INNOCARE
诺诚健华

SINCE 2015

(Incorporated in the Cayman Islands with limited liability)

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2024

InnoCare Pharma Limited

Environmental,Social and Governance (ESG) Report

CONTENTS

ABOUT THIS REPORT ---- 01

INTRODUCTION TO THE REPORT ---- 01
REPORTING SCOPE ---- 01
List of Names and Abbreviations of Subsidiaries Contained in This Report ---- 01
BASIS OF PREPARATION ---- 01
SOURCES OF INFORMATION ---- 01
REPORTING PRINCIPLES ---- 02
APPROVAL AND ACCESSIBILITY ---- 02
DISCLAIMER ---- 02

MESSAGE FROM THE CHAIRMAN ---- 03

ABOUT INNOCARE ---- 05

COMPANY OVERVIEW ---- 05
MISSION, VISION AND VALUES ---- 05
INNOCARE 2024 MILESTONES ---- 06
RESULTS OF 2024 IN FIGURES ---- 07
AWARDS AND HONORS IN 2024 ---- 08

ESG MANAGEMENT ---- 11

Appendix ---- 86

Feedback Form ---- 100

1 INTEGRITY IN BUSINESS OPERATIONS, STEADY PROGRESS

CORPORATE GOVERNANCE 17

RISK CONTROL 21

BUSINESS ETHICS COMPLIANCE 25

2 GREEN DEVELOPMENT, SAFEGUARDING THE FUTURE

CLIMATE CHANGE 29

ENVIRONMENTAL MANAGEMENT 32

RESOURCE CONSERVATION 34

GREEN OPERATIONS 36

3 QUALITY FIRST, LEADING THE WAY

EXCELLENCE IN QUALITY 41

HIGH-QUALITY SERVICES 48

R&D AND INNOVATION 50

SUPPLY MANAGEMENT 58

4 CARING FOR EMPLOYEES, PEOPLE-ORIENTED APPROACH

TALENT ATTRACTION 63

TALENT DEVELOPMENT 67

SAFETY AND HEALTH 70

5 ADVANCING IN HARMONY THROUGH MUTUAL SUPPORT

INDUSTRIAL COOPERATION 81

ACCESS TO MEDICINES 83

SOCIAL RESPONSIBILITY 84

ABOUT THIS REPORT

INTRODUCTION TO THE REPORT

This 2024 Environmental, Social, and Governance Report (hereinafter referred to as the "ESG Report") is issued by InnoCare Pharma Limited (hereinafter referred to as "InnoCare", "the Group", or "the Company"). It aims to demonstrate the strategies, management practices, and performance of InnoCare and its major subsidiaries included in the annual report, in relation to environmental, social, and governance matters.

REPORTING SCOPE

The information and data disclosed in this Report cover InnoCare and its major subsidiaries included in the scope of the annual report. Unless otherwise stated, the Reporting Period covers from January 1, 2024, to December 31, 2024 (hereinafter referred to as the "Reporting Period", "this year", or "in 2024"). Some of the written information extends beyond this period.

List of Names and Abbreviations of Subsidiaries Contained in This Report

Major Subsidiaries	Abbreviations in the Report
Beijing InnoCare Pharma Tech Co., Ltd.	Beijing InnoCare
Beijing Tiancheng Pharma Tech Co., Ltd.	Beijing Tiancheng Pharma
Nanjing Tian Yin Jian Hua Pharma Tech Co., Ltd.	Nanjing Tian Yin Jian Hua
Guangzhou InnoCare Pharma Tech Co., Ltd.	Guangzhou InnoCare
Shanghai Tianjin Pharmaceutical Technology Co., Ltd.	Shanghai Tianjin

BASIS OF PREPARATION

This Report has been compiled with reference to Appendix C2 the *Environmental, Social and Governance Reporting Guide* issued by The Stock Exchange of Hong Kong Limited (hereinafter referred to as the "SEHK"), and the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)* issued by the Shanghai Stock Exchange.

This report also references and responds to the disclosure requirements related to the *United Nations Sustainable Development Goals (UNSDGs)*, the *Sustainability Accounting Standards Board (SASB)*, the *ten principles of the United Nations Global Compact (UNGC)*, and the *International Financial Reporting Standards for Sustainability Disclosure No. 2—Climate-related Disclosures*.

SOURCES OF INFORMATION

The information and data cited in this Report are derived from the Company's official documents, statistical reports, and financial reports, which have been collated, summarized, and reviewed by relevant departments. Unless otherwise specified, all monetary data in this Report are presented in Renminbi (RMB).

REPORTING PRINCIPLES

Materiality principle: This Report follows the principles and requirements of the *Environmental, Social and Governance Reporting Code* issued by SEHK, while also aligning with the capital market's focus on the Company's sustainable development. Through various forms of communication and engagement with stakeholders, the Company conducts benchmarking analysis against industry peers to identify and prioritize material issues relevant to its operations. These issues have been reviewed and endorsed by the Board of Directors and senior management. For further details, please refer to the "Material Issue Identification" section.

Quantitative principle: This Report regularly collects and aggregates quantitative key disclosure indicators, including all environmental categories and certain social categories specified in the ESG Reporting Guide. These indicators are systematically collected throughout the year and are ultimately consolidated for public disclosure in this Report. For ESG quantitative data, please refer to the relevant chapters of this Report and the ESG Key Performance Indicators table.

Balance principle: This Report aims to objectively and fairly present the Company's efforts in various ESG aspects, including environment, employee, product responsibility, and community. Both positive and negative indicators are disclosed to reflect objective facts.

Consistency principle: This Report maintains consistency in disclosure scope compared to previous sustainability reports, with uniform disclosure and statistical methods applied throughout. The meanings of the ESG key quantitative performance indicators disclosed are explained, including calculation bases and assumptions. Consistency in indicators across different Reporting Periods is maintained as much as possible to ensure comparability.

APPROVAL AND ACCESSIBILITY

This Report was approved by the Board of Directors on March 27, 2025. It is available in Simplified Chinese, Traditional Chinese, and English, and can be viewed and downloaded from the Company's official website (https://www.innocarepharma.com), the SEHK website (www.hkexnews.hk), and the Shanghai Stock Exchange website (http://www.sse.com.cn/).

DISCLAIMER

The Board of Directors and management undertake that this Report contains no false records, misleading statements, or material omissions, and bear responsibility for the truthfulness, accuracy, and completeness of its contents. Some content in this Report may contain forward-looking statements, which are subject to uncertainties and risks that may lead to significant differences between actual results and expectations. The Company does not undertake any obligation to update forward-looking statements contained in this Report.

MESSAGE FROM THE CHAIRMAN

As the years turn and new chapters unfold, 2024 was marked by turbulence in the global market landscape and profound shifts in the world economy. It was also a pivotal year for InnoCare — one in which we remained firmly aligned with our strategic goals, pressing forward with both innovation and responsibility, and advancing sustainable development in the biopharmaceutical sector. Throughout the year, we stayed true to our mission and rose to every challenge, embedding ESG principles deeply into our corporate strategy. We broke new ground in innovative R&D, pursued excellence in quality control, took bold steps in green transformation, and extended care through public welfare initiatives — all in an effort to achieve dual success in both economic performance and social impact, while continuously creating long-term value for our stakeholders.

DRIVING INDUSTRY ADVANCEMENT THROUGH INNOVATION

As a high-tech biopharmaceutical company, InnoCare has established a robust R&D system, built a professional innovation team, and built an integrated biopharmaceutical platform that spans early discovery, clinical research, and commercial production. In 2024, the Company invested RMB 814.6094 million in R&D, with over 500 R&D personnel. Supported by an efficient R&D platform and strong internal and external collaboration, our pipelines have continued to achieve significant breakthroughs, yielding remarkable results in hematological tumors, autoimmune diseases, and solid tumors. In 2024, new drug applications (NDAs) were submitted for Orelabrutinib in first-line CLL/SLL and Tafasitamab in r/r DLBCL and six indications in autoimmune diseases were poised for advancement. We also developed a leading industry-grade ADC platform in-house and leveraged AI technologies to accelerate new drug discovery and advancement. We remain committed to the idea of open and collaborative innovation, working closely with external partners to drive co-innovation and share results. Through extensive academic exchange and international cooperation, we continue to absorb best practices in R&D and clinical development, enhance our innovation capacity, and jointly promote faster innovation across the industry — benefiting more patients worldwide.

SAFEGUARDING PATIENT HEALTH AND SAFETY THROUGH RELENTLESS COMMITMENT TO QUALITY

As a steadfast guardian of human health, InnoCare regards product quality as the lifeline of the Company. We have established a comprehensive quality management system that spans the entire product life cycle—from R&D and design to manufacturing, quality inspection, and market distribution—strictly adhering to the highest international quality standards at every stage. We place particular emphasis on quality and safety management, having built a robust end-to-end quality risk management mechanism to systematically identify and control key factors affecting product quality, supported by comprehensive quality control policies and standardized operating procedures across the entire product life cycle. We also continue to strengthen our corporate culture of quality. In 2024, a total of 2,387 quality training programs were conducted, with 71,468 total training participants, significantly enhancing employees' quality awareness and professional competence. Fully aware that drug quality is directly linked to patient health and lives, we will continue to uphold the highest standards of quality and safety, providing patients with safer and more effective treatment options.

PROMOTING SUSTAINABLE GROWTH THROUGH GREEN DEVELOPMENT

As a responsible corporate citizen, InnoCare integrates the concept of sustainable development into its corporate strategy and remains firmly committed to pursuing a green and low-carbon development path. In response to the increasingly urgent global climate crisis, we have systematically embedded climate change considerations into our strategic planning—comprehensively identifying and assessing related risks and opportunities, and steadily advancing climate risk management to ensure the effective implementation of our climate strategy. Aligned with China's "dual carbon" goals, we actively promote green operations, adhere to an "environmentally friendly" development approach, and implement energy-saving and environmental protection concepts across all operations. Emphasizing the efficient use of energy and resources, we advance our low-carbon transition through technological innovation and refined management. In 2024, we achieved our environmental targets related to energy intensity, greenhouse gas emissions intensity, and industrial wastewater discharge intensity, fulfilling our environmental responsibility through concrete actions. These achievements reflect not only the foresight of our green development strategy but also our unwavering commitment to sustainability.

FULFILLING SOCIAL RESPONSIBILITY THROUGH SHARED VALUE

As a company with a strong sense of social responsibility, InnoCare regards contributing to society as an integral part of its mission and a vital measure of corporate value. We firmly believe that the value of a pharmaceutical company lies not only in technological innovation, but also in its tangible contributions to public well-being. Committed to advancing pharmaceutical innovation, we actively participate in global academic dialogue and have presented our R&D achievements at several international conferences, showcasing the innovation capabilities of Chinese pharmaceutical products and supporting the globalization of the industry. We also strive to improve access to healthcare by enhancing pricing transparency and providing philanthropic drug assistance to patients with financial difficulties, thereby easing the burden of treatment. In addition, the Group has continued to carry out public welfare initiatives in areas such as educational support and patient care, with employee volunteer service hours totaling 5,163 in 2024. We will continue to deepen the practice of social responsibility, enabling more patients to benefit from pharmaceutical innovation and contributing to the realization of the Healthy China Initiative.

FUTURE OUTLOOK

2025 marks the tenth year of InnoCare's development journey. Standing at a new starting point, we will continue to uphold the philosophy of "science-driven innovation for the benefit of patients". With a more open mindset, we will embrace industry transformation, accelerate progress in R&D, commercialization, and globalization, further strengthen our quality management systems, implement green and low-carbon development strategies, and actively fulfill our corporate social responsibilities. We committed to working hand in hand with all stakeholders—guided by innovation, anchored in quality, driven by sustainability, and propelled by shared value. On this unwavering journey to safeguard life, we aim to accelerate breakthroughs in technology, globalization, and commercialization, and write a new chapter in our mission to illuminate life for humankind.

Jisong Cui

Chairman and Chief Executive Officer

ABOUT INNOCARE

COMPANY OVERVIEW

InnoCare Pharma Limited is a commercialized biopharmaceutical high-tech Company dedicated to developing and delivering innovative therapies for patients worldwide suffering from malignant tumors and autoimmune diseases. Led by a management team consisting of renowned industry experts, we have built a fully integrated biopharmaceutical platform with strong in-house R&D, clinical development, manufacturing to commercialization. The Company has branches in Beijing, Nanjing, Shanghai, Guangzhou, Hong Kong, and the United States.

With the global vision and local expertise of the management team, the Company has built strong product pipelines and a differentiated and balanced drug portfolio covering hematological tumors, autoimmune diseases, and solid tumors. The Company has launched its first product, Orelabrutinib, establishing it as the core product to strengthen its dominant position in hematological tumors. At the same time, the Company actively explores the development of therapies for autoimmune diseases, while advancing the research and development of innovative drugs for solid tumors. The Company remains committed to identifying new therapeutic targets and developing globally breakthrough potential therapies, striving to become a leading biopharmaceutical company dedicated to delivering innovative treatments to patients worldwide.

MISSION, VISION AND VALUES

Mission

To leverage cutting-edge science, technology, and driving force to offer new drugs for patients and improve public health

Values

To be resilient, innovative, collaborative, dedicated and committed to excellence

Vision

To become a Biopharmaceutical leader that develops and delivers innovative therapies for patients worldwide

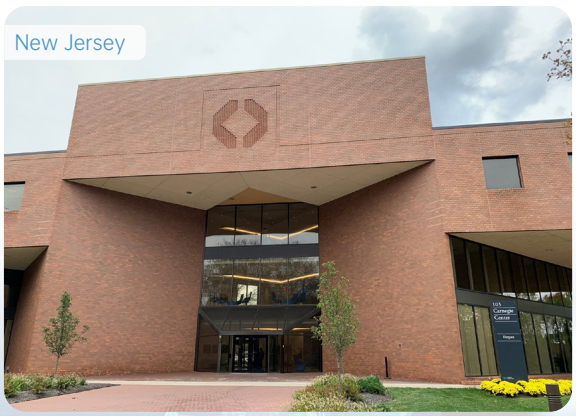

Beijing—Headquarters


Beijing—Kerry Center
INNOCARE


Nanjing
NIOSP
INNOCARE


Guangzhou—Manufacturing Base
广州诺诚健华医药科技有限公司
GUANGZHOU INNOCARE PHARMA TECHNOLOGY CO.,LTD


Shanghai
INNOCARE
INNOCARE


New Jersey

INNOCARE 2024 MILESTONES

1.30

InnoCare's Orelabrutinib patent won First Prize at the 7th Beijing Invention Patent Awards

3.11

InnoCare presented the latest ICP-332 data for atopic dermatitis in a late-breaking oral presentation at the 2024 Annual Meeting of the American Academy of Dermatology (AAD)

3.13

InnoCare's BCL-2 inhibitor ICP-248 in combination with Orelabrutinib for first-line treatment of CLL/SLL was approved for clinical trials

6.20

InnoCare's NDA for Tafasitamab with Lenalidomide to Treat Relapsed/Refractory DLBCL was accepted in China

6.11

InnoCare's novel TYK2 inhibitor ICP-332 received IND approval from the U.S. FDA

5.2

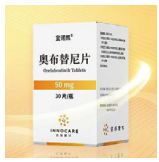
Orelabrutinib received Class I recommendation in the 2024 CSCO Guidelines for the treatment of marginal zone lymphoma

7.31

A *Nature* sub-journal reported that second-generation TRK inhibitor Zurletrectinib overcomes resistance acquired by the first-generation TRK inhibitor.

9.8

InnoCare and the U.S. FDA reached agreement at the EOP2 meeting to initiate a global Phase III trial of Orelabrutinib for PPMS



9.13

Multiple study data of Orelabrutinib were presented at the 2024 European Society for Medical Oncology (ESMO) Congress

12.9

InnoCare presented multiple study data of Orelabrutinib at the 66th Annual Meeting of the American Society of Hematology (ASH)

10.9

InnoCare's novel TYK2 inhibitor ICP-488 met the primary endpoint in a Phase II study for moderate-to-severe psoriasis.

10.4

InnoCare announced the completion of patient enrollment in the Phase II clinical trial of Orelabrutinib for systemic lupus erythematosus (SLE)

RESULTS OF 2024 IN FIGURES

Integrity in Business Operations, Steady Progress	• 0 cases of corruption, violations of business ethics, or unfair competition litigation. • 43% of independent directors. • 57% of female directors. • 18 compliance training sessions conducted with 1,028 participants. • 69% year-over-year increase in per-share value. • 49.14% year-over-year growth in Orelabrutinib sales. • 29.86% year-over-year reduction in net loss. • 7.57% year-over-year increase in R&D expenses.
Green Development, Safeguarding the Future	• 100% compliance rate in emissions of waste gas, wastewater, and solid waste. • 0 incidents of penalties due to pollutant exceedance or violations. • 25% reduction in energy use intensity in 2024 compared to 2023. • 21% reduction in greenhouse gas emission intensity in 2024 compared to 2023. • 24% reduction in industrial wastewater discharge intensity in 2024 compared to 2023.
Excellence in Quality, Taking Responsibility	• 0 incidents of adverse reactions caused by drug defects. • 0 product recalls due to quality issues. • 10+ pharmacovigilance training sessions were conducted, achieving a 100% employee participation rate. • 71,468 quality training participations, covering 2,387 training programs and 2,436 training hours. • 100% resolution rate for customer complaints.
Caring for Employees, People-Oriented Approach	• 54% of female employees. • 100% coverage of employee training. • 40.70 hours of training per employee, 600+ participants in the "InnoCare New Drug Club" training sessions. • Over 130 employees covered by the equity incentive plan. • 4,499,439 hours of safe work recorded with 0 work-related injuries throughout the year. • 100% employee health check pass rate, with no suspected or confirmed cases of occupational disease.
Advancing in Harmony through Mutual Support	• RMB 219,900 invested in public welfare initiatives. • 734 employees participated in volunteer activities for a total of 5,163 hours.

