforms for antibody, fusion protein, ADC and high-concentration DP.</li> <li>• End-to-end quality control system systematically applied in the whole process of drug production, quality control, product release, storage and transportation.</li> <li>• We expanded the commercialized capability to 140,000L in accordance with Chinese and international standards, and constantly enhanced operational efficiency.</li> </ul>	<ul style="list-style-type: none"> <li>• We established a leading clinical development science and operation management platform for innovative drugs in China, running through the whole process from clinical phase I to clinical phase III, which can support post-marketing studies in phase IV.</li> </ul>	<ul style="list-style-type: none"> <li>• We established a comprehensive commercialized sales platform covering marketing, sales, access, channel management, medical affairs, and other aspects.</li> <li>• We continuously upgraded the commercialized operation system, with refinement management beginning to take effect, and proportion of commercialized expenses gradually reduced.</li> </ul>

### Building of Fully-integrated Multi-functional Platform at Innovent

Digital technologies are key enablers for improving efficiency of R&D and operation management. We have realized effective project management through our PMS system and continue to utilize our digital platform.

Innovent also attaches great importance to talent cultivation. We have established an R&D team comprising masters, doctorates, returnees, and core technical talents to continuously expand our R&D capability. To foster motivation among R&D talents, we set up a special inventor award system to reward the core inventors of important projects in key R&D phases and major projects of listing. At the end of the Reporting Period, the R&D team had nearly 1,000 employees.

### Promoting global presence

Adhering to the development strategy of "global development with innovation as the cornerstone", Innovent leverages its expertise in the healthcare industry, continuously building up its commercialization arm. Innovent's sales team is dedicated to promoting its high-quality products in domestic markets to deepen market penetration of listed products in its pipeline and benefit a wider range of patients.

## 2. ENJOYING GOOD HEALTH

### Core competitive advantages

Layout of innovative technologies



Focusing on clinical needs and advantageous products in disease areas



Building a global R&D platform

### Core Competitive Advantages of Innovent's Global Presence

In China, the Company has established a sales team of around 3,000 professionals to actively expand market coverage and penetration in cities and rural areas at all levels, and to promote the implementation of medical insurance, making our high-quality biopharmaceutical products accessible to a broader population. At present, we have 5 medicines (TYVYT<sup>®</sup> (sintilimab injection), BYVASDA<sup>®</sup> (bevacizumab injection), HALPRYZA<sup>®</sup> (rituximab injection), SULINNO<sup>®</sup> (adalimumab injection) and olverembatinib) included in the China's National Reimbursement Drug List (NRDL), and 5 medicines (Pemazyre<sup>®</sup>, Cyramza<sup>®</sup>, Retsevmo<sup>®</sup>, Fucaso<sup>®</sup>, and SINTBILO<sup>®</sup>) included in the Catalog of Specific Drug Reimbursements under Huimin Insurance Programs, significantly reducing the financial and access burdens for patients and their families. The company's products have benefited more than 2.5 million patients.

Innovent actively promotes its high-quality medicines to benefit more patients worldwide. On the one hand, we actively promote potential global innovative drugs to conduct multi-center clinical trials in China, Australia, the U.S. and other regions. Our IBI343 (Claudin 18.2 ADC), IBI354 (Her2 ADC), IBI363 (PD-1/IL-2), and IBI3002 (IL4R/TSLP) are in clinical stage in Australia. On the other hand, the Company has established an International Business Unit to promote its products to other emerging markets. When entering emerging markets, the Company evaluates the overall economic, demographic and medical conditions and establishes a corresponding business model and reasonable pricing mechanism. BYVASDA<sup>®</sup> (Bevacizumab) has been launched in Indonesia.

In February 2024, TVYVT<sup>®</sup> (sintilimab injection) was newly approved in the Macau market.

### Enhancing Medicine Affordability

#### Fair Pricing

Innovent hopes to continually improve the accessibility and affordability of its products for patients. We strive to make our high-quality biopharmaceutical products more accessible by setting reasonable prices and actively working with the medical policies of different countries and regions.

Innovent aligns its pricing strategy with the World Bank's country income classification standards, considering factors such as the economic development level of different countries and regions, the United Nations Human Development Index, public health inputs, and public economic affordability, etc.. Our 'Fair Pricing Policy'<sup>3</sup> (<公平定價政策>) embodies this approach, ensuring prices are set fairly across different countries and regions. Details of this policy are accessible on our website.

Our goal is to ensure that the prices of medicines are relatively consistent in countries and regions at the same level of development as well as in markets within countries at the same level of development, to enable fair and greater access to healthcare around the world.

3 <https://img.innoventbio.com/1206/Fair%20Pricing%20Policy.pdf>

## 2. ENJOYING GOOD HEALTH

### The implementation of medical insurance

Innovent commits to supporting “Healthy China 2023” and public health improvement through the development of affordable innovative therapies. In addition to improving the affordability of drugs, Innovent advocates for our products to be included in the National Reimbursement Drug List to improve market coverage.

In response to ongoing reforms in the national medical system, Innovent actively promotes the implementation of medical insurance policies in each region to bring more high-quality biopharmaceutical products to patients and their families, and contribute to the goal of a healthier and better life for people in China.

By the end of the Reporting Period, all seven approved indications of TYVYT® (sintilimab injection) were included in the “NRDL”. Meanwhile, the first indication of olverembatinib, and all indications of BYVASDA® (bevacizumab injection), HALPRYZA® (rituximab injection) and SULINNO® (adalimumab injection) were also included in the NRDL.



#### **TYVYT®'s (sintilimab injection) Seventh Indication and BYVASDA®'s (bevacizumab injection) Eighth Indication are included in the China National Reimbursement Drug List**

In December 2023, the NRDL (2023 Version) was updated to include the seventh indication of PD-1 inhibitor TYVYT® (sintilimab injection) in negotiation list, and include the eighth indication of BYVASDA® (bevacizumab injection) in general list. The updated NRDL was effective from January 1, 2024.

In the updated NDRL, TYVYT® (sintilimab injection) expands its coverage to the seventh new indication for the treatment of patients with epidermal growth factor receptor (EGFR)-mutated locally advanced or metastatic non-squamous non-small cell lung cancer (NSCLC) who progressed after EGFR tyrosine kinase inhibitor (TKI) therapy. Meanwhile, BYVASDA® (bevacizumab injection) as a combination medicine with TYVYT® (sintilimab injection) for the same indication, has its eighth indication included in the NRDL.

TYVYT® (sintilimab injection) is globally the first and only PD-1 inhibitor approved for this indication, as well as the only PD-1 inhibitor in the NRDL for treating NSCLC post EGFR-TKI therapy. BYVASDA® (bevacizumab injection) is also the only bevacizumab approved and in the NRDL for treating NSCLC post EGFR-TKI therapy.

### Public welfare assistance on drugs

Guided by our “patient-oriented” philosophy, we actively work with non-profit organizations to promote global health equity, by providing affordable and high-quality biopharmaceutical products to more patients in need through drug donations.

The Company has initiated and participated in public welfare assistance projects, such as “TYVYT®-Public Health and Poverty Alleviation Campaign”, “TYVYT®-Shu Xin Ke Yi Tumor Immunization Patient Assistance Program”, “SULINNO®-Ai You Xin Sheng Patient Assistance Program”, “SINTBILO®-Shu Xin Zhi Xin® Patient Assistance Program”, “PEMAZYRE® Patient Assistance Program” and “Shu Xin Ke Da Caring for Oncology Patients Program”, so as to aid more oncology patients in receiving standardized and continuous treatment, as well as to relieve their financial burden.

Innovent donated a variety of biopharmaceutical drugs including TYVYT® (sintilimab injection), SULINNO® (adalimumab injection), CYRAMZA® (ramucirumab), PEMAZYRE® and SINTBILO® (Tafolecimab), which cumulatively benefited more than 170,000 patients, the total market value of the donated drugs reached RMB3.4 billion.

## 2. ENJOYING GOOD HEALTH

### “TYVYT® (sintilimab injection) Shu Xin Ke Yi Patient Assistance Program” moves forward consistently

As at the end of 2023, a total of 1.15 million pieces of drugs at a cost of RMB2.21 billion has been donated by “TYVYT® Shu Xin Ke Yi Patient Assistance Program”, of which RMB1.78 billion was saved for patients, more than 150,000 oncology patients were supported to use free medicines for nearly two years, and RMB430 million for health insurance. The program covers 31 provinces across the country, with patients in third-tier cities and below accounting for around 49% of the assisted patients, making it one of the largest and most in-depth regional sinking assistance projects in the field of oncology in China at present. It significantly improved the accessibility and affordability of PD-1 immunotherapy for those low-income patients living in under-developed cities and counties, allowing patients to receive the effective, long-term benefits of sustained immunotherapy, and contributing to the implementation of National Health and Medical Assistance Program for Poverty Alleviation.



Source: Data from “TYVYT® Shu Xin Ke Yi Patient Assistance Program” (Lung cancer/hepatocellular carcinoma/gastric cancer/esophageal cancer)

### China’s first domestic oncology patient assistance white paper - “2023 White Paper on Cancer Patient Assistance in China”

In December 2023, the Innovent Public Welfare Day and the release conference of the “2023 White Paper on Cancer Patient Assistance in China” were successfully held in Suzhou, which was co-hosted by Innovent and the Beijing Health Alliance Charitable Foundation. The conference released the first domestic oncology patient assistance white paper in China – “2023 White Paper on Cancer Patient Assistance in China”. The white paper was compiled by the Beijing Health Alliance Charitable Foundation, with the “TYVYT® Shu Xin Ke Yi Assistance Program” as a benchmark case. It aims to help the public better understand the burden of disease, clarify how patient assistance programs can support and help tumor patients achieve long-term benefits. This also raises the community’s attention to and support for patient oncology assistance projects.



The release conference of the “2023 White Paper on Cancer Patient Assistance in China”



## 2. ENJOYING GOOD HEALTH

### Empowering Medical Advancement

#### Training local healthcare workers

While actively expanding its global business, Innovent is deeply concerned about the disparity in medical development levels across different regions. Innovent actively helps to enhance the regional medical capabilities by providing professional healthcare education and training.

The “Shu Xin Ke Yi” program has linked more than 10,000 clinicians in nearly 10 clinical departments in 2,768 medical institutions in China. The program relies on hierarchical diagnosis and treatment, promotes multidisciplinary linkage, helps patients in the whole process of management, and also improves the capacity of healthcare workers in immunotherapy. The program has also improved the capacity of healthcare professionals in immunotherapy. Meanwhile, the project implements the distribution of charitable medicines in conjunction with more than 350 pharmacies as well as the organization of patient education activities, which effectively helps to alleviate difficulties in accessing innovative drugs in hospitals. This initiative has covered almost all the partner pharmacies in the core areas of each prefecture-level city, and at least one pharmacy in one province in remote areas, to meet the needs of patients in different regions. In addition to donating medicines, the program also promotes the improvement of domestic philanthropic systems. In the process of patients’ follow-up treatment, the project unites professional organizations and medical personnel to provide more services for patients, including the latest information on tumor treatment, popularization of knowledge related to immunotherapy, expert lectures, volunteer clinics and patient education, etc., gradually forming a patient-centered approach to help patients from many backgrounds and at multiple levels. It has effectively improved the accessibility of healthcare for low-income tumor patients.

#### Increasing public health in developing countries

Innovent is committed to promoting its innovative biopharmaceutical products to the emerging market and meeting the needs of patients in low- and middle-income countries (LMICs) by forging partnerships with local manufacturers and accelerating the launch of medicines in emerging markets wherever possible.

By facilitating technology transfer of our major products and planning for local production, we enable emerging market countries to gain access to pharmaceutical technology. This helps to raise the local pharmaceutical industry level and increase local accessibility of our products. For example, Innovent established a strategic collaboration with Etana to out-license BYVASDA® (bevacizumab biosimilar)’s development and commercialization rights in Indonesia.

Furthermore, Innovent proactively supports the improvement of the pharmaceutical supply chain as well as the drug development and production capacity in developing countries. Through cooperation with local partners, Innovent has provided professional training and consultation guidance on achieving international drug manufacturing standards (such as GMP and GCP standards), including the establishment of a compliant quality system, commercial compliance production, CDMO (Contract Development and Manufacturing Organization) management, supply chain management, clinical study, and registration and filing, which aims to promote the development and launching of high-quality drugs. In addition, the Company actively develops and cultivates dual-source raw material suppliers and conducts regular exchanges and training for local raw material suppliers to promote high standards of compliance with regulatory requirements.

#### Promoting industrial development

Upholding the task of promoting industrial development, Innovent consistently deepens its strategic collaborations with industry partners. We actively engage in the formulation of industry standards, a crucial endeavor that contributes to the high-quality development of the pharmaceutical industry. In addition, we participated in various industry activities such as seminars and conferences, fostered collaborations between enterprises, higher education institutions and research institutes, integrated resources from several parties and enhanced the technological progress and industrial development.

## 2. ENJOYING GOOD HEALTH

On March 16, 2024, the 2024 Young Investigator Development Class was held at Innovent, hosted by the Beijing Cancer Foundation. Young Investigator Development Class was organized by the GCP Center of Cancer Hospital Chinese Academy of Medical Sciences, with the participation of young doctors from 30 hospitals across China. It is dedicated to providing young doctors with a “lifelong learning” clinical research training system, enhancing the clinical research thinking, clinical research practice and management ability, and expanding their international vision. During the meeting, executives from Innovent gave a keynote speech on the history of biopharmaceutical development and from immunobiology to innovative drug development, introduced the early drug development process, the CMC process and basic considerations of drug development, and the trainees visited Innovent’s laboratories and production plants. The event was well recognized by all the young doctors.



Innovent has established a joint Master’s program with Soochow University. One of the students graduated with a master’s certificate in 2023. Innovent and Soochow University have also formed a collaboration in the field of cardiovascular and metabolic diseases.

## 2. ENJOYING GOOD HEALTH

Innovent has set up an effective model for joint training of doctoral and postdoctoral talents with strategic hospitals, taking advantage of the hospitals' profound disciplinary deposits and qualifications of clinical trial bases and Innovent's advanced drug research and development platforms, which promotes the close integration of scientific research theories and medical applications, strengthens the establishment of the integration of industry-academia-research cooperation, and fosters medical talents for the medical disciplines who are both clinically proficient and with profound research and development skills. This will help train "amphibious" medical talents with both clinical and R&D skills for medical disciplines and serve as a bridge between laboratories and patients. During the reporting period, Innovent continued its joint training program with The First Bethune Hospital of Jilin University and two new strategic hospitals were added to the joint training program.

Innovent has cooperated with SINANO<sup>4</sup>, Chinese Academy of Sciences to carry out a project on organoid technology for drug efficacy evaluation and individualized precision treatment of patients, which was supported by the Suzhou Innovation Joint Project and the Major Innovation Platform.

Innovent has set up school-enterprise cooperation with Xi'an Jiaotong-Liverpool University to deliver lectures to medical students.

Innovent actively responded to a call from the Department of Human Resources and Social Security of Jiangsu Province and other seven departments for participation in the development of national vocational and technical standards for biochemical inspectors, and to make positive contributions to the establishment and improvement of industry standards.

Innovent has actively participated in the construction of the industry's regulatory system, and has provided a total of 14 rounds of feedback on a series of regulations and guidelines to be issued by the National Medical Products Administration in 2023. Among them, Innovent has provided feedback to CDE 7 times, such as ICH related guidelines, technical guidelines for pharmacy research and evaluation of antibody-coupled drugs, as well as management and review of compliance information of drug registration, R&D and production entities; 5 times to China Pharmaceutical Innovation and Research Development Association, focusing on the drafting of the 2023 NMPA review report and the drafting of recommendations for 2024 guidelines; 2 times to the comprehensive affairs department under National Medical Products Administration, mainly related to the amendment of some provisions of Measures for the Administration of Drug Inspection (for Trial Implementation).

Innovent participated in several governmental symposiums and industry exchange meetings at various levels, including 2023 Conference on the development of China's Pharmaceutical Industry, "Research on Key Issues and Difficulties of the Power Mechanism of Scientific and Technological Innovation of Enterprises" seminar, Seminar on Innovative Pharmaceutical R&D and Tackling Enterprises, Seminar on Biomedical Science and Technology Innovation and Industrial Development, Thematic Forum on Future Trends of Commercialization of Innovative Drugs in China, the 3rd Jiangsu Development Summit, Provincial Biomedical Industry Chain Collaborative Innovation and Development Conference, to discuss common problems in the biopharmaceutical industry and promote industrial development.


<sup>4</sup> Suzhou Institute of Nano-tech and Nano-Bionics

## 2. ENJOYING GOOD HEALTH


### 2.1.3 Our performance

Innovent has been heavily investing in R&D, expanding product pipeline and bringing innovative therapies to address unmet clinical needs and improve the quality of patients' lives.

As of the end of the Reporting Period, Innovent's key achievements in inclusive healthcare are as follows:



#### Key achievements



---

**Ten products** have been officially approved for marketing in China.

A total of **five drugs** have been recognized as orphan drugs at Innovent.

All seven approved indications of TYVYT® (sintilimab injection), the first indication of olverembatinib and all indications of BYVASDA® (bevacizumab injection), HALPRYZA® (rituximab injection), SULINNO® (adalimumab injection) have been included in the NRDL.

Product Donation: TYVYT® (Sintilimab), SULINNO® (Adalimumab), CYRAMZA® (Ramucirumab), PEMAZYRE® (Pemigatinib), SINTBILO® (Tafolecimab), etc.

Total market value of donated drugs: RMB3.4 billion

Donated drugs benefited: 170,000+ patients

Support the compilation and publication of “2023 White Paper on Cancer patient Assistance in China”

## 2.2 Public Welfare and Charity

As a source of public welfare, Innovent's charitable activities aim in earnest to fulfill the Company's social responsibilities, leveraging its resources and capabilities to benefit society while strictly adhering to applicable laws and regulations. We actively uphold our social responsibility and hope to spread good will and community strength throughout society, as far as we can.

### 2.2.1 Our Action

#### Public education program

We firmly uphold the commitment of “being an enterprise with a strong sense of social responsibility”, aiming at empowering our communities, raising public awareness of health based on our resources, technologies and expertise.

Leveraging the expertise of our medical professionals, we conduct extensive medical education programs to provide health benefits to patients effectively, helping patients to better understand their conditions and adopt preventive measures effectively.

We also organize patient communication meetings and salons, serving as platforms where patients can interact with each other and acquire professional medical knowledge. These events aim to alleviate psychological stress among patients, enabling them to share their conditions, experiences, and mutual support. Through these interactions, patients can draw strength from each other and feel more empowered in their healthcare journeys.

## 2. ENJOYING GOOD HEALTH



### “TYVYT® (sintilimab injection) Shu Xin Ke Yi Patient Assistance Program” organizes patient care salons



“TYVYT® (sintilimab injection) Shu Xin Ke Yi Patient Assistance Program” cooperated with Beijing Kangmeng Charity Foundation to organize patient care salons. The salons aim to provide authoritative oncology diagnosis and treatment knowledge for oncology patients and build a platform for doctors and patients to communicate with each other, so as to better help oncology patients achieve long-term survival. We are devoted to providing patients with sufficient care and medical knowledge to make educated healthcare decisions.

During the Reporting Period, several patient care salons were held in Chengdu, Guangzhou, Xi’an, Hangzhou, Hefei, and Jinan, where the chief doctors of oncology departments of local tertiary hospitals were invited to exchange and share their knowledge of oncology diseases and patients’ stories with an audience of patients and their families. These groups were conducted with the aim of inspiring hope and bravery in patients facing tumors so that they may carry on the fight against cancer with determination, courage, and support.



Patient Care Salons

### Rural education support

We value the balance of educational resources in the community and are committed to providing educational assistance to rural areas. We actively cooperate with third-party public welfare organizations to provide rural children with quality educational resources.



### Tong Shu Le Juan Public Welfare Activity



During the Reporting Period, the second “Innovent Tong Shu Le Juan Public Welfare Activity” was successfully launched by Innovent and Stars Youth Development Center. Employees were encouraged to donate books to benefit rural primary schools and children. After a month of book donations, screening, and mailing, 1,000 children’s books in good to new condition were delivered to nearly 500 teachers and students in Henan and Sichuan Province.



