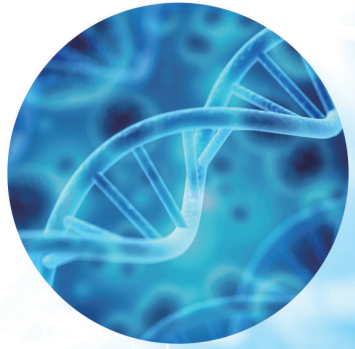
Brii Biosciences

Breakthrough innovation & insight

Stock Code: 2137. HK

Improving Patient Health and Choice



Environmental, Social & Governance Report 2024

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2024
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Overview

CHAIRMAN'S STATEMENT

As Brii Biosciences Limited ("Brii Bio", the "Company", the "Group" or "we") celebrates its sixth year of operation, I am proud to present our latest Environmental, Social, and Governance ("ESG") report, which highlights our continued commitment to sustainable and responsible business practices in 2024 (the "Year" or the "Reporting Period").

Over the years, we have strategically expanded our global presence, achieving a series of significant milestones that have established us as a leader in biotechnology. Since our establishment in 2018, we have been on a mission to tackle public health challenges through breakthrough scientific innovation and critical patient insights. Led by our visionary and experienced leadership team, our Company is progressing a broad clinical-stage pipeline of distinctive therapeutic options through in-house discovery and strategic in-licensing with global best-in-class partners. This pipeline aimed at combating infectious diseases, with flagship initiatives targeting hepatitis B ("HBV") functional cure and other programs seeking for strategic partnerships, including the further development of our promising therapeutic programs for Multidrug- and Extensively Drug-Resistant ("MDR/XDR") infections, and human immunodeficiency virus ("HIV").

2024 has been a notable year for Brii Bio, characterized by significant strategic initiatives undertaken to advance our innovative HBV program. We obtained scientific insights from our clinical trials and unveiled key datasets that, for the first time, immune responses induced by an HBV therapeutic vaccine are associated with hepatitis B surface antigen ("HBsAg") reduction and viral control in certain participants with chronic HBV infection. These findings are instrumental, offering significant support for the continued clinical assessment of BRII-179 in conjunction with other therapeutic approaches, which are vital for the pursuit of a functional cure for chronic HBV infection. Besides, Brii Bio showcased groundbreaking Phase 2 ENSURE study results at the American Association for the Study of Liver Diseases The Liver Meeting® ("AASLD") 2024, demonstrating elebsiran's potential to enhance HBV functional cure rate in combination therapy. This milestone underscores our commitment to advancing innovative treatments for chronic HBV, addressing a critical unmet need for millions globally. Furthermore, I am honored to announce that all three of our front-line HBV candidates – elebsiran, tobevibart, and BRII-179 have been awarded Breakthrough Therapy Designation by the Center for Drug Evaluation ("CDE") of China's National Medical Products Administration ("NMPA"). This recognition underscores the potential of these candidates to offer meaningful improvements over current treatment options and to expedite the clinical development.

Committed to sustainable healthcare, we prioritize patient well-being and social responsibility, actively engage with academic institutions, and industry peers to foster the exchange of expertise. This collaborative approach drives patient-centric innovation not only within our own pipeline but also across the industry. Beyond patient care, we are committed to creating an inclusive workplace that prioritizes the well-being of our valued workforce. As part of our ongoing commitment to safety, in 2024, we have concentrated our efforts on addressing the critical issue of workplace violence. To this end, we have formulated a comprehensive Workplace Violence Prevention Plan and provided essential training to our employees in the United States of America ("U.S." or "United States" or "USA") office.

Our governance structure, defined by transparency, accountability, and ethical behavior, exemplifies our dedication to ESG principles. Aided by a highly independent and diverse board ("Board") of directors of our Company ("Directors"), we uphold strong governance practices. Our ESG strategy is founded on our core values, and led by our governance leaders, we are committed to integrating ESG principles across all operational stages.

As part of our environmental sustainability efforts, we have reduced our electricity consumption by 14.76% compared to 2023, demonstrating our unwavering commitment to responsible environmental practices. Moving forward, we will continue to enhance our resource management and climate-related initiatives to further promote environmental excellence across our global operations.

I extend my sincere gratitude to all our stakeholders for their steadfast support and invaluable contributions. As we progress on our ESG journey, we remain steadfastly committed to advancing our sustainability practices and goals, ensuring the creation of lasting, sustainable value for all our stakeholders.

Through our collective efforts, we are confident in our ability to drive positive change, address critical environmental challenges, and positively impact the communities we serve. I look forward to continued collaboration as we navigate this important path together.

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

Striving to address public health challenges through cutting-edge scientific innovation and crucial patient insights, Brii Bio is actively advancing a range of therapies to enhance in diseases where patients experience high unmet medical needs, limited choice and significant social stigmas.

We cordially invite you to explore our comprehensive ESG report, which highlights our progress towards a more sustainable tomorrow.

In this chapter, we share:

- **2024 ESG Performance Highlights**
- **2024 Milestone, Honors and Awards**
- **Our Mission, Values and ESG Strategy**
- **Board Statement**
- **ESG Governance**

2024 BRII BIO BY THE NUMBERS

Social (Business, Research and Development ("R&D"), Operation)

Elebsiran and tobevibart were granted Breakthrough Therapy Designation

7
Newly authorized patents

7
Therapeutic candidates

RMB249.8 million
Invested in our R&D initiatives

72.4%
of employees specialized in R&D

4
Literature newly published

Governance

71%
Independent non-executive Directors

Over **25%**
of Women on the Board

0
Instances of corruption or bribery

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

Environmental

14.76%
Reduction in electricity consumption compared to 2023

100%
Proper waste disposal

Social (Human Capital Management, Product Quality and Safety, Access to Healthcare)

18
Brii Talks

21
Videos of LinkedIn Learning

13
Employee engagement events

100%
compliance with applicable quality regulations, codes and standards

2,847
Total Training hours with 100% coverage

2024 MILESTONE, HONORS AND AWARDS

Key Clinical Milestones of the Group in 2024:

February 2024

Acquired full intellectual property rights for BRII-179 and initiated technology transfer to expand clinical and commercial supplies

Mar 2024

Presented data on patients meeting nucleotide reverse transcriptase inhibitor ("NRTI") discontinuation criteria from the Phase 2 study of BRII-179 in combination with PEG-IFNα as a late-breaking oral presentation at APASL 2024

Apr 2024

Obtained Investigational New Drug ("IND") approval from the Center of Drug Evaluation ("CDE") of China's NMPA for ENRICH Study

May 2024

Received Breakthrough Therapy Designations from the China's NMPA for elebsiran and tobevibart

June 2024

Presented new data from two Phase 2 studies evaluating BRII-179 either as a combination therapy with elebsiran or as an add-on therapy to PEG-IFNα treatment for chronic HBV infection at the EASL 2024

Aug 2024

Completed first patient's first dose in the Phase 2 ENRICH Study

Obtained IND approval from the CDE of China's NMPA for ENHANCE Study

Oct 2024

Obtained IND approval from the CDE of China's NMPA for BRII-693

Completed first patient's first dose in the Phase 2 ENHANCE Study

Nov 2024

Presented end-of-treatment data from the Phase 2 ENSURE study as a late-breaking oral presentation at AASLD 2024

Completed last subject's first dose in the Phase 2 ENRICH Study

Dec 2024

Completed patient enrollment for the ENRICH Study

Obtained R&D incentive award from Haidian government

Key Awards and Honors Received by the Group in 2024:

Influences of Our Leaders Company Award

Awards designation by Securities Times: 4th Pharmaceutical Innovation for Public Welfare Awards – Top Ten Pharmaceutical Innovation Leaders of the Year

Dr. Zhi Hong, Executive Director, Chairman of the Board and Chief Executive Officer (the "CEO")

Awards designation by Securities Times: 4th Pharmaceutical Innovation for Public Welfare Awards – Top Ten Pharmaceutical Innovation Scientists of the Year

Dr. Qing Zhu, Ph.D., Head of China R&D

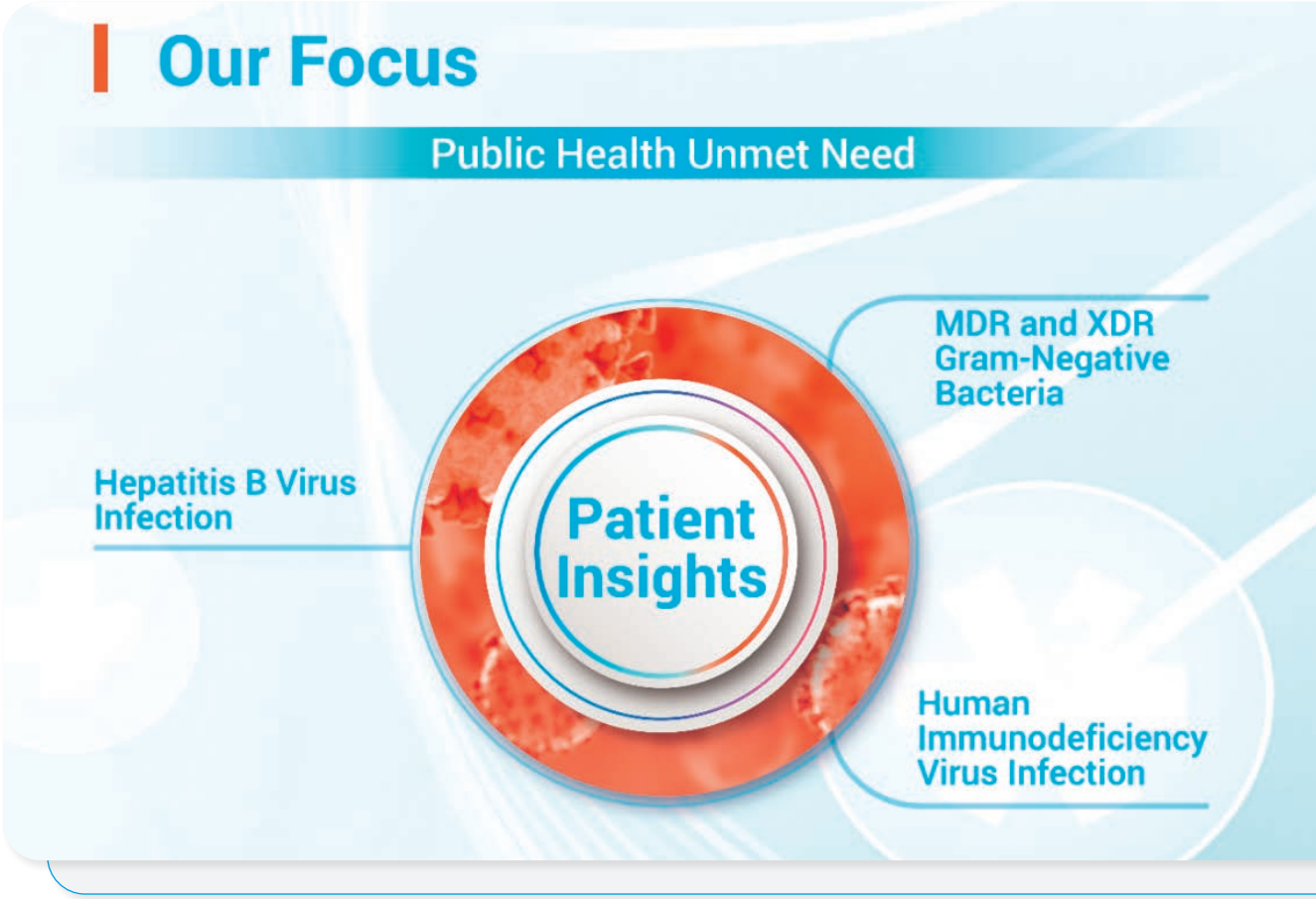
Company Award

Platinum Bell Seal Designation by Mental Health America

2024 Platinum Bell Seal for Workplace Mental Health

ABOUT US

Brii Bio is a biotechnology company developing therapies to address major public health challenges where patients experience high unmet medical needs, limited choice and significant social stigma. With a focus on infectious diseases, the Company is advancing a broad pipeline of unique therapeutic candidates with lead programs against HBV infection. The Company is led by a visionary and experienced leadership team and has operations in key biotech hubs, including Raleigh-Durham, the San Francisco Bay Area, Beijing and Shanghai. The mission at Brii Bio is clear: to develop a functional cure treatment option for hepatitis B, where the Company believes there is a substantial opportunity to create meaningful impacts for patients both in China and around the world.



OUR BUSINESS APPROACH

Since 2018

- With the aim of developing therapies to improve health in diseases where patients experience high unmet medical needs, limited choices, and significant social stigma, we focus on infectious diseases, with strong capabilities in research, business development, and commercialization.

Where We Are

- Advancing a broad pipeline of unique therapeutic candidates with lead programs against HBV infection.
- Actively seeking partnership opportunities for further development of our HIV and MDR/XDR programs.
- Committed to the rigorous pursuit of developing differentiated treatment options for patients.

Where Are We Going: An Ongoing Journey

- Recognizing that continuous advancements in medicine are crucial to human well-being, we are actively accelerating our next stage of corporate growth. By combining in-house discovery with strategic partnerships with global leaders, we are expediting the development and delivery of breakthrough medicines to patients worldwide.

Dr. Zhi Hong, Ph.D.
Executive Director, Chairman

"Through vigorous clinical investigations over the past 5 years, we have a deep understanding of what is required to maximally reduce and sustain HBsAg loss. With BRII-179, we have a strategy to assess and enhance HBV patients' intrinsic immunity, targeting therapies to those most likely to respond, while sparing others from poorly tolerated regimens. These are important breakthroughs informing our late-stage clinical combination trials."