AWARDS AND HONORS IN 2024

Ranked 20 in the 2024 Beijing Top 100 Private Enterprise Science and Technology Innovation list

Beijing Federation of Industry and Commerce

Top 100 Innovative Pharmaceutical Companies in China 2024 and 2024 Pioneering Innovator Award

E-Pharm Executive

Benchmark ESG Comprehensive Governance Enterprise and New-type Productivity Demonstration Unit

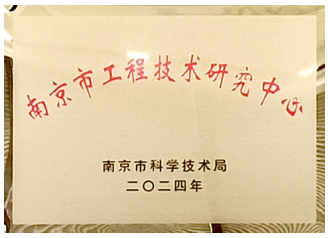
Organizing Committee of The China International Conference on Economic Management and Information Technology

Top 100 Specialized and Sophisticated Enterprises in Beijing 2024 and Top 100 Advanced Enterprises in Beijing 2024

Beijing Enterprise Confederation, Beijing Entrepreneur Association, and Zhongguancun Digital Economic Industry Alliance

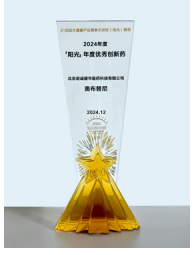
Outstanding Practice Case of Board Office of Listed Companies 2024

China Association for Public Companies



Nanjing Engineering Technology Research Center (2024)

Nanjing Science and Technology Bureau



Sunshine Annual Outstanding Innovative Drug Case 2024

21st Century New Health Research Institute

First Prize of the 7th Beijing Invention Patent Award

Beijing Intellectual Property Office

2024 Happy Enterprise "Disability Inclusion and Diverse Employment" Special Award

Beijing Foreign Enterprise Human Resources Service Co., Ltd. (FESCO) and *The Economic Observer*

2024 Best Practice Award in Human Resource Management in China

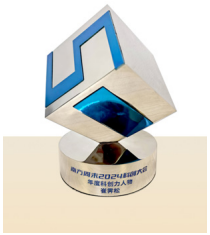
Beijing Association of Foreign Invested Enterprises Human Resources

Top 10 Business Communication in A-Share Pharmaceutical and Biological Industry

DONGTAIBAO

Three-Star Volunteer Service Enterprise

Share the Care



2024 Annual Innovative Person in Science and Technology

Southern Weekend

Top 10 Leaders in Pharmaceutical Innovation of the Year

Securities Times

Top 100 Innovation Power Ranking of Listed Companies 2024, 2024 VBEF Healthcare Industry Innovation Product List, and 2024 Outstanding Healthcare Entrepreneur of the Year

Vcbeat

Top 30 Innovative Small Molecule Drug Enterprises in China (from the 2023 Top 100 Innovation List Series for Biopharmaceutical Enterprises in China)

MedNetChina

ESG MANAGEMENT

At InnoCare, we place a strong emphasis on sustainable development and are committed to embedding ESG principles into both our day-to-day operations and long-term strategic decisions. We continue to strengthen our ESG management system and enhance the level of ESG management.

ESG Governance Structure

To enhance our ESG capabilities, we have established a top-down governance framework with clearly defined roles and responsibilities. This structure aligns with regulatory guidelines and industry best practices while reflecting the Company's specific stage of development. The Board of Directors leads the overall ESG strategy, supported by the ESG Working Group, which oversees coordination and planning. Functional departments across the organization serve as the key drivers of implementation.

ESG Governance Structure and Responsibilities

Board of Directors	• Identifies, assesses, and monitors ESG-related risks across the Group • Ensures that appropriate and effective ESG risk management and internal control systems are in place • Formulates the Group's ESG development strategies, ensuring alignment with the overall business direction • Reviews ESG matters reported by the ESG Working Group, including the annual ESG report and other key developments
ESG Working Group	• Reports regularly to the Board of Directors on ESG policies, progress, and emerging issues • Assists the Board in assessing ESG risks • Develops management strategies and medium- to long-term ESG plans • Coordinates with functional departments to ensure smooth execution of ESG initiatives • Maintains ongoing communication with investors on ESG topics
Functional Departments	• Integrate ESG principles into daily business operations • Implement the ESG plans and directives set by the Board and the ESG Working Group • Collect, organize, and report ESG-related data and updates

MATERIAL ISSUE IDENTIFICATION

In 2024, InnoCare carried out its first company-wide assessment of double materiality issues, covering 21 key issues outlined in the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)* issued by the Shanghai Stock Exchange. This reflects our commitment to responding to evolving stakeholder expectations and strengthening ESG governance in compliance with regulatory requirements.

Drawing on our industry context and business model, we assessed both impact materiality and financial materiality of ESG issues. To evaluate impact materiality, we identified 25 key ESG topics by reviewing regulatory requirements, analyzing industry trends, and conducting stakeholder surveys to determine the priority of each issue for 2024. We then worked closely with key internal departments to determine the financial materiality of these issues. Based on the results, we have developed the 2024 dual materiality issue matrix of InnoCare. The matrix provides a clear foundation for our ESG disclosure strategy, supports more informed decision-making around resource allocation, and guides short-, medium-, and long-term ESG planning efforts across the organization.

Dual Materiality Issue Identification Process

Identifying Impact Materiality Issues

- To assess impact materiality, we considered regulatory expectations, industry development trends, peer benchmarking, and capital market concerns. Nearly 400 copies of the 2024 ESG Materiality Issues Stakeholder Survey Questionnaires were distributed, covering key stakeholders including management, employees, customers, suppliers, shareholders and investors, as well as government and regulatory bodies, and the results were evaluated alongside the Company's operational context. This helped determine the relative impact of each ESG issue from a broader societal and environmental perspective.

Identifying Financial Materiality Issues

- We reviewed relevant regulations and the assessment criteria of major ESG rating agencies to identify ESG issues with significant financial implications.
- Consultations were held with key internal departments, alongside a review of historical data, potential financial impacts, and future financial planning. ESG issues involving investments equal to or greater than 5% of operating income were considered financially material. This threshold may be revised in the future as needed.

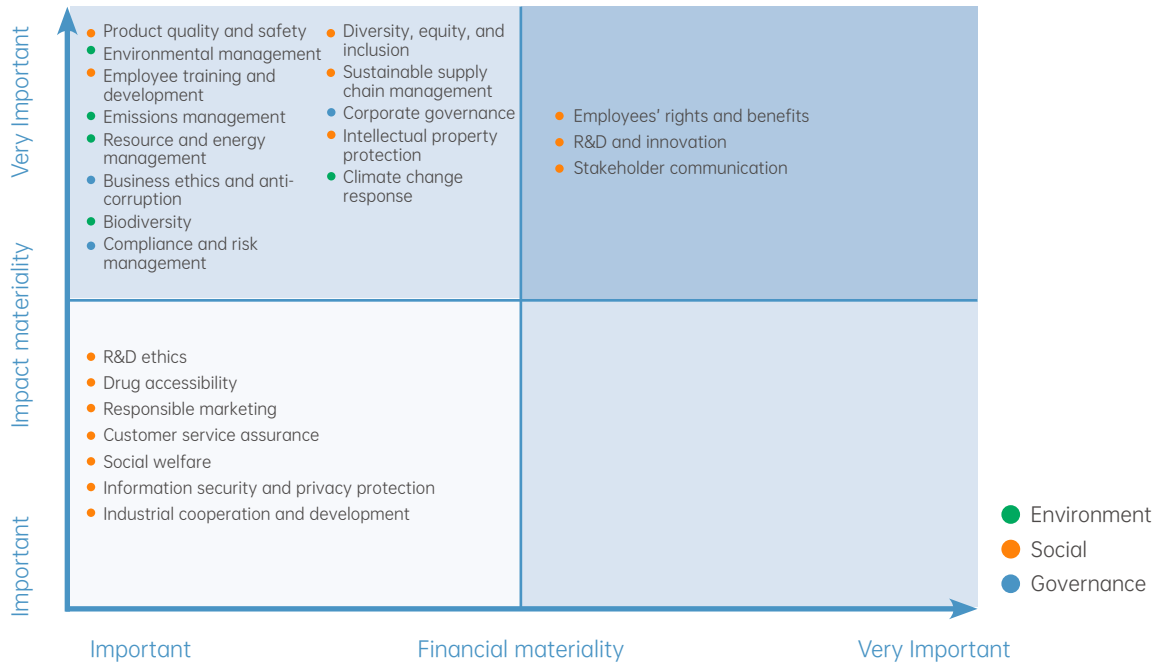
Developing a Double Materiality Matrix

- By combining the results of both the impact and financial materiality assessments, we developed InnoCare's 2024 Dual Materiality Matrix.

Reviewing the Double Materiality Matrix

- The proposed matrix was submitted to the Board of Directors for review and approval, establishing the final list of ESG issues deemed materially significant for 2024.

InnoCare 2024 Dual Materiality Issue Matrix



InnoCare 2024 Dual Materiality Issue Assessment Results

Issues with Both High Financial Materiality and High Impact Materiality	Employees' rights and benefits
	R&D and innovation
	Stakeholder communication
Issues with High Impact Materiality but Low Financial Materiality	Product quality and safety
	Environmental management
	Employee training and development
	Emissions management
	Resource and energy management
	Business ethics and anti-corruption
	Biodiversity
	Compliance and risk management
	Diversity, equity, and inclusion
	Sustainable supply chain management
	Corporate governance
	Intellectual property protection
	Climate change response
Issues with Low Financial Materiality and Low Impact Materiality	R&D ethics
	Drug accessibility
	Responsible marketing
	Customer service assurance
	Social welfare
	Information security and privacy protection
	Industrial cooperation and development

COMMUNICATIONS WITH STAKEHOLDERS

InnoCare values open and ongoing dialogue with stakeholders. To strengthen mutual understanding and trust, we have built a comprehensive, multi-level communication system that allows us to respond promptly to concerns, share key information, and reinforce our brand reputation. In 2024, we engaged with stakeholders through a variety of channels, including shareholder meetings, employee town halls, and participation in industry conferences.

Stakeholders	Issues of Concern	Communication Mechanisms
Management	Corporate governance Compliance and risk management Business ethics and anti-corruption	Regular Board meetings
Shareholders and investors	Corporate governance Compliance and risk management Business ethics and anti-corruption	Shareholders' meeting Regular reports and company announcements Investor conferences SSE E-interactive Roadshows, healthcare summits, etc. Hotline and email for investor inquiries
Government and Regulatory Authorities	Compliance and risk management Business ethics and anti-corruption Emissions management Resource and energy management Environmental management	Government meetings Project cooperation Monitoring by government staff
Consumers	Product quality and safety Responsible marketing Customer service assurance	Customer complaints and feedback Product quality inspection Information security and privacy protection statement
Employees	Employees' rights and benefits Employee health and safety Diversity, equity, and inclusion Employee training and development	Regular employee meetings Employee training Employee care activities Employee complaints and feedback
Suppliers	Business ethics and anti-corruption Sustainable supply chain management	Supplier access review Supplier evaluations and surveys Induction training
Public welfare organizations/NGOs	Industrial cooperation and development	Industry meetings and communication Strategic collaboration projects Participation in alliances and associations
Community representatives	Social welfare	Media communication Support for public welfare activities Energy saving and environmental protection activities Corporate culture communication

01

INTEGRITY IN BUSINESS OPERATIONS, STEADY PROGRESS

InnoCare continuously enhances its corporate governance level. We continuously refine our governance structure, enhance risk management practices, and uphold high standards of business ethics, laying a solid foundation for steady and responsible development.

SDGs Responded

CORPORATE GOVERNANCE

InnoCare is committed to strong governance and continues to refine its corporate system to strengthen the independence and diversity of its Board of Directors. We aim to improve decision-making efficiency, safeguard investor rights, and support the Group's steady, long-term growth.

CORPORATE GOVERNANCE STRUCTURE

InnoCare strictly complies with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, and the *Hong Kong Companies Ordinance,*, among other laws and regulations. The Company has established management systems such as the *Articles of Association* and the *Fifth Amended and Restated Memorandum and Articles of Association and the Rules of Procedure of the Board of Directors*, which together form a clear, compliant, and efficient governance framework. This system is designed to safeguard the interests of the Company and all shareholders.

Corporate Governance Structure

Shareholders' general meeting

- Convened in accordance with the *Articles of Association.*
- Responsible for key decisions such as approving overall business and investment plans, electing or replacing directors, and reviewing annual reports and major financial matters.
- Two shareholders' general meetings were convened in 2024.

Board of Directors

- Acts as the decision-making body for Company operations and executes resolutions passed by the shareholders.
- Oversees three specialized committees: the Audit Committee, Remuneration Committee, and Nomination Committee, each responsible for specific areas of governance and oversight.
- 12 Board meetings and 13 meetings of specialized committees of the Board of Directors were convened in 2024.

Senior Management

- Implements decisions made by the Board, oversees the Company's day-to-day operations and performance, and provides regular updates to the Board on operational progress and financial results.

COMPOSITION OF THE BOARD OF DIRECTORS

A diverse and independent board is essential to InnoCare's long-term stability and growth. As of the reporting date, the Board consists of seven members, including three independent non-executive directors and four female directors. Independent non-executive directors account for 43%, while female directors make up 57% of the Board.

We maintain strict independence requirements for directors. Independent non-executive directors are expected to offer objective perspectives and carry out oversight responsibilities independently. During the nomination process, the Company thoroughly reviews candidates' backgrounds and requires them to sign a formal declaration confirming their status, ensuring they are well-positioned to make impartial and effective decisions.

When nominating and appointing board members, the Group evaluates factors, including professional experience, skills, knowledge, gender, age, cultural and educational background, ethnicity, and tenure. This approach helps ensure a well-rounded and inclusive board. Our current directors bring deep expertise in areas such as business management, biotechnology, clinical research, life sciences, and financial investment. Their combined knowledge supports the Company's strategic direction and strengthens the quality of decision-making at the highest level.

Diversity of the Board of Directors' Composition

Title	Name	Gender	Age	Committee Appointments[1]			Industrial/Professional Background
				Audit Committee	Remuneration Committee	Nomination Committee	
Chairman of the Board and Executive Director	Jisong Cui	Female	61		M	C	Pharmaceutical R&D, microbiology, bioscience, with more than 20 years of experience in R&D and company management in the pharmaceutical industry.
Executive Director	Renbin Zhao	Female	56				Biological sciences and biotechnology, biochemistry and molecular biology.
Non-executive Director	Shi Yigong	Male	57				Biological sciences and biotechnology, biophysics and biophysical chemistry; Academician of the Chinese Academy of Sciences.
	Xie Ronggang	Male	39	M			Biomedicine, with more than 10 years of investment experience.
Independent Non-executive Director	Hu Lan	Female	53	C	C	M	Accounting and business administration, with over 20 years of accounting experience.
	Dong Dandan	Female	41	M	M	M	Life sciences, infectious diseases, molecular microbiology.
	Kunliang Guan	Male	61				Biochemistry and cell biology expert, Chair Professor and PhD Supervisor at the School of Life Sciences, Westlake University, with 30 years of research experience in biology.

[1] "C" represents the Chairman of the Committee of the Board. "M" represents a member of the relevant board committees.

PROTECTION OF INVESTORS' RIGHTS AND INTERESTS

InnoCare is committed to protecting shareholders' fundamental rights, including the right to information and participation in key decisions. The Group is committed to improving the completeness and timeliness of information disclosure and foster closer engagement between the Company and our investors.

INFORMATION DISCLOSURE

The Group strictly complies with the disclosure requirements of all relevant listing exchanges and upholds the principles of openness and transparency. The Group continues to improve the clarity, completeness, and timeliness of information shared with the market, especially content that may influence investor decision-making. In addition to meeting mandatory disclosure obligations, we also expand voluntary disclosures to give investors deeper insights into the Company's strategic direction and business performance. During the Reporting Period, InnoCare published 123 A-share announcements and documents, along with 80 H-share announcements through the websites of the Hong Kong Stock Exchange, the Shanghai Stock Exchange, and the Company's official website. We voluntarily disclosed clinical progress updates for our pipeline candidates—such as Orelabrutinib, ICP-332, ICP-488, and ICP-723—in alignment with industry practices, ensuring that investors stay informed of the latest R&D developments.

INVESTOR COMMUNICATION

The Group continues to enhance both online and offline channels for investor communication, ensuring clear, timely, and transparent communication. This includes issuing meeting notices, responding to shareholder inquiries, and safeguarding shareholders' voting rights. In 2024, we maintained close and consistent interactions with investors through performance briefings, analyst meetings, site visits, the SSE E-interactive platform, phone calls, and emails. Over the Reporting Period, the Group conducted more than 270 meetings with institutional investors and research analysts, connecting with over 1,000 investors from both domestic and international markets. We actively safeguarded investor interests and were recognized by the China Association for Public Companies with the "2024 Outstanding Practice of the Office of the Board of Directors among Listed Companies" award.