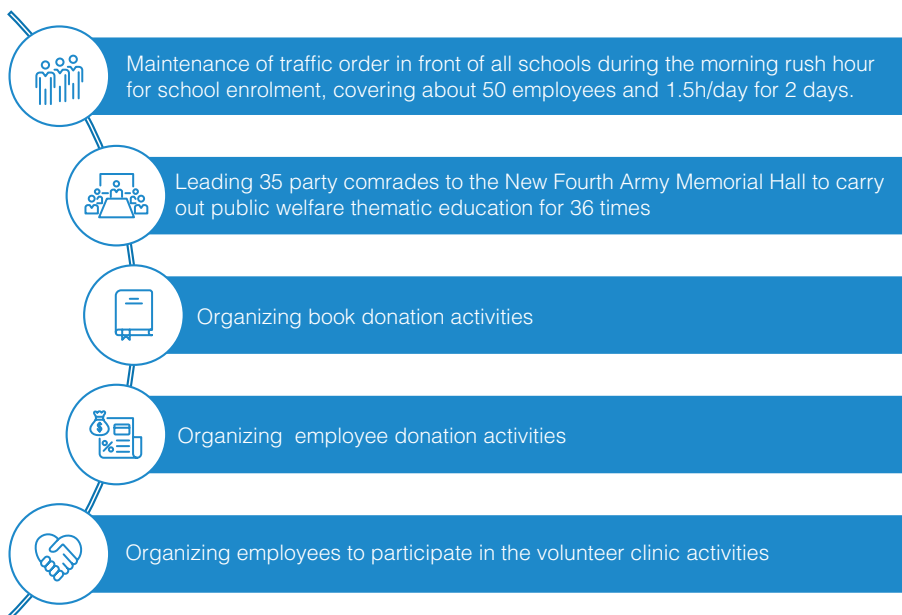
Tong Shu Le Juan Public Welfare Activity

## 2. ENJOYING GOOD HEALTH

### Volunteer service

We believe that encouraging our employees to participate in volunteer activities builds stronger ties between Innovent and surrounding communities and builds the muscle for fellowship and good deeds among our workforce. A volunteer team comprised of all sections of the Company has been formed, and we continue to refine the team structure of “volunteer management-volunteer representatives-volunteer members” to provide a stable organizational foundation for our volunteer work.

Innovent’s volunteer team, made up of 316 members across different sectors and departments of the Company, has dedicated itself to numerous social welfare and volunteer initiatives over the years, with a cumulative service time of nearly 3,024 hours during the Reporting Period.



**Volunteer activities of Innovent in 2023**

## 2. ENJOYING GOOD HEALTH

### 2.2.2 Our Performance

During the Reporting Period, Innovent’s various public welfare donations totaled RMB154.7 million.



**Innovent received the awards of “Outstanding Case of CSR in Healthcare” and “Outstanding Case of Healthcare Philanthropy Project”.**



In October 2023, the 5th Chinese Physicians Assembly for Humanity Conference was held in Guangzhou with the theme of “Inheriting the Spirit of Physicians, Building Health for All”, Innovent was awarded the “Outstanding Cases of CSR in the Medical Field” at the conference for its active practice of public medical welfare and its contribution to strengthening public health. At the same time, Innovent was awarded the “Outstanding Cases of Healthcare Public Welfare Project” for its “TYVYT® (sintilimab injection) Shu Xin Ke Yi Patient Assistance Program”.



Honorary credentials of “Outstanding Case of CSR in Healthcare” and “Outstanding Case of Healthcare Philanthropy Project”

## 3. HIGH QUALITY AS KEY

High product quality is the cornerstone in fulfilling our mission. We implement life-cycle management of our products with a focus on the quality and safety of all pharmaceutical products. We've built an end-to-end quality management system that encompasses the entire product life cycle from R&D to commercialization aligning with both domestic and international standards.

This chapter is in response to the sustainable development goals (SDGs) of the United Nations



Centered around the commitment to high quality, Innovent seeks to continuously improve our production process and operational efficiencies to provide patients with safer, more accessible, effective and high-quality products. We aim to build a sustainable supply chain, enhance quality service, and perform responsible marketing practices to better protect the rights and interest of the patients.

### 3.1 Product Quality and Safety

“Developing high-quality biopharmaceuticals that are affordable to ordinary people” has always been Innovent’s mission. We have established a robust quality management system to strictly control product quality from R&D to production. We endeavor to develop safe and effective biopharmaceutical products for the benefit of all patients.

#### 3.1.1 Our Governance:

To maintain excellent quality management, we have set up a product lifecycle quality management system based on internationally recognized quality management standards as well as applicable laws, regulations, and ethical requirements. The Quality Management Department of Innovent is responsible for the quality system including product quality assurance, quality control and quality compliance.

The Company has formulated a series of internal management systems such as the Quality Risk Management Regulations (<質量風險管理規程>), Quality Manual (<質量手冊>) and Site Master File (<工廠主文件>), to maintain high standards of quality throughout the product lifecycle, ensure the provision of high-quality biopharmaceutical products, and provide technical guidance on the timely assessment and reporting of safety information throughout clinical trials.



## 3. HIGH QUALITY AS KEY

### 3.1.2 Our Action:

#### Quality Management System

Following the requirements of Good Clinical Practice (hereinafter “GCP”) and ISO 9001, the Company has developed a world-class quality management system.

Quality management throughout product R&D and manufacturing is paramount in ensuring products’ stability, consistency and compliance with relevant standards. At Innovent, we attach great importance to quality management during both R&D and manufacturing process. In 2023, we continued to improve the R&D quality management system, strengthen laboratory compliance checks and improve data reliability during the R&D phase to improve overall R&D quality. We also optimized the quality management process of the production phase to further elevate our quality management ability.

Upgrade of the R&D quality management system	<ul style="list-style-type: none"> <li>• We have added requirements to the Laboratory Management Regulations (&lt;實驗室管理規程&gt;) and R&amp;D Batches Management Regulations (&lt;研發批號管理規程&gt;) to improve the quality and safety management of emerging products.</li> </ul>
Compliance operations of Laboratory	<ul style="list-style-type: none"> <li>• In 2023, a total of 18 laboratory verifications were carried out by Innovent Academy and several technical departments. We verified the use of laboratory record books to ensure the authenticity, accuracy, and integrity of the original laboratory records. Daily walk-through inspections were also carried out by the compliance team in the technology sector.</li> </ul>
Quality Management Data Reliability Improvement	<ul style="list-style-type: none"> <li>• We conducted a systematic and process-oriented analysis of over 50 legacy equipment from the perspective of data lifecycle to identify potential data reliability risks. The construction of new systems improves the technical control of data reliability and promote the development of paperless and intelligent factories. Additionally, we optimized the data reliability training courses for new staff and conducted annual data reliability training to all relevant employees.</li> </ul>

#### R&D Quality Improvement Measures

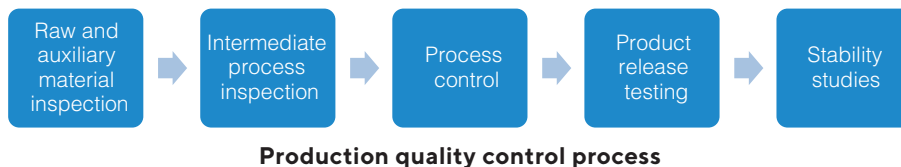
Process Revising	<ul style="list-style-type: none"> <li>• The production monitoring process has been revised to refine the requirements for on-site monitoring.</li> <li>• The product sampling and testing process has been revised to update the requirements for sampling and retention of clinical products</li> </ul>
Document Update	<ul style="list-style-type: none"> <li>• The Material Management Procedure has been updated to include requirements related to Marketing Authorization Holder (MAH), requirements on material changes, and requirements on material validity/re-inspection periods.</li> </ul>
Enhance CDMO management	<ul style="list-style-type: none"> <li>• Implementing Person In Plant (PIP) management for CDMO by assigning quality/technical personnel to conduct on-site reviews, technical guidance and compliance exchanges with CDMO manufacturers, to help them improve production quality.</li> <li>• Mock audits are organized at key points of the project, and internal and external experts are invited to conduct audits, provide guidance to CDMO companies, and follow up on their corrective actions.</li> </ul>

#### Manufacturing Quality Improvement Measures

### 3. HIGH QUALITY AS KEY

#### Product Testing and Quality Control

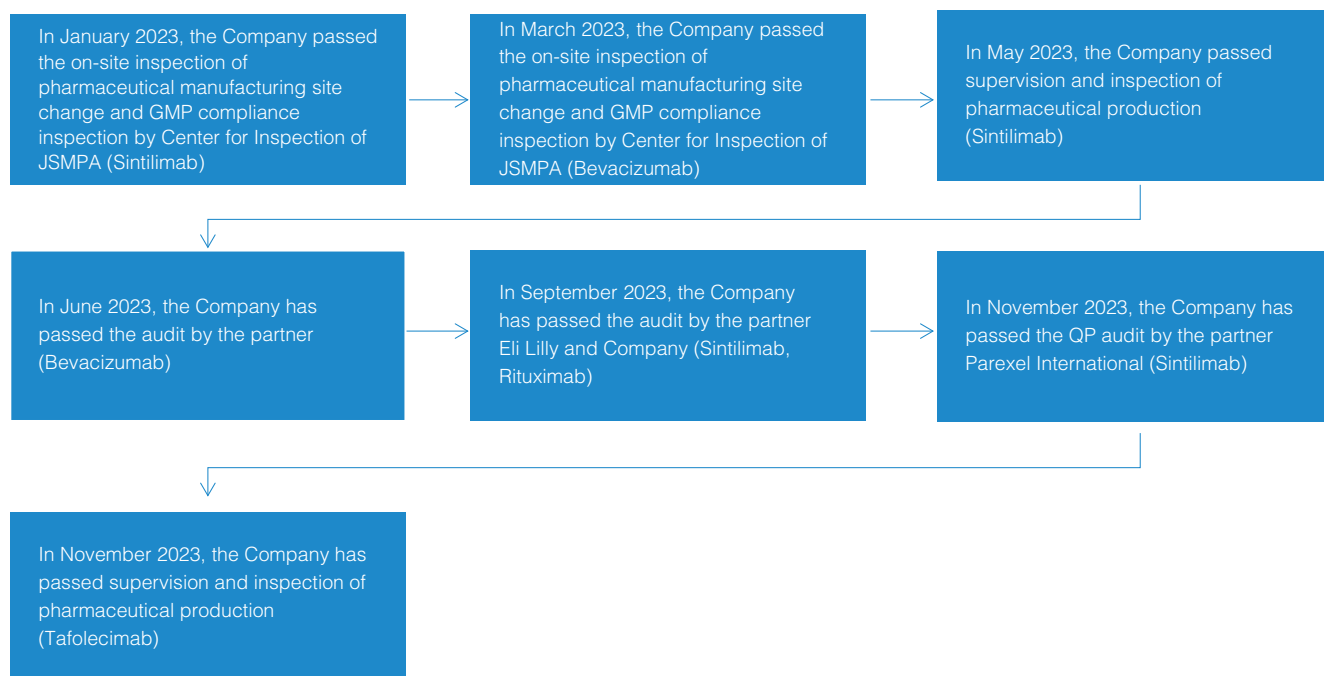
Innovent has established a systematic quality control process and developed robust in-house quality testing capabilities, supported by world-class in-house quality control laboratories, instruments and electronic systems as well as professional teams. This helps preserve the high-quality of our systems and address emerging quality and safety concerns in all products through rigorous precautionary testing, including raw materials and excipients inspection, intermediate process testing, process control, product release testing and stability studies.



#### Quality Audit and Certification

Innovent operates in strict alignment with quality certification standards to continuously enhance quality. To guarantee the effective operation of production quality management, quarterly reviews of the factory’s GMP quality management system and product quality are carried out. The reviews cover key performance indicators, quality systems, material management, production and testing management, and internal and external audits related to product quality and GMP regulations. The Quality Management Committee analyses adverse trends in the relevant systems via the review material and develops action plans to improve the quality management system and product quality in the factory. We manufactured 107 batches of drug substance with a success rate of 99% in 2023.

In addition to our internal quality assurance mechanism, we are regularly subject to quality audits by regulatory authorities and partners to ensure the compliance and effectiveness of quality management. In 2023, all production bases in operation are 100% GMP certified. The company has completed four on-site inspections by national and provincial regulatory agencies and three audits by partners including one EU third-party Qualified Person (QP) audit.



**Summary of Quality Audits in 2023**

### 3. HIGH QUALITY AS KEY

We also attach great importance to the quality management of raw material suppliers, as the qualification of suppliers and the quality of raw materials are crucial components in safeguarding the quality and safety of our products. We conduct annual supplier evaluation of our suppliers and regular audits of all Tier 1 (Level A) and Tier 2 (Level B) raw materials suppliers based on supplier class to ensure that the quality of their product supply enables them to provide high quality raw materials consistently. During these audits, we systematically evaluate observations and regularly verify compliance with corrective measures. We actively work with suppliers to improve their quality management systems and create high-quality biopharmaceuticals together.

#### Quality Risk Management

Risk assessment of the quality, safety and efficacy of biological drugs is carried out throughout the entire life cycle of the products, which enables us to remain updated on the risks and benefits of the product and to protect patient safety. Our approach to product quality involves a comprehensive risk management system, aimed at minimizing quality risks during every stage of the product lifecycle. This system encompasses hazard identification, risk analysis, risk evaluation, risk control and risk review at the phases of drug development, technology transfer, commercial production, and product withdrawal. In addition, we offer a quality risk management course and conduct training to all employees, enhancing their awareness and quality management capabilities.

Drug development phase	Technology transfer phase	Commercialized production phase	Product withdrawal phase
<ul style="list-style-type: none"> <li>• Manage product development risks in accordance with Quality Risk Management (&lt;藥物研發階段質量風險管理&gt;) and conduct risk assessment under Product Control Strategy Guidelines</li> <li>• Enhance employees’ systematic understanding of products and processes</li> <li>• Establish control strategies to manage key attribute risks, and identify key process parameters</li> </ul>	<ul style="list-style-type: none"> <li>• Assess and control process and product quality risks that arise during the technology transfer phase, including technology transfer, multi-product co-production, laboratory system, system impact, component criticality impact, and computerized system, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Assess and manage quality risk during the commercialized operation phase and establish tolerable control strategies, including risk assessments of media fill, cleaning validation, process validation, transport validation and quality system operation</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct risk assessment during product withdrawal phase to identify and control risks associated with transitioning patients to alternative therapies</li> </ul>

#### Whole-Process Product Quality Risk Management

#### Quality Culture Building

Adhering to the quality philosophy of “Being honest and responsible, doing the right thing and striving to do it right the first time”, we endeavor to foster a cultural climate where everyone upholds the values of quality. We seek to introduce the concept of quality management into daily operations and ensure that our employees have strong awareness of and capabilities in product quality management.

We continuously carry out internal training and quality culture building activities to ensure that every employee deeply understands and actively practices the core values of quality culture. Our GMP training covers both pre-job and on-the-job training sessions, and all employees in the GMP system are required to complete the training within a specified period. Besides, all employees are required to receive product complaints training and other quality trainings via the learning platform annually.

### 3. HIGH QUALITY AS KEY

**Pre-Job Training for GMP Staff**

New employees in R&D, manufacturing, quality and other related departments within the GMP system receive GMP, production and quality control-related trainings and hands-on training upon enrollment in the Company

**On-The-Job Training for GMP System Staff**

Current employees continue to receive the annual training and job skill upgrading trainings to maintain the highest quality standards, covering case sharing on deviations and CAPA, training on operational and management processes

In 2023, we organized GMP trainings for more than 8,000 participants and carried out more than 8 special training sessions for GMP department staff. The content of trainings includes aseptic knowledge, quality management tools, GMP regulations and basic knowledge. Furthermore, more than 474 offline training sessions were organized for GMP staff by technical experts from relevant sectors, covering case studies on deviations and CAPA, training on operational and management processes, etc.



Offline training sessions for GMP staff



**R&D quality management training**

We conducted specialized quality training to R&D relevant staff. The training content covered the safety management process of R&D experimental record books, investigation ideas and disposal of abnormal events, record handover and filing, and interpretation of key points of pharmacological development site verification, etc., aiming to enhance the safety and quality awareness of experiment personnel.

### 3. HIGH QUALITY AS KEY

The management values employees' suggestions, provides a platform for employees to rationalize their suggestions, and encourages them to put forward suggestions through incentives such as "Quality Model", creating a motivated quality culture and atmosphere that everyone can see, hear, feel and pursue.



**Evaluation dimensions of "Quality Model"**

In addition, we have strengthened communication with our partners on product quality and safety to publicize our advanced quality management concepts on a wide scale.

Lilly	Incyte	Etana
<ul style="list-style-type: none"> <li>• We hold quarterly production quality joint management meetings with our partner Lilly, to exchange production quality information for cooperative projects and to review recent performances in production, supply, and quality.</li> <li>• Face-to-face meetings are held on a regular basis by quality staff from both companies to discuss the incident, changes, complaints, and other quality issues that occur in cooperative projects with Lilly.</li> </ul>	<ul style="list-style-type: none"> <li>• We conduct regular communication with our partner Incyte, on quality incidents in the daily production process to ensure product quality. We also conduct quarterly quality KPI reviews and audit.</li> </ul>	<ul style="list-style-type: none"> <li>• We conduct regular discussions with our partner Etana on product quality to ensure the provision of high-quality biopharmaceutical products that meet regulatory requirements.</li> </ul>

**Quality management exchanges with partners in 2023**

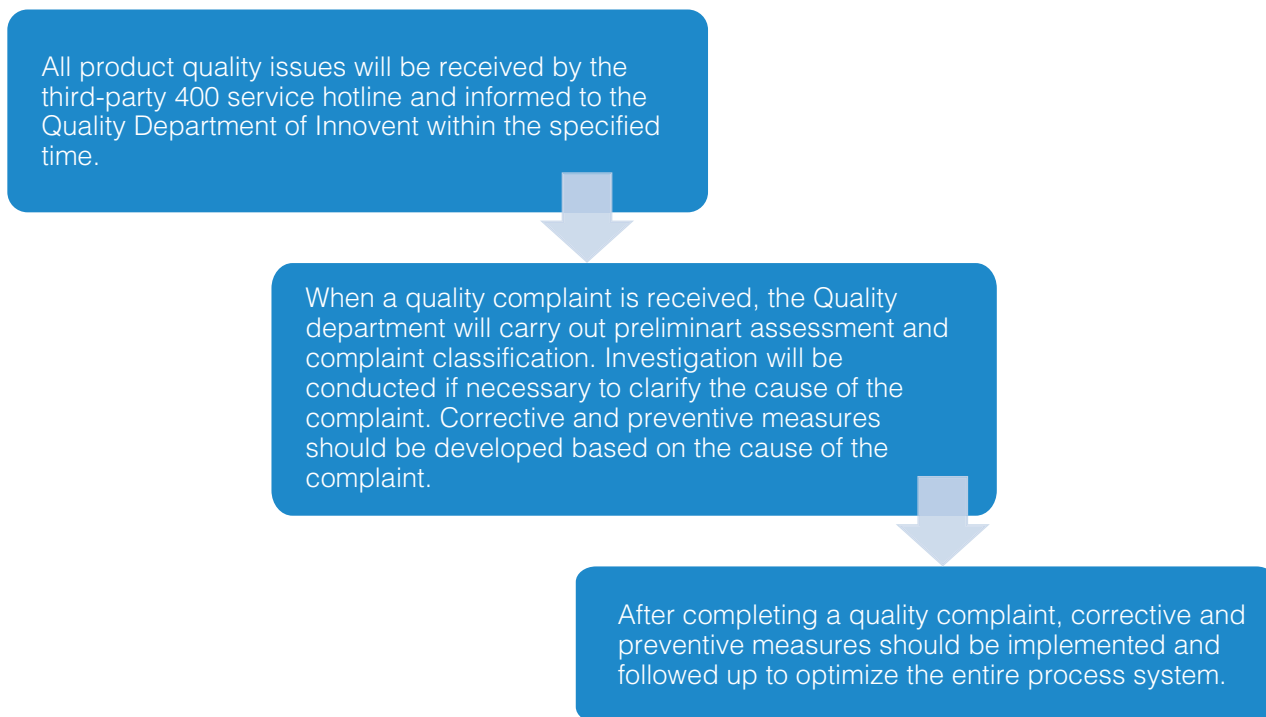
### 3. HIGH QUALITY AS KEY

We are also actively promoting the GCP quality culture in our clinical boards through 1) Official accounts of Clinical Quality in DingTalk, which publishes quality-related tweets, GCP Q&A, case sharing, quality concept sharing, etc.; 2) Culture Walls, in Shanghai, Beijing, and Suzhou; 3) Book Corner related to quality books; 4) Quality Committees, which are organized quarterly to discuss and share issues related to the quality of the project; 5) Quality Star Awards, etc., aiming to collectively raise attentiveness to quality and to orient around quality as a core value. 5) The selection method of Star of Quality, which reinforces the same. The selection of Star of Quality, combined with the employees' work performance, the quality of their clinical projects, their ability to improve quality, teamwork ability, innovation ability, and other comprehensive qualities, etc., recommended by each department, serves to motivate staff toward excellent performance in clinical quality and to create a positive, growth-oriented clinical team constantly pursuing the optimization of quality.