PIPELINE

Indication	Program	Pre-clinical	IND	Phase 1	Phase 2	Phase 3	NDA/BLA	Commercial	Brii Bio Rights	Partners
Infectious Disease Programs										
Hepatitis B Treatment[1]	BRII-179								Global	–
	Elebsiran[2]								Greater China*	Vir Biotechnology
	Tobevibart[3]								Greater China*	Vir Biotechnology
HIV	BRII-732								Global	–
	BRII-753								Global	–
MDR/XDR Gram-negative Bacterial Infections	BRII-693								Global	–
NTM Lung Disease	Epetraborole[4]								Greater China*	AN2Therapeutics

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

(1) The Phase 2 combination clinical trials conducted by Brii Bio:
- ENSURE study: Elebsiran ± PEG-IFNα
- ENRICH study: BRII-179→Elebsiran + PEG-IFNα
- ENHANCE study: BRII-179 + Elebsiran + PEG-IFNα

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

(3) Tobevibart was previously known as VIR-3434. The Phase 2 clinical trials have been conducted by Vir Biotechnology, Inc. ("Vir Biotechnology").

(4) Epetraborole is also known as BRII-658. To this date, the development and clinical trials have been conducted by AN2 Therapeutics, Inc..

ESG INTEGRATION IN OPERATION

Brii Bio's core values – patients first, trust, integrity, and quality – shape our business strategy and guide our ESG journey. We aim to tackle public health challenges through scientific innovation and patient insights.

ESG Strategy

Committed to ESG principles, our strategy addresses pharma sector challenges and aligns with our mission to provide pioneering healthcare solutions. Grounded in our core values, it focuses on key material issues crucial to our operations and organizational success.

Moving forward, our management team, with the guidance of the Board, is dedicated to the proactive management and prioritization of ESG practices and objectives within Brii Bio. As we expand globally and drive innovation, we remain dedicated to corporate responsibility and creating sustainable value for all stakeholders.

Patients First

Clinical Trial Standard

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

Technology and Innovation

- We are dedicated to addressing societal inequalities through advancements in medical therapies and innovative drugs.

Patient Advocacy

- Brii Bio prioritizes patient well-being, advocating for their rights. We strive to reduce social stigma through disease education.

Trust

Intellectual Property Protection

- We prioritize ethical conduct, transparency, and open dialogue with stakeholders. We also emphasize protecting intellectual property to foster continuous innovation.

Information Security

- Brii Bio places a high priority on safeguarding sensitive information and ensuring data privacy, thereby fostering trust and preserving confidentiality.

Integrity

Corporate Governance

- We uphold strong corporate governance, promoting transparency and ethical decision-making through a comprehensive governance framework with a top-down approach.
- Our Board, with diverse industry expertise, guides our executive team and ESG Working Group to integrate core values and ESG priorities into daily operations.

Quality

Product Safety and Quality

- We foster a culture of excellence with robust systems to ensure quality-focused behavior. Our commitment centers on optimizing product quality, safeguarding patient well-being, and preserving Brii Bio's integrity and success.
- In addition to our focus on quality, we are equally dedicated to environmental stewardship. We are attentive to the environmental impacts across our supply chain.

Dr. Ellee de Groot

Chief Technology Officer

"I feel very fortunate to be working at Brii Bio. One of the things that was attractive to me about Brii Bio and Brii Bio's leadership is that it's very focused on understanding patient needs and treatment preferences. In fact, our name Brii stands for breakthrough innovation and insight. So, it's this patient insight that really inspires the Company in how we think about treatment of disease. We're very much focused on diseases where there's true unmet need. And we spend a lot of time talking and thinking about how to innovate around this unmet need."

Oversight of the Board

In the modern business landscape, effective corporate governance is indispensable as the bedrock of a company's stability and growth. Brii Bio has established a comprehensive governance structure to manage ESG issues. The Board holds overall accountability for our ESG strategies and performance. The Board reviews and approves the Company's ESG-related strategies, targets, information disclosure and progress. It carries out in-depth evaluations and assessments to identify and understand the risks associated with our ESG strategy and the materiality of various ESG issues to our operations. Moreover, the Board is tasked with endorsing and assessing the Company's ESG strategy and objectives, ensuring they are congruent with our overarching mission and values. Ongoing monitoring, evaluation, and review of the Company's ESG-related targets are within the Board's domain to guarantee continuous improvement and responsibility. On the other hand, the Board also reviews and approves the public disclosure of our ESG performance, thereby promoting transparency and upholding accountability to our stakeholders.

Board Statement

Governance and Risks

Brii Bio places the utmost priority on the effective management of ESG risks, ensuring that they are seamlessly integrated into our overall risk management strategy.

Our Audit & Risk Committee occupies a central role in evaluating these ESG risks and offering insightful guidance to the Board regarding material ESG risks and opportunities.

Material ESG Issues

Brii Bio diligently cultivates robust strong relationships with both internal and external stakeholders to ensure ongoing engagement, enabling effective identification of material ESG issues and the development of strategies aligned with our overarching objectives.

Brii Bio consistently keeps abreast of global sustainability trends and benchmarks our performance against industry peers which is crucial for assessing our ESG practices. It forms the basis for decision-making and resource allocation, ensuring our continued commitment to ESG excellence.

ESG-related Goals and Targets

Setting well-defined targets aimed at reducing emissions, enhancing energy efficiency, water efficiency, and waste reduction.

Evaluating and tracking the progress of these targets on a regular basis.

Corporate Governance Structure

Sustainable corporate development rests upon the foundation of a robust and well-defined governance framework. Committed to strong corporate governance, Brii Bio safeguards shareholders' interests, enhances corporate value, and promotes transparency. The Board holds the paramount responsibility of overseeing the Company's business operations and strategic direction, with the aim of safeguarding the best interests of the Company and its shareholders.

Dedicated to maintaining and upholding the highest standards of corporate governance, Brii Bio's comprehensive governance structure is established in alignment with Appendix C1 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Listing Rules"), which outlines the Corporate Governance Code. We strictly adhere to the Listing Rules, the Companies Ordinance (Cap. 622 of the Laws of Hong Kong), and all other applicable laws, rules, and regulations.

Brii Bio has a Board characterized by a high degree of independence, consisting of 2 Executive Directors, and 5 Independent Non-Executive Directors. The majority of Independent Directors ensures a strong balance of authority and oversight. To further support the Board's decision-making process, we have established 4 Committees:

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

Each Committee's role and responsibilities have been explicitly defined in the Terms of Reference.

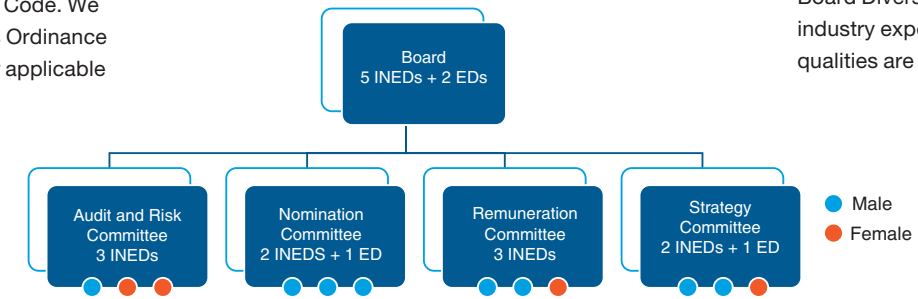
>70% Independent Non-Executive Directors

4 Committees in Total

2 Fully Independent Committees

>25% Female Representation in the Board

Brii Bio embraces inclusivity and diversity, recognizing their immense value to the Board. Integrating diverse perspectives and experiences drives the Company toward strategic milestones and sustainable growth. To this end, our Board comprises a diverse group of individuals with outstanding expertise spanning various scientific and corporate fields. In line with our dedication to diversity, we have established a Board Diversity Policy to ensure a range of skills, regional and industry experience, backgrounds, races, genders, and other qualities are well-represented on the Board.



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

ESG Governance

Brii Bio's overarching goal is to embed ESG principles holistically across all facets of our operations. By doing so, we aim to drive sustainable development and generate value for all stakeholders.

Addressing public health challenges requires a strong commitment to sustainability. To this end, we have established a comprehensive ESG governance framework that cultivates collaborations across every stratum of our organization and promotes dynamic interaction with our stakeholders.

Our proactive top-down strategy empowers us to identify and prioritize the most significant ESG concerns. We implement tailored management strategies that not only bolster our sustainability practices but also elevate our overall performance.

Board

The Board holds ultimate responsibility for overseeing the Group's ESG policies, targets, and strategies, with special delegation to the Audit and Risk Committee to review ESG report and maintain regular communication. This committee is also responsible for monitoring ESG performance, assessing risks, and evaluating opportunities.

Executive Team

With oversight from the Board, the executive team is tasked with overseeing the implementation of ESG initiatives. Their responsibilities include evaluating and revising the Group's ESG policies, initiatives, objectives, and strategic focus.

ESG Working Group

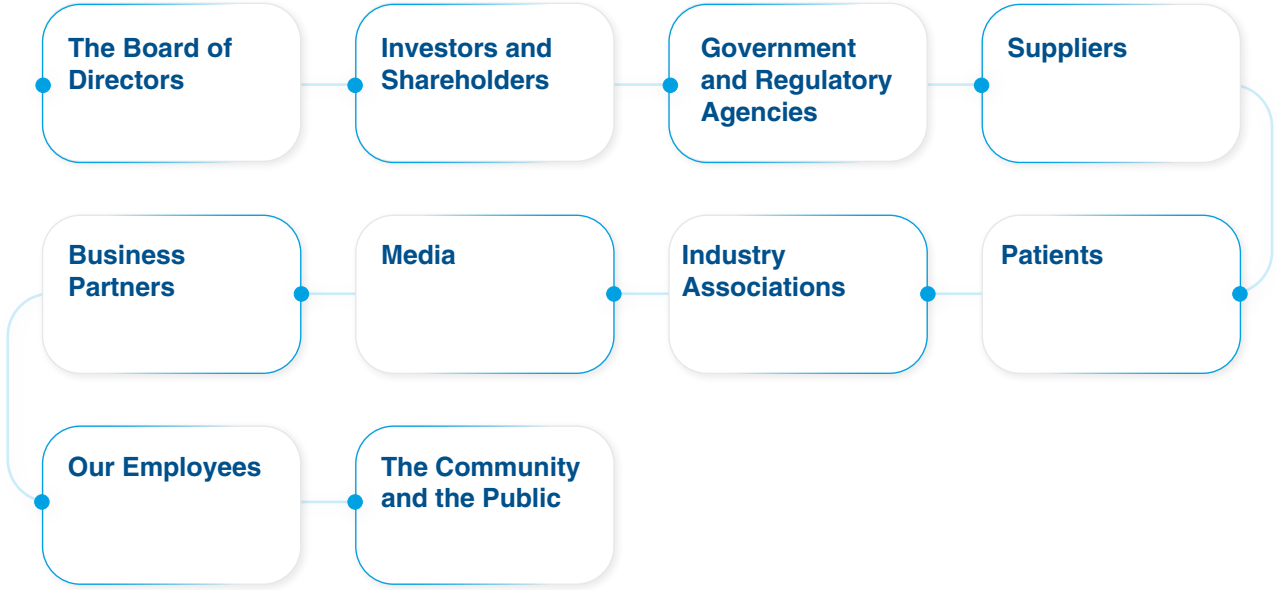
The ESG Working Group, a collaborative assembly of representatives from various functional departments, plays a pivotal role in managing and executing ESG-related practice within their daily operations.

Fostering Trust and Transparency through Proactive Stakeholder Engagement

Trust is central to our strategy, and proactive communication is essential for building stakeholder trust. At Brii Bio, we prioritize regular and efficient engagement to understand and address stakeholders' perspectives and needs, aligning our actions with their ESG expectations.

Brii Bio addresses major global health challenges via strategic collaborations with healthcare providers and governments, leveraging shared expertise and resources to make a meaningful impact. For details on how the Group communicates with stakeholders, please refer to the section "Appendix III: Communication between Brii Bio and Stakeholders".

The major stakeholders of the Group include:



Materiality Assessment

By identifying and prioritizing ESG topics, we can allocate resources effectively to the issues that most significantly impact our stakeholders and our business.

In the 4th quarter of 2022, we engaged an independent professional ESG consultant to conduct a comprehensive materiality assessment process. This involved an extensive online questionnaire targeting our key stakeholders, enabling us to gain valuable insights into their concerns and materiality of various ESG topics.

Insights from this assessment have shaped our ESG strategy, identifying key improvement areas and laying the foundation for sustainable initiatives. Periodic materiality assessments help us refine our ESG approach, ensuring resource allocation meets stakeholders' expectations and contributes to long-term business value. Since we do not have significant changes in our business operation and the organization structure, the Board has decided, after careful consideration, to retain the list of material issues identified in the previous year.

The Report offers detailed insights into our management strategies, key actions, and performance on highly material issues, showcasing our commitment to transparency and ESG excellence. By focusing on material topics, we address the most profound impacts of our business operations.