Performance Briefing Meeting

The Group organized the 2023 Annual Performance Briefing Meeting , the 2024 Interim Performance Briefing Meeting , and the 2024 Third Quarter Performance Briefing Meeting via the SSE Roadshow Center. The Chairman of the Board and Chief Executive Officer, Independent Non-executive Directors, Chief Financial Officer, and the domestic representative for information disclosure attended in person and engaged in active dialogue with investors.

Results Communication via New Media Platforms

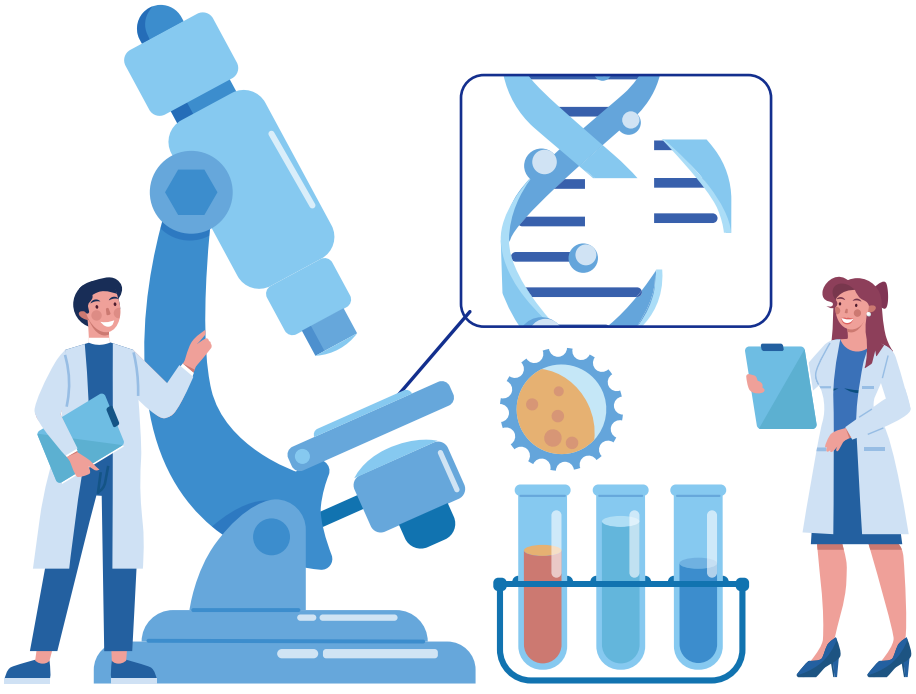
The Group produced and distributed visual summaries or key highlights of the 2023 Annual Results, the 2024 First Quarter, Interim, and Third Quarter Results through new media platforms.

Case

Hosting "Science Drives Innovation" 2024 R&D Day

InnoCare hosted its 2024 R&D Day under the theme "Science Drives Innovation", attracting over 5,100 investors and industry experts both online and offline. During the event, the management team and leading medical experts shared the Company's latest development strategies and R&D progress, demonstrating how high-quality innovative drugs are empowering the growth of new quality productive forces.

Q&A session during InnoCare's 2024 R&D Day



RISK CONTROL

InnoCare is committed to maintaining a robust risk management and internal control system. We carry out regular risk assessments and compliance reviews across all areas of our business to ensure stable, compliant, and continuous operations.

RISK MANAGEMENT

The Group has established a risk management structure comprising the Board of Directors, the Audit Committee, and the Internal Control Department. This top-down approach ensures a clear division of responsibility and coordination across departments, providing strong organizational support for effective risk mitigation.

Risk Management Structure and Responsibilities

Board of Directors

Serves as the key decision-making body for internal risk management and control. Oversees the planning, implementation, and ongoing monitoring of the Company's risk management strategy.

Audit Committee

Supervises and reviews the effectiveness of the Company's internal control and risk management systems. Provides independent assessments and recommendations to ensure proper oversight.

Internal Control Department & Compliance and Internal Audit Department

Responsible for implementing risk management strategies at the management level; regularly assessing internal control systems and measures; identifying, assessing, and addressing major risks.

The Group continuously optimizes its risk management system by regularly identifying, analyzing, and assessing risks to develop a comprehensive risk register. In 2024, key risks identified included operational risks, adverse drug reactions, financial and credit risks, EHS risks, compliance risks, and information security threats. Targeted control measures were implemented to address each of these areas. Additionally, the Group places a strong emphasis on managing sustainability-related risks. We conduct due diligence to assess potential negative impacts across critical areas such as supplier onboarding, pharmacovigilance, and R&D, ensuring a more integrated and proactive approach to risk management.

Responses to Major Risks in 2024

Major Risks	Management Practices
Business risk	• Conduct monthly reviews of overall business performance to identify potential risks and develop timely responses. • Hold monthly cross-departmental marketing meetings to align on sales forecasts, order planning, production schedules, and procurement strategies. • Standardize external contract templates and enforce strict reviews for contract approvals and business expenditures. • Assign the Compliance and Internal Control Department as the lead function for risk oversight, ensuring effective supervision of key projects and activities.
Risk of adverse drug reactions	• Maintain a reporting mechanism for adverse drug events that includes training, media monitoring, and reporting procedures, covering both internal teams and third-party suppliers. • Provide regular updates on adverse drug events, conduct risk assessments, and implement corrective actions as needed.
Financial risk	• Implement annual budgeting processes to allocate resources efficiently, expand financing channels, and strengthen risk response capabilities. • Establish a financial reporting mechanism with standardized procedures for reviewing monthly, quarterly, and annual financial reports.
Credit risk	• Establish a strict distributor screening system, including standardized credit risk assessments and semi-annual updates to distributor credit ratings. • Implement an accounts receivable management mechanism to monitor and control credit exposure effectively.
EHS risk	• Develop and maintain a clear EHS responsibility framework across the organization. • Establish a comprehensive EHS management system to identify and manage risks systematically through a tiered approach. • Conduct regular internal audits, external evaluations, and gather employee feedback to continuously improve the EHS system. • Provide ongoing EHS training to strengthen employee awareness and promote a safety-first culture. • Develop detailed emergency response and safety incident plans, and conduct regular drills to improve preparedness for unexpected events.
Compliance risk	• Establish a comprehensive compliance management system that includes standardized procedures for employee agreements and supplier conduct. Update compliance requirements regularly to align with evolving domestic and international regulations. • Build an end-to-end compliance oversight mechanism, including internal audits and risk assessments, to promptly identify and address non-compliance and ensure regulatory adherence.
Information security risk	• Establish a structured information security management system, with process of regular updates to policies and standardized control over visitor access and document borrowing management. • Implement end-to-end data security measures, from system infrastructure to individual user terminals. • Strengthen protection mechanisms through disaster recovery infrastructure, routine data backups, encryption protocols, and cloud data center safeguards. • Conduct regular vulnerability scanning, penetration testing, and information security training to ensure comprehensive information security.

The Group places a strong emphasis on building risk awareness and capability across all levels of the organization. Regular training sessions and awareness programs are conducted to help employees understand internal risk policies and procedures. These efforts not only reinforce a culture of risk prevention but also strengthen the Company's overall risk management capability.

Case

Quality System Management Review by Beijing InnoCare

In 2024, Beijing InnoCare organized a quality system management review in accordance with the *Management Rules on Quality Management Reviews*. The quality system review was conducted by analyzing production management, quality management, adverse reactions, sales, and distribution in combination with product risks. The review assessed both recurring and newly emerging risks, and proposed improvement measures to ensure that quality risks remain under control.

Quality System Management Review by Beijing InnoCare in 2024

INTERNAL CONTROL MANAGEMENT

The Group continues to strengthen its internal control system by promoting standardized policies, optimizing the internal control matrix, and establishing clear evaluation and assessment mechanisms. We also work to embed a strong internal control culture across the organization, laying a solid foundation for internal management.

Internal Control Management Measures

Main Initiatives	Specific Control Measures
Internal Control Standardization System	• Standardizes policy development across departments, including drafting, communication, approval, and review procedures. • Enhances policy traceability through regular follow-ups, timely communication, structured archiving, and controlled access to internal documents.
Internal Control Matrix	• Covers key control activities across multiple dimensions, including planning and production management, inventory and cost management, sales and accounts receivable, contract management, fixed asset management, capital management, and human resources, effectively mitigating associated risks. • Optimizes internal processes by establishing R&D and clinical project control procedures, streamlining seal usage management, and refining procurement, receipt, and payment workflows to support overall business efficiency.
Internal Control Assessment Mechanisms	• Establish internal control assessment mechanisms, conduct regular assessments to monitor implementation effectiveness, and collaborate with relevant business departments to formulate corrective measures and set deadlines for the timely resolution of identified issues.
Internal Control Testing	• Conduct internal control testing on key business processes to identify control issues and implement improvements that support risk management objectives. • Classify internal control deficiencies into major, significant, and general categories. As of the end of the Reporting Period, no major or significant deficiencies were identified, and the rectification rate of general deficiencies reached 100%.
Internal Control Culture Construction	• The dedicated internal control department provides risk management and control consulting in daily operations, offering recommendations to reduce business risks and improve operations. • Conduct multiple internal control training sessions covering new hires, commercialization teams, clinical operations teams, and financial teams.

BUSINESS ETHICS COMPLIANCE

InnoCare upholds integrity and compliance as core pillars of its corporate governance. We continue to strengthen our business ethics system, promote a culture of integrity, and maintain clear, accessible mechanisms for reporting misconduct. These efforts help foster a transparent and accountable work environment.

BUSINESS ETHICS GOVERNANCE

The Group actively promotes the development of a business ethics governance system to standardize ethical conduct across the organization. The Board of Directors oversees business ethics-related matters, while the Audit Committee provides guidance and supervision to the Internal Control Department and the Compliance and Audit Department, ensuring effective implementation.

The Group strictly abides by laws and regulations, including the *Anti-Money Laundering Law of the People's Republic of China*, and the *Anti-Unfair Competition Law of the People's Republic of China*. We continuously improve internal policies such as the *Employee Handbook,* the *Anti-Corruption and Anti-Bribery Policy*, and the *Anti-Fraud and Reporting Management System.* These documents define clear management standards and preventive mechanisms, reinforcing our zero-tolerance stance on violations of business ethics.

To ensure effective anti-corruption practices, we conduct targeted business ethics audits based on identified risk areas. For high-risk business operations, we design detailed audit plans and carry out dynamic risk inspections to identify and address potential issues in a timely manner.

We also promote a culture of integrity by requiring all employees to sign the *Anti-Commercial Bribery Agreement*. Furthermore, we hold our suppliers and distributors etc. to integrity and business ethics standards, embedding anti-bribery and anti-corruption clauses in contracts to establish a trustworthy value chain.

BUSINESS ETHICS TRAINING

The Group actively promotes a culture of integrity by regularly providing anti-corruption and ethics training to strengthen employees' awareness and understanding of business ethics.

Case

InnoCare Compliance Training for New Employees in Commercial Operations

The Company regularly conducts compliance training for new employees. In 2024, the Company organized on-site compliance training for 128 new employees in commercial operations, enabling them to quickly grasp the Company's compliance system, anti-corruption and anti-bribery policies, and classic case studies. This effectively enhanced the compliance awareness of new employees, contributing to the Company's stable development.

The Photo of Compliance Training On-Site

As of the end of the Reporting Period, the Group had conducted 18 compliance training sessions, covering topics such as the Company's anti-corruption and anti-bribery policies, along with updates on relevant national laws and regulations. The sessions included participants from various departments, including new hires, commercial teams, clinical operations, and procurement, with a total of 1,028 participants. In 2024, members of the Board of Directors of the Group participated in anti-corruption training, with an average of 0.67 hours of training per person.

REPORTING MANAGEMENT

InnoCare continues to strengthen its oversight and reporting systems related to business ethics. In line with applicable laws and regulations, we have implemented policies such as the *Anti-Fraud and Reporting Management Policy* to formalize reporting procedures and ensure that complaints are handled promptly and effectively.

We provide accessible and diverse reporting channels, encouraging stakeholders to report actual or suspected misconduct through hotlines, email, written letters, and other means. Upon receiving a report, we conduct a thorough investigation in strict accordance with our established protocols. For cases leading to litigation, rectification measures are mandated, and severe penalties are imposed.

Report Handling Process

To protect the rights of whistleblowers, the Group has established both a whistleblower protection system and a confidentiality policy. These policies strictly prohibit the unauthorized disclosure of reporter identities or report details without consent. The Group ensures that all whistleblowers are protected from unfair treatment throughout the investigation process and enforces a zero-tolerance stance toward any form of discrimination or retaliation, safeguarding their safety and legal rights at every stage.

Reporting Channels

Reporting hotline: (010)66609747

Email: legal_compliance@innocarepharma.com

Mailing Address: Legal and Compliance Department, InnoCare Pharma, Building 8, Peking University Medical Industrial Park, Changping District, Beijing, 102206

In 2024, the Group did not encounter any lawsuits or major administrative penalties related to unfair competition, corruption, bribery, or money laundering.

02

GREEN DEVELOPMENT, SAFEGUARDING THE FUTURE

InnoCare upholds the concept of sustainable development. We align with the national "dual carbon" goals and take practical steps to respond to climate change. By continuously strengthening our environmental management systems and improving how we use resources, we are committed to maintaining green, low-carbon operations. Our aim is to contribute to a more sustainable future.


SDGs Responded
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
11 SUSTAINABLE CITIES AND COMMUNITIES
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND

CLIMATE CHANGE

Based on the framework and recommendations of the International Sustainability Standards Board (ISSB)[2], the Group manages climate-related issues across four key areas: governance, strategy, risk management, and metrics. We identify and assess risks and opportunities related to climate change and embed our response into the Group's overall strategy to better manage future challenges.

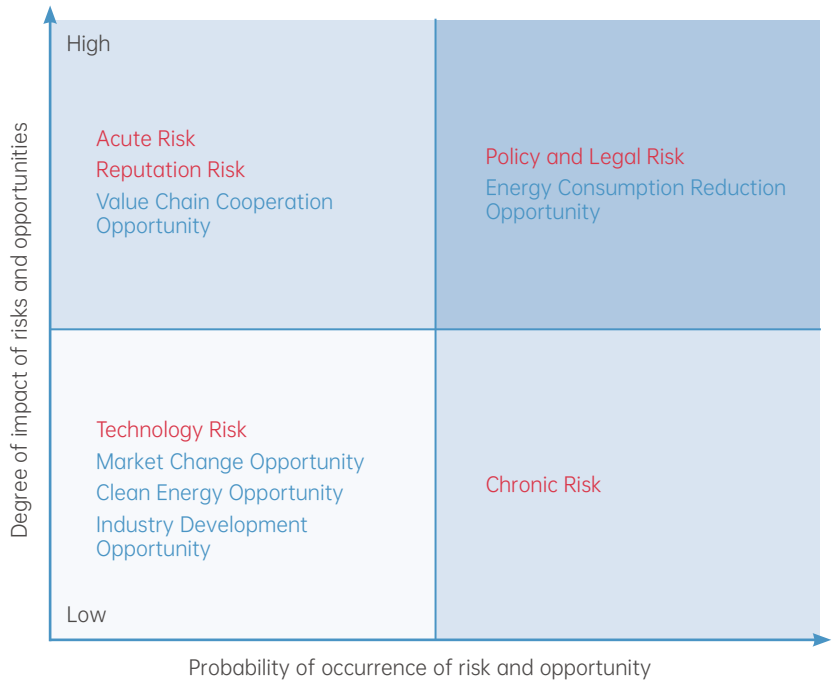
GOVERNANCE

The Group has established and continuously improved its climate change governance system. The Board of Directors serves as the highest decision-making body for climate change governance and holds overall responsibility for managing climate-related matters. At the operational level, departments across the Group include climate risk management in their daily workflows, ensuring that climate strategies are carried out consistently and effectively.

STRATEGY

We take a proactive approach to identifying and evaluating climate-related risks and opportunities. This includes analyzing how climate factors may affect different aspects of our operations. As part of this effort, we regularly adjust our strategies, improve resource allocation, and strengthen our capacity to respond and adapt. Considering our business nature, day-to-day operations, and expert feedback, we have identified ten key climate-related risks and opportunities that are closely linked to our work. These are assessed based on their likelihood and potential impact, and are plotted on a risk-opportunity matrix to guide decision-making.

Climate Risk and Opportunity Matrix



[2] The International Sustainability Standards Board (ISSB): An independent international standard-setting organization established by the International Financial Reporting Standards (IFRS) Foundation. It was officially launched on November 3, 2021, at the 26th United Nations Climate Change Conference, aiming to develop sustainability reporting standards that are aligned with the International Financial Reporting Standards (IFRS).

The Group closely examines climate risks that are both likely to occur and have a significant impact on our operations. We assess how these risks affect the business and implement targeted actions to strengthen our ability to respond. These efforts support our transformation toward low-carbon practices and align with broader goals for green and sustainable development.