The mission of GCP Clinical Quality is to “maximize patient benefits and minimize risks by focusing on subjects and quality”. The Clinical Quality Department is responsible for online and offline GCP training for the clinical team and the company, and requires all employees to receive GCP quality training through the online learning platform every year.

#### Customer Service

Innovent takes every complaint seriously and promptly launches an investigation in the event of product quality complaints to identify potential product safety hazards. We have formulated internal policies such as the Product Complaints Management Procedures (<產品投訴管理規程>), detailing handling processes and measures for customer complaints.



**Quality Complaint Handling Process**

### 3. HIGH QUALITY AS KEY

During the Reporting Period, a total of 64 customer complaints on commercialized pharmaceutical products were received. They were mainly due to product packaging issues, with no major complaints due to quality issues. All complaints have been investigated and CAPA have been developed to prevent recurrence of similar issues.

#### Product recall

To protect the rights and interests of patients and product safety, Innovent closely monitors the products that have been marketed, and we have established a complete product recall process. Our comprehensive Recall Management Procedure (<召回管理規程>) stipulates the initiation time and circumstances of recall, the level of recall, the recall process, and the responsibilities of the relevant departments, to ensure that the recall process is carried out quickly, orderly and effectively.

Our standardized product recall process ensures that when quality problems are detected, defective products on the market will be recalled as soon as possible.

When a potential problem may give rise to a recall, the management assess and discusses to determine whether to initiate a recall and which strategies shall be associated with the recall.

Immediately following a decision to recall a product, the Company establishes a recall team, develops a specific recall plan, and executes the recall action. Customers are notified of the recall of the relevant product within a specified timeframe through pre-determined communication methods, and reports are submitted to the local medical products administration.

During the recall process, the Company reports regularly to the regulatory authorities about the recall and carries out assessment of the reasonableness of the recall after all possible customer responses have been received. The Company implements appropriate disposal or takes corrective measures corresponding to the level of harm caused by the recalled product, and reasonably assesses the termination of the recall.

Mock recall is carried out every two years as planned, to ensure the effectiveness of the recall plan. The whole mock recall process and result are recorded to identify the problems and deficiencies.

During the Reporting Period, the Company was not involved in any product recalls due to quality and safety issues, nor did it receive any warnings or early warnings from the relevant medical products administration.

### 3. HIGH QUALITY AS KEY

#### Pharmacovigilance

Ensuring the safety of subjects and timely identification of safety risks in products/clinical study are the top priority of pharmacovigilance. We have established a dedicated team responsible for post-marketing product pharmacovigilance and have achieved proactive monitoring and control of product safety through information collection channels such as the 400 hotline and feedback from our sales team. We strictly comply with the requirements of the National Medical Products Administration to collect all drug safety information, collate it into safety reports and report it within the required period.

Collection of adverse reaction	Improving pharmacovigilance management and training	Continuous proactive monitoring	Management of studies or projects after post-marketing
<ul style="list-style-type: none"> <li>The Pharmacovigilance Hotline is open and accessible to the public to receive timely feedback from patients, consumers, healthcare professionals, distributors, etc. on information including adverse reactions of marketed products.</li> </ul>	<ul style="list-style-type: none"> <li>We have clearly stipulated the responsibilities and obligations of our staff in reporting adverse reactions to post-marketing products.</li> <li>Trainings are provided to all employees to ensure that they can report adverse reactions to post-marketing products to the Pharmacovigilance Department in a timely manner.</li> </ul>	<ul style="list-style-type: none"> <li>We regularly conduct literature searches for information on the safety of Innovent's post-marketing products.</li> <li>We continually monitor our website, media accounts, etc. to ensure that we can receive information about adverse reactions to post-marketing products in time.</li> <li>Check and verify the adverse reaction reports of post-market products from the regulatory authorities once received.</li> </ul>	<ul style="list-style-type: none"> <li>We continuously manage our post-marketing studies and projects to ensure that adverse reactions can be detected and reported in time. Our actions include formulating periodic safety updated report, detection, evaluation and analysis of drug safety signals, drug safety risk assessment and control, etc.</li> <li>We have formulated corresponding SOP and procedures for special cases such as: adverse drug group incident, adverse drug group incident signals, safety contingency plan, etc.</li> </ul>

**Pharmacovigilance for Post-Market Products**



### 3. HIGH QUALITY AS KEY

Furthermore, quality control indicators for pharmacovigilance have been set and are updated when necessary for each of the key activities of pharmacovigilance.

Drug adverse action report compliance rate	>98%
Periodic safety updated report compliance rate	>90%
Frequency of adverse drug incident signals detection	Once every 3 months for general situation
Frequency of updating of the Pharmacovigilance System Master File	At least annually

To maintain the high quality of Innovent’s pharmacovigilance system, all our employees undergo regular training as regards their obligation to immediately report safety and quality relevant information to the Pharmacovigilance Department. For employees involved in pharmacovigilance, we provide specialized training programs such as onboarding training and on-the-job training. For all employees of the Company, we provide them with a copy of the “Responsibilities for Pharmacovigilance and Drug Safety Information Reporting” (<藥物警戒及藥品安全信息報告的職責>) to ensure that every employee is aware of the pharmacovigilance and drug safety Information Reporting process. In addition, we actively participate in pharmacovigilance training organized by regulatory authorities and industry authorities to enhance our understanding of pharmacovigilance laws and regulations.

Onboarding training	On-the-job training	Pharmacovigilance doctors training	Clinical study project training
We have put in place a six-month onboarding training program for new staff of the Pharmacovigilance Department to ensure that they are competent in pharmacovigilance work.	We provide continuous training program for pharmacovigilance staff to improve their pharmacovigilance skills and awareness.	We provide training on regulatory processes, safety event assessment, risk management plans, etc. to ensure that they are fully competent. We also organize seminars to enhance the problem-solving skills of pharmacovigilance doctors.	We conduct project-level training for all participants in clinical study projects, including training on clinical trial protocols, researcher manuals, risk management plans, and pharmacovigilance systems.

#### Pharmacovigilance training

During the Reporting Period, we organized over 25 pharmacovigilance trainings to relevant staff. The content of trainings includes the interpretation and practical instruction of pharmacovigilance relevant laws and regulations (e.g. *the Good Pharmacovigilance Practice, Frequently Asked Questions on Quick Reporting of Safety Data During Drug Clinical Studies*) and practical skills such as *MedDRA Coding and Analysis, Post-market drug safety studies*.

## 3. HIGH QUALITY AS KEY

### 3.2 Animal Welfare

Animal testing is essential from a scientific viewpoint to ensure the safety and efficacy of products. It is our responsibility to follow the highest ethical and scientific standards of animal welfare.

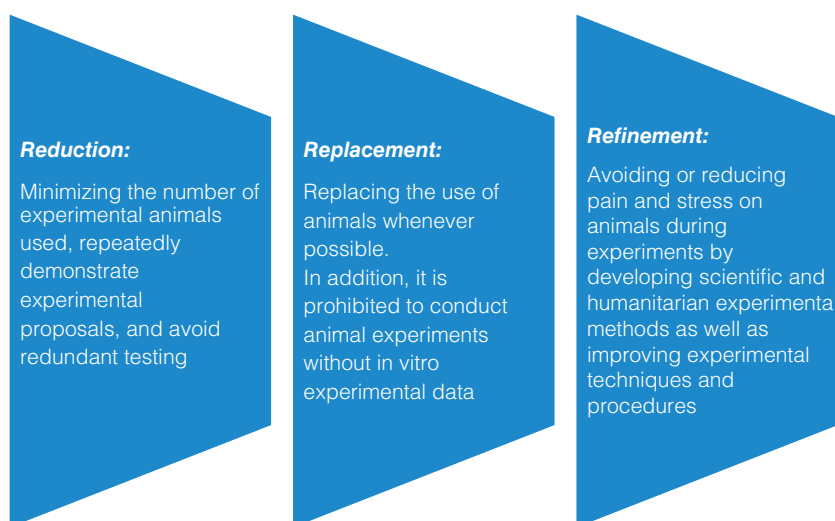
#### 3.2.1 Our Governance:

We strictly abide by the General Principles for the Well-being of Experimental Animals (<實驗動物福利通則>), Environment and Facilities of Experimental Animals (<實驗動物環境與設施>), and Euthanasia Guidelines of Experimental Animals (<實驗動物安樂死指南>) and other relevant national standards. At Innovent, the responsibility of ensuring animal welfare is entrusted to our Experimental Animal Ethics Committee and Experimental Animal Management Committee.

To ensure the compliance of the animal experiments, Innovent applies its own principles and regulations on animal ethics and animal experiment. Under the supervision of Experimental Animal Management Committee, we strictly follow our administrative regulations such as "Regulations on the Administration of Experimental Animals of Innovent Biologics (Suzhou) Co., Ltd." (<信達生物製藥(蘇州)有限公司實驗動物管理條例>), "Regulations on the Work of Innovent Experimental Animal Ethics Committee" (<信達生物製藥實驗動物倫理委員會工作條例>), etc. when conducting animal tests.

#### 3.2.2 Our Action:

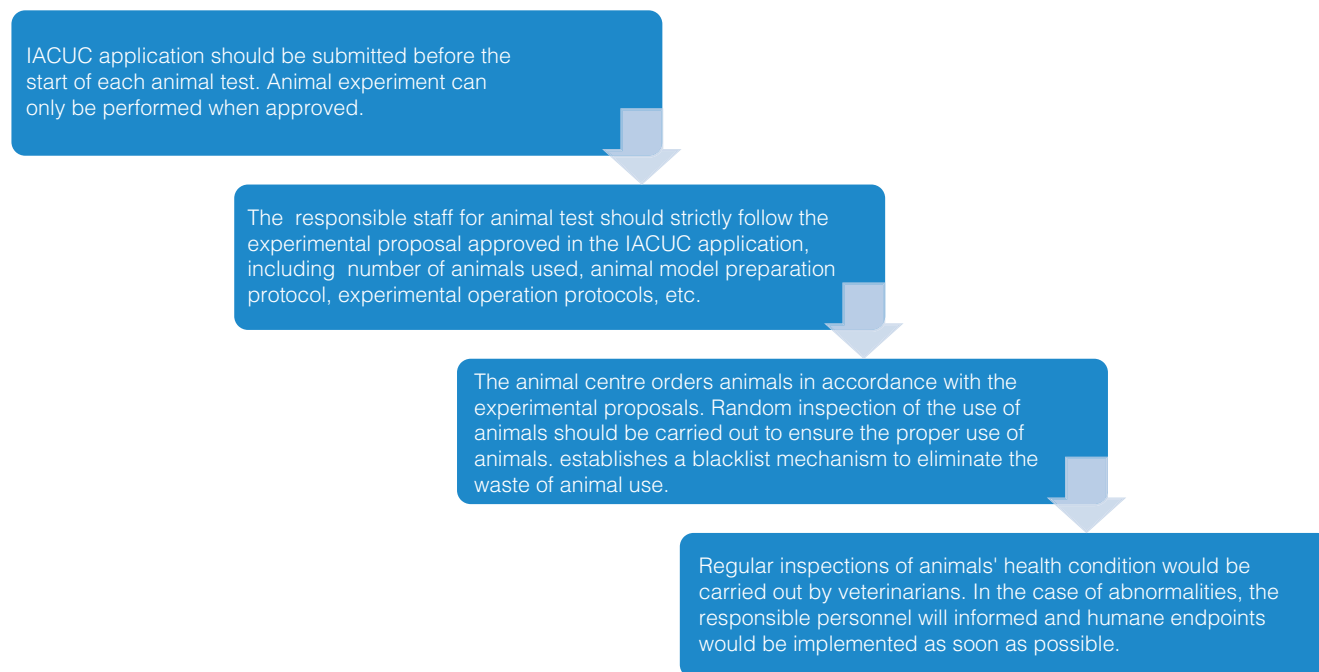
For the purpose of reducing the use of laboratory animals to a strictly necessary minimum, we strictly follow the 3R (Reduction, Replacement and Refinement) principles and continuously optimize the experiment design proposals and techniques of animal experiments. We endeavor to verify the safety and efficacy of drugs by employing alternatives that mitigate the effects on animals.



**"3R Principle" of Innovent**

### 3. HIGH QUALITY AS KEY

In 2023, innovent implemented Institutional Animal Care and Use Committee (IACUC) verification before proceeding animal test, which mainly reviews whether the relevant operations in the experimental proposals are concerned with animal welfare, including feeding method and density, observation indexes and measurement methods, end-of-experiment criteria and expected experimental period, end-point euthanasia and tissue collection etc. Furthermore, we conduct biannual IACUC verification reporting that requires the participation of all employees involved with laboratory animals.



#### Initiatives to safeguarding animal welfare

To ensure the regularity of animal experiments, the audit of experiment design proposals is conducted every six months to screen the necessity, reasonableness, and compliance of animal experiments to avoid unnecessary animal experiments.

Sufficient trainings are necessary to protect animal welfare by reducing risks to both animals and staff and minimizing distress to animals. To raise employees’ awareness on animal welfare and to ensure that animals are well managed and cared for, we conduct specialized trainings to new employees involved with laboratory animals and organize relevant employees to attend external trainings.

Onboarding Training	External training
Onboarding training are conducted for new employees involved with laboratory animals, which lasts 3 months. The content of training mainly consists of animal experimental skills training, animal ethics training and animal experiment process training.	In 2023, the managers of the Animal Centre participated in the annual training session of Jiangsu Province on laboratory animals, which included the policies and regulations of laboratory animals, the ethical requirements of laboratory animal welfare, and the review methodology, etc.

#### Animal welfare management trainings

## 3. HIGH QUALITY AS KEY

### 3.3 Clinical Studies

Clinical trials are an important way to determine the effectiveness, safety, and risks of a newly developed drugs. We regard the health and safety of clinical study subjects as a top priority, conduct clinical trials in accordance with the international best practice guidelines and highest ethical standards, and fully protect the rights and safety of subjects.

#### 3.3.1 Our Governance:

Innovent has set up a Pharmacovigilance Department to coordinate and manage clinical studies matters, formulate, and improve various management systems, management processes, trial protocols and work plans for clinical studies, and provide technical guidance for the timely evaluation and reporting of safety information during clinical trials.

We strictly comply with “Drug Administration Law of the People’s Republic of China” (<中華人民共和國藥品管理法>) and “Good Clinical Practice” (<藥物臨床試驗質量管理規範>) and other laws and regulations, and ethical requirements. We have formulated a series of internal systems and procedures, which contain requirements on the whole process of clinical studies and requirements for employees involved in the clinical studies so as to provide clear guidance on clinical studies.

#### 3.3.2 Our Action:

##### Clinical Studies Risk and Safety Management

Safeguarding the safety of subjects and promptly identifying of safety risks in clinical trials are our top priority. During the development stage, we thoroughly consider factors such as patient needs and drug safety and obtain approval from regulatory authorities and ethics committees of clinical study institutions before conducting clinical studies.

The Company has also established a lifecycle risk management mechanism to monitor and mitigate safety risks during clinical trials. This includes the formulation of Safety Management Plan (SMP), case report collection, processing and submission, safety update reports during R&D period, and safety monitoring and risk management during clinical R&D.

Safety Management Plan (SMP)	Individual Case Safety Reports (ICSR)	Annual safety report	Periodic safety audits
<p>Before the start of a clinical trial, we conduct risk assessment and the trial SMP will be written according to the trial proposal, the basic conditions of the trial and the Company’s SOPs, stipulating the responsibilities, requirements, and management processes for the safety data processing throughout the clinical study cycle.</p> <p>We will also provide SMP trainings for relevant personnel so that they can understand the requirements and processes of the project. Training will also be provided to researchers, project managers (PMs), clinical study associate monitors (CRAs), and clinical study coordinators (CRCs) to ensure that all parties involved have a thorough understanding of the contents and processes of the project.</p>	<p>When the researcher obtains the ICSR, he will report it to the Pharmacovigilance Department in accordance with the proposal. Upon receipt of the report, the Pharmacovigilance Department will complete the receipt, information collation, database entry and medical evaluation of the ICSR within the prescribed period in accordance with regulatory requirements, departmental standard operating procedures and SMPs. Upon report processing, the Pharmacovigilance Department will submit it to the regulatory agency, the project team of the trial, and the researcher/ethics/organization in accordance with regulatory requirements. This ensures that all parties involved in the clinical trial are promptly informed of the safety report.</p>	<p>The Pharmacovigilance Department prepares an annual safety report during the R&amp;D of clinical trial products, which also evaluates the risks of clinical trial products and assesses the benefit-risk considerations of clinical trial products to facilitate timely identification and scientific risk control.</p>	<p>The Pharmacovigilance Department conducts periodic safety audits of the program and product and evaluates whether new safety signals/risks are indicated for the product/clinical trial. For identified signals/risks, risk management measures will be implemented and, if necessary, a safety risk control plan for clinical trial drugs will be formulated.</p>

#### Clinical studies risk control initiatives

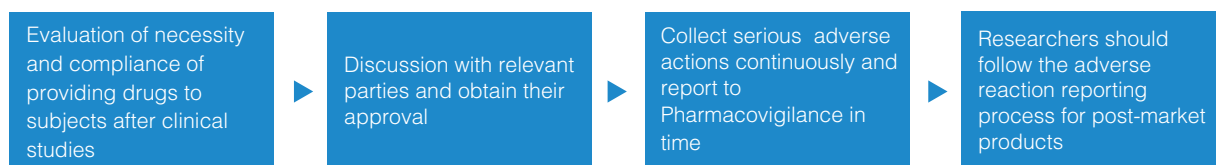
### 3. HIGH QUALITY AS KEY

We have established a comprehensive clinical study monitoring system, including clinical study safety monitoring, clinical study quality monitoring, and supplier supervision in clinical study, etc. Personnel from all parties are required to perform monitoring in accordance with the relevant plan and keep records. Potential violations identified in the clinical study shall be reported within 24 hours and interim containment action should be taken to reduce the impact. Corrective Action and Preventive Action (CAPA) shall be implemented to prevent the recurrence of violations. We will report the violation to the regulatory authorities as necessary, so that the regulatory authorities can be informed of the violation and how it was handled and decide whether to suspend the clinical study. We will also update relevant information of clinical study on the Center for Drug evaluation (CDE) website.

#### Subjects' Rights Protection

Protecting subjects' rights is a key focus area of our clinical ethics management. We fully protect the right to know each clinical study subject. Prior to the commencement of a trial, we conduct comprehensive and objective communication with the subjects to ensure that they are fully informed of the potential risks, side effects and benefits of the trial. Patients are given sufficient time for consideration and have the right to choose whether to participate in or withdraw from the trial. Informed consent forms for clinical trials are rigorously reviewed and approved by ethics committees. When there is a change in the clinical study design, we will obtain approval from the Ethics Committee and inform the subjects of the relevant information to fully protect the safety and rights of the subjects.

We protect the rights and interests of the subjects receiving extended dosing. We have formulated internal management documents and procedures to ensure that the relevant work is carried out in a standardized manner.