Understanding Key ESG Issues

The list of material topics is developed based on the (1) Sustainability Accounting Standards Board (the "SASB") materiality map, (2) MSCI materiality database, (3) Biopharma investor ESG communications guidance 4.0 and (4) Appendix C2 "Environmental, Social and Governance Reporting Guide" (the "ESG Reporting Guide") to the Listing Rules issued by The Stock Exchange of Hong Kong Limited (the "Stock Exchange" or "HKEX")

Identification of Relevant ESG Issues

Through an analysis of key ESG trends, we identified 24 ESG issues relevant to our Company

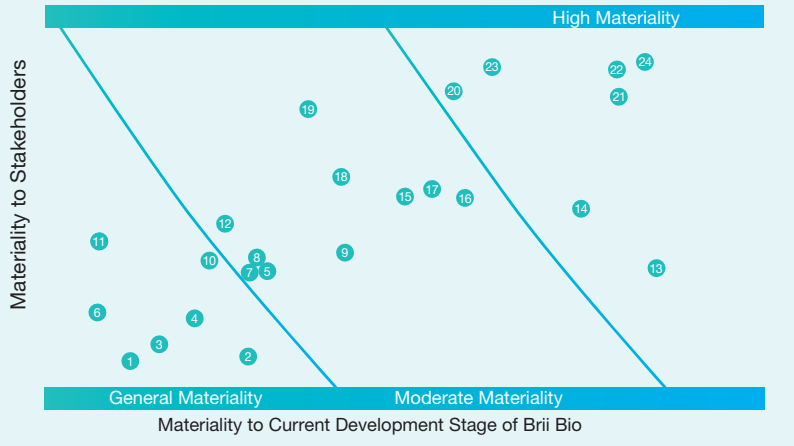
Prioritization of Material Issues

Material topics were scored based on the materiality of the relevant ESG issues by internal and external stakeholders. 7 high material ESG issues are identified, as reflected in the materiality matrix below

Validation of Materiality Assessment Results

The findings from the materiality analysis and the identified highly material ESG issues were reviewed by the Company's executives, and approved by the Board and the management

Materiality Matrix of Brii Bio



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

Materiality	Issues	Corresponding Chapter(s)
High Materiality	Clinical Trial Standard	2. Our Commitment to Public Health
	Product Safety and Quality	4. Operating with Integrity and Ethics
	Corporate Governance	1. Overview 4. Operating with Integrity and Ethics
	Intellectual Property Protection	2. Our Commitment to Public Health
	Technology and Innovation	2. Our Commitment to Public Health
	Information Security	4. Operating with Integrity and Ethics
	Patient Advocacy	2. Our Commitment to Public Health

We firmly believe that everyone deserves access to innovative, groundbreaking medicines that can transform their lives. Our aim is to revolutionize the biotechnology sector by creating accessible treatments for infectious diseases, thereby extending our reach to a broader global patient population. Motivated by this goal, we make significant investment in R&D and proactively partner with scientific and academic organizations to drive significant progress in the field of medical science.

Our Commitment to Public Health

FOSTERING INNOVATION AND COLLABORATION

Empowering Governance through Effective R&D Management System

We firmly believe that everyone deserves access to innovative medicines that can profoundly improve their lives, and this forms the core of our mission. To deliver innovative therapies and expand patient choices, we heavily invest in R&D, leveraging our industry-leading technologies. We also engage in standardized clinical research and drug development, establishing a well-defined research team with clear management responsibilities.

Our business relies heavily on R&D strategy as the cornerstone, ensuring our continued competitiveness in the biopharmaceutical industry. The R&D Review Committee (the "RDRC") and Corporate Investment Committee (the "CIC") have been established by the Company to monitor and provide oversight for the effective management of R&D projects and investments.

Research and Development Review Committee

Chaired by the CEO, the responsibilities of RDRC include:

- Supervising the launch of new projects (including potential new in-licensing programs), the progression of portfolio programs through established stage gates, and proposed program terminations.
- Offering oversight and recommendations.
- Deciding on pipeline progression and addressing stage gate inquiries.

Corporate Investment Committee

The responsibilities of CIC include:

- Supervising the management of both new and ongoing investments, while offering strategic oversight and recommendations.
- Approving planned R&D expenditures (after review of RDRC) and new equity investments, managing existing equity investments, and etc.
- The CEO will be responsible for making key decisions related to R&D activities.

Efficiency in compliance is ensured by our RDRC and our Stage Gate Policy. The project development process comprises the following steps:

Program Initiation

- We classify candidates into two categories:
  1) new research candidate and
  2) new in-licensed candidate
- A formal proposal, which includes inputs from assigned personnel, is mandatory for both types of programs.
- Proposal should encompass a variety of supporting information that aligns with the selection criteria, such as medical rationale, strategic fit, and an assessment of opportunities and risks.
- The proposal will be reviewed by the RDRC and the CIC when necessary.

Stage Gate Reviews

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

Monitoring Progress of Programs

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

Program Termination

- The proposed program termination will be reviewed by the RDRC.

R&D Program Highlights

Guided by deep insights into patient needs, Brii Bio has focused on advancing our robust portfolio of infectious disease candidates. We have built an extensive pipeline targeting infectious diseases. By leveraging our strategic presence in both China and the U.S., we are actively advancing our programs through international collaborations to accelerate commercialization opportunities, with the ultimate goal of enhancing global patient health.

Brii Bio is persistently moving forward with its product pipeline, concentrating on the late-stage clinical development of its flagship HBV program by engaging in diverse combination trials that leverage our distinct portfolio. Our research achievements have been significant, as in 2024 we announced clinical data that for the first time demonstrated a direct correlation between immune responses induced by an HBV therapeutic vaccine and reduction in HBsAg and sustained immune control of HBV infection. These findings offer valuable insights that support further clinical evaluation of BRII-179, our proprietary therapeutic vaccine, in combination with other modalities, such as Small interfering RNA ("siRNA") and pegylated interferon alpha ("PEG-IFNα"), as essential components for achieving a functional cure for chronic HBV infection.

It is also encouraging to note that, based on the recognition of the innovativeness of our HBV candidate drugs, elebsiran (previously known as BRII-835 or VIR-2218) and tobevibart (formerly known as BRII-877), received Breakthrough Therapy Designation from the Center for Drug Evaluation of China's National Medical Products Administration in May 2024, following the earlier Breakthrough Therapy Designation for BRII-179 in November 2023. Throughout the Year, we have advanced ongoing studies and launched new ones to explore various combination therapies, including elebsiran, BRII-179, and PEG-IFNα. This effort aims to expand our treatment options and increase the functional cure rate for chronic HBV infection across a diverse range of patient populations.

As we sharpen our strategic focus on HBV, we are actively exploring partnerships to further advance our promising programs in MDR/XDR and HIV. By enhancing our pipeline through internal development and strategic licensing, we are optimizing our organizational structure in China and the U.S. to support global innovation. With a strong cultural foundation and a mission-driven approach, Brii Bio is committed to addressing public health challenges and making a sustainable impact globally.

HBV Functional Cure Program

We are committed to advancing combination regimens with various modalities through our ongoing studies and collaborations with strategic partners, aiming to deliver higher functional cure rate to diverse HBV patient populations.

HBV is a global health threat, impacting over 254 million people and ranking among the most severe infectious diseases globally. Yet, there is currently no effective functional cure for HBV, with the available treatment options yielding a functional cure rate of only 3-7%. As a key component of our clinical development efforts, we are unwaveringly advancing our pipeline of innovative therapeutic candidates for HBV, aimed at enhancing the probability of achieving a high functional cure rate for patients with HBV. We believe novel combination treatments directed at specific subpopulations of HBV patients may lead to a higher functional cure rate across all HBV patient groups. In December 2024, we entered into an agreement with VBI Vaccines, Inc. and its creditors to acquire full intellectual property rights and assets for BRII-179. This transaction ensures us with uninterrupted clinical supply of BRII-179 and complete ownership of its IP, which will place us in a stronger position to advance our HBV functional cure strategy, supported by ongoing BRII-179 combination studies, including the fully enrolled ENRICH Phase 2b trial evaluating sequential therapies.

Besides, our possession of exclusive rights to develop and commercialize elebsiran and tobevibart for Greater China territory also reinforces our commitment to achieving a sustainable functional cure for HBV, offering transformative benefits to patients.

Moving forward, we will continuously enhance our product pipeline and business operations. Our objective is to improve the lives of patients who may have the best chance of achieving a cure, while also sparing others from poorly tolerated treatment regimens.

Dr. Qing Zhu
Head of China R&D

"Receiving Breakthrough Therapy Designations for tobevibart and elebsiran as well as the earlier Breakthrough Therapy Designation for BRII-179 further supports our long-held scientific rationales in the development of functional cure combination regimens for patients with chronic HBV infection. Brii Bio and our partner Vir Biotechnology have conducted numerous clinical trials over the past five years, from which we have gained comprehensive clinical safety and efficacy data as well as critical insight towards our late-stage development plan and achieving potentially higher rate of HBV functional cure in broader patient populations."

Our Research Elite

Our team's intellectual capacity and professional skills are the cornerstones of our Company's innovation. We prioritize scientific knowledge, discovery, and research development. Brii Bio's in-house R&D capabilities are led by industry veterans who contribute their extensive large pharma expertise, guiding us from the initial stages of drug discovery to the final steps of commercialization. Led by our founder and Chief Executive Officer, Dr. Hong, along with our esteemed Board and scientific advisory board members, our R&D process and drug candidate selection are expertly guided by a leading team. Brii Bio's in-house R&D team consists of industry-leading professionals with strong drug discovery and translational research capabilities. These experts bring an average of 20 years of experience in drug discovery and commercialization from top pharmaceutical companies.

Brii Bio's diverse Board members, with exceptional industry experience across various scientific and corporate disciplines, play a pivotal role in shaping our R&D strategies and enhancing our engagement within the medical and business communities. Our Board and scientific advisory board members possess extensive industry expertise and a proven track record in advancing biologic candidates through clinical development, regulatory review, and commercialization. Comprising distinguished scientists, physicians, and industry veterans from major biopharmaceutical companies and infectious disease specialists, their collective insights guide our Company toward innovative and impactful contributions to healthcare.

Furthermore, we are deeply committed to cultivating an innovative environment within our organization. We provide diverse vocational skills training and a mentorship program to enhance R&D capabilities of our team and encourage knowledge sharing. Moreover, we encourage staff participation in external training initiatives to cultivate a diverse pool of skilled individuals.

Employees in R&D:
72.45%

To boost our Corporate Executive Team's market acumen and strategic leadership, we have launched a policy and industry newsletter. It keeps our leaders informed of market news, peer developments, legal changes, global trends, and Brii Bio's market perception, enabling them to guide our innovation with strategic insight.

R&D Collaboration

We have built our drug candidates by leveraging our in-house R&D capabilities, collaborations and support from our strong scientific advisory board and veteran investors. In propelling our R&D endeavors, we also engage in partnerships with prominent global pharmaceutical and biotech entities like Vir Biotechnology. Furthermore, we actively monitor and stay abreast of the latest advancements in technology on a global scale. The Group will persist in actively seeking future cooperation prospects to expand the portfolio of drugs currently under development.

PATIENT-CENTRIC ADVOCACY STRATEGIES

Throughout the Year, Brii Bio has been driven by patient insights in our innovation journey. We gather patient insights via forums, focus groups, and surveys to refine our approach. Our strategy centers on a patient-centric culture, fostering compassion and deep insight, and prioritizing patient needs.

Advancing Sector Development

As a leading biotech company in China, Brii Bio is dedicated to driving the industry's ongoing technical progress. We actively participated in medical conferences, industry forums, and seminars, presenting our latest research outcomes and engaging in proactive dialogue with peers. We strive to drive progress in innovative therapies through open communication, aiming for comprehensive, patient-centric care strategies.

Case Sharing: Presenting Late-Breaking Data from Our Ongoing Phase 2 ENSURE Study in Participants with Chronic HBV Infection at the AASLD The Liver Meeting® 2024

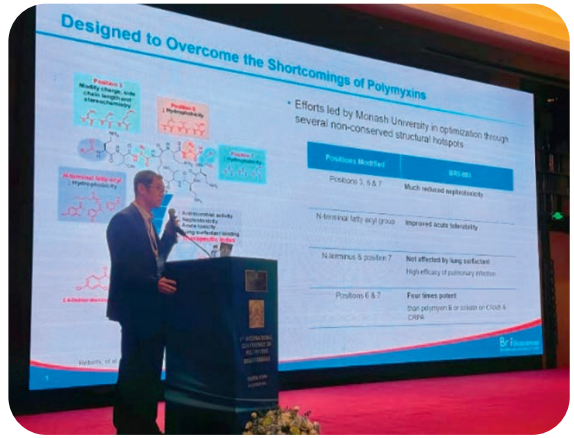
At AASLD's The Liver Meeting®, Brii Bio presented week 48 data from a Phase 2 study, sparking insightful discussions with peers and stakeholders. This study provides evidence to demonstrate the added benefits of elebsiran towards achieving a higher functional cure rate in combination with PEG-IFNα therapy. Additionally, we held an Advisory Board Meeting with HBV experts, focusing on our therapy pipeline. The meeting provided valuable feedback for our R&D and refining patient-centric approaches.

Case Sharing: Brii Bio's Insights Sharing in the 3rd Innovation Forum for Liver Disease

To stay informed of the latest developments, discuss innovative therapies, and explore patient-centric care, we participated in the 3rd Innovation Forum for Liver Disease. Our Head of China R&D, Dr. Qing Zhu, Ph.D., discussed challenges and strategies for hepatitis B functional cures, fostering collaborative development of effective therapies.

Case Sharing: Brii Bio Sponsored the 4th International Conference on Polymyxins

Understanding the importance of academic exchange for patient-centric drug development, we sponsored the 4th International Conference on Polymyxins. The conference focused on polymyxin drugs' therapeutic effects, efficacy factors, and the cutting-edge research areas within the global polymyxin field. By fostering global expert dialogue, we aim to drive innovation and improve patient recovery and well-being.



Patient Empowerment Through Knowledge Sharing

We are dedicated to increasing patient awareness and providing them with accessible knowledge about diseases. Our social media platforms feature concise, easy-to-understand content that encourages patients to take informed action regarding their health. By fostering a well-informed community, we aim to support proactive health management and overall well-being through engaging and informative communication.

Case Sharing:

On World Hepatitis Day, we present informative articles and social media posts to illuminate the current HBV landscape and promote the World Health Organization's strategic initiatives.

INTELLECTUAL PROPERTY PROTECTION

Patents achieved by Brii Bio in 2024[1]:

18
New Patent Applications

7
Newly Authorized Patents

Bio places the utmost importance on intellectual property rights, upholding a firm zero-tolerance stance against any infringement. We continuously refine our policies and regulations to comply strictly with laws in China and the U.S..