Climate Change Risk Identification and Response

Risk Type	Specific Risk	Risk Description	Risk Response
Transition Risk	Policy and Legal Risk	• Climate-related policies and regulations, both domestic and international, are becoming stricter, raising expectations for corporate governance in this area. These changes increase compliance requirements and limit activities that contribute to climate change, leading to higher operational costs. • Regulatory bodies and capital markets in the Group's areas of operation are placing greater emphasis on climate-related disclosures. Failure to meet disclosure requirements may result in compliance risks.	• The ESG Working Group closely monitors relevant policies and regulations, sets plans accordingly, and reports regularly to the Board of Directors. • Adjust energy use and emissions strategies across the Group, adopt energy-saving technologies, improve energy efficiency, and cut emissions to meet evolving regulatory demands. • Strengthen climate-related disclosures, and set clear targets for energy savings and carbon reduction.
	Reputation Risk	• As expectations grow among stakeholders for stronger climate action, delays or gaps in our response or disclosures may lead to criticism. This could harm the Group's reputation and affect long-term growth.	• Strengthen communication with stakeholders to stay aligned with their expectations. • Disclose our climate strategies and progress through ESG reports to highlight our commitment to low-carbon development and maintain a strong public image.
	Technology Risk	• Upgrading production systems to reduce energy use and emissions may require phasing out high-consumption equipment and investing in new, energy-efficient technologies. These changes could increase capital and operating costs.	• Continuously strengthen energy management across operations and prioritize low-energy equipment when sourcing to reduce risks early in the process. • Actively invest in renewable energy, support technical upgrades and process improvements, and ensure proper budgeting and funding to manage the financial impact of technology transitions.
Physical Risk	Acute Risk	• The frequency and severity of extreme weather events, such as typhoons, hurricanes, and floods, are expected to rise. These events can damage assets, disrupt operations, pose safety risks to employees, and increase both operational costs and the risk of revenue loss. • Delays in responding to such events may disrupt business continuity, harm the Company's reputation, and reduce revenue.	• Regularly monitor weather forecasts and issue early warnings for extreme weather. • Develop and refine emergency response plans to ensure timely action and resource allocation to restore R&D and production quickly after disruptions.
	Chronic Risk	• Long-term effects of global warming, including rising sea levels, droughts, high temperatures, and wildfires, may lead to asset damage, especially at coastal sites. This could require site relocation and impact personnel safety.	• Invest in enhancing the resilience of equipment and facilities against climate risks. • Adjust operating schedules as needed during extreme weather and create specific plans to prevent heat-related health risks for employees.

The Group actively identifies and analyzes climate change-related opportunities, leveraging emerging markets to diversify its business and support long-term, sustainable growth while staying competitive.

Climate Change Opportunities

Energy Consumption Reduction

Adopt new technologies to improve energy and resource efficiency across R&D, production, operations, and sales. This helps lower operating costs and supports global carbon reduction goals.

Value Chain Cooperation

Enhance the supply chain by choosing environmentally responsible partners, using green procurement practices, and building a sustainable, resilient value chain.

Market Change

Stay updated on market shifts, invest in scientific innovation, and focus on developing pharmaceutical products that serve broader patient needs, opening up new market potential.

Clean Energy

Accelerate the use of renewable energy to reduce reliance on traditional energy sources and improve resilience against energy market fluctuations. This supports stable and continuous business operations.

Industry Development

As climate awareness grows, both investors and customers are placing more value on low-carbon products. By adopting green technologies and developing low-carbon medical solutions, the Group can lower emissions while strengthening its market position and reputation.

RISK MANAGEMENT

The Group takes both current and potential impacts of climate change seriously and incorporates climate risk into its broader risk management framework. We regularly assess, analyze, and develop strategies for climate-related risks and opportunities, with periodic reviews to keep our approach up to date.

INDICATORS AND TARGETS

To implement its long-term climate change strategy and ensure effective management, the Group uses energy consumption and greenhouse gas emissions as key indicators. Clear targets have been set for both energy savings and emissions reduction. These metrics are regularly monitored and evaluated to track progress, assess performance, and guide ongoing adjustments to our energy-saving and carbon reduction plans.

InnoCare's Energy Conservation and Emission Reduction Targets

Target Indicator	Target	Progress	Progress	
Energy Saving	With 2023 as the baseline year, the energy use intensity (MWh/RMB10,000) is aimed to be reduced by 10% by 2028.	In 2024, energy use intensity was reduced by 25% compared to 2023.	Achieved	100%
Greenhouse Gas Emissions	With 2023 as the baseline year, the greenhouse gas emission intensity (tCO_2e/RMB10,000) is aimed to be reduced by 10% by 2028.	In 2024, greenhouse gas emission intensity was reduced by 21% compared to 2023.	Achieved	100%

ENVIRONMENTAL MANAGEMENT

InnoCare adheres to the principle of "environmental friendliness" as part of its commitment to sustainable development. We implement both national and local environmental protection policies, continually improve our environmental management systems, and integrate ecological and natural resource protection into daily operations. Through green practices, we actively contribute to environmental stewardship and fulfill our corporate responsibility.

ENVIRONMENTAL MANAGEMENT SYSTEM

The Group has established an EHS management system to standardize environmental management work. The Environmental, Health, and Safety Department oversees daily operations, coordinating efforts across departments. It provides guidance on implementing environmental measures, monitors performance, and maintains records, ensuring that the Group's environmental policies are consistently enforced and effectively carried out.

InnoCare strictly adheres to laws and regulations such as the *Environmental Protection Law of the People's Republic of China* and gradually improves the end-to-end environmental management system. We have developed 76 internal regulations and procedures covering air, wastewater, noise, and solid waste management to reduce environmental impacts across key areas of operation.

All new and expanded projects undergo environmental impact assessments. By the end of the Reporting Period, all commissioned projects had passed environmental protection acceptance checks and were officially registered in the National Construction Project Completion Environmental Protection Acceptance Information System.

The Group also conducts regular internal EHS inspections and conducts external environmental audits. During the Reporting Period, our subsidiary, Guangzhou InnoCare, passed the ISO 14001 Environmental Management System supervisory audit and maintained certification. No major environmental penalties or pollution incidents occurred during the Reporting Period .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Certificate of Registration

环境管理体系 - ISO 14001:2015

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The research & development and manufacture of drugs used in the treatment of oncology and autoimmune diseases.

Michael Lam - Managing Director Assurance, APAC

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有效期至: 2025-12-05

Page: 1 of 1

...making excellence a habit.

Guangzhou InnoCare ISO 14001 Certificate

ENVIRONMENTAL EMERGENCY MANAGEMENT

InnoCare focuses on environmental risk prevention and control and actively manages environmental emergencies. The Group strictly complies with relevant regulations, including the *Measures for Management of Environmental Emergencies* and the *Measures for Filing and Management of Response Plans for Environmental Emergencies by Enterprises and Institutions (Trial)*. The Group has developed the *Contingency Plan for Environmental Emergencies* and the *Risk Assessment Report for Environmental Emergencies*, clearly outlining responsibilities and enhancing the practicality of our response plans to better manage unexpected pollution incidents.

Regular emergency drills are conducted to improve employees' readiness and response capabilities. These exercises help ensure that staff can act quickly and effectively during environmental incidents, strengthening the Group's overall risk prevention and response ability.

Case

Guangzhou InnoCare Environmental Emergency Drill

On July 19, 2024, Guangzhou InnoCare conducted the 2024 Environmental Emergency Drill. The drill simulated a fire incident in the workshop's centrifuge and a large amount of accident wastewater entering the rainwater drainage system. The emergency team followed the established procedures of the emergency plan and its professional response strategies, effectively preventing the accident wastewater from causing environmental pollution.

2024 Environmental Emergency Drill On-Site

RESOURCE CONSERVATION

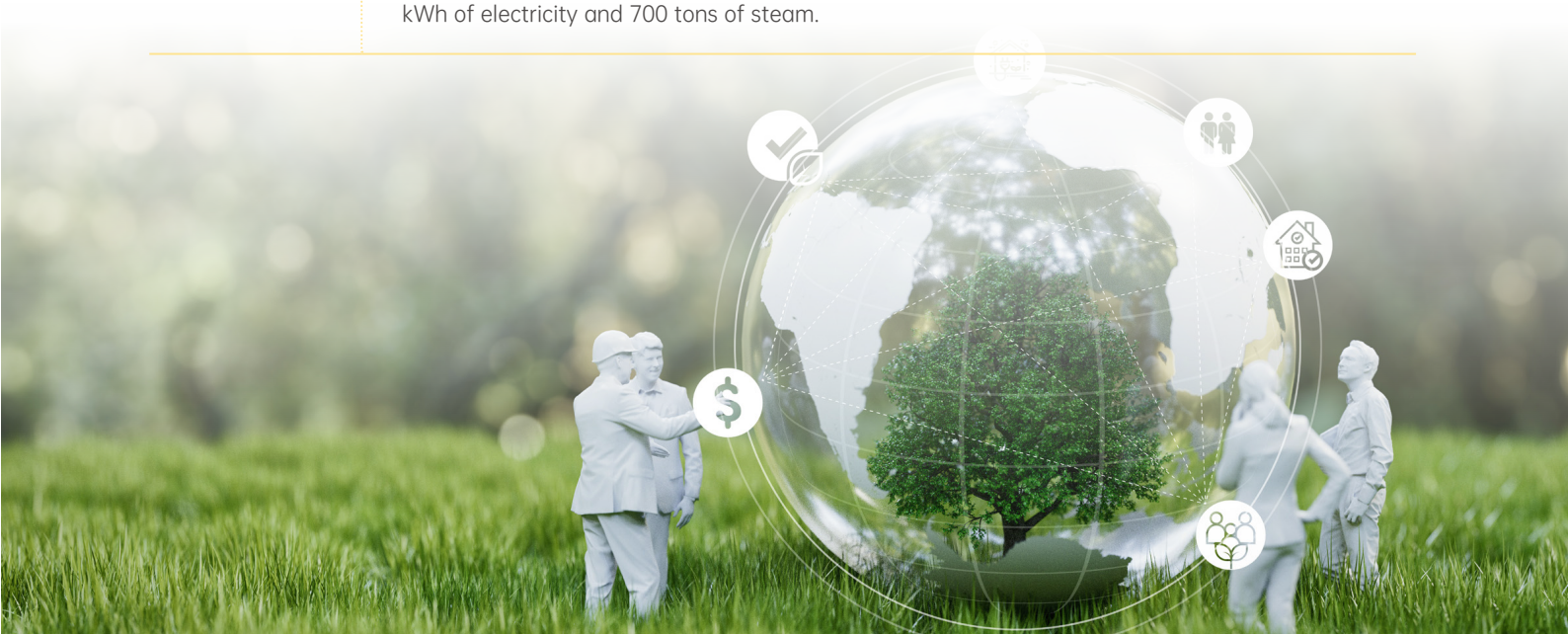
InnoCare promotes energy conservation and environmental protection by focusing on the efficient use of energy and resources. Through a range of targeted measures, the Group strengthens its energy and resource management systems, improves energy efficiency, and reduces waste, working steadily toward its energy-saving and emissions-reduction goals.

ENERGY MANAGEMENT

InnoCare complies rigorously with laws and regulations such as the *Law on Energy Conservation of the People's Republic of China* and has established internal systems, including the *Energy Management Procedures*. These procedures cover areas like energy metering, statistical analysis, and technical upgrades, forming the basis for a structured and refined energy management system.

Energy-Saving and Emission-Reduction Plans for Each Process

Process	Energy-Saving and Emission-Reduction Plan
Procurement	• Purchase low-energy-consuming equipment among similar products. • In 2024, the electrical equipment procured for new projects at Guangzhou InnoCare was aimed to meet Level 2 energy efficiency standards, with some equipment, including air compressors and chillers, meeting Level 1 energy efficiency standards.
R&D	• Employees are required to adjust high-energy-consuming equipment such as laboratory fume hoods to the lowest setting after completing experiments to reduce energy consumption.
Production	• Optimize the raw material production process for Orelabrutinib API to reduce raw material costs, eliminate 2 production steps, and decrease equipment usage, with an estimated annual reduction of 600 tons of chemical waste. • Pertinently adjust temperature and humidity control requirements in pharmaceutical cold chain storage based on material properties, reducing unnecessary steam humidification time and energy consumption. • Add a duty mode to the air conditioning system at Guangzhou InnoCare, use local reactive power compensation for new projects' electricity supply, and install solar water heaters for the production of shower water. In the Reporting Period, the Company saved approximately 340,000 kWh of electricity and 700 tons of steam.



The Group promotes energy-saving awareness by organizing internal campaigns and encouraging employees to adopt energy- and carbon-saving practices. We also stay updated on emerging technologies in the field. In December 2024, Guangzhou InnoCare participated in the "Green Motion in Industrial and Information Sectors" — the 2024 Huangpu Energy-Saving and Carbon Reduction Technology Promotion Conference, organized by the National Development and Reform Commission.

Corners of the Energy-Saving Campaign

WATER RESOURCES MANAGEMENT

InnoCare prioritizes water resource conservation and reuse. We comply fully with the *Water Law of the People's Republic of China* and related regulations, implementing water-saving measures across all stages of water intake and use. We have upgraded water-related equipment and facilities, and installed reclaimed water recycling systems, purified water systems, and reservoirs to enable the reuse of recycled water for toilet flushing, greening maintenance, and cooling tower water supplement, thereby enhancing recycling and reducing waste. The Group relies primarily on the municipal water supply and reported no issues with water access during the Reporting Period.

PACKAGING MATERIAL MANAGEMENT

InnoCare continues to optimize the management of packaging materials, focusing on improving material selection during production and promoting initiatives that support lightweight design, waste reduction, and recycling.

Guangzhou InnoCare's Key Work on Packaging Material Reduction:

01 Encouraging suppliers to enhance their paper box production processes to minimize material loss during manufacturing and transportation.

02 Optimizing the stamping process for paper box batch numbers to further reduce material waste during production.

GREEN OPERATIONS

InnoCare remains committed to green and sustainable development by strengthening energy efficiency and environmental protection across all aspects of its operations. We integrate circular economy principles, resource conservation, and pollution reduction into every stage of production and business activities. The Group also promotes green office practices, enforces strict waste and emissions management, and fully embraces low-carbon approaches throughout its operations.

GREEN OFFICE

InnoCare applies green office principles by implementing energy- and water-saving measures across its workspaces, including paperless operations. We continuously explore ways to promote low-carbon and sustainable office practices.

The Group promotes the use of energy-efficient equipment, such as eco-friendly LED lighting for corporate illumination. To support energy-saving goals, various control methods are applied across office areas, including timers, motion-activated light and sound controls, and individual room switch systems. In addition to infrastructure upgrades, the Group encourages employees to adopt mindful energy and water habits. This includes visible reminders, such as water-saving signs, and office guidelines that recommend keeping air conditioning no lower than 26° C in summer and no higher than 20° C in winter. At Guangzhou InnoCare, a digital safety information system has been fully implemented. This upgrade has modernized work management, safety checks, and related processes, enabling paperless operations that save around 9,600 sheets of paper annually while cutting down on printing, transport, and waste-related environmental impact.

WASTE AND EMISSION MANAGEMENT

InnoCare maintains strict control over emissions and manages the full cycle of waste discharge and disposal to minimize environmental pollution. The Group has established clear plans to reduce waste, carrying out waste treatment and recycling in a structured manner. In addition, specific targets have been set for waste and emissions management to improve oversight and strengthen pollution prevention efforts.

Target Indicator	Target	Progress	Progress
Industrial wastewater discharge intensity target	With 2023 as the baseline year, the industrial wastewater discharge intensity (m^3/RMB 10,000) is aimed to be reduced by 10% by 2028.	The industrial wastewater discharge intensity in 2024 decreased by 24% compared to 2023.	Achieved 100%
Exhaust gas management target	The compliance rate of exhaust gas emission treatment is aimed to be 100%.	The compliance rate of exhaust gas emission treatment reached 100% in 2024.	Achieved 100%
Waste management target	The compliance rate of waste disposal is aimed to be 100%.	The compliance rate of waste disposal reached 100% in 2024.	Achieved 100%

The Group regularly monitors pollutant discharge levels in accordance with national and regional standards to ensure that all emissions are properly treated and compliant with regulations. Reduction pathways are developed based on actual operating conditions. During the Reporting Period, the Group's solid waste, wastewater, and exhaust emissions remained well within national limits. All waste was handled in full compliance with environmental standards, with no violations or over-limit discharges reported. To support this, the Group has implemented pollutant control procedures tailored to different emission types, outlining specific testing indicators, treatment methods, and reduction measures.

Wastewater Management

The Group strictly adheres to the *Law of the People's Republic of China on the Prevention and Control of Water Pollution* and has formulated an internal *Water Pollution Control Management Procedure* to ensure wastewater is discharged in compliance with standards. In 2024, Guangzhou InnoCare formulated and released the *Operating Procedures for Wastewater Treatment System in the Active Pharmaceutical Ingredient Pilot Workshop* and the *Monitoring and Management Procedures for Rainwater Discharge Points*, further improving the water pollution control system.

Treatment

- For wastewater generated in the production and operation processes, it is collected in categories following the principles of "separate rainwater and wastewater, separate sewage and stormwater, and treat wastewater according to its type".
- After pre-treatment, API wastewater is combined with other wastewater and collected through the sewage pipe network into the self-built sewage treatment system. After treatment through chemical precipitation, biological degradation, and other sewage treatment processes, it meets the standards and is then discharged into the municipal sewage system. Emergency pools and emergency valves are installed according to regulations to ensure compliant discharge.
- In accordance with environmental impact assessments and discharge permit requirements, online monitoring equipment for wastewater discharge points is installed and maintained to monitor discharge data in real-time and ensure centralized monitoring and management of wastewater discharge.