**Procedures on extended dosing after clinical study**

In addition, we attach great importance to the personal information security of the subject, and strictly guarantee the confidentiality of the subject's information to ensure that the clinical trial results remain secure and confidential, and that the clinical trial adheres to ethical, legal, and regulatory requirements.

#### Culture of Clinical Studies

To enhance employees' capabilities for clinical trials, we have established a comprehensive training system and continue to provide clinical trial training for relevant staff to enhance their clinical trial competence, clinical ethics, and awareness of their responsibilities. We formulate annual training plans according to changes in training needs. The content of the training includes laws, regulations and regulatory requirements related to clinical study, clinical study operation procedures etc. We also provide specialized trainings to employees in different functional groups, such as clinical project manager (CPM) training camps, clinical study associate (CRA) training camps, clinical research manager (CRM) training camps, etc. In 2023, we conducted trainings on GCP for all employees involved in clinical studies.

## 3. HIGH QUALITY AS KEY

### 3.4 Responsible Marketing

Innovent is aware of the importance of responsible marketing in fulfilling social responsibility. We are committed to promoting and communicating our products in an ethical manner, forbidding all forms of false publicity and rigorously examining whether the advertisements and marketing truly reflect actual circumstances and scientific evidence.

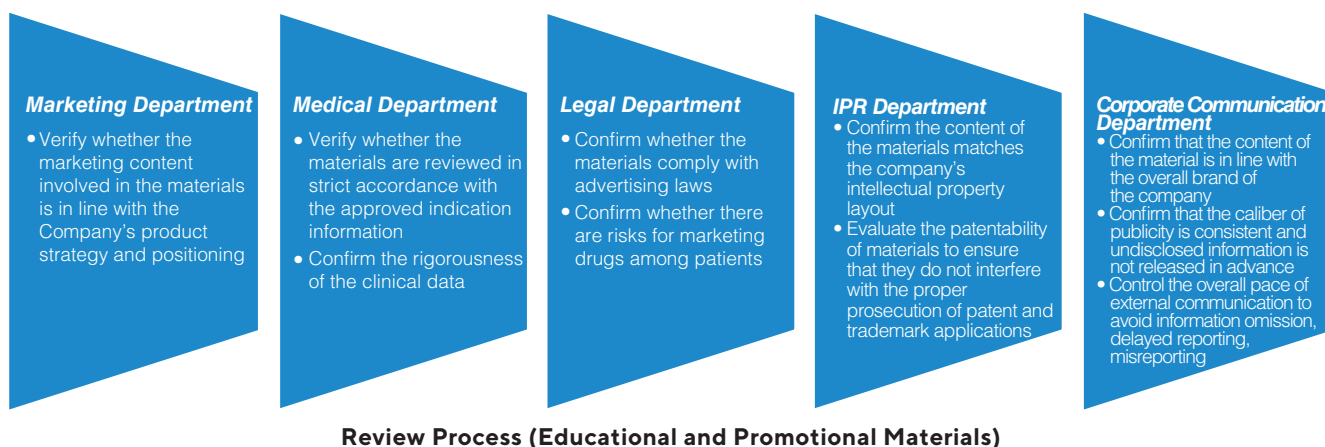
#### 3.4.1 Our Governance:

To ensure that our marketing behaviors are honest and accurate, the Company strictly complies with all applicable legal requirements and industry Guidelines, including the Advertising Law of the People's Republic of China (<中華人民共和國廣告法>), the Property Law of the People's Republic of China (<中華人民共和國物權法>), the Law of the People's Republic of China on the Protection of Consumer Rights and Interests (<中華人民共和國消費者權益保護法>), the Law of the People's Republic of China on the Protection of Personal Information (<中華人民共和國個人信息保護法>), etc.

We have formulated internal documents such as Promotional and Educational Materials Review Process (<PEM材料審核流程>), External Material Release Review Process (<對外材料發佈審核流程>) and Process Guidelines on Promotional and Educational Materials (<推廣和教育材料流程指引>), optimized the control of contents published on third-party platforms and added descriptions for responsibilities of process management department and application departments and the approver for updates.

#### 3.4.2 Our Action:

Innovent insists on the elimination of false promotion and consumer deception. We conduct strict compliance reviews on marketing materials. For corporate publicity materials, we will carry out the review according to the External Material Release Review Process before the release of materials, which will be led by the Corporate Publicity Department with the joint efforts of our Business Department, Medical Department, IP, Investor Relationship, Legal Department and Compliance Department; for educational and promotional materials, we will carry out the review following the PEM Material Review Process, which will be led by the Marketing Department, Medical Department, Legal Department, IPR department and Corporate communication department, filed and monitored by the Compliance Department. For educational and promotional materials, we will carry out the review following the PEM Material Review Process, which will be reviewed by the Marketing Department, Medical Department, Legal Department, IPR department and Corporate communication department, filed and monitored by the Compliance Department.



### 3. HIGH QUALITY AS KEY

We publish our responsible marketing policies on our intranet platform for easy access by all employees. To increase employees' awareness of responsible marketing and facilitate their understanding of our responsible marketing policies and procedures, we conduct training for all employees on a regular basis (no less than once a year) to ensure compliance when carrying out business activities. During the Reporting Period, our responsible marketing training covers 100% employees.



#### Email Notification of Innovent’s online compliance training (Includes responsible marketing training)

We monitor our employees’ compliance with laws and regulations related to responsible marketing. For promotional materials, we conduct unannounced inspections from time to time to review the compliance of promotional materials and to detect and stop violations in a timely manner to avoid compliance risks. Regular audits in terms of responsible marketing are also conducted to identify any irregularity in a timely manner. During the Reporting Period, no administrative penalties or litigation arose from marketing violations.



#### Responsible marketing audit



In 2023, to effectively monitor the compliance of the marketing activities of each channel and the legal compliance of the sales operations, Innovent conducted two audits on distributors and pharmacies, and carried out on-site visits to high-risk distributors and pharmacies, with no anomalies in audit results. The content of audits on responsible marketing includes the accuracy of product prices, the authenticity of sales data, and the quality of product storage and transport, etc. We also conducted two audits of academic promotional activities to verify the compliance and content authenticity of the related promotional behaviors, with no anomalies in audit results.

## 3. HIGH QUALITY AS KEY

### 3.5 Supply Chain Management

Building a cooperative relationship with suppliers is essential for the growth of Innovent. We continue to improve our supplier management system, strengthen supplier compliance management, and build supply chain stability. When selecting and evaluating suppliers, we take ESG performance into consideration and actively construct a responsible and sustainable supply chain.

#### 3.5.1 Our Action:

##### Supply Chain Management System

Innovent strictly abides by “Company Law of the People’s Republic of China” (<中華人民共和國公司法>), “The Bidding Law of the People’s Republic of China” (<中華人民共和國招標投標法>) and other laws and regulations, and continuously regulate supply chain management by establishing strict supplier access criteria and improving supplier evaluation and assessment system etc. We have updated and optimized our supplier management system including ‘Supplier Management Procedure’ (<供應商管理流程>), ‘Supplier Access’ (<供應商准入>), ‘Supplier Performance Evaluation’ (<供應商績效考核>) ‘Supplier Classification and Relationship Management’ (<供應商分類和關係管理>) etc. in 2023. In addition, we have taken various measures to enhance the stability of supply chain and to promote a more sustainable supply chain.

##### Supplier Access

We have established internal systems such as Green Procurement Policy (<綠色採購政策>), Procurement Management Process (<採購管理流程>), Supplier Management Process (<供應商管理流程>), Supplier Operation Management Procedures (<供應商操作管理規程>) and Supplier Environment, Health and Safety (“EHS”) Audit Management Procedures (<供應商 EHS 審計管理規程>), which are applied to all of our suppliers. The new supplier access process involves the evaluation of suppliers’ product quality, cost price, timely delivery, technology, etc., and importantly, risk resistance. In addition to the required qualifications, we also pay attention to the ESG performance of our suppliers, as detailed in “Supply Chain ESG Management”.



### 3. HIGH QUALITY AS KEY

#### Supplier Evaluation and Assessment

We have established a comprehensive supplier evaluation system to assess supplier performance. We conduct supplier evaluation and assessment on a quarterly, biannual, or annual basis, according to its stability and classification. To promote fairness in supplier evaluation, we have established individualized performance indicator weightings for different types of suppliers.

After evaluating suppliers, we communicate the performance feedback results with them. We actively assist underperforming suppliers in reviewing and analyzing their performance to ensure that they take timely action to resolve issues and meet qualification requirements.

Collect supplier quality document	Collect supplier questionnaires	Perform quality audits	Sign quality agreements
<ul style="list-style-type: none"> <li>• Make sure the supplier is a legal enterprise</li> <li>• Production suppliers should have production conditions and a sound quality system</li> <li>• Products should meet the standard requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Understand the overall conditions and quality management of suppliers</li> <li>• Identify the risks of suppliers and formulate measures</li> </ul>	<ul style="list-style-type: none"> <li>• Perform quality audits on A/B/S1/S2 suppliers</li> <li>• Ensure that the products provided by suppliers meet relevant regulatory requirements and Innovent's requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Sign quality agreements with A/B/S1/S2 suppliers</li> <li>• Correctly define the roles, responsibilities, scope of services and technical quality requirements of both parties</li> </ul>

#### Supplier Quality Management

We regularly carry out supplier audits, take CAPA (Corrective Action and Preventive Action) in a timely manner for observations made during audits. We continuously supervise suppliers to rectify problems and follow up on their rectification. In 2023, Innovent optimized the audit process to further ensure that suppliers implement timely corrective actions. Supplier audits are conducted every two or four years, in accordance with their classification in the “Material Suppliers, Service Providers and CDMO Classification”.

During the Reporting Period, we conducted a total of 95 GMP supplier audits, covering material suppliers, service providers and CDMO. Among them, 53 were qualification audits, 36 were regular audits, 5 were causal audits and 1 was tracking audits, with a pass rate of 96.8%. A total of 13 GDP suppliers were conducted with 100% of qualification confirmation audits and a pass rate of 100%.

In addition, we conduct annual training related to quality management and ESG management for all suppliers. For critical materials suppliers, we provide more targeted quality training on a regular basis, no less than once a year. In 2023, Innovent cooperated with critical packaging material suppliers to develop and implement a production of new packaging materials and a quality improvement program in order to meet domestic and international standards at a high level of quality.

### 3. HIGH QUALITY AS KEY

#### Supply Chain Stability

A stable supply chain is critical to operational continuity. Innovent has established a supply chain capacity planning mechanism and process to timely update and formulate end-to-end capacity expansion plans for suppliers' material supply, production, testing and release, storage, and distribution to ensure sustainable supply of products. We have also developed a Business Continuity Planning (BCP) for major events to ensure the personal health, material supply, and stability and continuity of production during special times.

For core products, we have taken measures to back up the supply of multiple production lines and expand production capacity and line layout. We established plants namely M1a, M1b, M2 etc., to support commercial and clinical production with a total capacity of 140,000 liters.

The company has passed the GMP compliance inspection of M2 drug substance production line, M1a formulations production line (Sintilimab);

The company has passed the GMP compliance inspection of M1b penicillin bottle production line (Bevacizumab).



The production workshop of M1b

We have also adopted a dual-source management strategy, classifying raw materials based on their impact on products, and implement the separate management for each classification. For critical raw materials, Innovent has adopted a safety stock strategy and set up alternative dual-source suppliers in advance. These suppliers are obligated to notify Innovent in advance in the event of a material outage and provide solutions to ensure normal production operations. For materials involved in self-developed core commercialization projects, the localization project team will take the lead in promoting the localization of materials and develop together with potential domestic high-quality suppliers to further reduce the risks of external uncertainties. During the Reporting Period, Innovent has implemented a dual source of supply for commercialized products.

### 3. HIGH QUALITY AS KEY

#### Sustainable Supply Chain

Incorporating ESG factors into supply chain management enhances supply chain risk resilience and stability. Innovent ensures that its procurement and supplier management processes are aligned with its ESG principles, with the goal of building a sustainable supply chain together with its partners.

#### Supply Chain ESG Management

On the basis of quality assurance and operational continuity, we have integrated ESG factors into our supplier performance assessment. In the process of new suppliers' access, Innovent evaluates the ESG aspects of suppliers, such as safety management, environmental protection, health of employees, quality and business ethics, etc. Also, we have established the *Suppliers EHS Auditing Management Policy* to perform audits on key suppliers' compliance and reduction of wastewater, air emission, hazardous waste. To promote the green and low-carbon development of the supply chain, we consider environmental performance as an important indicator for supplier selection and evaluation. In the process of cooperation, we sign EHS or quality agreements with suppliers by type.

Strategic core suppliers	General suppliers	New suppliers
Strategic core suppliers are required to provide ESG reports on a regular basis to ensure that their ESG practices meet Innovent's requirements.	General suppliers are encouraged to continuously improve and meet most of the ESG requirements and, provide annual ESG progress reports.	We would carry out a comprehensive ESG assessment of new suppliers to ensure they meet Innovent's basic ESG requirements. They are required to provide an ESG audit report.

In addition, all partners included in Innovent's supplier list are obligated to follow anti-bribery and anti-corruption agreements. As part of our access process, we mandate suppliers to sign Anti-Corruption Pledge and Integrity Pledge and complete the Anti-corruption and Anti-bribery Questionnaire. In 2023, the completion rate of the questionnaire is 100%.

#### Green Procurement

We encourage our suppliers to obtain certifications and set targets for energy saving and emission reduction. We have formulated *Supplier Access* management procedure, clarified the principles of *Green Procurement Policy* and prioritized suppliers who demonstrate better environmental performance or offer more environmentally friendly products under the same qualification conditions. We also encourage suppliers to develop and implement environmental management strategies, energy saving and emission reduction measures to build a green and sustainable supply chain. In addition, we conducted environmental management performance audits of critical suppliers and formulated the *Supplier EHS Audit Management Procedures* to promote and enhance the suppliers' capability and performance in compliance management, energy saving and emission reduction, and other aspects of environmental management.

### 3. HIGH QUALITY AS KEY

<b>Environmental Compliance</b>	<ul style="list-style-type: none"> <li>We require suppliers to strictly abide by laws and regulations on environment protection and shall not engage in illegal emissions and pollution.</li> </ul>
<b>Utilization of environment management system</b>	<ul style="list-style-type: none"> <li>Suppliers should establish a comprehensive environment management system.</li> </ul>
<b>Reducing energy consumption and emission</b>	<ul style="list-style-type: none"> <li>Suppliers are encouraged to use energy saving techniques and equipment to reduce energy consumption and emissions during the manufacturing process.</li> </ul>
<b>Improving resource efficiency</b>	<ul style="list-style-type: none"> <li>Suppliers should use resources appropriately, reduce waste and improve resource efficiency</li> </ul>
<b>Disposing of hazardous waste in an appropriate way</b>	<ul style="list-style-type: none"> <li>Suppliers should properly segregate, recycle and dispose of hazardous waste generated in the manufacturing process.</li> </ul>

#### Environmental management requirements for suppliers

#### 3.5.2 Our Performance

At the end of the Reporting Period, Innovent has a total of 1,111 suppliers, of which 51 are located overseas or in Hong Kong, Macau and Taiwan.

Indicators		Unit	2023
<b>Number of suppliers by region</b>	Eastern China	Per Unit	851
	Southern China	Per Unit	34
	Central China	Per Unit	26
	Northern China	Per Unit	128
	Northwestern China	Per Unit	1
	Northeastern China	Per Unit	4
	Southwest China	Per Unit	16
	Outside Mainland China (including Hong Kong, Macau and Taiwan)	Per Unit	51
	<b>Number of suppliers by type</b>	Material	Per Unit
Fixed asset		Per Unit	282
Engineering		Per Unit	173
R&D		Per Unit	109
Clinical		Per Unit	83
Ordinary		Per Unit	272

## 4. PEOPLE FIRST

Innovent values talent as a vital force and core competitive edge that drives its sustainable development. We are committed to fostering a safe, diverse, equal, inclusive, and respectful working environment, providing all employees with diverse career paths and training opportunities. Our comprehensive compensation and benefits system, along with our employee care initiatives, aims to continuously improve our employees’ sense of belonging and to attract, retain and develop talents. We hope that Innovent can serve as a place for employees to learn, grow and fulfill their dreams, aligning individual development with corporate development.

This chapter is in response to the Sustainable Development Goals (SDGs) of the United Nations



### 4.1 Compliant Employment

Innovent upholds a people-first philosophy, recognizing the crucial contribution of talent to the Company’s sustainable growth. We strive to create a work environment that is fair, just, diverse and inclusive, working tirelessly to enhance our employees’ sense of belonging and to facilitate the attraction and retention of top talent.

#### 4.1.1 Our Governance

Innovent rigorously adheres to the employment laws, regulations, and principles of China and all countries in which we operate, including “the Labor Law of the People’s Republic of China” (<中華人民共和國勞動法>), “the Labor Contract Law of the People’s Republic of China” (<中華人民共和國勞動合同法>), “the Social Insurance Law of the People’s Republic of China” (<中華人民共和國社會保險法>), the Universal Declaration of Human Rights, and the International Labor Organization Convention, etc. Based on these provisions, we have developed various human resources systems, such as the “Recruitment and Induction Management Procedures” (<招聘入職管理辦法>) and established a key human resources business system. During the Reporting Period, we updated the “Innovent Organization and People Management Guidelines” (<信達生物組織和人員管理綱要>) to promote scientific staffing.

We have established a governance structure to promote the effective management of employees as well as issues including human rights and DE&I (Diversity, Equity and Inclusion). The Remuneration Committee is responsible for protecting employees’ rights and interests and achieving objectives of diversity.

During the Reporting Period, the Company formulated and published “Human Rights and Diversity Policy<sup>5</sup>” (<人權與多元化政策>) to promote compliant employment together with respect for human rights and diversity among our employees, suppliers, contractors, and business partners.

<sup>5</sup> <https://img.innoventbio.com/1206/Human%20Rights%20and%20Diveristy%20Policy.pdf>

## 4. PEOPLE FIRST

### 4.1.2 Our Targets

Innovent is committed to enhancing the diversity of its workforce by setting diversity targets and regularly tracking the target progress.

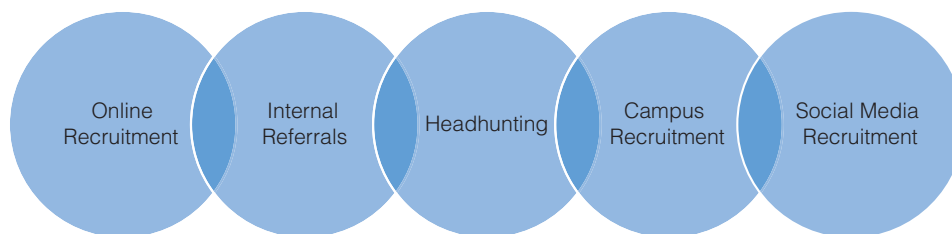
Diversity targets	Maintaining at least 40% female representation among employees and executives
	Ensuring female candidates for key positions constitute no less than 40% of the pool

### 4.1.3 Our Action

#### Talent Acquisition

Talent is one of our greatest assets that brings the Company’s vision to life. We carry out annual talent reviews and human capital assessments to forecast hiring needs, identify current workforce skill gaps, continuously expand talent pools and establish talent pipeline strategies accordingly to support the steady and sound development of the Company.

We have made a conscious effort to expand our recruitment channels and establish a comprehensive recruitment system. Professionals and management talent in areas including research and development, CMC, and commercialization are recruited to satisfy the Company’s development needs and facilitate the sustainable business growth. Moreover, various initiatives, such as the “Xinqi Hang” campus recruitment program, have been organized to attract fresh talent, thereby expanding our talent reserve.



**Recruitment channels of Innovent**

#### Human Rights Protection

Innovent is deeply committed to upholding the fundamental principles of respecting human rights and ensuring compliant employment practices, with a focus on protecting the rights and well-being of all employees. Our firm stance against child labor and forced labor is unwavering, as we categorically reject any form of human rights violations within our operations. In our recruitment process, we diligently verify the identity of candidates to prevent the employment of individuals under 16 years of age. During the Reporting Period, no incident of child labor or forced labor occurred within Innovent.