Implementation of Measures

We assign the highest priority to intellectual property ("IP"), employee inventions, and confidential information. We have implemented Intellectual Property Policies and Procedures and Information Technology Employee Onboarding/Offboarding Procedures to safeguard our IP rights. The proper usage of IP is clearly outlined in our Employee Handbook and Company Policy. We are committed to preventing IP infringement and ensuring our Company's IP legality through legal measures and a rigorous patent application and registration process. Our legal folders for patents, trademarks, and other matters are under strict access control. All employees must sign Confidential Disclosure Agreements to protect and maintain the confidentiality of inventions, trade secrets, and proprietary information related to the Company's business or clients. The agreement outlines the following responsibilities:

- Maintain the strictest confidentiality regarding company information
- Adhere to responsibilities concerning inventions developed during employment
- Return all company property, including intellectual property, upon leaving the organization
- Treat any confidential information or trade secrets belonging to a current or previous company, another individual, or a third party in the prescribed manner

A Patent Committee, consisting of the CEO, Chief Strategy and Financial Officer, and Senior Director of Intellectual Property, has been established to protect and preserve the Company's intellectual property. Our list of company patents is managed by the Company Patent Agent in a secured database, with restricted access limited to the Patent Committee members.

Additionally, our specialized IP team identifies and safeguards new inventions, and provides advanced guidance on IP issues to senior management and other teams.

We uphold strict standards in collaborating with partners and investors, implementing non-disclosure agreements to clarify IP ownership and responsibilities.

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

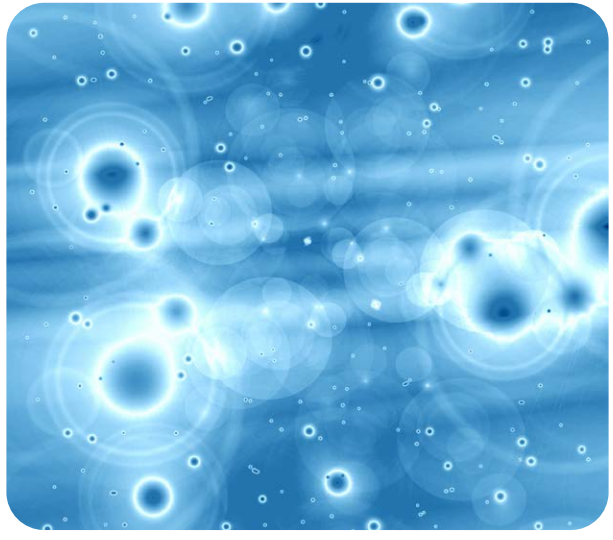
ENSURING ACCESS TO MEDICINES

Since our establishment in 2018, we have been steadfastly committed to broadening patient choice and access by developing and bringing transformative therapies to underserved markets. Brii Bio strives to address critical public health needs through innovation, enhancing the accessibility of innovative medicines. We aim to provide high-quality medications to as many patients as possible, improving quality of life for the broadest patient base.

We recognize that patient insights are vital for enhancing medicine accessibility, improving adherence, and prioritizing convenience. To this end, we've conducted extensive research to understand patient preferences, needs, and challenges. This information guides our development of patient-centric solutions and ensures our medications meet their unique requirements.

ETHICAL RESEARCH

We are committed to maintaining the highest standards of quality, ethics, and integrity in our clinical trials. We have established standard operating procedures covering key areas such as clinical compliance, protocol deviations, and serious breach management during trials. We place a strong emphasis on clinical compliance issues ensuring the protection of subjects' safety and welfare, as well as the integrity of the trial data. Every clinical trial is underpinned by two essential plans aimed at safeguarding the safety and data reliability of the research:



Protocol Deviations Management Plan

- Developed by Clinical Operations team, which consists of cross-functional representatives.
- Provide scope and guidance on protocol deviations identification, methods for notification, frequency of review, reporting, escalation and communication and mitigation.
- All issues that may significantly impact the completeness, accuracy, and/or reliability of key study data or that may significantly affect a subject's rights, safety or well-being will be considered as major protocol deviation.

Medical Monitoring Plan

- Regulate medical communication process, protocol training, medical data listing review, and medical review for safety cases etc.

The execution of our clinical trials is audited at least quarterly to guarantee trial quality and adherence to local regulations and international regulatory standards, thereby ensuring excellence in the conduct of our clinical trials.

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

Through the audit and ongoing monitoring, including meetings, report reviews, and feedback, we closely track potential clinical compliance issues. If an issue is identified, the study lead collaborates with the team to review and assess its impact on safety, rights, and data integrity. The Quality Assurance team will evaluate the impact of clinical compliance issues, while the Chief Medical Officer will provide input on actions to manage compliance affecting investigator sites or external partners. We will schedule timely on-site visits or inspections based on the frequency and seriousness of protocol deviations. Based on the audit findings, we may provide training on protocol execution to investigators and team members if it is found to be necessary.

Patient Safety

Brii leaders are committed to maintaining a quality-focused culture to prioritize patient safety. Every Brii Bio member is responsible for product quality and patient safety, with functional leaders ensuring procedures aligned with expectations for tasks affecting quality, registration, and safety data. To effectively manage patient safety risks, we have instituted a Quality Risk Management policy for specific clinical trials to identify medical risks, ensure patient safety and data reliability, and align with quality and monitoring plans.

In addition, we have implemented a Development Safety Update Report ("DSUR") Management Standard Operating Procedure ("SOP") to guide the preparation and submission of DSURs. Our interdisciplinary DSUR Working Group compiles safety and efficacy data, tracks safety findings, and evaluates impacts, while our Pharmacovigilance team analyzes trial and post-marketing data, focusing on inefficacy cases.

We have also established standardized procedures for managing drug substances, drug products, and investigational medical products ("IMPs") to ensure regulatory and technical compliance through reviews of batch records, deviations, and manufacturing processes. Besides, our comprehensive Management of IMPs framework encompasses the entire lifecycle of IMPs, covering from planning to destruction, with detailed records kept for each batch to ensure compliance and traceability.

For more on our safety efforts, see the "Operating with Integrity and Ethics" chapter.

Data Transparency

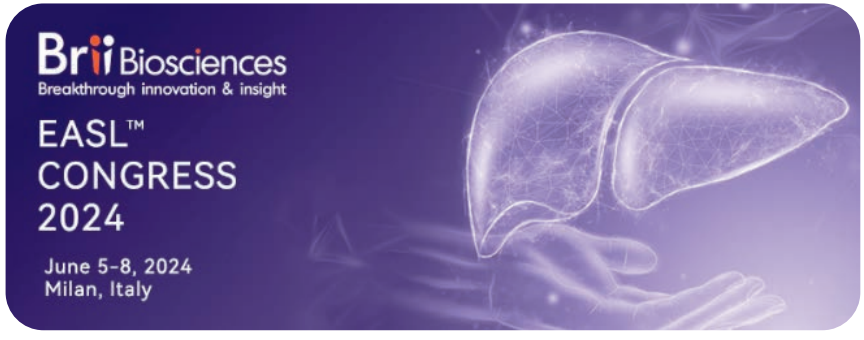
We are committed to responsible data sharing from our clinical research and trials. We share our latest research through publications, events, and our website, where presentation materials and all study literature are accessible. We also announce interim results and provide clinical and corporate updates on our website. Similarly, we have been recording our insight sharing sessions and stakeholder communication events as webcasts for public replay, thereby ensuring that our data and information practices meet high standards of transparency and accessibility.

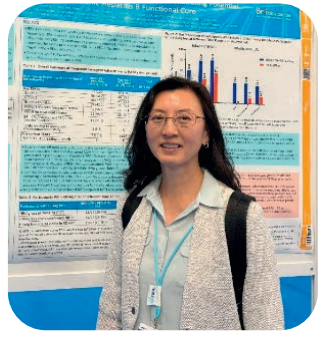
Case Sharing: Brii Bio Announces the Result of the Clinical Study on the Potential of elebsiran and BRII-179 Combination Therapy to Regain Immune Control of Chronic HBV Infection

Our study shows that the combination of Elebsiran and BRII-179 may enhance immune responses and reduce viral antigens in chronic hepatitis B patients. Details of the research, including background, methodology, and results, are published on our website to inspire progress in curative treatments for patients.

Case Sharing: Presenting Impactful Findings in European Association for the Study of the Liver ("EASL™") Congress 2024

At EASL™ Congress 2024, we presented new data from two Phase 2 studies evaluating BRII-179 either as a combination therapy with elebsiran or as an add-on therapy to PEG-IFN α treatment for chronic HBV infection. The scientific data from these studies endorse the continued clinical assessment of BRII-179 in tandem with treatments like siRNA and PEG-IFN α, aiming for a functional cure of chronic HBV infection.





We hold the belief that it is our talented workforce that propels our journey towards sustainable progress. We prioritize mutual employee growth by fostering an equal, diverse, inclusive, healthy, and safe workplace. Moreover, we offer our team members the chance to achieve personal development and fulfilment as they contribute to the growth of our organization.

Empowering Our Valued Workforce

OUR CULTURE

Our team at Brii Bio is defined by an innovative mindset, diligent work ethic, and pursuit of excellence, driven by a desire to contribute to global public health solutions. We have meticulously crafted separate Employee Handbooks tailored for our offices in the United States and China, outlining the foundational principles that guide our employment practices. These manuals detail our operational policies, including performance review protocols, working hour regulations, employee benefits, leave policies, and our code of conduct. Our employment system includes a Promotion Policy, a standardized Onboarding Procedure and Employee Offboarding Policy, ensuring compliance with legal standards. Our management team adheres to these policies in recruitment, hiring, placement, promotion, working hours, transfer, training, compensation, benefits, employee activities, and general treatment during employment. These policies guide our employment practices and ensure compliance with regulatory standards, reinforcing our commitment to a robust employment framework.

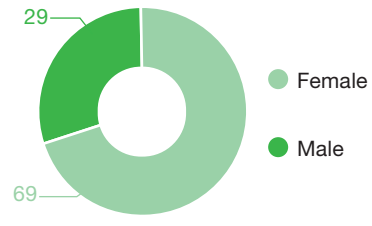
During the Reporting Period, the Group was not aware of any non-compliance with any employment or labor laws and regulations.

EMPLOYMENT KPI

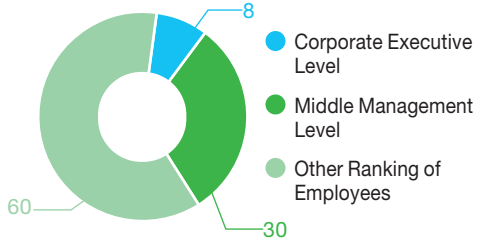
As of December 31, 2024, the total number of employees of the Group was 71 in China and 27 in the U.S.

As of December 31, 2024, our employee turnover rate was 52.04%. A detailed breakdown is as below:

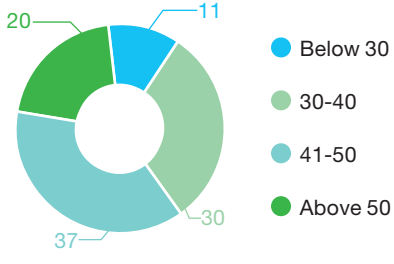
Total Workforce by Gender



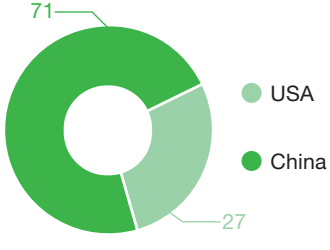
Total Workforce by Ranking



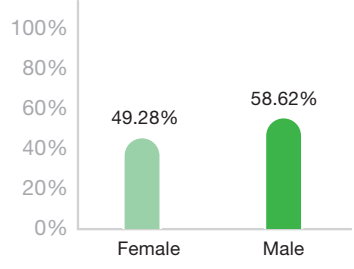
Total Workforce by Age Group



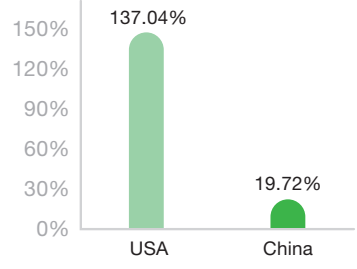
Total Workforce by Country



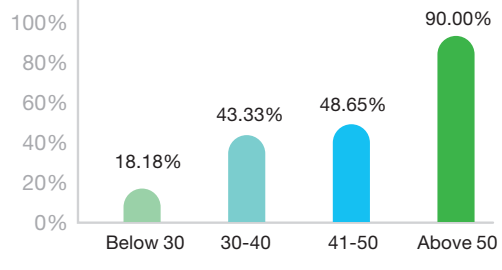
Employee Turnover by Gender



Employee Turnover by Country



Employee Turnover by Age Group



DIVERSITY, EQUITY, AND INCLUSION IN THE WORKPLACE

Equal employment opportunities are a cornerstone of our commitment, encompassing the recruitment process, career development, promotions, training initiatives, and reward distribution. Additionally, we prioritize the protection of our employees from any form of discrimination, such as race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable deferral, state or local laws.

Brii Bio is committed to fostering a collaborative, innovative culture that empowers our employees to excel. We believe that creativity, diligence, and an unwavering commitment to excellence define our team. We consider our employees as the core of our business operations and development, recognizing the utmost importance of talent retention within our organization. By comprehending the needs and concerns of our employees, we strive to foster a sense of belonging, respect, and recognition within our Company. We collect employee feedback through our intranet, email, Microsoft Teams, WeChat, Brii Talks, and company town halls. Actively listening to employees helps us to understand their perspectives, address concerns, and foster a supportive and inclusive work environment.

Promoting gender diversity is a strategic priority for Brii Bio, with a firm commitment to fostering representation across all levels of the organization, from the Board to senior management.

50%
of women in leadership

Dr. Susannah Cantrell, Ph.D
Chief Business Officer

For any woman that has a passion and interest in improving our understanding of disease and finding innovative ways to improve patient lives – this is an industry with broad opportunities to build a rewarding career and be part of an amazing journey moving science forward.

Dr. Karen D. Neuendorff
Chief People Officer

Biotech is one of the world's most significant industries, directly impacting the lives of billions of people around the world. To understand and address unmet medical needs, the industry should represent the population it serves. Women leaders are shaking up the industry to evolve medicine, improve patient care and promote diversity, inclusion, and belonging.