Reduction Measures

- Optimizing the production cleaning process to minimize wastewater generation from the source.
- Classifying and collecting clean sewage for greening and supplementing water for the cooling tower.

EXHAUST GAS MANAGEMENT

The Group strictly adheres to the *Environmental Protection Law of the People's Republic of China,* the *Comprehensive Emission Standards for Atmospheric Pollutants*, the *Emission Standard of Air Pollutants for Pharmaceutical Industry*, and the *Emission Standard for Atmospheric Pollutants from Urban Sewage Treatment Plants*, among other laws and standards. The Group has established internal procedures such as the *Air Pollution Control Management Procedure* and *Operating Procedures for Exhaust Gas Treatment System in the Pilot Workshop for Active Pharmaceutical Ingredients*. These procedures ensure that all exhaust gas emission points are equipped with pollution prevention facilities to ensure stable and compliant exhaust gas emissions.

Treatment

- For exhaust gas from the formulation workshop, treatment is conducted through condensation recovery and water spray processes, with exhaust gases discharged at a high altitude to reduce environmental impact.
- For exhaust gas from the active pharmaceutical ingredient workshop, treatment is carried out through alkaline spray, water spray, and activated carbon adsorption, with periodic replacement of activated carbon to improve removal efficiency.
- For laboratory exhaust gas, it is collected via ventilation systems and fume hoods, then treated by alkaline spray and activated carbon adsorption.

Reduction Measures

- In the laboratory, we reduce emissions through the reduction of exposed operation and centralized collection and treatment by closed operation facilities.

SOLID WASTE MANAGEMENT

The Group strictly complies with the *Environmental Protection Law of the People's Republic of China*, the *Administration of Medical Wastes*, the *National Hazardous Wastes List* (Version 2016), the *Technical Specification for Setting Identification Signs of Hazardous Waste*, and other legal regulations related to waste disposal standards. The Group has developed the *Procedures for Solid Waste Management*, adhering to the principles of reduction, resource utilization, and harmlessness, and vigorously promotes the standardized management and resource utilization of solid waste, ensuring that hazardous waste is 100% disposed of in compliance with regulations.

Solid Waste Treatment Methods and Reduction Measures

Non-hazardous Waste	Treatment	Removal by the municipal sanitation authority. General industrial solid waste is recycled or centrally collected and disposed of by municipal sanitation departments.
	Reduction measures	Paperless office work, waste paper recycling points, waste separation bins, environmentally sound disposal.
Hazardous Waste	Treatment	Compliant disposal by qualified disposal institutions.
	Reduction measures	Waste organic solvents with recycling value are handed over to hazardous waste treatment organizations with adequate recycling qualifications.

During the Reporting Period, Guangzhou InnoCare continued to upgrade its pollutant treatment technologies and advanced its digital management capabilities. The Company also implemented several effective practices in hazardous waste reduction and management.

Hazardous Waste Management and Emission Reduction Measures of Guangzhou InnoCare

Intelligent System	• We built an intelligent management system for hazardous waste, achieving refined management of the entire lifecycle of hazardous waste.
Recycling of Waste Methanol	• By improving the cleaning process to lower the water content in waste methanol, we partnered with certified recycling providers, changing the disposal method from incineration to recycling. This allowed us to better recover and utilize the reuse potential of waste methanol. • In 2024, we recycled 96.6 tons of waste methanol, resulting in a reduction of carbon emissions by 144.9 tons.
Replacement of Recyclable Activated Carbon	• We upgraded the activated carbon adsorption systems in our waste gas treatment facilities with high-quality recyclable carbon, allowing the pore structure to be restored and reused. • In 2024, we reduced the generation of 5,200 kg of waste activated carbon, thus reducing hazardous waste disposal and preventing secondary pollution.

03

QUALITY FIRST, LEADING THE WAY

InnoCare firmly believes that high-quality pharmaceuticals are the foundation of our sustainable growth. We are dedicated to product safety, responsive service, ongoing R&D, and effective supply chain management, to achieve consistent quality.

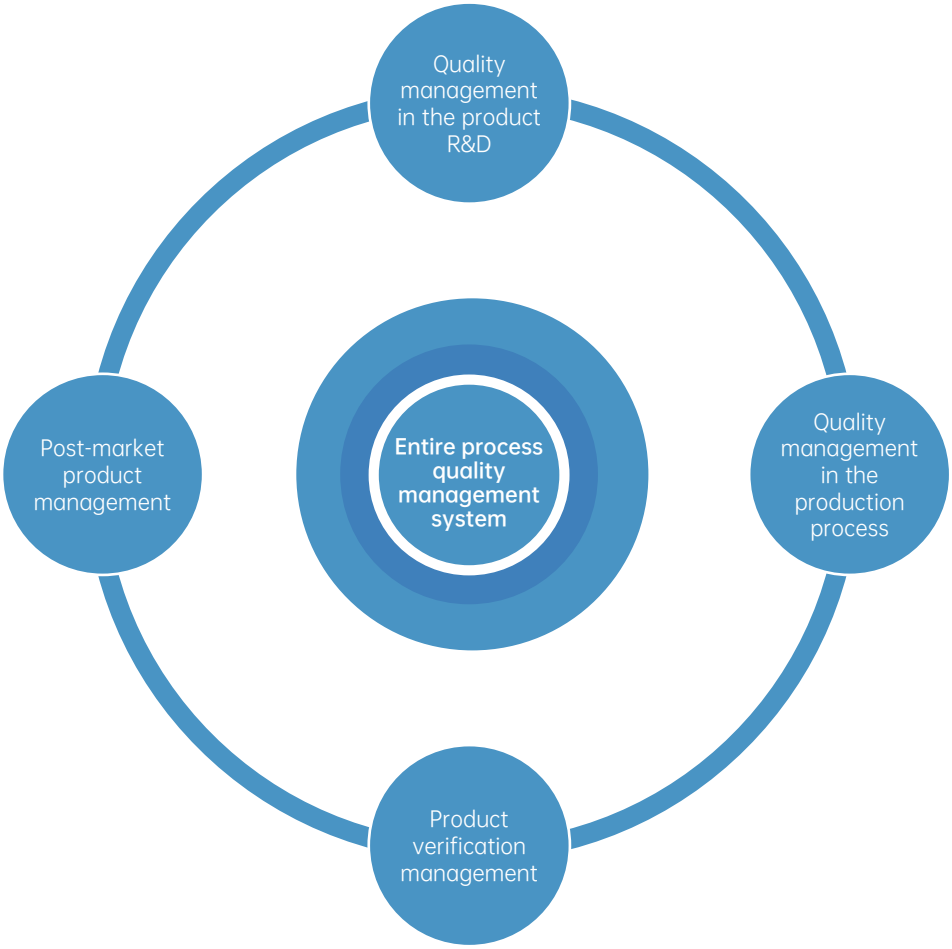
SDGs Responded

EXCELLENCE IN QUALITY

InnoCare has established a quality management system that supports every stage of the product lifecycle. In R&D, we follow design controls to ensure high standards are in place from the beginning. During production, we rely on intelligent systems and strict process oversight to maintain consistency. For inspection, we use internationally advanced testing technologies and methods to ensure that each batch meets defined quality benchmarks. After market release, we have developed a comprehensive product traceability and continuous improvement mechanism, optimizing product quality through customer feedback and market monitoring, thus providing a solid foundation for our excellence in product quality.

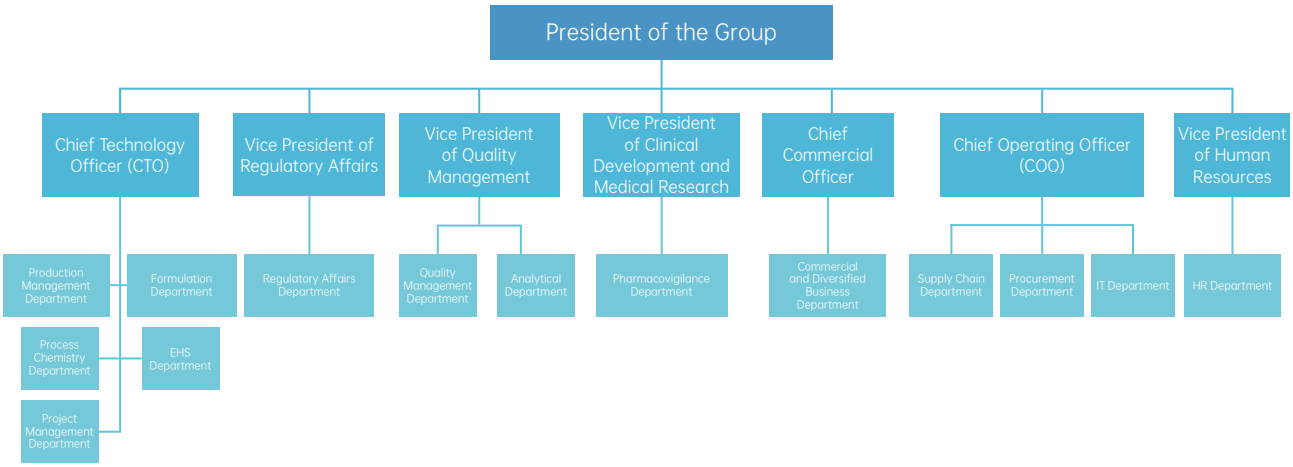
QUALITY MANAGEMENT SYSTEM

The Group strictly complies with the *Drug Administration Law of the People's Republic of China*, the *Regulations for the Implementation of the Drug Administration Law of the People's Republic of China*, the *Measures for the Supervision and Administration of Drug Production*, the Provisions for Drug Registration, the *Good Manufacturing Practice* (GMP), the *Good Clinical Management Practice* (GCP), the *Good Laboratory Practice* (GLP), the *Good Pharmacovigilance Practice* (GVP), the *Good Supply Practice* (GSP), as well as international regulations such as 21 CFR Part 210, general 21 CFR Part 211, EudraLex-Volume 4. To support the implementation of quality management across all operations, the Group has developed a comprehensive *Quality Manual* and thousands of Standard Operating Procedures. At Guangzhou InnoCare alone, approximately 2,700 quality system documents have been developed, including SOPs, quality standards, analytical methods, process protocols, and production and inspection records, ensuring a structured and thorough approach to quality oversight.



InnoCare's Entire Process Quality Management System

InnoCare has established a clearly structured quality management system that outlines the responsibilities of each role and department. The Group's President holds ultimate accountability for product and service quality, making key decisions on major quality-related matters. Senior leadership, including functional Vice Presidents, oversee coordination and drive quality efforts across the organization. On the operational level, departments such as Quality Management, Pharmacovigilance, and Production Management are responsible for executing quality tasks within their specific areas, ensuring that standards are met consistently and effectively.



The Group has established and continuously refined a quality audit mechanism, regularly conducting self-inspections of the quality management system. During the Reporting Period, both the Group and its subsidiaries formulated self-inspection plans, completed annual inspections as scheduled, and issued corresponding reports. The Group has implemented the *Corrective and Preventive Action Management Procedures,* ensuring timely follow-up and execution of necessary measures. In 2024, all subsidiaries conducted quality audits as outlined in the audit plan, performed impact assessments and root cause analyses for identified issues, and implemented corrective and preventive actions with targeted improvement plans, ensuring the stability and performance of the quality system.

Case

Guangzhou InnoCare Underwent the Audit of Group Headquarters

In October 2024, Guangzhou InnoCare underwent a five-day audit conducted by the Group headquarters. The audit covered the entire quality system, including the production, testing, and warehousing of both APIs and formulations. A comprehensive and in-depth review of the quality management system was carried out, and improvement measures were proposed to further enhance the Group's quality management standards.

Guangzhou InnoCare Accepting the Audit of Group Headquarters

The Group undergoes regular supervision and inspections by external regulatory bodies to ensure its quality management system aligns with international regulations and industry standards. During the Reporting Period, our subsidiaries underwent five GMP-related inspections by Chinese drug authorities, one QP audit from the European Union, and three GSP inspections by Chinese regulators. Additionally, multiple R&D-focused evaluations were successfully completed.

During the Reporting Period, our subsidiaries underwent

5 GMP-related inspections by Chinese drug authorities

1 QP audit from the European Union

3 GSP inspections by Chinese regulators

QUALITY AND SAFETY MANAGEMENT

InnoCare places strong emphasis on quality and safety and has developed a risk management system that spans the entire product lifecycle. Risk control measures are applied at every critical stage where product quality could be affected. To support this, the Group has introduced a set of policies and procedures that provide oversight throughout the process, ensuring consistent product quality and patient safety.

QUALITY RISK MANAGEMENT

InnoCare has developed the *Quality Risk Management Procedures to* identify, assess, control, and monitor risks throughout the life cycle of products, including the processes of R&D, production, storage, transportation, and service, to ensure that the quality management work in each of these processes is carried out efficiently and prevent quality incidents. In addition, the Group has formulated SOP-0000073: Contingency Plan for Drug Safety Issues, and regularly conducts emergency drills to enhance its capacity to respond to quality-related safety risks.

Quality Risk Management

Drug R&D	• Prior to clinical trials, we conduct a thorough analysis of non-clinical safety data, the safety profiles of similar drugs, and the drug's mechanism of action. This helps identify potential safety risks early on, allowing us to develop targeted risk control strategies.
Drug Manufacturing	• A comprehensive quality control and risk management system is applied across the entire product lifecycle. This includes testing of raw and auxiliary materials, in-process checks, final product testing, and stability assessments. • In accordance with the *Introduction of the Guidelines for Quality Risk Management of Different Medicinal Products in Shared Facilities*, we take steps to minimize risks related to co-production. • We use structured tools such as Failure Mode and Effects Analysis (FMEA), Hazard Analysis and Critical Control Points (HACCP), along with statistical methods to evaluate and manage quality risks.
Pharmacovigilance	• We collect and monitor safety data through pharmacovigilance activities, performing signal detection, risk identification, and assessment. Based on the findings, we implement appropriate control measures to reduce potential safety concerns.
Storage and Transportation	• Every step, from pickup to delivery, is closely monitored and controlled to ensure product quality remains intact. Our logistics processes are designed to meet pharmaceutical standards and comply with regulatory requirements throughout the supply chain.

ENTIRE PROCESS QUALITY MANAGEMENT

The Group maintains strict quality control across every stage of the process, from R&D to procurement and production. For each phase, targeted standards and procedures are in place to guide operations. By continuously refining and systematizing its quality workflows, the Group ensures product safety is maintained at every step.

R&D Quality

The Group strictly complies with the *Guideline for Good Clinical Practice of the International Conference on Harmonisation* (ICH-GCP), the GMP, and the *Appendix of Drugs for Clinical Trial*, and other laws and regulations. In 2024, we developed or revised 109 standard procedure documents to further strengthen our R&D quality management system. These efforts help ensure that clinical trials are conducted in a regulated, consistent manner, producing scientifically sound and reliable data.

Regular audits are carried out to assess laboratory compliance with regulatory and internal standards. These reviews cover experimental procedures, chemical handling, and waste disposal practices, ensuring all R&D activities are performed safely and with high quality.

Procurement Quality

The Group attaches great importance to the safety and quality of raw materials, implementing a comprehensive supplier management system that includes audits, performance tracking, and feedback mechanisms. Periodic evaluations are conducted to review the quality history of received materials. This includes inspection results, past quality issues, and the status of quality agreements. Findings are documented in quality performance review reports. Additionally, through the *Supplier Quality Complaints and Feedback Management* system, we standardize the complaint and feedback system that covers the entire material handling process, from receiving and inspection to storage, distribution, and use. This ensures timely and effective resolution of quality concerns.

Production Quality

The Group maintains strict quality oversight throughout the manufacturing process, guided by internal policies such as the *Management of Production Plans*, the *Drug Release Management Procedures*, and the *Management Rules on Quality Management Reviews*. Quality is enforced through production plans, drug release controls, and regular quality management reviews.

Preventive testing is carried out to identify and address potential quality or safety risks. In-process and intermediate product inspections are conducted to ensure compliance at every step. For outsourced manufacturing, the Group establishes quality agreements with contract manufacturers and supervises production in line with registration requirements to maintain full control over product quality.

Commercial Product Quality

The Group strictly adheres to the GSP, ensuring that product registration and related assessments are conducted according to regulatory standards. All drug information shared during sales is carefully verified for accuracy and reliability. In addition, strict protocols are in place for proper storage and secure transport, including clear procedures for equipment maintenance.

Storage and Transportation Quality

The Group strictly controls quality during storage and transportation by implementing internal standards such as the *Standard Operating Procedure for Warehousing and Transportation*. It strengthens internal management to ensure effective quality control throughout product pickup, transportation, warehousing, distribution, and information flow.

PHARMACOVIGILANCE

InnoCare has established a Drug Safety Committee composed of senior executives and cross-functional teams, including experts from preclinical drug safety and quality management. This committee is responsible for evaluating major drug-related risks, coordinating emergency responses to critical safety events, and making decisions on risk control measures. A dedicated pharmacovigilance department is also in place to oversee drug safety across the entire product lifecycle. This team works with other departments to carry out pharmacovigilance activities for both investigational and approved products, ensuring that safety information is communicated effectively.

The Group strictly complies with the GVP and the *Announcement on the Direct Reporting of Adverse Reactions by Marketing Authorization Holders* and continuously refines its *InnoCare Pharmacovigilance Policies* and other quality system documents to standardize relevant procedures and strengthen safety oversight.