We adhere to an 8-hour workday, establish reasonable work and break schedules, and set clear limits on the maximum weekly working hours to promote a healthy work-life balance, ensuring that our employees’ rights to adequate rest and vacation time are respected.

Furthermore, we champion the right to freedom of association, encouraging our employees to engage in union activities and ensuring open and effective communication between the union and the Company. Our ongoing commitment is to foster an equitable, fair, and human rights-oriented work environment for all members of Innovent.

## 4. PEOPLE FIRST

### Diversity, Equity, and Inclusion

At Innovent, we focus on fostering a diverse team. We have developed “Human Rights and Diversity Policy” (<人權與多元化政策>) while establishing the “Recruitment and Entry Management Measures” (<招聘入職管理辦法>), to emphasize the importance of DE&I. We are committed to offering equal opportunities regardless of gender, age, race, color, sexual orientation, pregnancy, disability, nationality, marital status, or religious beliefs. Our goal is to cultivate a varied talent pool, set specific diversity objectives, eliminate the gender pay gap and conduct related activities. We strive to provide an equitable work environment for all employees, fostering a culture of inclusion, collaboration, and mutual respect.

Innovent regularly conducts training sessions on “Human Rights and Diversity Policy” (<人權與多元化政策>). These annual sessions are designed for all staff members to deepen their understanding of and adherence to the policy’s guidelines.



#### Female support projects

On International Women’s Day 2023, Innovent’s E-learning platform launched a special learning resource section called “Her Power” for female employees, providing e-books, videos and other materials. We aim to offer a wealth of learning resources and empower them to reach their full potential.



## 4. PEOPLE FIRST

### 4.1.4 Our Performance

During the Reporting Period, there were no non-compliance events occurred regarding to employment. In 2023, the Company had 4,872 employees in total, of which 2,447 identified as female, accounting for 50.23% of the total workforce; 338 female representation in management, accounting for 43.17% of all management; 14 female representation in senior management, accounting for 26.92% of all senior management. During the Reporting Period, our new hires reached 1,340.

### Workforce of Innovent in 2023

Indicator		Unit	2023
<b>By gender</b>	Male	Person	2,425
	Female	Person	2,447
<b>By employment type</b>	Full-time employees	Person	4,872
	Part-time employees	Person	0
<b>By age</b>	30 years old and below	Person	2,300
	31 to 49 years old	Person	2,519
	50 years old and above	Person	53
<b>By region</b>	Suzhou	Person	1,417
	Beijing	Person	189
	Shanghai	Person	399
	Others (including America and Europe)	Person	2,867
<b>By rank</b>	Senior management (Executive Director and above)	Person	52
	Female in senior management	Person	14
	Middle management	Person	188
	Junior management	Person	543
	General staff	Person	4,089
<b>By ethnicity</b>	Ethnic minorities employees	Person	167

### Average service years of employees in 2023

Indicator		Unit	2023
<b>By gender</b>	Male	Year	12.21
	Female	Year	10.39



## 4. PEOPLE FIRST

### New Hires of Innovent in 2023

Indicator		Unit	2023
<b>By gender</b>	Male	Person	723
	Female	Person	617
<b>By employment type</b>	Full-time employees	Person	1,340
	Part-time employees	Person	0
<b>By age</b>	30 years old and below	Person	951
	31 to 49 years old	Person	386
	50 years old and above	Person	3
<b>By region</b>	Suzhou	Person	161
	Beijing	Person	72
	Shanghai	Person	92
	Others (including America and Europe)	Person	1,015
<b>By rank</b>	Senior management (Executive Director level and above)	Person	4
	Middle management	Person	20
	Junior management	Person	50
	General staff	Person	1,266

In 2023, Innovent had been awarded various honors in terms of employment with innovation-driven, superior products and services, a high degree of social responsibility, outstanding employee care and career development and an inspiring mission and vision.



MostIn Global Talent Attraction Employer Awards by LinkedIn



Best Employer Brand by LinkedIn

# 4. PEOPLE FIRST

**Universum 2023 Most Attractive Employer:**

The 7th most attractive employers by health/medicine students      The 7th most attractive employers by natural sciences students      Top 100 most attractive employers by engineering students

## 4.2 Employee Development

Innovent is fully aware that talents are the most valuable resources of the Company and the core driving force for sustainable development. We place the development of talents within our strategic framework and are committed to creating a good environment for cultivating and motivating talents.

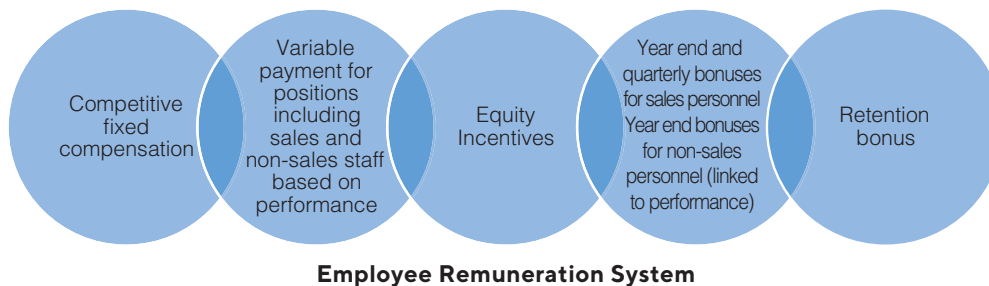
### 4.2.1 Our Action

#### Talent Motivation and Promotion

Innovent firmly adheres to the talent cultivation philosophy of “Making Hard Workers Winners” and strives to foster excellent teams that “identify with Innovent, work diligently, and actively contribute”. We continuously improve our compensation and incentive system and implement performance appraisals and feedback mechanisms to fully motivate talents and assist them to facilitate career advancement.

#### Remuneration System

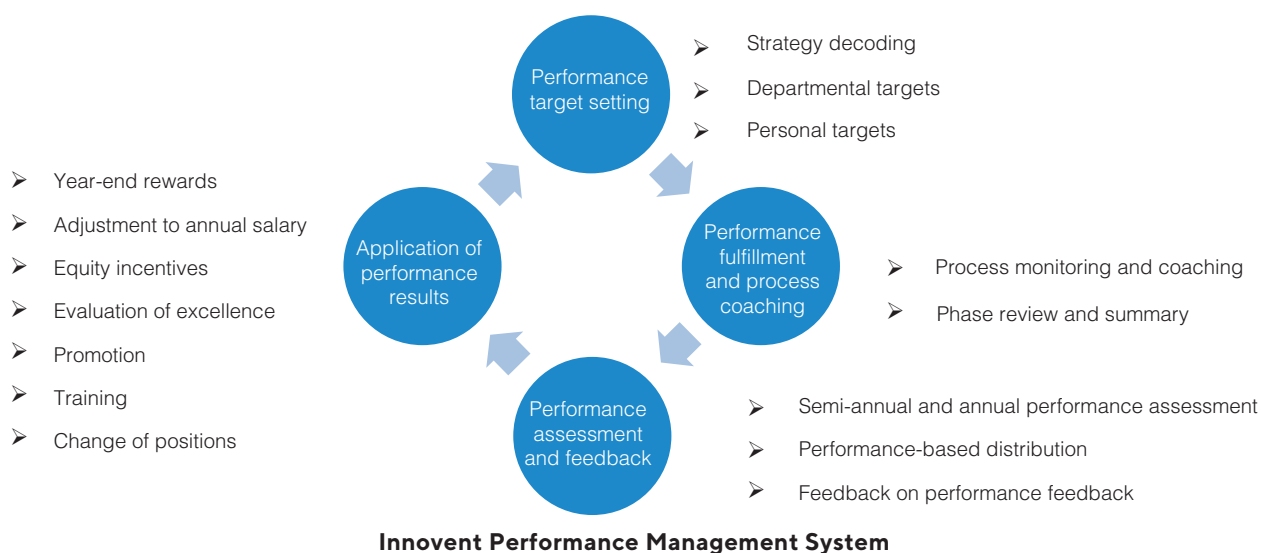
To reward the contributions of our employees and attract, motivate, and retain talent, Innovent has established a fair and comprehensive remuneration system for our employees, covering fixed compensation, variable payment and long-term equity incentives, etc. Annually, the Company evaluates the compensation and benefits system against industry standards and makes targeted adjustments based on actual conditions.



## 4. PEOPLE FIRST

### Employee performance appraisal and feedback mechanism

Innovent has developed a flexible performance management system designed to assess employee performance thoroughly and accurately. We encourage open discussion between employees and their managers when setting key performance indicators to ensure they are both challenging and aligned with individual career goals. The Company regularly conducts uniform employee evaluations, during which direct supervisors provide detailed feedback and suggestions for improvement based on the assessment results. This process effectively facilitates the rapid professional development of our employees.



### Employee Incentives

We have established a tiered incentive system containing equity incentives and R&D talent motivation. A performance evaluation standard for staff across departments has been set to granting awards and financial incentives to outstanding employees.

#### Equity incentives

- Equity incentives include stock option plans and restricted stock plans for key position personnel and employees with annual performance of A/A+, which are approved annually by the Compensation Committee and the Board of Directors. All employees have the opportunity to receive equity incentives.
- Vesting of equity incentives is linked to the achievement of individual annual targets and the achievement of company targets, which includes ESG-related indicators.
- Equity incentives vest 75% in the third year and 25% in the fourth year after the date of grant. Taxation on vested equity is handled by the Company.

#### Incentive mechanism for R&D

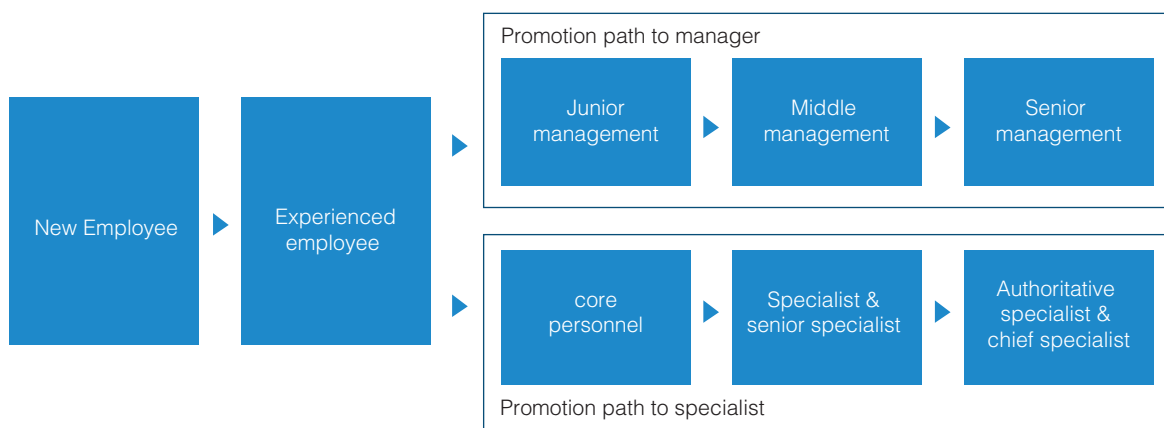
- To foster innovation, we have introduced a unique incentive mechanism for scientists at Innovent Academy, providing additional rewards for outstanding R&D personnel and employees who achieve significant innovative results.

## 4. PEOPLE FIRST

### Employee promotion channel

Innovent has implemented an advanced promotion mechanism based on the capability and quality of its employees, while also establishing parallel “Management Track” and “Professional Track” promotion paths. This dual-track development model not only offers employees a more diversified path for growth and advancement opportunities, but also significantly boosts their enthusiasm for learning and their motivation for development.

As of the end of the Reporting Period, the Company has carefully formulated the “Promotion Management Measures” (<晉升管理辦法>) based on the job level management system, establishing clear promotion channels and fair promotion standards for employees.



**“Dual Channel” Promotion Paths**

### Diversified Talent Development

In order to build an exceptional talent team, Innovent works to help all employees develop their potential and provide them with access to new skills, expertise, capabilities, and influence. We have carefully designed diversified training models to cater to the individualized needs of employees across different levels and functional areas.

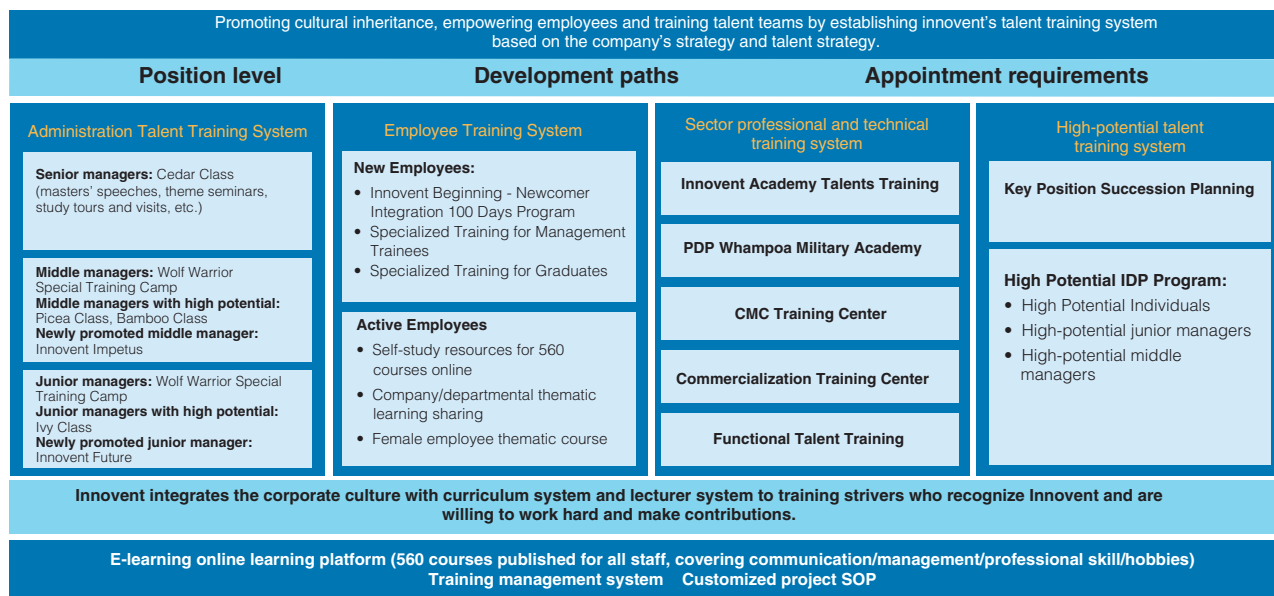
### Training system

Innovent is committed to providing employees with a comprehensive and multi-dimensional talent training system. Aligned with business strategies and individual employee development needs, Innovent leverages internal systems such as the “Training Management System,” (<培訓管理制度>), the “Management System for On-the-Job Academic Education of Employees,” (<在職員工學歷教育管理制度>) and the “Innovent Internal Instructor System” (<信達內部講師體系>) to implement multidimensional training programs combining online and offline, theoretical and practical elements.

Aligned with its strategic objectives, talent strategy and the employees’ personalized development needs, Innovent offers diversified courses in basic skills, professionalism, leadership, innovation, etc., and has established a targeted training system for employees at various levels, including junior managers, middle managers, and senior managers.

## 4. PEOPLE FIRST

Further, we have refined the training structure, clarifying the direction of course and instructor development and focusing on building an endogenous leadership development system.



**Innovent Talent Training System**

### New employee training

Innovent has established a comprehensive training system for new employees, aiming to help them integrate smoothly into their teams and grow rapidly. We have specifically designed the new program, “Newcomer Integration 100 Days” by integrating the series of courses including “Innovent Beginning”, “Innovent Journey” and “Innovent Vision”. This includes a 100-day plan covering three stages of new hires growth, highlighting the continuous cultivation path to assist them in better adapting to the company culture and work environment.

In addition, for fresh graduates, we have launched the “Innovative New Talent Program”, which offers a broad development platform through various means such as professional development guidance, a dual-mentorship system, and intensive practical training. In 2023, we maintained close relations with more than 100 universities in China, and act as the employment, internship and training base of more than 20 universities, providing more than 600 jobs for fresh graduates.

## 4. PEOPLE FIRST

In 2023, a total of 47 online training sessions were conducted for newly hired employees, with a 100% participant rate and lasting 70.5 hours. Additionally, the New Employee Corporate Culture Training Camp was held 24 times, accumulating 309 hours of training and involving 1,316 employees. Notably, the satisfaction rate among the participating employees was an impressive 99.55%.



### “Xin” Sets Sail – Commercialization Center Internship Training Program

In 2023, to meet talent development demands, Innovent has actively integrated resources and arranged a series of meticulously designed trainings specifically for all sales interns. These programs, lasting a minimum of six months, aim to help interns quickly adapt to the Company environment, proficiently master sales skills, and make a smooth transition from “student” to “professional.”

To ensure the effectiveness of the trainings, Innovent implements dynamic management based on intern turnover and offer monthly online courses covering various topics such as basic disease knowledge, the entire pharmaceutical sales process, professional sales techniques, product knowledge, and business experience.



### Functional Department Management Trainee Program

In 2023, Innovent launched a management trainee program tailored to functional departments, assigning senior executives as mentors and developing a competency model for functional trainees. Through work practice and department feedback, we continuously provide feedback and guidance to trainees, review adjustments, identify skill gaps, and create personalized Individual Development Plan (“IDP”). We have customized and developed four courses to enhance new employees’ professional roles and improve work efficiency.



## 4. PEOPLE FIRST

### Active employee training

Innovent provides extensive training resources for its employees through a combination of online and offline methods. We regularly hold thematic sharing sessions at departmental or company-wide levels to help staff members enhance professional skills and leadership.

- **Job-specific development training programs**

We have tailored professional training resources for employees in different business sectors to facilitate their continuous growth within their respective fields. In 2023, we successfully launched the “Professional Mastery” training program and the “Wolf Warrior Special Training Camp”. We attach great importance to conducting specialized professional and technical training through developing a total of 14 relevant courses and smoothly delivering 15 training sessions spanning 56 hours, providing ample learning opportunities for our staff.



### Commercialization Training Center-Professional Mastery Training Program



We have designed the “Professional Mastery” training program specifically for all sales personnel. This program utilizes an online platform for live training sessions and online examinations, covering key topics such as disease and product knowledge, competitive analysis, market promotion strategies, clinical promotion case studies, and cutting-edge academic information. In 2023, a total of 50 sessions were conducted, with an average participation of over 1,000 learners per session.

Date	Time	Topic	Instructor	Participants
10:00	10:30	N	王梓	ALL
13:00	13:30	48	张俊	ALL
15:00	16:00	78	Q&A	ALL

Date	Time	Topic	Instructor	Participants
10:00	10:30	92	冯莹	ALL
14:00	14:30	48	张俊	ALL
15:00	16:00	78	Q&A	ALL

Date	Time	Topic	Instructor	Participants
10:00	10:30	92	王梓	ALL
14:00	14:30	48	张俊	ALL
15:00	16:00	78	Q&A	ALL

Date	Time	Topic	Instructor	Participants
10:00	10:30	348	冯莹	ALL
14:00	14:30	48	张俊	ALL
15:00	16:00	78	Q&A	ALL

## 4. PEOPLE FIRST



### Commercialization Training Center - Wolf Warrior Special Training Camp



Targeting sales managers and higher-level sales executives, we successfully develop an offline “Wolf Warrior Special Training Camp”. This intensive training program employed various formats such as instructor-led sessions, best practice case studies, and collaborative discussions to swiftly disseminate practical strategies aligned with current business trends. The curriculum emphasized core competencies such as operation management and financial management, distilling insights from 37 real-world case studies and cultivating 52 guest lecturers.

In 2023, the program reached 320 regional managers, 60 area managers, and 13 sales directors. Additionally, various commercial business units tailored and delivered over 400 regional training sessions based on specific sales needs, engaging over 17,000 participants in total.



### CMC - Operational training programs



In 2023, CMC’s Training Center and Talent Development Department designed an updated business training plan and conducted 10 training sessions with 300 participants, covering all CMC departments.





## 4. PEOPLE FIRST

To enhance scientists' further understanding of research areas and formulate effective R&D strategies, Innovent strives to support various professional academic exchanges and learning and training activities aimed at elevating the scholarly expertise and technical proficiency of its R&D personnel.