Brii Bio is dedicated to creating an inclusive workplace where all employees feel valued, respected and supported. We provide equal opportunities to candidates from diverse backgrounds and celebrate each employee's unique contributions. To facilitate an atmosphere full of equal treatment and inclusivity, we offer training on sexual harassment prevention, anti-bullying, unconscious bias, and more, promoting a safe and collaborative environment.

Acquiring Talent, Staff Promotion and Attrition

Aiming to offer just and equal job opportunities to every candidate, we proactively seek out talented individuals to strengthen our organization and reach potential candidates through various recruitment channels. An internal recruitment process including an internal referral program, career websites and head-hunters has been developed, which standardizes recruitment demand application and recruitment process. To ensure a systematic and effective recruitment process, we have established a Recruitment SOP for our offices in the U.S. and China. Our recruitment process begins with a pre-recruitment form and intake note to align on role specifics. Candidates then undergo interviews and are evaluated using a standardized form. Selected candidates proceed to compensation review and reference checks. Once approved, the recruiter extends the job offer.

Each year, our recruitment teams are responsible for developing a comprehensive talent acquisition report. This process includes the classification of job vacancies, the development of targeted recruitment strategies, and the identification of talented individuals to meet our staffing needs.

We strictly forbid any form of child or forced labor. All employees were voluntarily hired, and meet the requirements of local laws and regulations in terms of age. We verify their identifications when handling the application procedures to prevent the use of child labor and forced labor. In the case of any violation, we will promptly terminate the employment contract with the responsible employee and take necessary actions to prevent the recurrence of such incidents. In 2024, there were no incidents of child labor, forced labor, harassment and discrimination in the Company.

We are dedicated to nurturing our workforce by investing in our employees and rewarding outstanding performance, thereby cultivating a culture of excellence among our workforce. Our Employee Promotion Policy presents our framework for advancing and promoting employees from within our Company. Brii Bio recognizes the paramount importance of thoughtful hiring practices and equitable internal promotion processes as a means to boost employee retention, motivate the workforce, and improve overall morale.

We have established an Employee Offboarding Policy to clarify the process, roles, and responsibilities, ensuring a transparent and efficient exit process. Our goal is to facilitate a smooth and positive departure for departing employees. Employees can resign at will. Brii Bio respects employees' decision to leave and requires coordination with their manager for their last day. The Company values feedback and conducts exit interviews to improve its policies and work environment, reinforcing its commitment to retaining top talent.

In 2024, Brii Bio implemented SAP SuccessFactors as our global Human Capital Management system to modernize and streamline our human resources ("HR") operations across the entire employee lifecycle from recruitment to offboarding. This comprehensive cloud-based platform enables employees to conveniently manage their personal data, access organizational charts, and search directories through intuitive self-service features, while providing managers with efficient tools for team administration and change management. With the integration of specialized Recruiting and Onboarding modules, the system significantly enhances our talent acquisition and new hire integration processes. This strategic investment represents a crucial step forward in standardizing our global HR practices and delivering a more seamless, efficient experience for all employees worldwide.

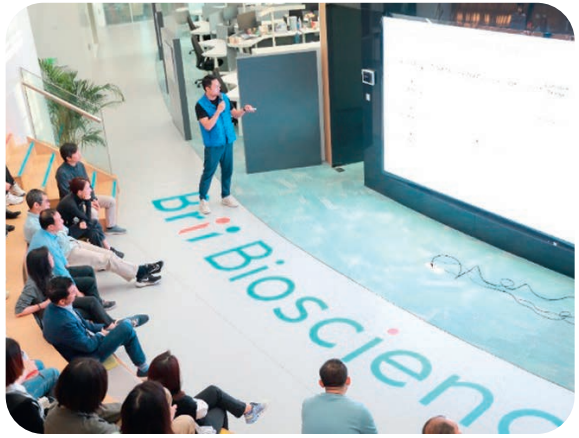
At Brii Bio, we honor the efforts of our employees, particularly those who have been with us for an extended period and have made significant, long-term contributions to our Company. We will present long-service awards to express our gratitude and appreciation for the hard work and dedication of our employees.

Fostering Dialogue with Employees

Brii Bio highly values employee feedback as a key to continuous improvement. We actively engage with our employees, fostering a culture that promotes proactive dialogue and drives innovation through the exchange of ideas across all levels of the organization. Actively promoting both vertical and lateral dialogue, Brii Bio ensures all employees' voices contribute to our collaborative growth.

Case Sharing: All-Hands Meetings

In 2024, we introduced all-hands meetings to highlight cross-functional collaboration, align R&D and non-R&D teams with company goals, and tackle operational challenges. Our meeting agenda includes sharing case studies, comparing strategies with other biotech firms and multinational corporations, and discussing individual development through projects. We also gather employee feedback via surveys to ensure our practices remain effective and employee-centric.



Case Sharing: Employee Insights at the Core of Brii Bio's Six-Year Journey

We deeply value our employees' voices as the bedrock of our business growth. As Brii Bio marks its sixth year, their innovative contributions remain pivotal to our evolution. Our anniversary celebration included group discussions on themes like collaboration, cost savings, self-development, and closing the loop. Group representatives shared insights, showing our commitment to employee-driven improvement.

Employee Benefits

Brii Bio recognizes and appreciates the valuable efforts of its employees through the provision of fair and competitive remuneration and benefits. Our comprehensive Employee Handbook outlines the Company's policies governing employee benefits and compensation. This document is subject to regular review to ensure benefits and remuneration remain appropriate and competitive within the market. In addition to a competitive base salary, we provide attractive additional bonuses to entice and support our new hires. For instance, our U.S. office offers a sign-on bonus to welcome employees aboard and a relocation bonus to assist with the financial aspects of moving to a new area.

We also offer various health and wellness benefits. In accordance with the relevant People's Republic of China regulations on social insurance, such as the Social Insurance Law of the PRC, the Group makes contributions to social insurance and provident fund for its employees, including medical insurance, pension insurance, work-related injury insurance, unemployment insurance and provident fund. In addition to the basic insurance mentioned above, we provide additional comprehensive medical insurance for our employees. For example, our employees in China are entitled to personal accident insurance, traffic accident insurance, and critical illness insurance, which provide hospitalization subsidies and coverage for spouses and children. In 2024, we introduced international travel insurance as an additional benefit, offering coverage for accidental disability, death, and overseas medical expenses for employees on international business trips. Besides, the Company has established a supplementary insurance plan to expand coverage for employees and their families. We also provide maternity medical coverage for female employees, as well as the spouses of male employees, taking care of the needs of our employees from multiple angles.

The employees can enjoy legal rights and benefits including annual leave, sick leave, marriage leave, maternity leave, bereavement leave, and statutory holidays. In addition to the aforementioned leaves, our U.S. office provides additional leave policies tailored to the country's characteristics and in compliance with federal and regional laws, including voting leave, witness leave, and leaves for bone marrow and organ donations.

Furthermore, Brii Bio offers an Employee Stock Ownership Plan and stock-based compensation programs to attract, retain, and motivate talent. These include the Pre-IPO Share Incentive Plan, the Post-IPO Share Option Scheme, the Post-IPO Share Award Scheme, the 2023 Share Option Scheme and the 2023 Share Award Scheme, aligning employees' and shareholders' interests while supporting long-term growth.

WORKPLACE HEALTH AND SAFETY

Brii Bio prioritizes the safety and well-being of its employees by providing a secure and healthy working environment, offering comprehensive health benefit plans to our workforce. Our medical providers offer wellness coaching, education, programs, wellness apps and health classes. These resources empower employees to adopt healthier habits, achieve their well-being goals, and enhance their overall health and vitality. Besides, we actively promote annual health check-ups to enable early detection of potential health issues, leading to better health outcomes and lower healthcare costs. To support this, benefits-eligible employees who complete an annual physical or Well-Woman Exam receive gift card rewards, incentivizing proactive health management.

To safeguard our employees' safety in the workplace, we have comprehensive Office Rules on safety measures. In our Employee Handbook, we encourage employees to report any unsafe conditions or potential hazards to management. Moreover, we offer ample paid time off to our staff, recognizing the importance of achieving a balanced work-life equilibrium.

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

Wellness Week

To foster a workplace environment that prioritizes health and holistic well-being, we organized Wellness Week, a company-wide initiative designed to encourage physical activity, mindfulness, and work-life balance. Employees participated and completed four wellness activities, earning rewards from premium wellness brands. This initiative enhances awareness of proactive health management and fosters a culture that values employee well-being, highlighting our commitment to health and resilience.

Healthy and Safe Office Design

Prioritizing the safety and well-being of our employees, our office spaces are thoughtfully designed and equipped to ensure a healthy and secure work environment, including:

- Providing electric height-adjustable desks so that our employees can stand or sit while working;
- Designed with windows and walls to maximize diffuse natural lighting and avoid direct lighting that could be harmful to the eyes;
- Featuring a gym with ample natural light promotes healthy lifestyles, and the flooring is soft for comfort and safety;
- Monitoring real-time air quality through testing equipment and monitors, we ensure that our Beijing office's air quality is conducive to employee health; and
- Offering private lactation rooms for nursing mothers.

Furthermore, we are committed to cultivating an inclusive, disability-friendly workplace. All office facilities are accessible to meet the needs of individuals with disabilities.

Violence-free and Secure Workplace

At Brii Bio, employee safety and well-being are our top priorities. We have crafted a Workplace Violence Prevention Plan in our U.S. office to establish a secure and nurturing work environment. This plan ensures compliance with the California Labor Code by identifying and addressing violence hazards. It outlines reporting protocols, response actions, and promotes employee involvement in maintaining a safe, respectful workplace. We also offer Workplace Violence Prevention training to help employees to recognize, report, and safely respond to workplace violence, fostering a culture of trust and collaboration.

Case Sharing: Regular rescue and fire drill practices in our China office

At our China office, we prioritize the safety and preparedness of our employees by conducting annual rescue and fire drill practices. These regular exercises are a critical component of our safety protocols, designed to ensure that all staff are familiar with emergency procedures and can respond effectively in the event of a crisis.

Employee Care

At Brii Bio, we prioritize employee happiness and well-being to boost company prosperity. Throughout the Year, we have organized a range of sports activities, such as hiking and archery, as part of our team-building efforts. These initiatives are designed to encourage our employees to engage in physical activity, fostering not only a stronger team spirit but also supporting the maintenance of a healthy lifestyle for our staff. We recognize the importance of work-life balance and appreciate our employees' dedication. To honor this, we have organized Family Days in Beijing and Shanghai, allowing employees to enjoy games and activities with their loved ones, providing a welcome break from daily work. We organized festive celebrations, such as the Spring Festival and birthday parties, to foster team unity and belonging. Brii Bio's commitment to employee care through these initiatives enhances collaboration and highlights our dedication to holistic well-being, a key aspect of our ESG efforts and corporate culture.


Family Day


Halloween Activities


Spring Festival Celebration


Birthday Celebration

Team Building Hiking Activities

Team Building Archery Activities

Our commitment to employee care includes prioritizing mental well-being. Recognizing the importance of mental health, especially post-COVID-19, we are dedicated to supporting our employees through various initiatives. Addressing the emotional needs of our workforce, Brii Bio has introduced an Employee Assistance Program ("EAP") for our employees in the U.S.. Our EAP supports employees and their families (spouses, children, parents) for issues like stress, depression, work conflicts, and relationship problems. They can reach out to a Licensed Professional Counselor via phone or computer. Through our EAP, we aim to provide emotional support and promote the overall well-being of our employees during challenging times. We strive to create a nurturing environment where every employee feels valued and empowered as part of the Brii Bio family.

Case Sharing: Platinum Bell Seal for Workplace Mental Health Designation by Mental Health America

Building on the achievement of the Gold Bell Seal in 2023, Brii Bio has achieved a new milestone by securing the Platinum Bell Seal in 2024. This advancement reflects our ongoing efforts to create an inclusive workplace that facilitates employee development, fosters transparent communication, and offers mental health counselling.

Dr. Karen D. Neuendorff
Chief People Officer

We are honored to be certified Platinum. This recognition is attributed to each of our employees who actively contributed to creating this great workplace and corporate culture. While we are committed to advancing the development of innovative medicines to improve the health of our patients, we will continue to be steadfast in our practice and commitment to mental health in the workplace.

TALENT CULTIVATION AND TRAINING INITIATIVES

In an effort to cultivate an equitable workplace, the organization has established an *Employee Handbook, Employee Promotion Policy*, and related procedures. These documents offer comprehensive guidelines for performance evaluations, goal-setting, and performance-based remuneration and promotion. During annual evaluations, each employee is required to develop individual Objectives and Key Results ("OKRs") with the assistance of line managers, against which his/her performance is monitored and evaluated. The Brii Bio Employee Handbook highlights the importance of ongoing dialogue between employees and supervisors about job performance. Performance evaluations are interactive, ensuring a fair assessment of each employee's contributions.

In our commitment to "Collaboration, being results-driven, and providing quality in daily work", we prioritize the promotion of employees with outstanding performance and strong ability. We establish an Employee Promotion Policy to formulate a framework for advancing and promoting employees and provide a clear career development path for employees. We conduct two performance-based promotion cycles annually. Promotion requests are evaluated individually to recognize significant contributions and performance, considering factors like tenure, performance, and accomplishments.