The Group carries out safety management for pharmaceutical products across the entire lifecycle. Prior to initiating human clinical trials, the Group thoroughly evaluates non-clinical safety data, safety profiles of drugs in the same class, and mechanisms of action to assess potential safety risks associated with clinical use, and formulates corresponding risk mitigation measures. During clinical trials, individual safety case reports are promptly assessed, and aggregated safety data are regularly analyzed to ensure dynamic updates to risk control strategies. After product launch, the Group maintains ongoing safety surveillance by collecting safety information—such as adverse event reports—through multiple channels. All information is processed in accordance with standard operating procedures, including report collection and review, data entry, data quality control, medical review, report submission, report follow-up, and death case investigation. In addition, the Group continuously performs signal detection, risk evaluation, and data analysis, and ensures effective communication with healthcare professionals, patients, and regulatory authorities through appropriate channels such as product label updates. These efforts support the continuous improvement of product risk management and help ensure medication safety for patients.

During the Reporting Period, no adverse events caused by drug defects were reported.

Post-Marketing Safety Monitoring

Voluntary Reporting	• All employees, partners, and members of the public are encouraged to report any adverse reactions or other safety-related events to the Group via the dedicated hotline (400-635-1999) or email (PV@innocarepharma.com). The reporting channels have been published on the Company's official website.
Active Collection	• Safety reports are proactively collected from multiple sources, including regulatory authorities, research, projects, and InnoCare-initiated social media platforms and websites. • Medical journals and academic literature are regularly searched to gather product-related safety data.
Safety Database	• All product-related safety data from various sources are entered into the global safety database for review and assessment of adverse reaction information in accordance with the regulatory requirements of different countries.

The Group also prioritizes the selection of qualified partners and outsourcing vendors to support pharmacovigilance activities. By collaborating with trusted external parties, the Group ensures compliance with pharmacovigilance regulations across different jurisdictions while improving overall efficiency and service quality.

Pharmacovigilance Collaboration

Pharmacovigilance Agreements

- The Group signed a pharmacovigilance agreement with a partner in the Taiwan region to define respective responsibilities for key activities such as the exchange of individual case safety reports.

Pharmacovigilance Exchange Activities

- The Group actively participates in various industry association events centered on pharmacovigilance to enhance its pharmacovigilance capabilities:
- Pharmacovigilance Department representatives participated in the sub-project on DCT safety monitoring and safety event reporting under the *DCT Practical Case Analysis and Strategy Research* program, contributing to the advancement of industry technologies.
- The Group attended the 6th China Pharmacovigilance Annual Meeting in Suzhou, and participated in the lecture on the topic of drug safety management – safety signal detection and benefit-risk assessment in clinical development of innovative drugs.

The Group's Pharmacovigilance Department conducts annual internal audits to thoroughly assess the integrity, compliance, and effectiveness of its pharmacovigilance practices, driving continuous improvement of the overall system. At the same time, we regularly undergo inspections and audits by regulatory authorities and business partners to ensure ongoing compliance.

Case

The Company's Pharmacovigilance Practices were Recognized

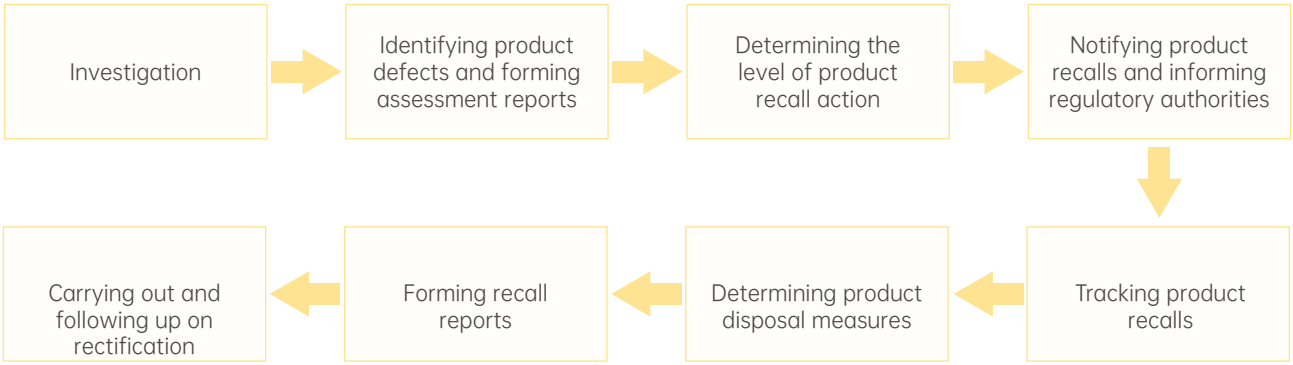
In 2024, Beijing InnoCare accepted a GVP compliance inspection conducted by the Beijing Municipal Center for ADR Monitoring and successfully met all the regulatory requirements. The pharmacovigilance practices of Beijing InnoCare were recognized by the drug regulatory authority, and the Company was awarded the title of "Beijing Advanced Unit of Adverse Drug Reaction Monitoring" by the Beijing Municipal Medical Products Administration and the Beijing Municipal Health Commission for three consecutive years.

InnoCare actively provides pharmacovigilance and safety reporting training to all employees. For staff specializing in pharmacovigilance, the Group implements a dedicated training plan that includes sessions focused on regulatory requirements and reporting procedures. In addition, all new employees are required to sign the *Confirmation Letter of Duty Notification of Pharmacovigilance (PV) for InnoCare Employees*, and relevant regulations and policies are integrated into their initial training to ensure a clear understanding of their responsibilities. In 2024, the Group held over 10 pharmacovigilance training sessions, attended by 100% of employees.

PRODUCT RECALL

InnoCare strictly complies with the *Drug Administration Law of the People's Republic of China*, the *Administrative Measures for Drug Recalls*, and other applicable laws and regulations, and has established a recall management system that aligns with GMP requirements. Through internal documents such as the *Regional Action Management Procedures*, the Group has clearly defined the recall process and assigned responsibilities to relevant personnel to further ensure product quality and safety.

The Group continues to refine its recall procedures, maintaining a system that outlines clear requirements for recall assessment, decision-making, communication, regulatory reporting, product return, and destruction. This ensures traceability and timely response. Regular mock recall drills are conducted to test the system's effectiveness and readiness, helping to ensure that any actual recalls can be executed promptly and efficiently. During the Reporting Period, no product recalls were issued due to quality issues.



Product Recall Process

QUALITY CULTURE BUILDING

To strengthen quality awareness and promote a culture of quality across the organization, the Group regularly provides quality management training to all employees. These programs include new employee orientation, Quality Awareness Month activities, quality management (deviation) seminars, as well as training on quality systems (GMP/GSP/GCP). In addition, the Group has established GMP-Specific Training Procedures to ensure that personnel in GMP-related positions receive standardized training. This helps them understand relevant GMP requirements and ensures they are qualified to perform their duties. As of the end of the Reporting Period, the Group had delivered a total of 2,387 training sessions, with 71,468 attendees and a combined total of 2,436 training hours.

On-site Training Session

As of the end of the Reporting Period,

the Group had delivered a total of **2,387** training sessions

with **71,468** attendees

and a combined total of **2,436** training hours

HIGH-QUALITY SERVICES

InnoCare embraces a customer-centric philosophy and is dedicated to delivering high-quality products and services. The Group continues to enhance its service management system, maintain clear and responsive feedback channels, protect customer data and privacy, and improve service quality across the board.

CUSTOMER SERVICE

InnoCare places strong emphasis on understanding customer needs and continuously improves its communication and complaint-handling processes. The Group responds promptly to feedback and suggestions, ensuring efficient service and enhancing overall customer satisfaction.

CUSTOMER COMMUNICATION

The Group values communication and feedback from customers and has established efficient and accessible channels, including a dedicated email address (info@innocarepharma.com) and service hotline (+86-10-66609999), to better understand and respond to customer expectations and needs.

Additionally, a dedicated medical service contact channel is available to collect feedback from patients and healthcare professionals on the use of marketed products. This supports ongoing monitoring of product improvement and provides comprehensive after-sales support for commercialized drugs.

CUSTOMER COMPLAINTS

The Group has formulated the *Product Complaint Management Procedures*, continuously optimizing the complaint-handling process and ensuring prompt responses to customer concerns. Upon receiving a complaint, the Group immediately conducts registration, assessment, investigation, continuous tracking, and report summarization. During the assessment stage, complaints are categorized based on severity, and relevant departments are notified to initiate investigations and provide appropriate solutions and corrective measures. During the Reporting Period, the Group received a total of 22 cases of quality-related complaints and resolved 100% of the customers' complaints.

During the Reporting Period,

the Group resolved **100%** of the customers' complaints

INFORMATION AND PRIVACY PROTECTION

The Group places strong emphasis on safeguarding customer information and privacy. A robust management framework, supported by internal policies, guides the implementation of comprehensive data protection measures. These efforts strengthen overall information security and help maintain the confidentiality of customer data. During the Reporting Period, the Group reported no breaches of information security regulations or incidents involving data leakage.

INFORMATION SECURITY GOVERNANCE STRUCTURE

At the group level, an Information Security Management Committee has been established, led by senior executives including the Chief Executive Officer (CEO) and Chief Operating Officer (COO). The committee provides strategic direction and oversight for information security efforts. The IT Department is responsible for implementing security measures. This includes conducting regular risk assessments, identifying potential data security threats, and developing corresponding prevention and control strategies. Emergency response planning, procedure optimization, and execution of security drills are managed by designated personnel.

INFORMATION SECURITY POLICY SYSTEM

The Group strictly complies with the *Data Security Law of the People's Republic of China* and the *Personal Information Protection Law of the People's Republic of China*, and has formulated a series of internal information security management systems. During the Reporting Period, the Group reviewed and enhanced its existing systems, which include the *Information System Access Management System*, *Information System Change Management System*, and *Information-Based System Events Management Regulations*. In addition, new systems were introduced, including the *Data Analysis System Management System*, which outlines control measures for employees using JMP and SAS platforms and related network storage, and the *Information System File Permission Control System*, which ensures secure and reliable file management to prevent data loss or leakage. Furthermore, a personal privacy management system has been established to clearly define the responsibilities of personal information handlers, further enhancing the Group's data protection and risk management practices.

INFORMATION SECURITY MEASURES

The Group has implemented a range of measures to safeguard information and data security, managing data and cybersecurity in strict accordance with internal policies and procedures.

Data security standards have been reinforced across both enterprise systems and individual employee devices. To ensure business continuity in the event of a disruption, the Group has established a disaster recovery center within its cloud infrastructure, developed data backup and encryption strategies, and set up a centralized backup system. Off-site backup mechanisms have also been deployed across multiple locations. Additionally, tiered access controls are enforced on cloud drives and data storage platforms based on departmental roles and responsibilities, further strengthening data protection and access management.

To strengthen server access control, the Group has deployed security bastion hosts and applied public IP whitelist policies to critical business systems, limiting external access. Third-party Managed Security Services (MSS) have been engaged to provide real-time monitoring and threat alerts. At the same time, the configuration of network security devices has been optimized to enhance overall defense capabilities. Regular penetration testing is carried out on key systems using industry-standard tools, while vulnerability scans are conducted on core networks and servers. All identified vulnerabilities are addressed, ensuring 100% remediation of identified vulnerabilities.

To comprehensively improve network and data protection capabilities, the Group has enhanced security measures in cloud data centers and local Internet Data Centers (IDCs), along with upgrading its server-side security protection platform to further improve defense capabilities. Information management procedures have been established for third-party visitors, including visitor registration, visitor reception, and a dedicated Wi-Fi network for visitors. The Group has clearly stipulated that any lending or dissemination of its documents to third parties, except in cases where it is necessary for work purposes, will be subject to legal liability.

INFORMATION SECURITY TRAINING

To strengthen information security awareness, the Group provides regular training and includes relevant content in its onboarding programs to highlight the importance of data and privacy protection. Periodic emergency drills are also conducted to identify potential vulnerabilities and enhance the coordination of response teams. During the Reporting Period, the Group conducted a phishing email drill to raise employee awareness of cybersecurity threats.

R&D AND INNOVATION

InnoCare adheres to the R&D philosophy of "Science Drives Innovation for the Benefit of Patients", and has built a fully integrated biopharmaceutical platform encompassing in-house R&D, clinical development, manufacturing, and commercialization. The Group is dedicated to the discovery, development, and delivery of innovative therapies for patients with malignant tumors and autoimmune diseases worldwide. At the same time, the Group attaches great importance to intellectual property (IP) protection, continuously improving the IP management system to safeguard innovation achievements and provide a solid foundation for innovation-driven growth.

R&D LAYOUT

To continuously stimulate innovation momentum, the Group has developed a comprehensive R&D layout, actively built research platforms and centers, and formed a team of highly experienced professionals with rich experience in drug R&D, clinical development, manufacturing, and commercialization. The Group has constructed an all-in-one biopharmaceutical platform, taking into account the quality and speed of R&D, to accelerate the advancement of a highly promising product pipeline for the benefit of patients worldwide. In 2024, the Group's R&D investment reached RMB 814.6094 million, accounting for 80.70% of total revenue.

In 2024,

the Group's R&D investment reached RMB **814.6094** million

accounting for **80.70%** of total revenue

Integrated Biomedical Platform

In-house R&D

Building a diversified and advanced R&D platform

With first-class R&D centers in Beijing, Nanjing, and Guangzhou, we are able to carry out R&D independently

Clinical Development

Establishing clinical development and registration teams centered in China and the United States

Building a rich product pipeline and exploring the potential of combining products under development with standard or other therapies

Production

Two innovative drug bases in Beijing and Guangzhou allow us to build an all-round platform for the creation of new drugs

Commercialization

Setting up a professional commercialization team to cover hundreds of hospitals across the country and comprehensively promoting the market education of the product for the benefit of more patients

R&D PLATFORM DEVELOPMENT

InnoCare upholds independent innovation as a core driver of growth. Led by its team of core scientific personnel, the Company has leveraged its deep expertise in new drug development to build multiple proprietary core technologies. These are based on the Group's strong capabilities and extensive experience in target identification, compound optimization, translational medicine, clinical development, innovative drug manufacturing, and quality control. The Group has established a comprehensive technical system covering the entire value chain—from drug discovery and clinical development to manufacturing and quality control. Among its core technology platforms are the compound optimization platform, drug crystallization research platform, translational medicine research platform, R&D and industrialization platform for solubilizing preparation technology of insoluble drugs, and the ADC platform. With a focus on in-house R&D, the Group's R&D efforts target a broad range of high-potential therapeutic areas and novel targets. Its development pipeline includes small molecule drugs, monoclonal antibodies, bispecific antibodies, and antibody-small molecule coupled drugs for the treatment of hematological tumors, solid tumors, and autoimmune diseases.

InnoCare's Core R&D Technology Platform

No.	Technology Name	Description / Technological Advancement
1	Compound optimization platform	Used for structure–activity relationship (SAR) studies, the platform enables the design of new compounds based on the 3D crystal structure of protein–drug molecules. Through structural alert filtering, physicochemical property prediction, and in silico ADME evaluations, it guides the next round of compound synthesis, thereby accelerating the discovery of highly druggable candidates.
2	Drug crystallization research platform	Systematic screening of crystal forms and salt forms using XRPD, DSC, TGA, DVS, and other techniques to identify the optimal API polymorph and establish patent protection strategies for crystal forms. The platform also supports crystal form characterization of APIs and formulations to facilitate stability studies.
3	Translational medicine research platform	Leveraging the Company's robust preclinical and clinical R&D capabilities, the platform utilizes biomarkers as indicators and integrates cross-functional expertise across biology, pharmacology/clinical pharmacology, pharmacokinetics, toxicology, and clinical development. This interdisciplinary approach enables effective evaluation of clinical trial data and enhances the efficiency of drug development.
4	R&D and industrialization platform for solubilizing preparation technology of insoluble drugs	The platform improves drug dissolution through solid dispersion technologies such as spray drying and hot-melt extrusion, thereby addressing formulation bottlenecks commonly found in innovative drugs and enhancing their druggability.
5	ADC platform	The platform adopts a proprietary linker–payload (LP) technology aimed at delivering potent and highly targeted therapies for cancer treatment. It enables the development of highly differentiated ADC products that improve efficacy while optimizing safety. Key features of the platform include: 1) Irreversible bioconjugation technology. It ensures stable conjugation between antibody and linker to enhance ADC stability. 2) Hydrophilic linker. It improves ADC stability with a drug-to-antibody ratio (DAR) of 8. 3) Innovative payload. It incorporates highly cytotoxic payloads with strong bystander killing effects.

Guangzhou InnoCare, the subsidiary of the Group, continues to improve the strength of R&D and innovation and build advanced technology platforms, including the internationally advanced spray drying production line, the hot-melt extrusion solid dispersion production line, and the hot-melt extrusion solid preparation production line. The subsidiary is also equipped with three major platforms of insoluble drug solubilizing preparation technology, oral solid preparation modified-release technology, and target-locating drug delivery preparation technology, to solve the difficult problem of solubilizing insoluble drugs faced by the industry.

R&D CENTER ESTABLISHMENT

InnoCare has established first-class R&D centers in Beijing, Nanjing, and Guangzhou, each equipped with various laboratories, standard animal facilities, diagnostic and biological platforms, and other advanced research infrastructure. These centers enable the Company to independently carry out research and development activities, and to accelerate innovation for saving lives. In addition, the Group has partnered with the industry's leading clinical CROs. This allows us to accelerate clinical development globally and adopt a productive registration and declaration strategy to drive product approvals to market.