### Internal Deep Dive Workshops:

- Collaborating with the Scientific Advisory Board, these workshops focus on disease/technology-specific projects to deepen scientists' understanding of research areas and formulate R&D strategies.

### Internal Journal Club:

- Aligning with Innovent's "innovation-driven" strategy, this bi-weekly club features presentations by Ph.D. researchers on industry trends, broadening perspectives and fostering a research-oriented culture.

### External Conferences:

- Innovent sends its R&D personnel to domestic and international industry conferences or symposia to stay up to date on industry developments and scientific advancements.

In addition, the R&D sector also provides scientific and strategic crossdepartmental training, junior manager training camp, CPM training camp, fresh graduate CRA "Eagle Flying" training camp, clinical knowledge management platform, etc., to continuously improve the organization and platform capabilities of the R&D team, creating an ideal learning and working environment for scientists and clinical "Whampoa Military Academy".

## 4. PEOPLE FIRST

- Managerial and leadership development training**

We have established a comprehensive leadership training system tailored to four different levels of management, aiming to enhance the leadership capabilities of our employees and facilitate their career development.



“Clinical 2023 Annual Review Meeting and Annual Recognition Ceremony”



IDP training programs for managers at all levels

We have developed specialized IDP training programs targeted at high-potential talent personnel at various levels. During the Reporting Period, Innovent has fully upgraded its leadership courses, incorporating interactive teaching methods such as case studies and group competitions to make the training more scenario-based and practical. In 2023, we conducted 16 IDP training sessions, covering 298 participants, including high-potential individuals, junior managers, and middle managers. This improvement has been widely recognized, with a course satisfaction rate of 96%.

## 4. PEOPLE FIRST



### Training for middle managers with high potential – Picea Class



To build a solid mid-level management team and facilitate their advancement to senior leadership, Innovent has meticulously planned the Picea Class. These classes, featuring customized designs, focus on challenging scenarios encountered in daily management and aim to comprehensively enhance the capabilities of mid-level managers through topical discussions and innovative management courses.

In 2023, the Picea Class 1 successfully completed their graduation defense and concluded their studies. Meanwhile, both Picea Class 3 and a special Picea Class 4 tailored for regional managers commenced. Through a combination of centralized learning, case studies, and outdoor development activities, we strive to cultivate a talent pool that is well-versed in Innovent’s culture and possesses high potential. Throughout the year, training for all four classes progressed concurrently, with a total of six centralized training sessions conducted, empowering 134 individuals total.



Group photo of Picea Class participants



### Training for senior managers with high potential – Cedar Class



The Cedar Class, Innovent’s dedicated training platform for senior management executives, has been operating for four years, accumulating a total of 27 training sessions. In 2023, we organized 7 collective activities, including internal seminars focused on “Core Missions for 2023”, a Dunhuang Desert Hiking Event, Management Experience Sharing Sessions, as well as visits to ByteDance and the Lakeside Learning Center. These activities aim to comprehensively enhance the leadership, team collaboration, and industry insights among our senior management executives.



Group photo of Cedar Class participants



Dunhuang Desert Hiking Event of Cedar Class

## 4. PEOPLE FIRST

- Employee continuing education programs and external cooperation

In addition to establishing a robust internal training system, Innovent provides degree advancement programs and offers opportunities to earn certifications for all employees (including contractors), supporting them to improve their professional skills through external training. We actively collaborate with external institutions such as Soochow University to develop tailored internal training programs and introduce market-proven training courses, aiming to facilitate the rapid growth of our employees.



### Soochow University Pharmacy Program:

Innovent has partnered with Soochow University on an advanced pharmacy degree program specifically tailored cultivating master’s level talent for Innovent. In 2023, 1 participant graduated from the program and 4 new participants were enrolled.



### External training for Innovent internal trainers

During the Reporting Period, we have empowered our outstanding internal managers to become Innovent’s internal trainers through external training. Through multiple training sessions, our internal trainers have developed four tailored middle-management courses, passing on their practical experience to a wider audience.



External training for Innovent internal trainers

### Online learning platform

The online learning platform known as Innovent E-learning is accessible to all employees. In order to facilitate rapid and efficient growth, personnel have the access to the platform via the web terminal of their personal computers or the APP terminal of their mobile devices. This enables them to engage in online courses, participate in live training sessions, and sit for online examinations at any time and from any location. In 2023, all Innovent employees actively engaged in learning on the platform, with an average monthly login rate of 84.51%.

Based on various operational metrics referencing the maturity of Innovent’s learning platform, in 2023, Innovent was awarded the “Excellent Digital Learning Operation Award” by Shidai Guanghua.



Excellent Digital Learning Operation Award

## 4. PEOPLE FIRST

### Internal trainer system

During the Reporting Period, we have successfully built a team of internal trainers to cultivate the talent of numerous incoming cohorts. This enables us to accumulate organizational knowledge and cases from the front line and build a legacy successful experience.



#### Internal trainer program



In 2023, Innovent launched an internal trainer program aimed at preserving the Company’s practical methodologies, solidifying its cultural spirit, accelerating the cultivation of leadership capabilities, and supporting its business development. We invited 25 outstanding management executives to serve as “Innovent Internal Trainers” and asked them to conduct 3 online and offline training sessions between October and November. The training covered topics such as “How to Conduct Needs Analysis Before Course Design”, “How to Extract and Design Courses” and “How to Deliver an Effective Course”, enabling the internal trainers to efficiently impart knowledge and skills. In December, the Company conducted the first session of internal training, which received positive feedback from the participants.



Innovent internal trainer programme



### 4.2.4 Our Performance

Indicator		Unit	2023
Percentage of employees trained by gender	Male	%	100
	Female	%	100
Percentage of employees trained by rank	Senior management	%	100
	Middle management	%	100
	Junior management	%	100
	General staff	%	100
Average training hours of employees by gender	Male	Hours	53.52
	Female	Hours	53.80
Average training hours of employees by rank	Senior management	Hours	54.03
	Middle management	Hours	54.07
	Junior management	Hours	53.59
	General staff	Hours	53.65

## 4. PEOPLE FIRST

### 4.3 Staff Care

In recognizing our employees as our most important resource, Innovent places great emphasis on fostering a sense of belonging, respect, and concern for them as fundamental components of compassionate care. The Company consistently fosters connection and communication among its personnel to bridge the gap between the larger organization and individual employees through a variety of activities. These endeavours are directed toward establishing a congenial, cohesive and amicable professional environment for everyone.

#### 4.3.1 Our Action

##### Democratic Management

Innovent's employees are also the core force of the Company's development. Therefore, we are committed to advancing corporate democratic management comprehensively by enhancing information transparency and valuing employees' suggestions. Through departmental meetings and thematic discussions, we convey the Company's operational status and strategic planning in a timely manner.

Besides, the Company has integrated online communication platforms with offline gatherings. We listen attentively to the requests and opinions of our employees and seek to proactively address problems.

##### Online Communication Channels

- DingTalk Workbench – I have something to say
- The Company's consulting platform
- Cloud community
- Reasonable suggestions
- Complaints report
- Writing to the Chairman, etc.

##### Offline Communication Channels

- Staff meetings
- Face-to-face communication with executives
- Sharing Center Communication
- Dietary Committee

#### Innovent's employee communication channels

In addition, we conduct employee satisfaction surveys every year through online questionnaires and other methods to timely address issues in employees' daily lives and enhance their work experiences and sense of belonging in the company. In 2023, we conducted an annual online questionnaire survey among employees focusing on employee experience, organizational systems, talent focus, and cultural perception. A total of 1,146 surveys were collected, and the overall employee satisfaction rate reached 98.3%. By analyzing the survey results, we identified and addressed issues to continuously increase employee satisfaction.

## 4. PEOPLE FIRST

Employees are encouraged to maintain their rights. Various formal reporting channels, including emails and a hotline, have been established for employees to report any incompliance in real-name or anonymously. Once any reports have been received, the Compliance Management Committee investigates in accordance with relevant procedures and takes seriously the personnel involved. During the investigation process, we strictly adhere to our whistleblower protection policy and prohibit any blackmail, threats or retaliation against whistleblowers. Complaints are investigated promptly, with solutions confirmed in line with the principle of protecting the whistleblower.

In 2023, we received 14,949 online inquiries from employees, all of which were promptly received and resolved. Additionally, we collected 171 suggestions and feedback comments through our rationalization proposal system. After careful evaluation by the relevant stakeholders, 31 suggestions were adopted and implemented.



CMC Sector Annual Review Meeting



PDP Sector Annual Review Meeting



Commercialization Annual Cycle Review Conference

### Staff Benefits

Innovent underscores its adherence to legal and regulatory requirements by offering statutory insurance and housing fund to all employees. In addition to these obligatory benefits, we enrich our employee experience with a comprehensive suite of supplementary benefits. During the Reporting Period, our welfare policies achieved full coverage, ensuring that 100% of Innovent employees could enjoy the benefits provided by the Company.

#### Statutory Benefits

- Highest percentage of statutory five insurances , including pension insurance, medical insurance, unemployment insurance, work injury insurance, and maternity insurance, with an additional housing fund

#### Statutory Benefits

- Paid annual leave and additional service annual leave (One additional day of annual leave with benefits for each year of service at Innovent)
- Transport allowance, communication allowance and meal allowance
- Supplementary medical insurance and medical checkup programme
- Holiday and birthday benefits
- Establish nursing room and green access for pregnant women in canteen
- Set up a gym for employees
- Annual excellence appraisal awards:
- 5 year and 10 year service awards

## 4. PEOPLE FIRST



### Christmas Festival Activities

On December 22, 2023, Innovent celebrated the grand opening of the Christmas Food Festival with a special “Hometown Cuisine Wish Program”. We solicited input from each participant about their hometown delicacies and our cafeteria carefully prepared authentic flavors, presenting a feast that blended emotions and taste.



Hometown Cuisine Wish Program



### Chinese New Year cultural experience events

In January 2024, Innovent organized a series of Chinese New Year cultural experience events, featuring a variety of festive activities such as writing couplets, painting “Fu” characters, representing prosperity, and making paper cut-outs.



“Fu” characters painting activity



Couplets writing activity





## 4. PEOPLE FIRST



### Chinese New Year Eve “Reunion Dinner”

On February 9, 2024, during the eve of Chinese New Year, Innovent specially organized a “Reunion Dinner” to show appreciation to its frontline employees who chose to stay and work during the holiday.



Reunion Dinner



### Lantern Festival

On February 23, 2024, Innovent hosted a meticulously planned “Lantern Festival Riddle Guessing” event to celebrate the occasion. The venue was adorned with lanterns and colorful decorations, featuring intriguing riddles.



“Lantern Festival Riddle Guessing” event

## 4. PEOPLE FIRST



### Women's Day Activity

March 8, 2024 was International Women's Day. Innovent carefully organized a food festival, allowing over 700 female employees to enjoy delicious food and relax from their busy work schedules. The event offered a wide range of delicious foods, and employees spent a warm and unforgettable festival filled with laughter and joy.



Women's Day Activity at Innovent



### Nursing Room

In October 2023, the Beijing branch of Innovent responded to employees' needs by establishing a well-equipped nursing room, designed with care and comfort, to provide a private and convenient space for breastfeeding mothers.



## 4. PEOPLE FIRST



### Children's Safety Education Class for Employees' Children

On August 25, 2023, Innovent held a Children's Safety Education Class for employees' children with Suzhou Park Public Security Bureau police. The course taught children basic safety knowledge and skills, enhancing their abilities to deal with dangerous situations that they may encounter in daily life.



Children's Safety Education Class

### 4.3.2 Our Performance

In 2023, the Company's retention rate in key talent was 93%.

Internal promotions accounted for 62% of vacant management positions filling in 2023.

The Company's overall voluntary employee turnover rate was approximately 16%, with a 4% decrease from 2022.

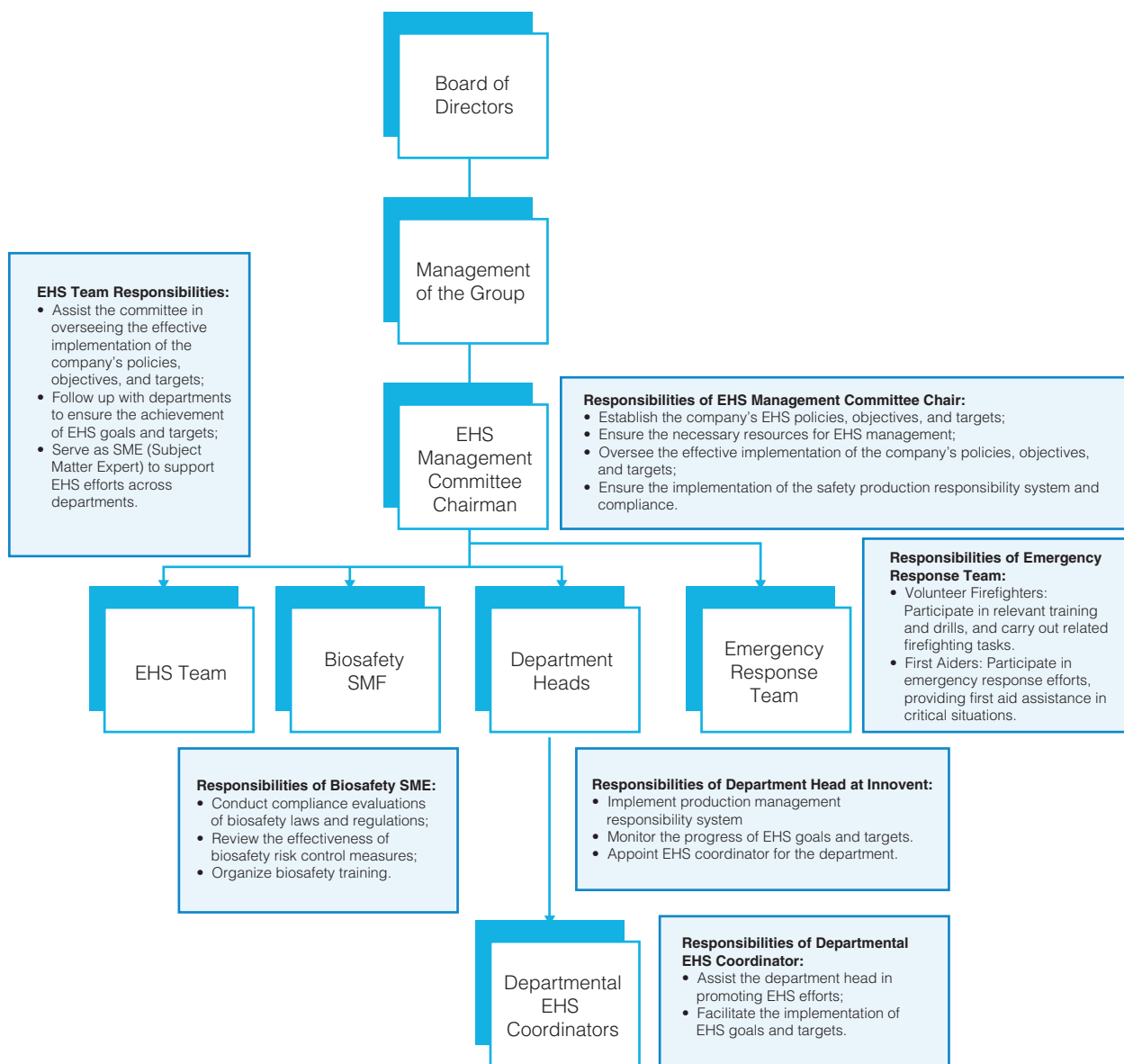
# 4. PEOPLE FIRST

## 4.4 Occupational Health and Safety

Upholding our commitment to ensuring a safe work environment for every employee, we rigorously implement the utmost safety standards across our operational sites. This initiative is aimed at safeguarding employees from potential health and safety hazards at work and reinforcing their right to a secure and healthy workplace. Our ongoing efforts are dedicated to the continual improvement of the effectiveness of our Occupational Health and Safety (“OHS”) management system.

### 4.4.1 Our Governance

To implement our occupational health and safety management system, the Board of Directors serves as the highest responsible body for EHS management, while the EHS Management Committee oversees and ensures the effective operation of EHS affairs.



**EHS Governance framework**

## 4. PEOPLE FIRST

### 4.4.2 Our Action

#### Occupational Health and Safety Management System

Innovent adheres strictly to laws and regulations including the “Civil Code of the People’s Republic of China” (<中華人民共和國民法典>), the “Safety Production Law of the People’s Republic of China” (<中華人民共和國安全生產法>), and the “Labor Inspection Law of the People’s Republic of China” (<中華人民共和國勞動監察法>), along with regulations on the prevention and treatment of occupational diseases. We have established an OHS management system, supported by comprehensive internal documentation such as the “Environmental, Safety, and Occupational Health Management Manual” (<環境、安全、職業健康管理手冊>) and the “Occupational Health Management Manual” (<職業健康管理手冊>). In 2023, Innovent updated a total of 24 occupational health and safety management-related policies, including the “Occupational Health Management Procedures” (<職業健康管理程序>) and the “EHS Accident and Incident Reporting, Investigation, and Handling Management Procedures” (<EHS 事故事件報告、調查和處理管理程序>).

The EHS management system operates on a “plan, implement, check, review” model, strictly carrying out related management and execution work. The Company has passed the three-level safety production standardization certification required by government departments and established a two-level safety production standardization system to improve safety production management performance. The Company has obtained the ISO 45001 occupational health management system certification in early 2023.

#### Risk assessment

Innovent conducts a thorough analysis and assessment of its operational workflows, encompassing both the inception of new processes and the enhancement of existing ones, with a primary focus on safety analysis. Regular evaluations of ongoing processes are also carried out to mitigate safety risks to the greatest extent possible. We establish the “Risk Identification, Assessment, and Control Management Procedure” (<風險識別、評估和控制管理程序>), which defines detailed steps for risk identification and assessment and establishes a scoring system for key risk assessment factors, thereby enhancing the clarity in safety risk categorization.

After identifying safety risks and hazards, we classify them into four levels – low, general, higher, and significant – and create a four-color hazard identification chart to make safety risk prevention clearer and more visible, aiding in the development of targeted preventive measures. We also devise scientifically rigorous safety inspection plans and implement closed-loop management for higher and significant risks, proposing practical corrective measures to ensure the robust operation of our safety management mechanisms.

## 4. PEOPLE FIRST

### Safety inspection

Innovent conducts regular safety inspections to eliminate risks and hidden dangers, and to resolutely prevent major accidents. In 2023, Innovent successfully underwent 32 external inspections, promptly rectifying all 30 issues identified, achieving a 100% timely improvement rate. Additionally, we actively organized over 30 internal inspections, including pre-holiday, monthly specialized, laboratory, and leadership-led checks, effectively following up on and rectifying 169 issues.



Monthly safety check at Innovent

### OHS protection measures

Innovent prioritizes Occupational Health and Safety (OHS) for its employees. To ensure the safety of daily production and operations, we have established strict procedures for handling hazardous chemicals and special equipment. Additionally, we regularly conduct fire drills, EHS training, and specific sessions on preventing occupational diseases, thus providing comprehensive protection for the health and safety of our employees.

### Personal protective equipment

The Company ensures comprehensive occupational health and safety protection for its employees through compliance with the “Regulations on the Management of Labor Protective Articles “ (<勞動防護用品管理規定>) and the “Occupational Health Management Procedures” (<職業健康管理程序>). Tailored protection equipment lists are established for specific job positions, and frontline production workers are equipped with safety gear such as helmets, protective masks, respirators, gas masks, workwear, and protective gloves.

### Occupational disease prevention

In accordance with the “Occupational Disease Prevention and Control Law of the People’s Republic of China” (<中華人民共和國職業病防治法>), the “Regulations on the Quality Management of Drug Operations” (<藥品經營質量管理規範>), and other applicable laws and regulations, the Company arranges medical examinations for employees in roles involving occupational hazards and provides them with timely feedback on the results.