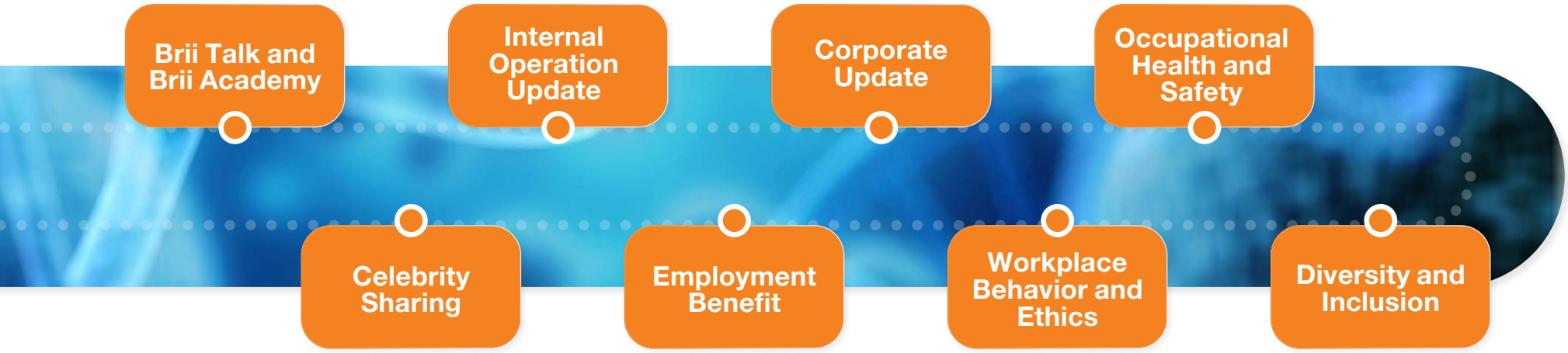
Personalized Training System

The Group is committed to fostering outstanding teamwork and maintaining a competitive edge by investing in the ongoing training and development of its workforce.

To navigate the career and personal growth of our valued workforce, we have introduced an Individual Development Plan ("IDP") that enables them to personalize their career and personal growth journey. The IDP allows employees to self-assess, set professional goals and aspirations, identify strengths and areas for development, and create a tailored development activity plan. It helps employees to define their learning paths, including areas, formats, and sources of learning. Regular one-on-one meetings with managers ensure that the IDP is used effectively to identify growth opportunities, track progress, and align with long-term career aspirations.

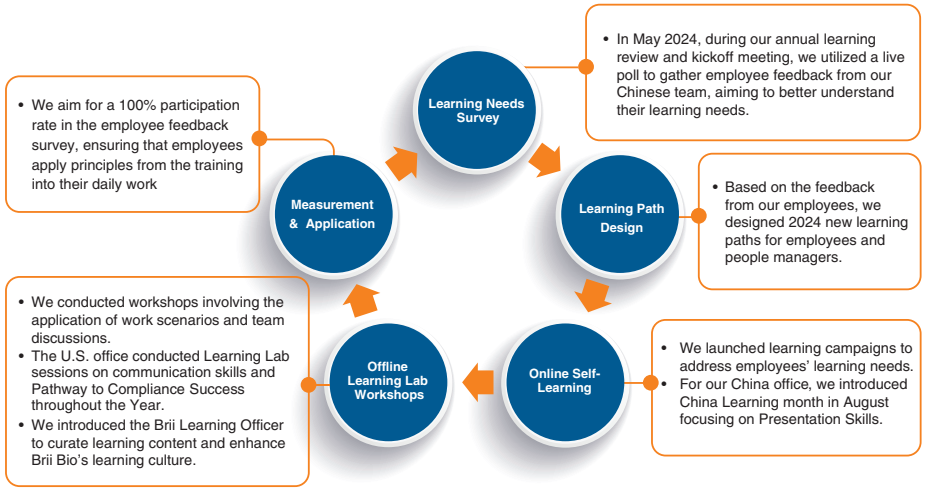
We offer a variety of training initiatives to enhance the knowledge, expertise, quality, and skills of our corporate executive team and employees. We have adopted a hybrid learning model with online and offline training, including classroom, on-the-job, and function-specific courses like clinical development, information security, and procurement. Compliance and corporate policy training is recorded on the Learning Management System platform, allowing employees to track their training status and submit assignments on time. Every newly hired individual will be assigned a buddy and a mentor to guide them through all aspects, from routine tasks and practical inquiries to our organizational culture and fundamental principles.

With the launch of Brii Talk – More to Learn, we have cultivated a learning-oriented culture at our Company. During the Reporting Period, we followed the training topics that employees were concerned about according to the results of the employee engagement survey, 18 "Brii Talks" sessions were held in 2024, which covered knowledge sharing, case studies, and culture talks.



At Brii Bio, we are dedicated to fostering a culture that values learning, diversity, and growth. Established in 2018, the Brii Academy has been a cornerstone in our commitment to enhancing the development of our global workforce. As we progress into 2024, we persist in optimizing our learning initiatives, ensuring they are increasingly tailored to the specific needs of each country we operate in.

Our key learning initiatives for 2024 can be outlined as follows:



Comprising two key elements, our learning framework features online self-learning modules on LinkedIn, complemented by Brii Learning Labs. These labs are interactive forums designed for in-depth exploration of learning materials, case study analysis, experience sharing, and hands-on role-playing activities. With the principle "Empower, Enhance, Excel", this framework allows our corporate executive team to install an organizational environment that values continuous learning, diversity and growth opportunities for all employees.

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

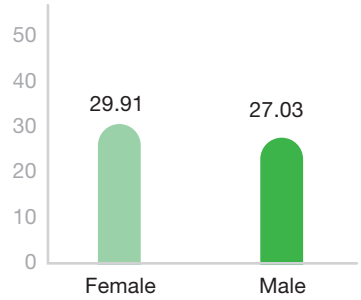
	Effective Leadership Learning Path	Professional Development Learning Path
Target Audience	Directors and above, people managers	Associate Directors & below, individual contributors
Objective	Create a leadership team that not only excels in their scientific and technical expertise but also effectively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

We have launched a learning and development benefit since 2023, providing employees access to a curated Professional Development Learning Path with 21 LinkedIn learning videos to enhance their skills and knowledge. Looking ahead, we aim to refine our training model and expand topics to continuously elevate our employees' competencies.

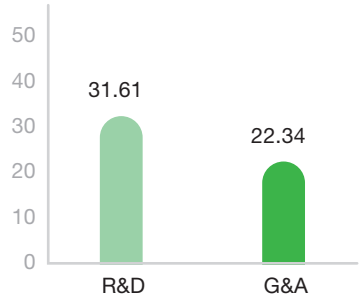
Case Sharing: China Learning Month

In 2024, we detailed our unwavering commitment to employee professional development with the launch of a new training initiative, "China Learning Month". Guided by the findings of our learning needs survey, we are focusing on enhancing presentation skills. Our program begins with self-paced LinkedIn Learning courses selected by our HR department to boost skills, confidence, and stakeholder engagement. In addition to the core curriculum, we offer supplementary electives for deeper learning, followed by Learning Labs for practical application, highlighting our commitment to the professional development of our team.

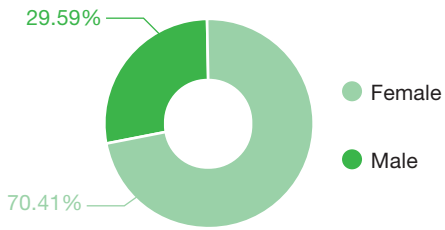
Average Training Hours per Employee by Gender (Hours)



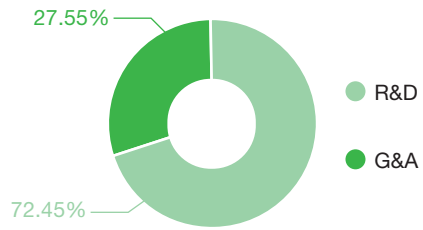
Average Training Hours per Employee by Function (Hours)



Percentage of Employees Trained by Gender



Percentage of Employees Trained by Function



Driven by our core values, we are committed to responsible business practices: Patient-First, Trust, Integrity & Quality. This commitment means we should collaborate with suppliers who are socially and environmentally responsible, protect data privacy and security, and ensure strong governance and ethical standards throughout our business processes.

Operating with Integrity and Ethics

PRODUCT QUALITY

We have established a quality policy through the implementation of a comprehensive quality management system to uphold our product quality throughout its lifecycle. This includes adopting strict quality control measures during the production and supply processes, as well as enhancing oversight.

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

Product Quality Governance Structure

We have developed a SOP, Quality Management Review ("QMR") to define the processes and requirements for executing the QMR. The QMR ensures the management of process performance and product quality throughout the entire product lifecycle.

The QMR meetings are held at least quarterly to review the progress of the continuous quality plan and assess key indicators such as vendor auditing, training, inspection results and corrective/preventive actions. The members of the QMR meetings include the Quality Head and key executives.

Product Quality Management

Brii Bio understands the importance of providing high-quality products and having stable suppliers. Therefore, we have developed a Quality Assurance ("QA") Audit SOP, which outlines the planning, conducting, reporting and closing Good Practice ("GxP") (including Good Clinical Practice ("GCP"), Good Laboratory Practice, Good Manufacture Practice, etc.) audits that we conduct.

Dr. Ellee de Groot, Ph.D.
Chief Technology Officer

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

We have established a Quality Risk Management ("QRM") SOP to address potential risks that may arise during the development process. To ensure comprehensive risk assessment and the implementation of appropriate measures to mitigate risks, we have developed the QRM SOP. This SOP serves as the foundation of our quality risk management system and helps to identify and determine areas that require continuous improvement.

In our comprehensive periodic review of the pharmaceutical quality system, we consider various inspection items, including internal audits and partner audits, the findings from regulatory inspections, vendor management and audit activities, non-conforming materials, complaints, recalls, and internal change controls for validated and regulated systems, etc. Before approval of release, the quality of each batch of investigational drugs will be evaluated or reviewed to ensure that they comply with relevant regulations and technical requirements.

Handling Patient Safety Events

Our contracts with vendors include information on purchasing safety databases. Each Safety Management Plan for studies contracted with vendors contains detailed descriptions of how the collected safety information is processed and reported to regulators, researchers, and institutions. We perform 100% quality control on cases handled by vendors, and the Group's Quality Assurance department conducts regular audits of the vendors.

Employee Quality Training

The Group has developed a SOP for Training, which outlines the procedures involved in our training program for employees, contractors and consultants engaged in GxP and other regulated activities at Brii Bio.

We have implemented targeted quality training programs tailored to the specific needs of each department and position, ensuring that projects are executed as planned. New employees undergo an onboarding training matrix. Similarly, existing employees participate in an ongoing training matrix that covers relevant skills, knowledge, and competencies needed for their daily work. Staff engaged in GxP or other regulated activities are required to complete training on the following SOPs, including Standard Operating Procedure Management, Training, Regulatory Inspections and GxP Training as determined by QA. The training should be completed before the new, revised and/or re-issued SOPs are effective.

Safety Governance

We embrace our "Patient first" culture. The Group has established a Safety Governance SOP, which outlines the procedures involved in monitoring the safety of clinical study participants. We have specified regulatory requirements from various countries, the specific content requirements for collecting safety information from researchers, as well as the methods and channels for researchers to report. We have set up a Safety Management Team for monitoring, reviewing, and evaluating the safety profile of an investigational product throughout its lifecycle.

We have established a Medical Monitoring SOP to protect the safety and welfare of clinical trial subjects and ensure the medical monitoring activities are provided in a consistent manner. All the medical monitoring activities will be conducted by a qualified Medical Monitor with appropriate medical background.

To meet the regulatory requirement and to improve the efficiency of the quality management system, we have established an Internal Audit Process to monitor the regulatory compliance and propose some necessary corrective and preventive actions. Before performing the internal audit, an initial internal audit plan should be drafted and included contents such as purpose, scope, and methods. After the internal audit plan is approved, the kickoff meeting should be held to provide an overview of the internal audit process, the purpose and scope of the internal audit, and benefits of participating in and supporting performance of internal audits. Actions to be completed after approval of an Internal Audit Report will be managed through a Corrective and Preventive Action ("CAPA") per Brii Bio's CAPA SOP.

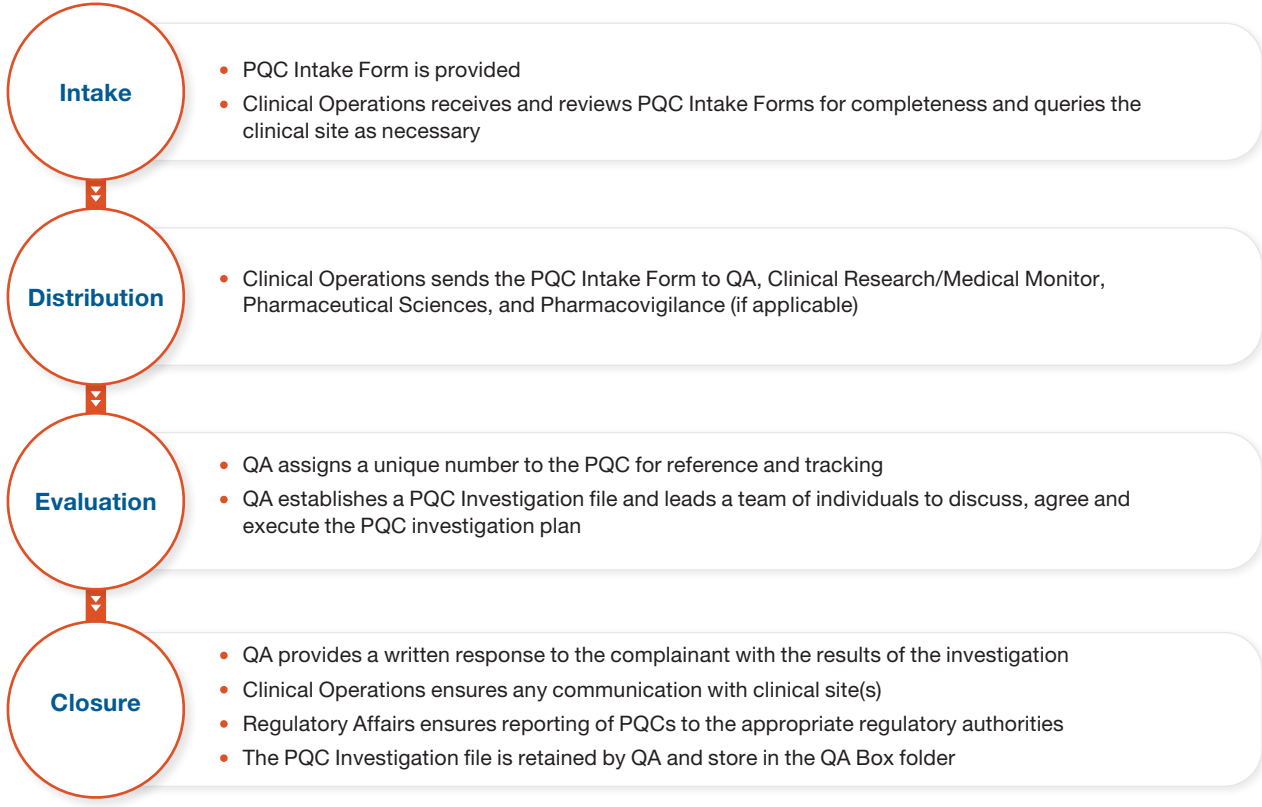
Case Sharing: Providing ICH E6 GCP Guideline ("ICH-GCP") training

We provided ICH-GCP training in 2024, with the main purpose of producing a single set of technical requirements for the registration of new drug products to streamline development and reducing or obviating duplicate testing, etc. The training covered the ICH-GCP history, investigator responsibilities and principles of ICH-GCP, etc.