R&D TEAM DEVELOPMENT

Innovative R&D talent is a key driver of the Group's long-term growth and innovation. To support this, the Group has built top-tier R&D and clinical development teams from around the world, continuously strengthening in-house capabilities and laying a strong foundation for sustained development.

The Group actively invests in talent acquisition, building a diverse, highly educated, and multidisciplinary R&D team across China, the United States, and other regions. With deep industry experience and a strong understanding of product differentiation and clinical trial strategies, these teams are well-equipped to unlock the therapeutic potential of pipeline products across multiple indications.

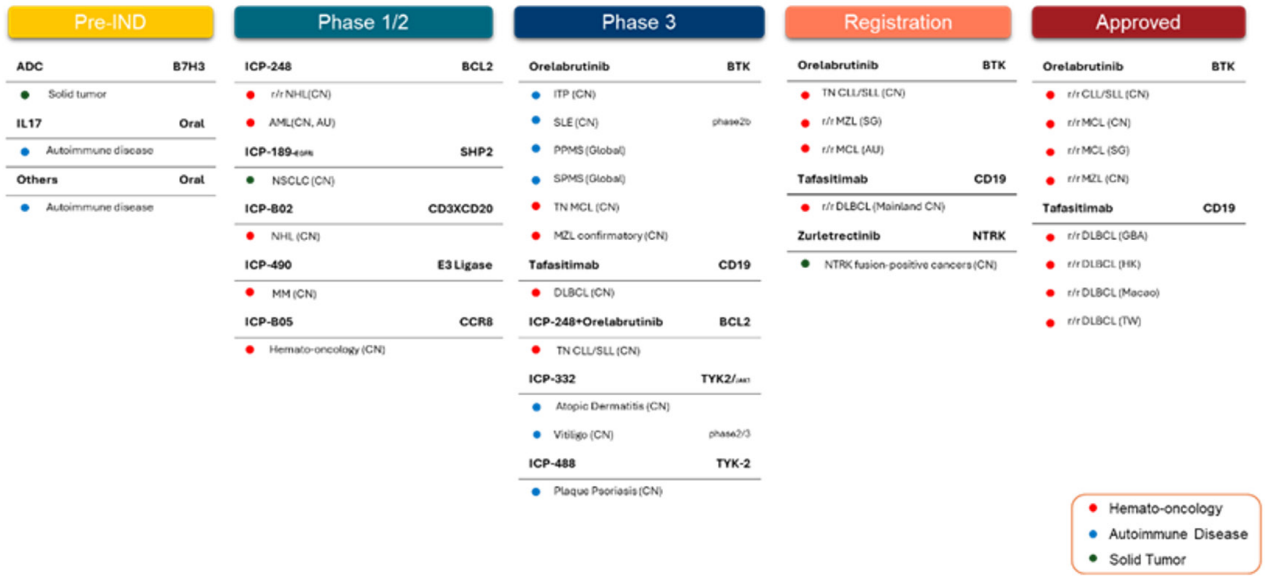
The Group has introduced an R&D incentive mechanism to recognize core contributors for significant research achievements and to foster a culture of innovation. As of the end of the Reporting Period, the Group had 503 R&D employees, representing 43.89% of the total workforce, with over 51% holding master's or doctoral degrees.

While continuously enhancing our independent R&D and innovation capabilities, the Group also focuses on building long-term, collaborative partnerships. By working with external partners in clinical development, the Group enhances the efficiency of drug discovery and development. It actively engages in industry events to showcase its latest progress in therapeutic areas such as hematological tumors, solid tumors, and autoimmune diseases. Through academic exchanges and international collaboration, the Group stays current with leading R&D and clinical practices—further advancing its capabilities, driving industry innovation, and delivering benefits to patients worldwide.

R&D RESULTS

PIPELINE PROGRESS OF DRUG CANDIDATES

With an efficient R&D platform and internal and external collaboration, the Group has achieved abundant R&D results and continues to promote the development of product lines under development. As of the end of the Reporting Period, Orelabrutinib had entered the commercialization stage, and Tafasitamab had been approved for use in Hong Kong SAR, Macau SAR, Taiwan (China), the Hainan Boao Lecheng Pilot Zone, and the Guangdong–Hong Kong–Macao Greater Bay Area (China). 13 drugs were in the clinical stage, with more than 30 clinical trials undergoing in various stages worldwide. A number of innovative drugs were in the preclinical stage. Through precision medicine, the Group strives to expand the range of drugs under development for the treatment of solid tumors, to provide appropriate drugs to patients in need in a timely manner, and to benefit more patients.



InnoCare's Pipeline of Drug Candidates

In the area of hematological tumors

Orelabrutinib serves as the cornerstone therapy and sits at the center of InnoCare's robust hematology pipeline. In addition to Orelabrutinib, Tafasitamab is expected to receive BLA approval in the first half of 2025, and the Phase III clinical trial of ICP-248 (mesutoclax) in combination with Orelabrutinib for fixed-duration first-line treatment of CLL/SLL was officially approved to launch in Q1 2025. Together, Orelabrutinib, Tafasitamab, and ICP-248 form a strong product portfolio that underpins the Company's leadership in the hematology field. With this powerful combination and ongoing internal and external R&D efforts, InnoCare aims to become a leading company in hematologic oncology in both China and the global market. The Company remains committed to advancing monotherapy and combination regimens that address major indications such as Non-Hodgkin's lymphoma (NHL), Leukemia, and Multiple Myeloma (MM) to deliver effective treatments to patients worldwide.

In the field of autoimmune diseases

Orelabrutinib has demonstrated promising potential, supported by its favorable safety profile and efficacy in regulating B-cell signaling pathways. In September 2024, the FDA reached agreement with InnoCare to initiate a Phase III trial of Orelabrutinib in patients with primary progressive multiple sclerosis (PPMS), and also encouraged the launch of a second Phase III trial in secondary progressive multiple sclerosis (SPMS). In February 2025, the Company reached agreement with the FDA on the SPMS trial protocol and is accelerating progress on both the PPMS and SPMS

Phase III studies. The Company aims to achieve first-patient-in (FPI) for PPMS in mid-2025, and for SPMS within 2025. Additionally, Orelabrutinib has shown proof-of-concept (PoC) results in immune thrombocytopenia (ITP) and is currently in a Phase III trial in China. The Phase IIb trial for systemic lupus erythematosus (SLE) completed patient enrollment in 2024, with results expected in Q4 2025. The Company is also advancing T-cell pathway modulators such as ICP-332 and ICP-488, both of which have entered Phase III clinical trials. These molecules are expected to offer potential therapeutic solutions for a broad range of autoimmune conditions, including atopic dermatitis, psoriasis, vitiligo, prurigo nodularis, systemic lupus erythematosus (SLE), and inflammatory bowel disease (IBD). In addition, the Company is exploring orally administered novel therapies with differentiated mechanisms, such as IL-17 small molecules, which it believes can address unmet needs in the treatment of chronic autoimmune diseases.

In the solid tumor space

the Company is building a competitive portfolio that covers a broad range of indications to meet the growing demand for effective treatments. Through a combination of targeted therapies, tumor immunotherapy, and cutting-edge ADC technologies, InnoCare continues to expand its oncology pipeline. The R&D team is dedicated to discovering and developing novel platforms targeting a broad range of solid tumors and advancing promising drug candidates with significant clinical benefit potential. With its proprietary ADC platform and candidates such as ICP-723, the Company believes it is well-positioned to establish a strong market presence in the solid tumor treatment landscape.

EXTERNAL LICENSING AND PARTNERSHIPS

In January 2025, Beijing InnoCare, KeyMed Biosciences (Chengdu) Inc., Beijing TianNuo JianCheng Pharma Tech Co., Ltd., and Prolium Bioscience Inc. entered into an exclusive license agreement, granting Prolium the exclusive rights to develop, register, manufacture, and commercialize ICP-B02 (CM355)—a CD20×CD3 bispecific antibody—for non-oncology applications globally, as well as oncology applications outside Asia.

R&D AWARDS

The Group's R&D and innovation capabilities have continued to receive external recognition. During the Reporting Period, it received multiple awards for research and development, demonstrating the Company's strength and influence in R&D and innovation across the industry.

InnoCare InnoCare's R&D-Related Awards in 2024

- Novel BTK inhibitor won the Sunshine Annual Outstanding Innovative Drug Case 2024
- Top 100 Innovative Pharmaceutical Companies in China 2024
- New Quality Productivity Demonstration Unit
- Top 100 Specialized and Sophisticated Enterprises in Beijing 2024
- Top 100 Advanced Enterprises in Beijing 2024
- Top 20 in the 2024 Beijing Top 100 Private Enterprise Science and Technology Innovation list

INTELLECTUAL PROPERTY PROTECTION

The Group strictly complies with the *Copyright Law of the People's Republic of China*, *Patent Law of the People's Republic of China*, *Trademark Law of the People's Republic of China*, and *Law of the People's Republic of China on Scientific and Technological Progress* and other relevant laws and regulations. It has established internal policies such as the *InnoCare Regulations on Intellectual Property and Trade Secret Protection* to standardize IP management processes and enhance employees' awareness of IP protection.

The Group has implemented a series of IP protection measures and initiatives, strengthening IP protection from both internal management and external collaboration perspectives. These efforts are designed to minimize IP-related risks while supporting the effective development, protection, and utilization of IP assets.

Measures and Actions for IP Protection

Internal Management

- The Group conducts regular assessments of internal and external risks related to IP management, and provides patent investigations throughout the entire drug development and marketing process, along with dedicated patent analyses for R&D projects.
- The Group and its employees sign the *Agreement on Confidentiality, Proprietary Information and Intellectual Property Protection* and the *Non-competition Agreement* to clarify the rights and obligations of both parties in relation to the protection of intellectual property rights.

External Cooperation

- When external cooperation projects involve confidential information, the Group signs contracts with the relevant parties, including confidentiality agreements, to ensure that the contracts provide adequate protection of the intellectual property rights of both parties.
- The Group Cooperates with external trademark attorneys to jointly monitor potentially similar trademarks and promptly takes countermeasures to mitigate associated risks.
- The Group invites renowned external patent attorneys from time to time to engage in exchanges with the Group's IP leaders to improve internal IP management practices.

The Group continuously improves its IP incentive mechanism and has formulated the *InnoCare Regulations on Intellectual Property Incentives* to reward employees who make outstanding contributions to the Company's patent-related efforts. During the Reporting Period, the Group filed 54 invention patent applications and obtained 21 granted patents across multiple countries and regions, providing full-lifecycle IP protection for its products.

During the Reporting Period,

the Group filed

54 invention patent applications

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21 granted patents across multiple countries and regions

TRAINING AND EXCHANGE ACTIVITIES

The Group places great importance on raising awareness of intellectual property protection among employees. It has partnered with external experts to deliver industry insights and regulatory training, helping staff stay informed about evolving IP landscapes and strategies for patent protection. During the Reporting Period, the Group organized training sessions for R&D personnel on patent intelligence acquisition and search techniques, enhancing their ability to obtain patent-related information.

In addition, the Group actively participated in IP-related conferences to support knowledge-sharing and promote best practices in pharmaceutical IP protection.

IP-Related Conferences and Awards

"Seminar on the Intellectual Property of America" organized by the Capital Intellectual Property Services Association

"Seminar on the Intellectual Property of Canadia" organized by the Capital Intellectual Property Services Association

Beijing Intellectual Property Pilot Exemplary Units Training Session hosted by the Beijing Intellectual Property Office

The core patent of Orelabrutinib was granted the First Prize of the 7th Beijing Invention Patent Award by the Beijing Intellectual Property Office

R&D ETHICS

InnoCare places strong emphasis on ethical considerations and social responsibility in its R&D activities, including clinical research and animal studies. The Company has established an ethics management system for both clinical trials and animal experiments, supported by internal policies designed to protect the rights and well-being of trial participants and ensure the humane treatment of laboratory animals.

PROTECTION OF PARTICIPANTS' RIGHTS AND INTERESTS

InnoCare has established an Ethics Committee to conduct ethical reviews of all stages of clinical trials. Responsibilities of relevant departments are clearly defined in accordance with the *Ethics Committee Framework and SOP*, enabling effective management of ethical risks. The Group has also set up a dedicated department, independent of its business units, to review the ethical compliance of clinical research activities, further strengthening regulatory adherence in clinical trials.

The Group strictly adheres to the *Drug Administration Law of the People's Republic of China*, the *Provisions for Drug Registration (2020 Edition)*, the *Good Clinical Practice (GCP, 2020 Edition)*, the *Declaration of Helsinki*, the *Guidelines on the Practice of Ethics Committees in Medical Research Involving Human Subjects*, and other relevant laws, regulations, and industry standards. Based on these requirements, the Group has developed a comprehensive set of internal systems and procedures that define the full-cycle management of clinical research and clarify the responsibilities of all involved personnel. These measures ensure that trial participants are protected under safe and compliant conditions, with their legal rights and interests fully respected.

Participants are provided with detailed information on the nature of the study, potential risks and benefits, possible adverse events, and any protocol amendments through *Clinical Trial Agreements* and the *Informed Consent Forms* before enrolling in the study. Throughout the trial process, InnoCare prioritizes participant safety, rights, and data integrity. All operations are conducted strictly in accordance with approved protocols, and trial data and records are subject to rigorous review to ensure both legal and ethical compliance, as well as the reliability and validity of trial outcomes.

To promote awareness of clinical ethics, the Group also provides regular training for clinical research personnel, covering relevant laws, regulations, and procedures to ensure informed, ethical, and compliant practices.

ANIMAL WELFARE

InnoCare has established an Institutional Animal Care and Use Committee (IACUC) to oversee the protection of animal welfare in research. The Company is committed to the responsible and ethical use of laboratory animals, adhering to the highest standards of animal care in both scientific and ethical practice.

The Group strictly complies with the *Laboratory Animal — Guideline for Ethical Review of Animal Welfare* (GB/T 35892–2018) of the People's Republic of China and the *Care and Action Plan for Laboratory Animals* of the United States of America. It has also developed internal policies such as the *Management Procedures of the Laboratory Animal Welfare Ethics Committee* and the *Care and Action Plan for Laboratory Animals* to carry out ethical reviews of animal welfare.

Guided by the principles of the 3Rs—Replacement, Reduction, and Refinement— InnoCare has implemented a range of animal care measures to enhance the well-being of laboratory animals. These efforts focus on improving living conditions, including diet and environment, to support ethical and humane treatment. In 2024, the Group reported no incidents of misconduct or non-compliance related to animal welfare.

3R Principle for the Protection of Laboratory Animals

Reduction	• Minimize the use of laboratory animals by avoiding unnecessary experiments. When animal testing is essential, limit the number of animals involved to the minimum required.
Replacement	• Use alternative methods—such as molecular and cell biology techniques—where possible, to reduce reliance on animal experiments.
Refinement	• Develop humane and scientifically sound procedures, improve experimental techniques, and optimize protocols to minimize discomfort and distress for animals during studies.

Laboratory Animal Care Measures

Feeding	• Providing sterilized feed that will keep the animals healthy and clean and sterile drinking water. • Checking daily and changing and adding drinking water promptly.
Living Environment	• Using cages that meet the requirements of the national standard, and are clean, sterile, and well ventilated. • Replacing the cage box at the specified time and frequency.
Physical and Mental Needs	• Meeting the physiological needs of animals, such as defecation, urination, maintenance of constant body temperature, normal activity, and provision of nesting materials. • Providing snacks and toys on a regular basis to ensure mental health of the animals.
Social Need	• Ensuring mice live in colonies. • Ensuring that mouse cages that need to be placed separately are not placed on the outermost side of the cage as much as possible.
Daily Operation	• Trying to avoid operations that cause discomfort to the animals. If operations that cause pain and discomfort to the animals are needed, anesthetics should be used, and the anesthesia process should be monitored to avoid overdose of anesthesia leading to death of the animals. • The animal should be properly cared for after anesthesia, such as insulation measures.
Phase-out Disposal	• Euthanasia of culled laboratory animals or animals in obvious discomfort is carried out in a timely manner to minimize animal suffering. • The presence of other animals is avoided during the operation.

The Group provides animal ethics training for all new employees involved in animal testing, as well as for personnel managing animal facilities. These programs are designed to equip staff with essential knowledge of animal ethics and strengthen their awareness of animal welfare and responsible care practices.

SUPPLY MANAGEMENT

InnoCare places great importance on the development of its supply chain management system and continuously improves its supplier management mechanisms to establish a stable and reliable supply chain. At the same time, the Group remains committed to monitoring the ESG performance of its suppliers, working to build a transparent, mutually beneficial, and sustainable supply chain.

SUPPLIER MANAGEMENT PROCESS

InnoCare strictly complies with the *Bidding Law of the Peoples' Republic of China*, the *Regulation on the Implementation of the Bidding Law of the People's Republic of China*, and other relevant laws and regulations. The Group has formulated internal policies such as the *Procurement Management Policy*, *Supplier Management*, *Material Supplier Management*, *Consumables Supplier Management*, *Contractor Management*, and *Monitoring and Maintenance of Supplier*. These policies set out rigorous management processes for supplier access, evaluation and review, elimination and exit, as well as communication, ensuring end-to-end supply chain management.