We also proactively identify occupational hazard factors and annually engage third-party professional organizations for the monitoring of these factors. For personnel involved in positions related to occupational health, the Company provides risk hazard notifications and warnings. Furthermore, Innovent reinforces the occupational hazard risk mitigation capabilities of relevant personnel through on-site testing of occupational hazard factors and specialized training programs.

## 4. PEOPLE FIRST



### Occupational Health Management Course



In 2023, Innovent developed and launched the “Occupational Health Management Course” on the E-learning platform to facilitate online training and assessment for occupational health personnel. A total of 491 personnel completed the occupational health training and assessment in 2023.



Occupational Health Management Course

### Special equipment management

The Company implements special management protocols for specialized equipment. In 2023, revisions and updates were made to the “Regulations for the Management of Special Equipment/Special Operations” (<特種設備／特種作業管理規程>), further elucidating the types of specialized operations and categories of specialized operators. Rigorous management procedures are in place for various aspects of specialized equipment, including procurement, installation acceptance, registration, annual inspections, maintenance, and disposal. We conduct thorough assessments of the qualifications of specialized equipment manufacturers, ensuring their compliance with relevant standards and facilitating the necessary registration and certification procedures. Additionally, all personnel involved in specialized equipment operations are required to possess the requisite Specialized Operation Qualification Certificate, for which the company provides internal training and assessments.

### Management of hazardous chemicals

The Company has established various relevant management measures, such as the “Hazardous Chemicals Management Regulations” (<危險化學品管理規程>), the “Highly Toxic Substances Management Regulations” (<劇毒品管理規程>) and the “Quality Control of Highly Toxic Substances Management Regulations” (<質量控制劇毒品管理規程>) to comprehensively oversee the entire lifecycle of hazardous chemical procurement, storage, usage, and disposal. Specialized warehouses designed and constructed in accordance with Class A standards are in place for the storage of chemicals that are prone to being used in illicit drug production, explosives manufacturing, as well as those with acidic, alkaline, or organic solvent properties. Personnel assigned to positions involving contact with chemicals must obtain the “Chemical Handling” certification before assuming their duties.

We maintain offline records of hazardous chemicals usage, which are synchronized with an online system for comprehensive registration and management. This approach ensures the implementation of relevant safety measures in chemical warehousing. The online system enables real-time access to all inbound and outbound records, further enhancing chemical management practices. Additionally, the Company posts safety technical specifications, notification cards, and warning signs in the hazardous chemical storage areas, serving as both alerts to personnel and quick references, thereby preventing incidents arising from inadvertent contact or misuse of hazardous chemicals.

## 4. PEOPLE FIRST

### OHS culture development

The Company continues to enhance the awareness of safety and health through targeted employee training initiatives. New employees are required to undergo a comprehensive three-tiered safety education program at corporate, departmental, and job-specific levels. Additionally, specialized training is conducted internally, overseen by individuals responsible for various roles within the EHS department, management personnel, specialized equipment operators, and other designated positions such as firefighters and first aid responders.

In 2023, Innovent developed and implemented a comprehensive EHS training matrix and plan, successfully launching 28 diverse safety training courses covering topics such as chemical management, first aid fundamentals, and departmental/role-specific safety education. Utilizing the convenience of computers and mobile devices, employees could access these courses anytime, anywhere. With a total of 7,500 employees trained and a completion rate exceeding 95%, the program achieved remarkable results.



EHS training system of Innovent



## 4. PEOPLE FIRST



### Safety Month activities

Innovent successfully carried out its Safety Month activities with the theme “Everyone Knows Safety, Everyone Can Respond to Emergencies”. Activities included sessions on first aid knowledge sharing, various emergency drills, an EHS basic knowledge competition, and a creative painting contest. The activities were warmly received by employees and achieved the desired outcome of enhancing the Company’s safety culture.



Safety Month activities



### Fire emergency drills

In alignment with the safety philosophy of prioritizing prevention and integrating firefighting measures, the Company conducts biannual all-staff fire emergency drills. These drills serve to educate employees on the proper use of fire safety equipment, elevate their proficiency in emergency response procedures, and enhance their capacity for self-rescue during fire incidents.

In 2023, Innovent took comprehensive actions on fire safety, completing the annual fire safety assessment in March and the annual fire facility inspection and electrical testing in November.

## 4. PEOPLE FIRST



### Work-related injury prevention training program

In July 2023, Innovent conducted a two-day work-related injury prevention training program supported by the Provident Fund Center. The program included on-site hazard identification and safety awareness training for over 50 frontline operators and managers, significantly enhancing their sense of responsibility for workplace safety.



Work-related injury prevention training program

### Supplier and contractor safety

We prioritized safety management for all parties involved, enforced stricter measures in our “EHS Management Procedures for Contractors and Suppliers” (<承包商供应商 EHS 管理程序>) and implemented on-site safety inspections.

We attach great importance to the safety supervision of contractors’ construction work, ensuring daily inspections before, during, and after construction. In 2023, we issued two rectification and penalty notices for contractors’ non-compliance with construction regulations to uphold safety and standardization.

#### 4.4.3 Our Performance:

In 2023, Innovent reported 0 major safety production incidents or lost-time accidents. We were awarded “Safe production social responsibility enterprises” by Suzhou Industrial Park.



Honor of “Safe production social responsibility enterprises”

Indicators	Unit	2021	2022	2023
Number of work-related fatalities of employees	Person	0	0	0
Rate of work-related fatalities of employees	%	0	0	0
Lost days due to work injury	Day	52	2	0
Number of work-related fatalities of suppliers and contractors	Person	/	/	0
Rate of work-related fatalities of suppliers and contractors	%	/	/	0

## 5. EMBRACING ECOLOGY

Aligned with the concept of green development, we are dedicated to preserving natural resources and the ecological environment. Our ongoing efforts focus on optimizing our environmental management system and integrating environmental and resource protection across daily operation, management, and product life cycle activities. Also, we proactively explored ways to reduce resource consumption and create a circular economy. Together with our partners in addressing climate change, we promoted low-carbon development in an active manner, contributing to green and sustainable development.

This chapter is in response to the Sustainable Development Goals (SDGs) of the United Nations



### 5.1 Environmental Management

Innovent continuously optimizes its environmental management system, sets specific environmental targets, and regularly tracks achievement of these targets. We also carry out regular environmental audits to control environmental risks. In this way, we seek long-term progress in achieving green and sustainable development.

#### 5.1.1 Our Governance

Innovent has established a comprehensive governance structure of environmental management. The Board, the highest leading body of EHS management, is responsible for reviewing and approving the strategic environmental management policy, objectives and policies as well as supervising and reviewing the environmental management performance and progress towards objectives. Also, we have established an EHS Management Committee, which consists of vice presidents, department heads, directors, managers and employee representatives, and is responsible for reviewing the environmental management strategy, objectives, and policies, monitoring and reviewing the company’s environmental management performance and progress towards targets. The EHS department takes the responsibility of implementing specific actions, collecting environmental advice and providing feedback to the EHS Committee. Reaffirming Innovent’s commitment to environmental protection and raising the environmental protection awareness of all employees, a clear Environmental Management Policy<sup>6</sup> was formulated and published on our website, covering the issues of energy conservation, emission reduction, resource management, waste management, and environmental training.

Innovent strictly complies with the environmental laws and regulations. To ensure compliant and standardized operations in all aspects and to increase the effectiveness of our environmental management, we strictly follow the requirements of ISO 14001 and have formulated 47 management procedures and 24 systems or manuals on environmental management, including the “EHS Management Manual” (<EHS 管理手冊>) and the “Procedures for the Identification of Environmental Factors and Management of Important Environmental Factors (<環境因素識別和重要環境管理程序>). In 2023, 100% of Innovent’s production sites in operation have received ISO 14001 environmental management system certification.

<sup>6</sup> <https://img.innoventbio.com/1206/Environmental%20Management%20Policy.pdf>

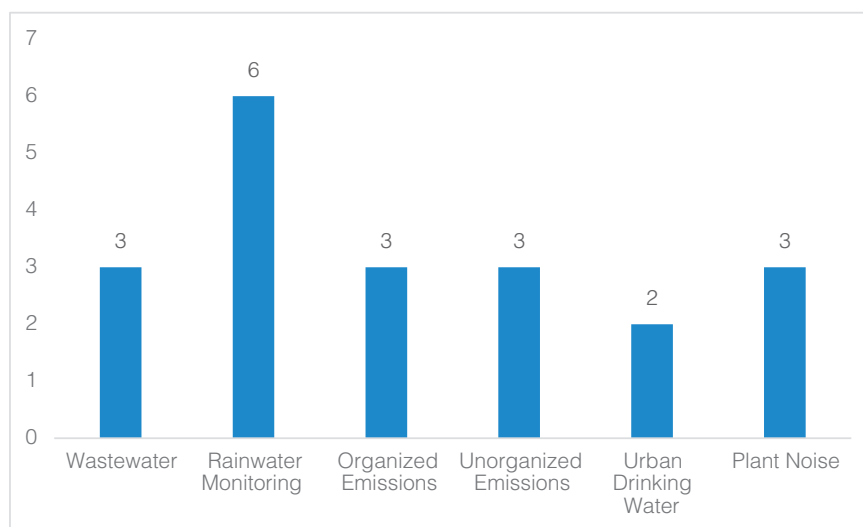
## 5. EMBRACING ECOLOGY

### 5.1.2 Our Action

#### Environmental Compliance Audit

A comprehensive internal control and audit system for environmental compliance management and performance monitoring has been established. We conduct annual environmental compliance audits covering 100% of sites in operation, auditing the validity of environmental protection certificates, the stability of environmental facility operations, the compliance of emission concentration as well as the compliance of the Environmental Management System (EMS). During the Reporting Period, 1 internal and 1 external environmental management system audits were implemented.

Before construction of plants and projects, Innovent conducts environmental impact assessments of the projects to ensure that the impact of production and operations on the environment is compliant and controllable. During operation, Innovent carries out regular environmental impact tests in accordance with the latest environmental discharge permit requirements, and the results are well below the emission limits. As of the end of the Reporting Period, we have conducted 20 environmental impact tests covering 6 areas, with no abnormalities.



**Number of Environmental Impact Tests in 2023**

#### Environmental Risk Management

In terms of environmental risk management, we strictly comply with laws and regulations, such as the “Measures for Emergency Management of Environmental Emergencies” (<突發環境事件應急管理辦法>) and “Measures for the Administration of Emergency Plans for Environmental Emergencies in Enterprises and Institutions (Trial)” (<企業事業單位突發環境事件應急預案備案管理辦法(試行)>), and conduct regular identification of potential environmental risks. We have formulated the “Emergency Response Management Procedures” (<應急管理程序>), “Hidden Hazard Investigation and Governance Procedures” (<隱患排查治理程序>), “EHS Incident Management Regulations” (<環境健康安全事故管理規定>), and other procedures to effectively manage environmental risks.

We have established an EHS Laws and Regulations Assessment Committee to regularly collect EHS laws and regulations and assess their impact on our operation. The Committee is responsible for completing quarterly identification of laws and regulations and preparing assessment reports. The Committee is also responsible for conducting an annual compliance assessment of laws and regulations, which covers all operational bases. As of the end of the Reporting Period, the Company completed 4 quarterly identifications of laws and regulations and prepared a report on the findings of these identifications. We also organize chemical leakage emergency drills at least once a year to improve the Company’s emergency response to environmental risks and reduce the environmental impact of emergencies.



## 5. EMBRACING ECOLOGY

### 5.2 Resource Conservation and Emission Reduction

We are committed to optimizing resource conservation and reducing emissions, covering the area of water resources, packaging usage, and waste management. We have implemented various measurements to avoid resource waste and emissions, achieving greater efficiency in our operation process.

#### 5.2.1 Our Target

We set the goal of achieving an annual 5% reduction in annual fresh water use per production unit and a 5% reduction in hazardous waste generation per unit of product by 2030 as compared to 2022.

Target metrics	Target	Target status
Fresh water use	Achieving a 5% reduction in annual fresh water use per production unit by 2030.	Achieved Reduced by 9.9% (reached 82T/Kvials in 2023) as compared with 2022 (91T/Kvials)
Hazardous waste generation	Achieving an annual 5% reduction in hazardous waste generation per unit of product by 2030 as compared to 2022.	Achieved Reduced by 40% (reached 47KG/Kvials in 2023) as compared with 2022 (80KG/Kvials)
GHG emission	Reducing GHG emissions per unit of product by 10% by 2030 compared to 2020.	Achieved Reduced by 61% (reached 5.4 T/Kvials in 2023) as compared with 2020 (13.97 T/Kvials) Reduced by 22% (reached 6.95 T/Kvials) as compared with 2022
Air Emission Reduction (VOCs)	Achieving a 30% reduction in air emission generation by 2030 as compared to 2022.	In Progress Reduced by 13% (reached 330KG in 2023) as compared with 2022 (414KG)

## 5. EMBRACING ECOLOGY

### 5.2.2 Our Action

#### Resource conservation

We attach great importance to resource management, including water resources, packaging materials and so on. Through material recycling and equipment modification, we minimize resource consumption and explore more sustainable manufacturing processes.

#### Packaging usage

We are devoted to replacing paper packaging with reusable boxes and promoting the recycling of packaging materials. We are also exploring ways to reduce packaging materials by reusing transit boxes.



#### Packaging Material Reduction: Recycling and Reusing Packaging Materials



During the Reporting Period, we assessed the use of recyclable polyethylene transit boxes in our packaging products, saving and recycling 81,162 sets per year. At the same time, we screened and recycled manuals from equipment during the packaging process, recycling 40,825 manuals in the year.



Packaging Material Recycling

## 5. EMBRACING ECOLOGY

### Water conservation

Municipal water supplies provide most of the water resources used by Innovent in operations and manufacturing. We have adopted various water circulation and conservation measures, including the control of tap water valves and the installation of membrane treatment devices for the water purification system, etc. During the reporting period, there were no issues in sourcing water.



#### Water-saving Devices: Membrane Treatment Unit for Water Purification System



During the Reporting Period, we added a membrane treatment device to the water purification system, which can realize re-producing Reverse Osmosis (RO) water and reducing the discharge of concentrated water. With this device, we realized saving 8,000 tonnes of water annually.



Membrane Treatment Unit for Water Purification System

### Emission reduction

It is essential to promptly address and improve emission management. Innovent gives high priority to the implementation of emission reduction measures. We are constantly looking for ways to reduce emissions and improve emission management in our business activities.

Furthermore, we have set waste gas collection pipes, and added secondary water spray treatment facilities to reduce waste gas emissions.



Waste gas collection pipe



Exhaust gas two-stage spraying treatment device



## 5. EMBRACING ECOLOGY

### Solid Waste Management

We have established internal system documents including “Waste Management Regulations” (<廢棄物管理規程>), “Hazardous Chemicals Management System” (<危險化學品管理制度>), and “Operation Procedure for Hazardous Waste in Suzhou Base” (<蘇州基地危險廢棄物操作規程>), which clarify the responsibilities regarding waste management for all responsible departments, and set out requirements for full life-cycle management of hazardous waste.

We have established a Hazardous Waste Minimization Committee specialized in hazardous waste control. We have also taken specific measures to reduce the amount of waste and minimize the impact of waste and emissions. In terms of toxic waste, we have established a hazardous waste management terminal in line with the environmental protection system, which can be directly linked to the “Jiangsu Province Hazardous Waste Whole Life Cycle Monitoring System” (江蘇省危險廢棄物全生命周期監控系統) to execute the whole life cycle management process of hazardous waste. We have carried out a hazardous waste transport improvement project with hazardous waste disposal units, adopting the measure of compression before baling for throwaway hazardous waste, which has significantly reduced the emission of exhaust gas from vehicles transporting hazardous waste and the use of throwaway bags. In addition, we give priority to non-toxic and low-toxic chemicals and implement full life-cycle management of hazardous waste to reduce or eliminate the generation of hazardous waste in our business operations.

### Exhaust Gas and Wastewater Management

For wastewater management, we have developed “Standard Operating Procedures for Sewage Treatment Systems” (<污水處理系統標準操作規程>). We carry out continuous and effective monitoring of wastewater discharge in all business operations. We also install and network online monitoring devices at industrial wastewater outfalls and total wastewater outfalls, inspecting and ensuring the normal operation of wastewater treatment facilities and underground wastewater pipeline networks.



Wastewater Online Monitoring Devices

## 5. EMBRACING ECOLOGY



### Wastewater Treatment Station Modification: Improving Wastewater Treatment Efficiency

During the Reporting Period, the original wastewater treatment station was upgraded with a total investment of RMB7.5 million. After the upgrade, the wastewater treatment was transformed from the original standard, “Comprehensive Sewage Emission Standards” (GB8978-1996) Table 4 Level 3, to the new standard of “Biopharmaceutical Industry Water and Air Pollutant Emission Limits” (DB32/3560-2019) Table 2 in Jiangsu Province.



### Wastewater Monitoring System: Monitoring of wastewater indicators

During the Reporting Period, we added an online monitoring system in the regulating tank, real-time monitoring flow, and water quality (ammonia nitrogen, total nitrogen, total phosphorus and chemical oxygen demand) and other indicators. We reduced the waste of pharmaceuticals due to the precise dosage of pharmaceuticals and reduction of sludge. This monitoring system helps reduce 8 tonnes of sludge per year.



Wastewater Monitoring System

For exhaust gas, we reduce gas emissions through initiatives such as the optimization of exhaust gas disposal units, and regularly conduct environmental monitoring of exhaust gas emissions.

## 5. EMBRACING ECOLOGY

### 5.3 Green Business Operations

We are committed to promoting green and sustainable operations. We are dedicated to operating a green office, and we attach great importance to biodiversity.

#### 5.3.1 Our Action

##### Green office


Innovent has been dedicated to building a green office by bringing renewable materials into the office and supporting eco-friendly initiatives among employee groups, all in an effort to support the development of a green company culture. We have developed “Plant Small Air-conditioning Maintenance Operating Procedures,” (<工廠小型空調維護操作流程>) “Meeting Room Management Procedure” (<會議室管理流程>) and “Printing and Photocopying Management Procedure” (<打印和複印管理流程>) to continuously improve internal management. The Company regularly utilizes a centralized destruction of obsolete documents and organizes the collection of statistics from administrative liaison officers in each department, which is centralized in the Company’s shredding room for crushing to recycling paper resources. We also inspect electricity consumption at the end of each day.


Plant Small Air-conditioning Maintenance Operating Procedures	Meeting Room Management Procedure	Printing and Photocopying Management Procedure
<ul style="list-style-type: none"> <li>The procedure establishes requirements for air-conditioning operating temperatures.</li> </ul>	<ul style="list-style-type: none"> <li>The procedure clarifies that all types of power supplies are switched off after use, including air-conditioner power supply, projector power supply, light switches, etc.</li> </ul>	<ul style="list-style-type: none"> <li>The procedure prohibits unnecessary colour printing and requires double-sided printing unless specifically requested.</li> </ul>


## 5. EMBRACING ECOLOGY

### Biodiversity conservation

The Company's operations have no significant impact on the environment or natural resources. We actively promote biodiversity protection by carefully considering the impact of our operations on various ecosystems. We increase the area of green space at our bases as part of our ecological preservation efforts. As a result, our total green space now accounts for more than 30% of our total land area.

- 

We used low-toxicity greening agents to efficiently safeguard birds and other wildlife.
- 

We collected testing waste liquids generated in the laboratory that may be harmful to aquatic organisms, avoiding possible adverse effects on aquatic organisms and the environment.
- 

We updated "Management Procedure of Pest Control", clarifying the responsible of pest-control equipment suppliers. We also conducted 2 pest control trainings.

### Biodiversity Protection Measures



Innovent Suzhou Site

## 5. EMBRACING ECOLOGY

### 5.4 Responding to Climate Change

We are committed to actively advocating sustainable operations and taking actions towards climate change. We actively identify risks and opportunities and take measures to mitigate the impacts of climate change within our operations. We strive to improve the efficiency of energy use, continuously optimizing our energy management system. We have set targets to achieve a 5% annual reduction in energy consumption per production unit by 2030 and a 10% reduction in greenhouse gas emissions per production unit by 2030 compared to 2020.