Product Complaints and Recalls

The Group has established a Product Quality Complaints and Recall of Investigational Medicinal Products SOP. This procedure outlines the steps involved in receiving, distributing, evaluating, and closing Product Quality Complaints ("PQCs") related to clinical trials and drugs. In case any drug recall is initiated by a supplier of a comparator or other therapeutic drugs specified in the clinical trial protocol, if any product quality and safety issues are involved, we shall ensure that all drugs distributed would be recalled timely after recall information is obtained.

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



SUPPLY CHAIN MANAGEMENT

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

We follow our Purchase Process as a framework for conducting business activities with non-GxP suppliers. After the bidding process, the procurement department or authorized personnel will add the vendor to the Non-GxP Vendor List. The Non-GxP Vendor List will be regularly updated and reviewed once on a semi-annual basis, which will be tracked in the electronic document management system.

Additionally, our Supplier Selection and Supplier Qualification processes are employed to carefully choose, maintain, and retain GxP suppliers in all aspects, including managing potential social and environmental risks associated with suppliers.

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

Our Group places a high priority on a sustainable supply chain and promotes good practices in social and environmental risk management. We actively distribute our supplier code of conduct to our key suppliers, ensuring high product quality, safety, and sustainability. We are committed to ensuring that our suppliers consistently provide the highest quality products, prioritizing the health and safety of consumers and patients.

We encourage green procurement. For examples, purchased paper products are marked with recycled material identification. The toner cartridges currently in use are made from over 25% recyclable recycled materials, etc.

Brii Bio's Supplier Code of Conduct

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

Key points from our *Supplier Code of Conduct*

Environmental, Health and Safety Management

- Strict adherence to environmental, health, and safety laws and regulations in each country and operating region
- A healthy, secure, environmentally friendly, and pleasant workplace

Business Ethics and Compliance

- Governance that is transparent and honest, with zero tolerance for corruption and bribery
- Compliance with all applicable antitrust and fair competition laws and regulations
- Compliance with data privacy regulations in every applicable country and region

Employee Rights

- Promotion and protection of human rights, including the abolition of all forms of slavery, forced labor, and child labor
- Respecting the right of employees to join independent trade unions, engage in collective bargaining and exercise freedom of association
- Providing a workplace that is free of harassment and discrimination

Product Safety and Quality

- Establishment of a robust system for monitoring and controlling product quality to ensure the compliance with all applicable laws, regulations and standards at any site where the supplier operates
- Implementation of a safety programme for the operation and maintenance of all their business activities and shall manufacture products and provide services in accordance with applicable safety standards.

Comprehensive Supplier Selection Process

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

We undertake a thorough supplier qualification assessment, as the final phase of our Supplier Selection Process to ensure that our suppliers meet our rigorous criteria. We categorize suppliers into three groups based on the nature of the services they offer.

Tier 1 suppliers

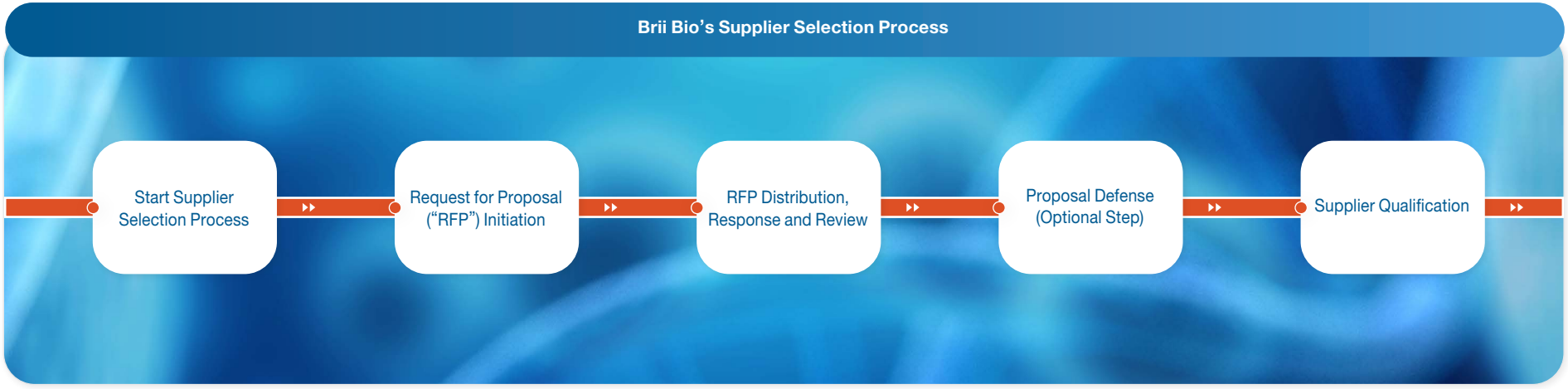
Goods or services are regulated by a regulatory health authority body and have a direct impact on a study, subject safety, or data integrity

Tier 2 suppliers

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

Tier 3 suppliers

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



Supplier Assessment and Evaluation

The QA team regularly performs requalification checks on our approved suppliers during our partnership. The frequency of these checks is determined by the tier level of the suppliers and their past performance.

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

The evaluation of suppliers' quality and performance is conducted separately by our QA and Procurement teams. Suppliers are rated on a scale ranging from 1 to 5. If a supplier's rating falls below 3, it is subjected to re-evaluation or potential termination.

All suppliers, both from China and non-China regions, were managed in strict accordance with our supply chain management policies and practices. During the Reporting Period, the Group had a total of 213 suppliers, consisting of 127 suppliers from China and 86 suppliers from regions outside of China (of which, 3 from Australia, 1 from Canada, 1 from Cayman Islands, 8 from Hong Kong, 1 from India, 1 from Israel, 3 from Singapore, 1 from Taiwan, 3 from United Kingdom, 64 from United States).

BUSINESS ETHICS

Integrity stands as one of our values and our primary goal is to deliver a positive impact for patients, public health and society. We strictly complied with related laws and regulations, such as the U.S. Foreign Corrupt Practices Act of 1977, as amended, the U.K. Bribery Act 2010, the People's Republic of China Anti-Unfair Competition Law, and the Criminal Laws of China. We maintain a strong stance against corruption, adopting a "zero tolerance" policy. We actively enforce the requirements necessary to encourage employees' adherence to integrity and regulations throughout all aspects of our operations, fostering a culture rooted in honesty and integrity.

During the Reporting Period, the Group was not involved in any litigations of corruption or bribery. We will continue our work to ensure patient safety and benefits always come ahead of profit and we will not leave patients behind.

Upholding High level of Business Ethics

We have put in place an Anti-Bribery and Anti-Corruption Policy that explicitly prohibits all forms of corruption and bribery in our business operations. Violations by any Company associates or agents can also result in severe penalties for both the Company and such individuals. A code of conduct is included in Brii Bio's employee handbook. A Code for Securities Transactions by Directors and Employees has also been developed to ensure that they comply with the Company's guidelines regarding transactions in the Company's securities. Furthermore, we have implemented a Medical Interaction and Promotion Policy to establish a compliance framework for interactions with healthcare professionals, medical institutions, and the promotion of pharmaceutical products. We have established a Supplier Code of Conduct to govern the ethical performance of our suppliers in their business practices.

Anti-corruption Training

We are committed to fostering a culture of compliance by ensuring that employees understand compliance through comprehensive training and education. We actively implement business ethics education and training programs for all employees, including the Board and senior management. During the Year, a compliance anti-bribery training session was provided to the whole China study team in November. The training is about regulatory compliance and investigation response under the specific anti-corruption action in healthcare. Besides, anti-corruption training material has also been sent to the Directors. These efforts aim to enhance Directors' and employees' awareness of compliance with laws and affirm Directors' and employees' commitment to our business ethics standards. Additionally, new U.S. employees are also required to participate in compliance trainings started from year 2024.

2024:

10 hours
Directors Participated in Compliance Trainings organized by Brii Bio

27 hours
Employees Participated in Compliance Trainings organized by Brii Bio

Whistleblowing Channels

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

We endorse all employees to report complaints or concerns related to misconduct, either by disclosing their identity or by choosing to remain anonymous. Various channels are available for submitting such reports, including telephone, website, and other designated methods. Upon receiving a whistleblowing report, the Legal, Compliance, and Human Resources Departments will carefully evaluate the nature of the issue raised by the whistleblower. They will then initiate the appropriate process to address and resolve the complaint in accordance with established procedures and policies.

Protection of the Whistleblowers

We have established the Whistleblowing Policy. We ensure the protection of the lawful rights and interests of individuals and organizations who report violations of laws and regulations to the designated report acceptance department, as required by the law.

The whistleblower's identity and the person concerned are kept confidential in general, despite that there may be circumstances where, because of the nature of the investigation, it will be necessary to disclose the reporter's identity. Any form of retaliation or infringement upon the legitimate rights and interests of the whistleblower or witnesses is strictly prohibited. In cases where a person involved in the complaint has a conflict of interest, they will be recused from the entire process to ensure impartiality and fairness to foster an environment where doing the right thing is valued.

RESPONSIBLE MARKETING

We have established the Medical Interaction and Promotion Policy to develop a compliance framework for medical interactions with healthcare professionals and medical institutions, as well as the promotion of pharmaceutical products. This policy ensures that these activities are conducted transparently, with proper accountability, and by relevant laws, Company policies, industry guidelines, and best practices. We provide accurate product information and support healthcare professionals in promoting rational drug usage.

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

DATA PRIVACY AND SECURITY

Brii Bio has strictly complied with related laws and regulations, such as the Network Security Law of the People's Republic of China, Personal Information of Telecommunications and Internet Users Information Protection Regulations, Computer Software Protection Regulations and Computer Software Copyright Registration Measure. We have implemented an Information Security Policy and a set of standard operating procedures to manage the user access authority of specific data and information, as well as safeguard data security and intranet security. We have classified the information into different levels of confidentiality with different access rights. We have also taken proactive steps such as deploying a professional-grade firewall and utilizing robust anti-virus programs.

Safeguarding Information Security

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

We have established Information Technology ("IT") – Personnel Onboarding/Offboarding Procedure to have clear guidelines to govern the internal information controls and access for departing personnel to ensure a high level of information security. We have developed IT Disaster Recovery to standardize the procedures of data recovery in case of disasters.

Before participating in a trial, each subject is required to sign an informed consent form, which ensures his or her awareness of the trial's purpose, specifics, and associated risks. Additionally, all employees are obligated to sign a confidentiality agreement upon joining the Group, thereby safeguarding the privacy of our patients. In terms of operations in China, we formulated an Investigational Drug File Management to establish the procedure for the management of Investigational Drug files to clarify the ownership of each document referred to in the file. An investigational drug file needs to be created before each batch of investigational drug release for studies in China. The information about each item needs to be confirmed by the relevant department before the investigational drug release. The investigational drug file should be kept at least two years after withdrawal of the product from market.

Our U.S. office has established a separate Brii Bio WiFi network within the WeWork WiFi network to enhance security measures.

Comprehensive Training

We place a strong emphasis on raising employees' awareness of information security. We regularly provide regular information security training courses for employees to enhance their knowledge and skills in protecting information security and privacy.

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

Our Company strives to pursue corporate sustainability through improving resource management and climate actions to minimize our environmental impact. We aim to make a positive contribution to the planet, ensuring long-term growth for the communities we support and greening our business.

Promoting Environmental Sustainability

GREEN OPERATIONS

Our core business revolves around research and development and primarily operates in the biotechnology industry. Since the Group outsources third-party Contract Development and Manufacturing Organizations ("CDMOs") to be responsible for the drug's production, the daily operation of the office does not involve any manufacturing process, and the impact on the environment and natural resources is also very slight.

We acknowledge the significance of environmental protection and have implemented measures to reduce our environmental footprint in our Beijing and Shanghai offices. To this end, we closely monitor our waste production, wastewater discharge, energy and water use, and greenhouse gas emissions. Our Office Rules address proper waste disposal, energy and water conservation, and green office practices. To ensure the achievement of our environmental objectives, we appoint dedicated staff members as environmental stewards to ensure our environmental objectives are met.

We have established four environmental targets with the objective of enhancing our emission levels, energy use efficiency, water efficiency, and waste reduction. The Board has discussed and approved these targets, and we have implemented appropriate solutions to achieve them. As we embark on our path towards a sustainable future, we acknowledge the vital role of green operations in fulfilling our responsibility to the environment and the community.

We strictly adhered to all environmental laws and regulations of our operating locations in 2024. During the Reporting Period, the Group had no violations of relevant laws and regulations on environmental protection which are material to our business operation, including laws and regulations on air and greenhouse gas emissions, discharges into water and land (where applicable), and generation of hazardous and non-hazardous waste (where applicable).