#### 5.4.1 Governance

We have integrated climate change-related governance into our overall ESG framework. The Board is responsible for reviewing and approving the strategy on climate change related risks and for supervising and reviewing related progress. The EHS Management Committee is responsible for the oversight and review of objectives on climate change risks. The EHS department takes the responsibility of implementing specific actions, including the identification of climate change related risks and the implementation of measures to address those risks.

To encourage continuous improvement in energy and greenhouse gases (“GHG”) emission management and performance, Innovent incorporates energy performance into 5% of the performance appraisals of the CMC manufacturing vice president and engineering director, with a 5% deduction from the executive’s performance for failure to meet annual energy consumption targets, and a 5% increase in the executive’s performance if annual energy consumption targets are met. The evaluation results of energy performance are linked to equity incentives. As of the end of the Reporting Period, actual energy performance met the annual target, with a 17% reduction in energy consumption per unit of product compared to the previous Reporting Period.

#### 5.4.2 Strategy

Innovent has developed a comprehensive risk management strategy for climate change, covering all aspects of risk identification, assessment and management. Scenario analysis, including RCP 8.5 (Representative Concentration Pathway 8.5) and APS (Announced Pledges Scenario), seeks to understand the impact of different aspects on the Company’s operations, such as policy transition, market changes and intensification of extreme weather while formulating strategic plans to enable flexible and robust responses to various future situations.

Climate Change Scenario	Scenario Introduction
RCP 8.5	The baseline scenario, which assumes no climate change policy interventions, is characterized by increasing GHG emissions and concentrations and a 5°C temperature increase by 2100.
APS	It is assumed that all climate commitments made by the world’s governments, including Nationally Determined Contributions (NDCs) and long-term net-zero targets, will be met in full and on time.

## 5. EMBRACING ECOLOGY

Innovent identifies the risks associated with climate change and considers how it may affect our operations. We have identified the following climate change-related risks by strictly following the disclosure methodology and recommendations of the Task Force on Climate-Related Financial Disclosure (TCFD) and by giving due consideration to market conditions, business operations and weather changes in the locations where we operate. We recognize that the Company is vulnerable to various extreme climate threats. In response, we implement appropriate remedies to reduce the adverse effects of climate change on the Company.

Major risks of climate change	Relevance
Transition costs of low-emission carbon technology	According to stakeholder expectations, Innovent is required to promote the transition to low-emission carbon technologies, which will increase the costs of operation.
Increase of average temperature	In the scenario of climate change, increasing temperature may affect the quality of products. Innovent has to increase energy consumption to control the temperature, which increases costs.
Extreme weather	The stability of weather is decreasing, which affects the stability of business operations. The costs will increase for adapting to extreme weather.
Major opportunities of climate change	Relevance
Energy Sources	To adapt to the instability of the traditional energy market in the future, Innovent will consider adopting renewable energy sources to ensure business continuity.
Products and Services	Investors and consumers will tend to choose green products with lower carbon emissions in the future, which means green technology and innovation in products and services will help Innovent improve competitiveness and reputation.

## 5. EMBRACING ECOLOGY

### 5.4.3 Risk Management

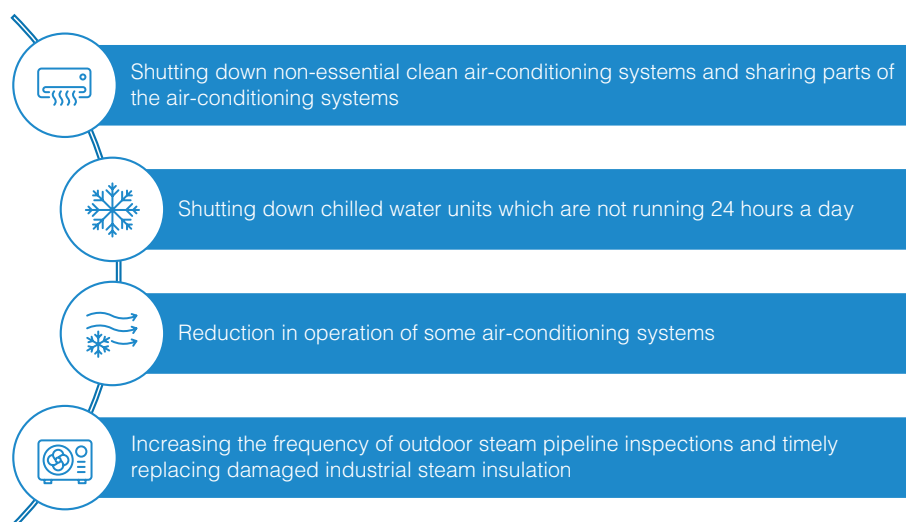
In terms of the risks we identified, Innovent operates risk management through two measures, adaptation and mitigation.

#### Adaptation

We practice adaptation plans for climate-related risks that have already occurred, such as cyclones or floods. We have contingency plans in place for extreme weather to ensure that the Company can operate normally in the event of extreme weather. We regularly advocate for employee safety in the face of unexpected weather changes by reminding them to make emergency preparations.

#### Mitigation

We constantly improve our energy management system and energy efficiency in mitigating the impact of operations on climate change. We have adopted different measures to reduce energy consumption and improve energy efficiency, including equipment improvement and process modification.



#### Energy Conservation Measures



#### Energy Conservation Program: Freezer System Retrofit



In 2023, we carried out an energy-saving improvement project for freezers and modified six 24-hour normally-open freezers with graphene-enhanced energy-saving composite film technology modification, which can significantly isolate external heat radiation and enhance internal heat convection and heat transfer efficiency, for the purpose of reducing energy consumption. The project investment was over RMB930,000. With the implementation of the program, the annual electricity consumption can be conserved by 648,000kWh, and the GHG emissions can be reduced by 369.5tCO<sub>2</sub>.



Freezer System Retrofit

## 5. EMBRACING ECOLOGY

### 5.4.4 Performance and Metrics

We continuously track our energy consumption and GHG emission performance, and regularly review the progress of our energy conservation targets.

Target metrics	Target	Target status
Energy conservation	Achieving a 5% annual reduction in energy consumption per production unit by 2030	Achieved Reduced by 17.2% (6018 KWH/Kvials in 2023) as compared with 2022
Greenhouse gas emissions	Reducing greenhouse gas emissions per unit of production by 10% in 2030 compared to 2020	Achieved Reduced by 61% (5.4 T/Kvials in 2023) as compared with 2020 (13.97T/Kvials)

Indicator	Unit	2023
Comprehensive energy consumption <sup>7</sup>	Tons of standard coal	4,940.60
Density of energy consumption	Tons of standard coal/million revenue	0.80

#### Energy resource utilization data of Innovent

Indicator	Unit	2023
Scope 1 GHG emissions <sup>8</sup>	Tons of carbon dioxide equivalent	65.17
Density of direct GHG emissions	Tons of carbon dioxide equivalent/million revenue	0.01
Scope 2 GHG emissions <sup>9</sup>	Tons of carbon dioxide equivalent	15,829.25
Density of indirect GHG emissions	Tons of carbon dioxide equivalent/million revenue	2.55
Total GHG emissions	Tons of carbon dioxide equivalent	15,894.42
Density of total GHG emissions	Tons of carbon dioxide equivalent/million revenue	2.56

#### GHG emission data of Innovent

- 7 The comprehensive energy consumption is calculated based on the General Principles for Calculation of the Comprehensive Energy Consumption (《綜合能耗計算通則》) (GB/T2589-2020) issued by the State Administration for Market Regulation (國家市場監督管理總局) and the State Standardization Administration (國家標準化管理委員會).
- 8 Direct (scope 1) GHG emissions is calculated based on the IPCC Guidelines for National Greenhouse Gas Inventory 2006, 2019 Revised Edition (《IPCC2006 年國家溫室氣體清單指南 2019 修訂版》) issued by the Intergovernmental Panel on Climate Change (IPCC).
- 9 Indirect (scope 2) GHG emissions is calculated based on the Notice on the Management of Greenhouse Gas Emissions Reporting by Enterprises in the Power Generation Industry for the Period 2023-2025 (《關於做好 2023 – 2025 年發電行業企業溫室氣體排放報告管理有關工作的通知》) issued by the Ministry of Ecology and Environment



## Appendix I: SEHK ESG Reporting Guide Index

Environmental, Social and Governance Areas, General Disclosures and Key Performance Indicators (KPIs)		Section
<b>Environmental</b>	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.	5. Embracing Ecology: 5.2 Resource Conservation and Emission Reduction
A1.1	The types of emissions and respective emissions data.	5. Embracing Ecology: 5.2 Resource Conservation and Emission Reduction
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).	5. Embracing Ecology: 5.4 Response to Climate Change
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	5. Embracing Ecology: 5.2 Resource Conservation and Emission Reduction
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	5. Embracing Ecology: 5.2 Resource Conservation and Emission Reduction
A1.5	Description of emissions target(s) set and steps taken to achieve them.	5. Embracing Ecology: 5.4 Response to Climate Change
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.	5. Embracing Ecology: 5.2 Resource Conservation and Emission Reduction

## Appendix I: SEHK ESG Reporting Guide Index

Environmental, Social and Governance Areas, General Disclosures and Key Performance Indicators (KPIs)		Section
A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	5. Embracing Ecology: 5.2 Resource Conservation and Emission Reduction & 5.4 Response to Climate Change
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).	5. Embracing Ecology: 5.4 Response to Climate Change
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	5. Embracing Ecology: 5.2 Resource Conservation and Emission Reduction
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	5. Embracing Ecology: 5.4 Response to Climate Change
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.	5. Embracing Ecology: 5.2 Resource Conservation and Emission Reduction
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	5. Embracing Ecology: 5.2 Resource Conservation and Emission Reduction
A3: The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	5. Embracing Ecology: 5.1 Environmental Management
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	5. Embracing Ecology: 5.1 Environmental Management
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.	5. Embracing Ecology: 5.4 Response 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.	5. Embracing Ecology: 5.4 Response to Climate Change

## Appendix I: SEHK ESG Reporting Guide Index

Environmental, Social and Governance Areas, General Disclosures and Key Performance Indicators (KPIs)		Section
<b>Social</b>	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. People First: 4.1 Compliant Employment
B1.1	Total workforce by gender, employment type (for example, full – or part-time), age group and geographical region.	4. People First: 4.1 Compliant Employment
B1.2	Employee turnover rate by gender, age group and geographical region.	4. People First: 4.1 Compliant Employment
	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. People First: 4.4 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. People First: 4.4 Occupational Health and Safety
B2.2	Lost days due to work injury.	4. People First: 4.4 Occupational Health and Safety
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	4. People First: 4.4 Occupational Health and Safety

## Appendix I: SEHK ESG Reporting Guide Index

Environmental, Social and Governance Areas, General Disclosures and Key Performance Indicators (KPIs)		Section
B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	4. People First: 4.2 Employee Development
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	4. People First: 4.2 Employee Development
B3.2	The average training hours completed per employee by gender and employee category.	4. People First: 4.2 Employee Development
B4: Labour Standards		
General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	4. People First: 4.1 Compliant Employment
B4.1	Description of measures to review employment practices to avoid child and forced labour.	4. People First: 4.1 Compliant Employment
B4.2	Description of steps taken to eliminate such practices when discovered.	4. People First: 4.1 Compliant Employment
B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	3. High Quality as Key: 3.5 Supply Chain Management
B5.1	Number of suppliers by geographical region.	3. High Quality as Key: 3.5 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.	3. High Quality as Key: 3.5 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.	3. High Quality as Key: 3.5 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.	3. High Quality as Key: 3.5 Supply Chain Management

## Appendix I: SEHK ESG Reporting Guide Index

Environmental, Social and Governance Areas, General Disclosures and Key Performance Indicators (KPIs)		Section
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, labeling and privacy matters relating to products and services provided and methods of redress.	3. High Quality as Key: 3.1 Product Quality and Safety & 3.4 Responsible Marketing
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	3. High Quality as Key: 3.1 Product Quality and Safety
B6.2	Number of products and service related complaints received and how they are dealt with.	3. High Quality as Key: 3.1 Product Quality and Safety
B6.3	Description of practices relating to observing and protecting intellectual property rights.	1. Excellent Governance: 1.5 IPR Protection
B6.4	Description of quality assurance process and recall procedures.	3. High Quality as Key: 3.1 Product Quality and Safety
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	1. Excellent Governance: 1.4 Customer Privacy Protection and Information Security
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.	1. Excellent Governance: 1.2 Compliance Operations
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.	1. Excellent Governance: 1.2 Compliance Operations
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	1. Excellent Governance: 1.2 Compliance Operations
B7.3	Description of the anti-corruption training provided to directors and employees	1. Excellent Governance: 1.2 Compliance Operations

## Appendix I: SEHK ESG Reporting Guide Index

Environmental, Social and Governance Areas, General Disclosures and Key Performance Indicators (KPIs)		Section
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.	2. Enjoy Good Health: 2.1 Inclusive Healthcare & 2.2 Public Welfare and Charity
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	2. Enjoy Good Health: 2.1 Inclusive Healthcare & 2.2 Public Welfare and Charity
B8.2	Resources contributed (e.g. money or time) to the focus area.	2. Enjoy Good Health: 2.1 Inclusive Healthcare & 2.2 Public Welfare and Charity

## Appendix II: 2023 Statistical Tables

Environmental data statistics			
Category	Name	Unit	2023
Greenhouse gases	Scope 1: Direct GHG emissions	Tons of carbon dioxide equivalent	65.17
	Density of direct GHG emissions	Tons of carbon dioxide equivalent/million revenue	0.01
	Scope 2: Indirect GHG emissions	Tons of carbon dioxide equivalent	15,829.25
	Density of indirect GHG emissions	Tons of carbon dioxide equivalent/million revenue	2.55
	Total GHG emissions	Tons of carbon dioxide equivalent	15,894.42
	Density of total GHG emissions	Tons of carbon dioxide equivalent/million revenue	2.56
Waste	Total hazardous waste	Ton	465.00
	Density of hazardous waste emissions	Ton/million revenue	0.07
	Total non-hazardous waste	Ton	228.10
	Density of non-hazardous waste emissions	Ton/million revenue	0.04
Wastewater	Discharge of domestic wastewater	m <sup>3</sup>	158,447.50
	Discharge of industrial wastewater	m <sup>3</sup>	114,873.00
COD	/	m <sup>3</sup>	1.69
Energy	Electricity	MWh	46.30
	Density of electricity consumption	MWh/million revenue	0.01
	Heat	KJ	143,662,240,000.00
	Density of heat consumption	KJ/million revenue	23,148,665.74
	Natural gas	0'000 standard m <sup>3</sup>	3.01
	Density of natural gas consumption	0'000 standard m <sup>3</sup> /million revenue	0.0005
	Comprehensive energy consumption	Tons of standard coal	4,940.60
	Energy consumption density	Tons of standard coal/million revenue	0.80
Water consumption	Tap water	m <sup>3</sup>	633,790.00
	Recycled water	m <sup>3</sup>	32,255.00
	Density of water consumption	m <sup>3</sup> /million revenue	102.12

## Appendix II: 2023 Statistical Tables

Environmental data statistics			
Packaging material	Carton	Ton	97.00
	Small box	Ton	96.00
	Tray	Ton	0.00
	Others	Ton	105.00
	Total	Ton	298.00
	Density	Ton/million revenue	0.05

Social data statistics			
Category	Name	Unit	2023
Company workforce	Total number of employees	Person	4,872
Total number of employees/ by gender	Male	Person	2,425
	Female	Person	2,447
Total number of employees/ by employment type	Full-time employees	Person	4,872
	Part-time employees	Person	0
Total number of employees/ by age	30 years old and below	Person	2,300
	30 to 50 years old	Person	2,519
	50 years old and above	Person	53
Total number of employees/ by region	Suzhou	Person	1,417
	Beijing	Person	189
	Shanghai	Person	399
	Others (including America and Europe)	Person	2,867
Total number of employees/ by rank	Senior management	Person	52
	Female in senior management	Person	14
	Middle management	Person	188
	Junior management	Person	543
	General staff	Person	4,089
Total number of employees/ by ethnicity	Ethnic minorities employees	Person	167
Average service years of employees/by gender	Male	Year	12.21
	Female	Year	10.39
Total number of new hires/ by gender	Male	Person	723
	Female	Person	617



## Appendix II: 2023 Statistical Tables

Social data statistics			
Total number of new hires/ by age	30 years old and below	Person	951
	31 to 49 years old	Person	386
	50 years old and above	Person	3
Total number of new hires/ by region	Suzhou	Person	161
	Beijing	Person	72
	Shanghai	Person	92
	Others (including America and Europe)	Person	1,015
Total number of new hires/ by employment type	Full-time employees	Person	1,340
	Part-time employees	Person	0
Total number of new hires/ by rank	Senior management	Person	4
	Middle management	Person	20
	Junior Management	Person	50
	General staff	Person	1,266
Number of employee turnover/by gender	Male	Person	410
	Female	Person	397
Number of employee turnover/by age	30 years old and below	Person	365
	31 to 49 years old	Person	436
	50 years old and above	Person	6
Number of employee turnover/by region	Suzhou	Person	194
	Beijing	Person	45
	Shanghai	Person	96
	Others (including America and Europe)	Person	472
Employee turnover rate	Employee turnover rate	%	16
Employee turnover rate/by gender	Male	%	16
	Female	%	16
Employee turnover rate/by age	30 years old and below	%	15
	31 to 49 years old	%	17
	50 years old and above	%	11
Employee turnover rate/by region	Suzhou	%	12
	Beijing	%	23
	Shanghai	%	22
	Others (including America and Europe)	%	17

## Appendix II: 2023 Statistical Tables

Social data statistics			
Work injury and work-related deaths	Number of work-related fatalities of employees	Person	0
	Rate of work-related fatalities of employees	%	0
	Lost days due to work injury	Day	0
	Number of work-related fatalities of suppliers and contractors	Person	0
	Rate of work-related fatalities of suppliers and contractors	%	0
Employee training percentage/ by gender	Male	%	100
	Female	%	100
Employee training percentage/ by rank	Senior management (Executive Director and above)	%	100
	Middle management	%	100
	Grassroots Management	%	100
Average hours of employee training/by gender	Male	Hour	53.52
	Female	Hour	53.80
Average hours of employee training/by rank	Senior management (Executive Director and above)	Hour	54.03
	Middle management	Hour	54.07
	Junior Management	Hour	53.59
	General staff	Hour	53.65
Number of supplier by region	Eastern China	Unit	851
	Southern China	Unit	34
	Central China	Unit	26
	Northern China	Unit	128
	Northwestern China	Unit	1
	Northeastern China	Unit	4
	Southwest China	Unit	16
	Outside Mainland China (including Hong Kong, Macau and Taiwan)	Unit	51
Number of supplier by type	Material	Unit	192
	Fixed asset	Unit	282
	Engineering	Unit	173
	R&D	Unit	109
	Clinical	Unit	83
	Ordinary	Unit	272

## Appendix II: 2023 Statistical Tables

Social data statistics			
Customer complaints	Product and service complaints	Case	64
	Safety and health-related recalls percentage	%	0
Anti-corruption	Number of corruption cases brought against the Company or its employees	Case	0
	Anti-corruption training	Time	172
	Number of anti-corruption training participants	Person-time	8,446
	Participation rate in anti-corruption training	%	100
Number of patents and trademarks applications in 2023	Number of patent applications domestically	Piece	53
	Number of trademark applications domestically	Piece	79
	Number of patent applications internationally	Piece	22
	Number of trademark applications internationally	Piece	7
Number of patent and trademark applications received in 2023	Number of patents received	Piece	40
	Number of trademark received	Piece	98
Cumulative number of patent and trademark applications	Number of patent applications domestically	Piece	337
	Number of trademark applications domestically	Piece	970
	Number of patent applications internationally	Piece	582
	Number of trademark applications internationally	Piece	136
Cumulative number of copyright registrations	Number of copyrights registration domestically	Piece	18
Cumulative number of patents and trademarks received	Number of patents received	Piece	174
	Number of trademarks received	Piece	882
Social welfare	Capital investment of public welfare	RMB million	154.7
	Time investment of public welfare	Hour	3,024
	Number of volunteers	Person	316

# Innovent

信达生物制药



## Innovent Biologics Group

Address : 168 Dongping Street , Industrial Park ,  
Suzhou , Jiangsu Province