Emission Target

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

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

Waste Reduction Target

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

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

Energy Efficiency Target

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

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

Water Efficiency Target

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

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

Energy Saving

We consume energy efficiently and sustainably to reduce our environmental impact and ensure responsible production. The primary contributor to our energy consumption is the purchased electricity used in our offices.

During the Reporting Period:

- Electricity consumption from offices in Beijing and Shanghai: 102,638.00kWh in total
- Average electricity consumption per person: 1,445.61kWh/person[2]
- Total electricity consumption decreased by 14.76% compared to 2023

We have several measures to enhance our energy efficiency. We advocate for the use of LED lights and appliances with energy saving labels, using daylight whenever possible and arrange engineers to undergo on-site checking to control lighting and air-conditioning for maximized energy efficiency. The offices are divided into multiple different lighting areas, and independent controllable lighting switches are set up in different lighting areas.

We install seals on doors and windows to avoid the release of temperature-controlled air. We use a timer or turn off the printer completely during non-working hours. The onboarding training specifically emphasizes energy conservation and emission reduction, and energy-saving signs are posted in applicable areas of the offices.

Carbon Reduction

We are committed to reducing our carbon footprint and increasing employee awareness of climate-related issues and we have implemented a series of measures to reduce carbon emissions across all our operations. We encourage the use of online meetings to reduce unnecessary business travel and encourage our staff to use public transport to reduce greenhouse gases ("GHG") emissions.

During the Reporting Period, our GHG emission was 55.08 tons of carbon dioxide equivalent, which is mainly attributed to Scope 2 emission resulting from electricity purchased.

Beijing Office Energy Saving Design

With a focus on minimizing energy consumption, our Beijing office was intentionally designed to make efficient use of natural lighting. We installed window coverings with light sensors so they would adjust themselves based on the amount of daylight.

Held Team-building Activities with the Theme of "Low Carbon and Healthy"

The team-building activities for the Year in the Beijing and Shanghai offices were held near the offices, with the theme of "Low Carbon and Healthy." Activities included brisk walking in the park.

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

Water Management

In our daily operations, the primary source of our water usage and wastewater discharge is attributed to the office water consumption and our water source comes from the local waterworks, thus it has no issue in sourcing water.

During the Reporting Period:

- Total water consumption from our Beijing and Shanghai offices: 1,127.90m^3
- Water consumption intensity: 15.89m^3 per person[2]
- Total water consumption decreased by 23.88% compared to 2023

We have several water-saving measures to reduce water consumption. We use regular meter readings to carefully track our consumption and the pressure is changed to prevent wasted usage. We regularly take a meter reading to check for hidden leaks. We use toilets with infrared sensing and water saving labels and post water saving reminder stickers in each toilet to raise staff's water saving awareness.

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

Waste Management

Our waste generation mainly comes from office waste generated from daily operations. During business operations, we do not generate hazardous waste.

During the Reporting Period:

- Total non-hazardous waste generation by our Beijing and Shanghai offices: 22.29 tons
- Average 0.31 tons per person[2]

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

To minimize the generation of waste, we have implemented a range of measures aimed at waste reduction. We adopt a Just In Time procurement model to avoid the waste caused by excessive inventory. The offices provide ceramic mugs and sterilization cabinets to reduce the consumption of paper cups. We provide a waste sorting bin for staff to recycle wastepaper, metal and plastic. We promote saving paper and printing on both sides. We take advantage of online business management systems and email to reduce unnecessary printing, and reuse some office supplies. We use recycle bins to collect paper documents. We install electronic hand dryers to reduce paper towel usage.

RESPONDING TO CLIMATE CHANGE

In response to China's emissions commitment to the United Nations, which targets peaking carbon dioxide emissions before 2030 and achieving net-zero emissions by 2060, our Group actively responds to national initiatives and advocates for low carbon in our daily business practices. Though we are a growing company, we recognize the significance of this endeavor by carefully assess the Company's environmental impacts and minimize our carbon footprint and build business resilience against climate change throughout our own operations.

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

Governance

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

Strategy

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

Risk Management

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

Metrics and Targets

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

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

Climate-related opportunities	Opportunities Description	Response Measures
Resources efficiency improvement	New advanced technology not only reduces water consumption, but also cuts operating costs	• Reduce the use of energy such as steam, water and electricity in daily operations • Improve operational technologies to reduce water consumption to address water risks
Energy sources	Implementation of low emission energy sources results in reduced energy costs, decreasing the Group's operating expenses. Emergence of new technologies enhances Company's reputation, driving consumer demand for its products and services, consequently increasing the Company's revenue.	• Increase the use of low-emission energy/clean energy in operational activities • Improve corporate reputation and attract more investors who prefer low-emissions manufacturers through energy use transition • The operation area can be considered for the placement of clean energy sources such as solar and wind as alternatives to fossil energy and the development of new technologies

APPENDIX I: SUSTAINABILITY DATA SUMMARY[3]

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

Environmental Aspect[4]	Unit	2024
Greenhouse Gas Emissions[5]		
Direct greenhouse gas emissions (Scope 1)	tons of CO_2e	**0**
Indirect greenhouse gas emissions (Scope 2)	tons of CO_2e	**55.08**
Total greenhouse gas emission (Scope 1 and 2)	tons of CO_2e	**55.08**
Greenhouse gas emission intensity per employee (Scope 1 and 2)	tons CO_2e/employee	**1.28**
Waste		
Total generated non-hazardous waste	tons	**22.29**
Non-hazardous waste intensity (per employee)	tons/employee	**0.31**
Paper consumption		
Paper consumption	kg	**371.88**
Paper consumption intensity (per employee)	kg/employee	**5.24**
Energy consumption		
Total electricity consumption	MWh	**102.64**
Total electricity consumption intensity (per employee)	MWh/employee	**1.45**
Water Consumption		
Total water consumption	Cubic meter	**1,127.90**
Total water consumption intensity (per employee)	Cubic meter/employee	**15.89**

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

[4] The environmental data of U.S. office would be provided and calculated in the future.

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

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

Social Aspect	Unit	2024
Number of Employees		
Total number of employees	person	**98**
Total Number of Employees (by Gender)		
Female	person	**69**
Male	person	**29**
Total Number of Employees (by Employee Category)		
Middle management	person	**30**
Corporate executive level	person	**8**
Other ranking	person	**60**
Total Number of Employees (by Age Group)		
Aged below 30	person	**11**
Aged 30-40	person	**30**
Aged 41-50	person	**37**
Aged over 50	person	**20**
Total Number of Employees (by Geographical Region)[6]		
China	person	**71**
USA	person	**27**

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

Social Aspect	Unit	2024
Employee Turnover Rate[7]		
Employee turnover rate	%	**52.04**
Employee Turnover Rate (by Gender)[7]		
Female	%	**49.28**
Male	%	**58.62**
Employee Turnover Rate (by Age Group)[7]		
Aged below 30	%	**18.18**
Aged 30-40	%	**43.33**
Aged 41-50	%	**48.65**
Aged over 50	%	**90.00**
Employee Turnover Rate (by Geographical Region)[7]		
China	%	**19.72**
USA	%	**137.04**
Occupational Health and Safety		
Work-related fatalities in the last 3 years (including the reporting year)	person	**0**
Rate of work-related fatalities	%	**0**
Lost days due to work-related injuries	day	**0**

[7] The employee turnover rate for the Year is calculated as number of departed employees during the Year under the category ÷ number of employees during the Year under the category x 100%

Social Aspect	Unit	2024
Development and Training		
Percentage of Employees Trained by Gender[8]		
Female	%	**70.41**
Male	%	**29.59**
Percentage of Employees Trained by Employee Category[8]		
Middle management	%	**30.61**
Corporate executive level	%	**8.16**
Other ranking	%	**61.22**
Percentage of Employees Trained by Employee Function[8]		
R&D	%	**72.45**
Marketing & Sales ("M&S")	%	**0**
General & Administrative ("G&A")	%	**27.55**

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

Social Aspect	Unit	2024
Average Training Hours of Employees by Gender[9]		
Female	hour	**29.91**
Male	hour	**27.03**
Average Training Hours of Employees by Employee Category[9]		
Middle management	hour	**27.39**
Corporate executive level	hour	**18.91**
Other ranking	hour	**31.24**
Average Training Hours of Employees by Employee Function[9]		
R&D	hour	**31.61**
M&S	hour	**0**
G&A	hour	**22.34**

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

APPENDIX II: ABOUT THE REPORT

Overview

Brii Bio is pleased to introduce our fourth ESG report (the "Report"), highlighting the Group's core values and principles upheld by the Group in addressing ESG issues throughout 2024. The Report particularly emphasizes our commitment to developing innovative treatments for diseases with high unmet medical needs and significant public health challenges. The Report also summarizes notable advancements made by the Group in ESG, aiming to provide stakeholders with a clearer understanding of the Group's sustainability objectives, progress, and accomplishments.

Basis of Reporting

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

Reporting Scope

The scope of the Report covers the core business of the Group from January 1, 2024, to December 31, 2024. The data scope of environmental key performance indicators ("KPIs") covers the offices in China[10]. We anticipate expanding the scope and depth of our sustainability performance monitoring to ensure ongoing assessment and improvement.

Source of Data and Reliability Assurance

The data and cases in the Report are mainly from the statistic reports and official documents of Brii Bio. We undertake that the Report contains no false or misleading statements and are responsible for the accuracy, completeness, and authenticity of the statements and their contents.

Report Approval

The Board and management have approved and confirmed the Report on 21 March 2025 and the Board assumes full responsibility for the contents disclosed in the Report.

Report Access

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

Feedback

We place great importance on stakeholder and reader feedback, recognizing its crucial impact on improving our Report and ESG performance. We welcome you to reach out to us with your feedback. Our contact information is provided below:

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

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

APPENDIX III: COMMUNICATION BETWEEN BRII BIO AND STAKEHOLDERS

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

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

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

Table A: Index Table of ESG Reporting Guide

A. Environmental			Related section(s)
A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	5. Promoting Environmental Sustainability
	A1.1	The types of emissions and respective emissions data.	Due to the nature of our business, we do not generate significant air pollutant emissions from vehicles and stationary combustion equipment.
	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).	5.1 Green Operations Appendix I: Sustainability Data Summary
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	We do not generate hazardous waste during our business operations and the related data is therefore not disclosed.
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	5.1 Green Operations Appendix I: Sustainability Data Summary
	A1.5	Description of emission target(s) set and steps taken to achieve them.	5.1 Green Operations
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	5.1 Green Operations

A. Environmental			Related section(s)
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	5. Promoting Environmental Sustainability
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	5.1 Green Operations Appendix I: Sustainability Data Summary
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	5.1 Green Operations Appendix I: Sustainability Data Summary
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	5.1 Green Operations
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	5.1 Green Operations
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The Group outsources the packaging services of finished products to the CDMO. Since the scope of environment data only covers the Group and this KPI is therefore not disclosed.

A. Environmental			Related section(s)
A3: The Environment and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	5. Promoting Environmental Sustainability
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	5. Promoting Environmental Sustainability
A4: Climate Change	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	5.2 Responding to Climate Change
	A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	5.2 Responding to Climate Change

B. Social			Related Section(s)
B1: Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	3. Empowering Our Valued Workforce
	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	3. Empowering Our Valued Workforce Appendix I: Sustainability Data Summary
	B1.2	Employee turnover rate by gender, age group and geographical region.	3. Empowering Our Valued Workforce Appendix I: Sustainability Data Summary

B. Social			Related Section(s)
B2: Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	3.4 Workplace Health and Safety
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	3.4 Workplace Health and Safety Appendix I: Sustainability Data Summary
	B2.2	Lost days due to work injury.	3.4 Workplace Health and Safety Appendix I: Sustainability Data Summary
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	3.4 Workplace Health and Safety
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	3.5 Talent Cultivation and Training Initiatives
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	3.5 Talent Cultivation and Training Initiatives Appendix I: Sustainability Data Summary
	B3.2	The average training hours completed per employee by gender and employee category.	3.5 Talent Cultivation and Training Initiatives Appendix I: Sustainability Data Summary

B. Social			Related Section(s)
B4: Labor Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	3. Empowering Our Valued Workforce 3.3 Diversity, Equity, and Inclusion in the Workplace
	B4.1	Description of measures to review employment practices to avoid child and forced labor.	3.3 Diversity, Equity, and Inclusion in the Workplace
	B4.2	Description of steps taken to eliminate such practices when discovered.	3.3 Diversity, Equity, and Inclusion in the Workplace
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	4.2 Supply Chain Management
	B5.1	Number of suppliers by geographical region.	4.2 Supply Chain Management
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	4.2 Supply Chain Management
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	4.2 Supply Chain Management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	4.2 Supply Chain Management

B. Social			Related Section(s)
B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	2.2 Patient-Centric Advocacy Strategies 2.4 Ensuring Access to Medicines 2.5 Ethical Research 4.1 Product Quality 4.4 Responsible Marketing 4.5 Data Privacy and Security
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	4.1 Product Quality
	B6.2	Number of products and service related complaints received and how they are dealt with.	4.1 Product Quality
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	2. Our Commitment to Public Health
	B6.4	Description of quality assurance process and recall procedures.	4.1 Product Quality
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	4.5 Data Privacy and Security

B. Social			Related Section(s)
B7: Anti-corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	4.3 Business Ethics
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	4.3 Business Ethics
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	4.3 Business Ethics
	B7.3	Description of anti-corruption training provided to directors and staff.	4.3 Business Ethics
B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	2.2 Patient-Centric Advocacy Strategies
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	2.2 Patient-Centric Advocacy Strategies
	B8.2	Resources contributed (e.g. money or time) to the focus area.	2.2 Patient-Centric Advocacy Strategies

Table B: Reporting Principles of ESG Reporting Guide

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

Table C: SASB Materiality Map of Biotechnology & Pharmaceutical Industry

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

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

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

APPENDIX V: LIST OF APPLICABLE LAWS AND REGULATIONS

We strictly comply with the applicable laws and regulation, including but not limited to the following, during our operations:

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