Supplier Quality Management Process

Access	• Conduct multi-dimensional background checks on suppliers, including qualification documents, feasibility site visits, proposal evaluation, and due diligence. • Require suppliers to provide samples for small batch trial production and evaluate their equivalence with the materials from existing suppliers.
Evaluation and Review	• Stipulate the corresponding auditing frequency and auditing method requirements based on the categories of suppliers, and continuously assess suppliers in terms of quality, service, cost, and other dimensions in accordance with the procurement management system to ensure ongoing alignment with the Group's requirements and expectations. • Conduct regular on-site audits for all key suppliers and set KPIs for monthly reviews. • Based on supplier review and evaluation results, organize investigation plans and implement corrective or preventive measures to effectively prevent and control supplier risks.
Elimination and Exit	• In cases where a supplier fails to meet assessment standards, conduct a risk assessment of the non-conformities and, depending on the results, take measures such as rectification within a certain period of time or suspension of supply qualification for such suppliers. • Before disqualifying a supplier, the Procurement Department must organize a cross-functional team to evaluate and identify relevant action items and weigh the associated risks and benefits, including current inventory management, supplier transition plans, and other related actions.
Communication	• Have bi-weekly online meetings and annual on-site communication with key suppliers covering demand forecasting, post-supply review, quality assessment, and issues and deviations.

ESG MANAGEMENT IN THE SUPPLY CHAIN

The Group is committed to building a sustainable supply chain by integrating ESG factors into supplier access and management processes. ESG assessments are conducted on suppliers across areas including labor practices, business ethics, quality, safety, and environmental impact. In terms of labor management, suppliers are required to comply with national labor laws and related regulations, protect employee safety, and provide appropriate safety measures and protective equipment. In the area of business ethics, suppliers must sign the *Anti-Commercial Bribery Agreement* and are strictly prohibited from engaging in any illegal or dishonest conduct that violates the principles of integrity. The Group also places great emphasis on evaluating suppliers' environmental and quality management capabilities, including reviewing their relevant management system certifications. Preference is given to suppliers with strong ESG practices—such as the use of environmentally friendly products and services, or conducting regular quality improvement initiatives.

InnoCare selects qualified partners through ESG assessments of potential suppliers and maintains a long-term focus on their ESG performance. Regular inspections and oversight are conducted to ensure ongoing compliance with relevant standards. The Group also actively encourages suppliers to strengthen their ESG practices, fostering collaborative growth and win-win partnerships.

SUPPLIER EMPOWERMENT

InnoCare places great importance on enhancing supplier capabilities by providing training and facilitating open communication on service, technology, and quality-related topics. Regular online meetings are held with key suppliers to address demand forecasting, post-supply evaluations, quality assessments, and issue resolution. In addition, annual on-site visits are conducted to deepen collaboration. When quality issues arise, InnoCare works closely with suppliers to identify root causes and implement corrective actions. This collaborative approach not only improves supplier performance but also enhances overall product quality through shared growth and empowerment.

Case

Supplier Training

In 2024, the Group organized onboarding and safety training sessions for suppliers to improve their understanding of site safety protocols. The training helped suppliers recognize the importance of EHS management, familiarize themselves with the Group's EHS requirements, and strengthen their safety management capabilities, thereby reducing accident risks.

Supplier Safety Training

04

CARING FOR EMPLOYEES, PEOPLE-ORIENTED APPROACH

InnoCare believes that talent is the foundation and driving force of its growth. The Group is committed to protecting employees' legal rights, continuously improving its talent management mechanisms and development systems, offering competitive compensation and benefits, and fostering a safe, healthy, harmonious, and equal work environment.

SDGs Responded

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

TALENT ATTRACTION

Recognizing that talent is central to the Company's success, InnoCare follows fair and compliant recruitment and employment practices, continually refines its compensation and benefits framework, and works to create a positive, welcoming workplace that supports employee engagement and growth.

EMPLOYEE RIGHTS AND INTERESTS

The Group upholds lawful employment as a fundamental principle and strictly complies with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Minors*, and the *Social Insurance Law of the People's Republic of China*. Internal systems such as the *Employee Handbook* have been revised accordingly to provide clear guidance on matters such as hiring and termination, compensation, promotion, benefits, working hours, rest periods, ensuring employees' rights are protected in all aspects of employment.

The Group strictly prohibits any form of child labor or forced labor, implementing specific preventive measures such as thorough verification of candidate identification during recruitment to ensure authenticity and compliance from the outset. During the Reporting Period, no incidents of child labor or forced labor were reported.

The Group upholds the principles of equality and non-discrimination, evaluating candidates based solely on their job-related qualifications without bias on the basis of gender, age, religion, race, color, ethnicity, region of origin, or disability. As of the end of 2024, InnoCare employed 630 female staff members, accounting for 54% of the total workforce, and 58 employees from ethnic minority backgrounds, representing 5% of all employees.

The Group maintains a zero-tolerance policy toward workplace harassment, strictly prohibiting any form of verbal, physical, or visual harassment directed at employees, clients, suppliers, or other workplace partners. Employee behavior is governed by clear conduct policies, and the Group is committed to workplace safety, encouraging employees to report any incidents. Serious disciplinary actions are taken against confirmed violations.

To strengthen the talent pool, the Group recruits outstanding professionals through multiple channels and methods. In 2024, InnoCare launched the Beisen recruitment system to build a comprehensive talent database and fully digitize the recruitment process. The Group also organized diverse campus recruitment events to attract promising graduates, while continuing to identify experienced and multi-skilled professionals through social recruitment. Internal referrals are actively encouraged to offer employees more flexibility and opportunities in their career development. InnoCare promotes the "attraction, development, retention, and effective use of talent" through the implementation of comprehensive talent policies and supporting services. In 2024, the Group was approved to establish a national-level postdoctoral research workstation and founded the InnoCare Association for Science and Technology, actively introducing and cultivating high-level technical professionals. The Company also assists in applying for science and talent-related policies across various levels and provides well-rounded support in areas such as healthcare access and staff housing. These efforts ensure that employees can focus on research and innovation without distractions or concerns.

Case

Implementation of the Beisen Talent Recruitment System

In 2024, InnoCare successfully introduced the Beisen Talent Recruitment System, a leading domestic recruitment platform in China, to enhance internal referral efficiency. The system enables employees to quickly access internal job opportunities and encourages active participation in the referral process. During the Reporting Period, the number of new hires increased by more than 5% compared with the previous year, further ensuring the Company's efforts to streamline and strengthen talent acquisition.

Case

"International Talents : Dialogue on Medical Innovation" High-End Academic Forum

In 2024, Beijing InnoCare, in collaboration with the Beijing Overseas Talents Center, hosted the "International Talents on Medical Innovation" high-end academic forum. Centered around the theme of "High-quality development of innovative drugs," the forum was held in a hybrid online and offline format to showcase the Company's R&D achievements and career development platforms in medical innovation. The event attracted young scientific and technological talents from both China and abroad, fostering discussion on medical innovation and development. The forum also featured exchanges on topics such as technology roadmaps, technological development trends in the industry chain, and the opportunities and challenges ahead, contributing to the innovation-driven growth of China's innovative drug industry.

In 2024, the Group received multiple recognitions in the area of talent development. One employee was honored as "the Most Beautiful Sci-Tech Personnel", and two employees were selected for the 2024 Outstanding Young Engineer Development Program organized by the Beijing Association for Science and Technology. In addition, the Company received several letters of commendation from both the Beijing Association for Science and Technology and the Beijing Overseas Talents Center.

EMPLOYEE CARE

InnoCare is committed to supporting employee well-being through a comprehensive approach that includes a structured compensation and performance management system, along with a wide range of non-monetary benefits. The Company places strong emphasis on holistic employee care, enhancing satisfaction and team cohesion through a variety of cultural, sports, and labor union activities.

REMUNERATION INCENTIVES

Guided by internal policies such as the *Employee Handbook*, the Group has established a remuneration system based on the "3P1M[3]"model. Annual reviews are conducted to adjust compensation structures in response to market trends, job positions, and other relevant factors. With fair and competitive pay packages, InnoCare is able to attract and retain top talent. The Group also employs a range of incentive mechanisms to further strengthen employee motivation and creativity.

[3] 3P1M: Designing the remuneration system based on four factors, namely, Position, Person, Performance, and Market.

InnoCare Employee Incentive Programs

Honor recognition

- Established a recognition system to honor outstanding employees and annual star teams, with awards such as the Long-Term Service Award, the Nuoxin Award (InnoCare Core Value Award), and Core Values Badges.

Equity incentive

- Established equity incentive mechanisms to reward core technical talent, key role holders, and senior management.
- During the Reporting Period, the Company implemented the Hong Kong stock incentive plan and the Science and Technology Innovation Board incentive plan, covering more than 130 employees.

R&D incentive

- Milestone-based rewards are offered for key R&D projects. The Annual Breakthrough Award is presented to employees who achieve significant advancements.

EMPLOYEE BENEFITS AND CARE

The Group is committed to building a comprehensive and inclusive benefits system that supports employee well-being and encourages a healthy work-life balance.

In terms of social security, the Group fully complies with national regulations by contributing to the social insurances and housing funds for all employees. Additional benefits include paid sick leave, routine health check-ups, psychological counseling, supplemental commercial insurance, critical illness, and medical insurance for two children.

To support work-life balance, the Group offers statutory holidays, parental leave, maternity leave, and caregiver leave. It also helps meet daily needs by providing transportation subsidies or shuttle services, as well as meal allowances or staff canteens. The Group has established employee clubs such as badminton and basketball groups to promote health and connection. Holiday gifts, wedding cash gifts, and birthday presents are also offered to enhance employees' sense of happiness and belonging.

The Group values compassionate care and has launched the "InnoCare Caring" initiative, which provides support, assistance and visits to female employees, vulnerable groups, and families in need.

InnoCare Employee Benefits and Care Measures

Dimension of Care	Measures
Female employees	• Provides maternity benefits and maternity rooms for female employees who have given birth. • Organizes International Women's Day activities to share stories of outstanding female role models and raise awareness of women's rights. • Adds additional health screening items for female employees in annual physical check-ups.
Employees in need	• Supports employees facing financial hardship, serious illness, or major family changes by helping them apply for public rental housing, serious illness protection, and offering condolence funds to help alleviate their burdens.

The Group actively organizes a variety of cultural and sports activities, including celebrations for major holidays and providing various sports facilities, to support employees' physical well-being and foster a healthy, engaging, and positive work environment.

Case

"Incredible Women Contest" Fun Event

On International Women's Day 2024, InnoCare organized a special event titled the "Incredible Women Contest." Through fun and engaging games, the event recognized female employees who embodied the values of focus, resilience, innovation, collaboration, and excellence. The activity provided an enjoyable and relaxed environment for female employees to release stress and express themselves, enriching the Company's cultural life and vividly reflecting its core values.

On-site of the "Incredible Women Contest" Fun Event

EMPLOYEE COMMUNICATION

InnoCare actively builds communication channels for employee communication and feedback. The Group has established internal policies such as the *Employee Representative Election Policy* and the *Rationalization Proposal Policy,* and set up platforms including employee representative meetings and suggestion columns. These efforts aim to better understand employee feedback and needs while safeguarding their rights to information, participation, expression, and oversight.

InnoCare's Employee Communication Channels

All-Staff meetings	Regular all-staff meetings are held to share updates on project milestones, business performance, operational progress, and the latest policies and development plans.
Employee representative meeting	Employee representatives are elected to participate in meetings that review key policies, including the *Employee Handbook*, leave and working hours policies, performance management systems, and external training arrangements, safeguarding employees' democratic rights.
Rationalization proposal column	The Group has set up a Rationalization Proposal Column for employees to submit suggestions related to R&D innovation, business development, daily operations, and internal policies and systems.
Online communication channels	Multiple online communication channels, including WeCom (corporate WeChat), Microsoft Teams, Outlook email, and a reporting hotline, are in place to facilitate real-time communication and information sharing.

TALENT DEVELOPMENT

InnoCare adheres to the talent development values of "dedication, perseverance, innovation, win-win collaboration, and pursuit of excellence". The Group continues to strengthen its talent cultivation and promotion systems, supporting individual growth while building a strong talent pipeline to drive long-term, sustainable development.

TALENT TRAINING

The Group attaches great importance to employee development and continues to enhance its training framework. A wide variety of programs are offered, including management and professional skills training, vocational development, onboarding for new hires, and external certification courses. These initiatives are designed to meet diverse upskilling needs and empower both employees and the organization. During the Reporting Period, the Group invested RMB 520,000 in employee training.

InnoCare's Employee Training System

Management trainings

Management training sessions are organized for mid- and senior-level managers to enhance their business capabilities and leadership skills.

Professional trainings

Employees receive specialized training, including pre-service and on-the-job training by departments, lectures under the "InnoCare New Drug Club," and sessions covering product knowledge, GMP, EHS, and management skills to improve professional competence.

Skill trainings

We organize R&D staff to participate in title evaluation, commercialization team to participate in training in pharmacy, occupational safety training, etc.

New employee trainings

Regular onboarding programs are conducted for new hires, which cover the guidebook on new employee's induction, new employee orientation, etc.

External training

The Group has issued the *External Training Management Procedures* and organizes specialized external training programs, including certification training, regulatory compliance training, and professional skill enhancement programs.

Case

"InnoCare New Drug Club" Lecture Series

In 2024, InnoCare has initiated the "InnoCare New Drug Club" lecture series through themed on different stages of new drug development. The series have provided systematic explanations of key aspects of pharmaceutical R&D, aiming to deepen researchers' understanding of the drug development process and enhance their professional expertise. As of the Reporting Period, the Group has organized \ four lectures, achieving over 600 participant engagements.

On-site Session of the "InnoCare New Drug Club" Lecture Series

Guest Speakers of the "InnoCare New Drug Club"

PROMOTION AND DEVELOPMENT

InnoCare places strong emphasis on employees' career promotion and development. The Group has established dual career development paths(professional and managerial)to meet the diverse development needs of its workforce.

Dual Career Development Paths for Employees

The Group conducts annual promotion assessments, evaluating employees based on their job performance, professional behavior, and work attitude. These evaluations are also aligned with individual career goals and development plans, ensuring fair opportunities for advancement and long-term development.

To further optimize its talent structure, the Group conducts annual talent reviews to identify high-potential employees and provide them with targeted development opportunities, improving overall organizational effectiveness.

Case

Talent Review

InnoCare conducts annual talent reviews based on a proprietary in-house methodology. This approach enables the Group to efficiently identify, evaluate, and nurture talent across the organization.

SAFETY AND HEALTH

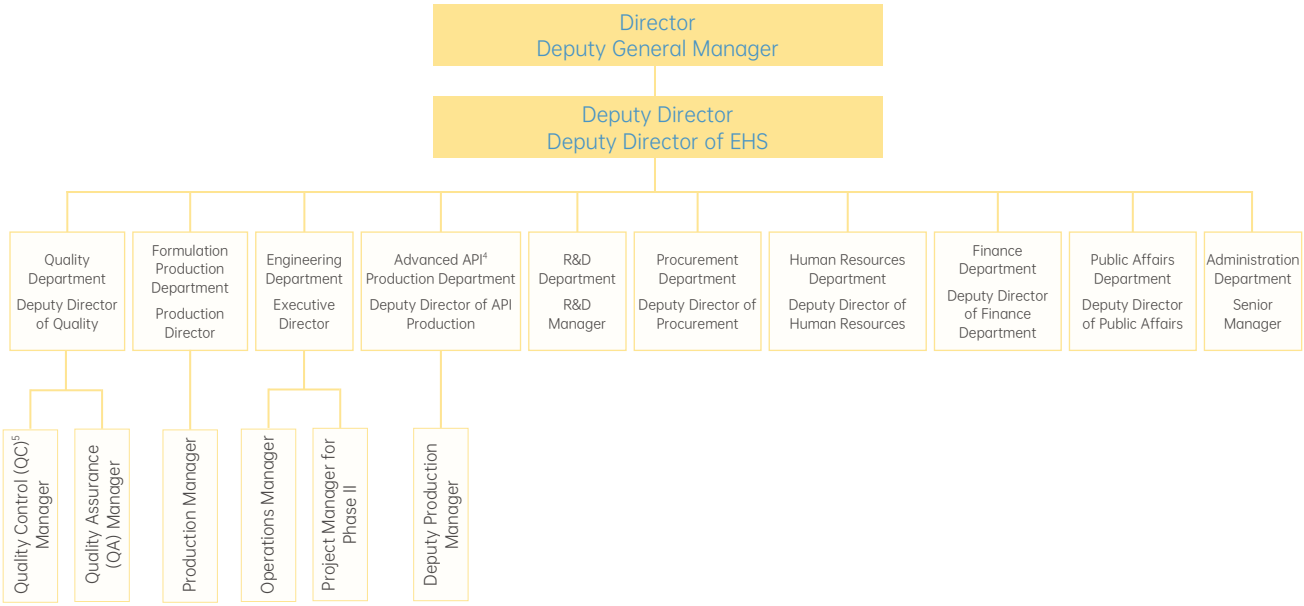
InnoCare adheres to the health and safety management principle of "safety first, environmental friendliness, concern for health, prevention prioritized, conjunctive management, and shared responsibility". The Group continuously improves its safety management system, regulating safe production practices, promoting safety awareness, and safeguarding the health and well-being of its employees.

PRODUCTION SAFETY

InnoCare continues to refine its safety management system, strengthen hazard identification and emergency response management, promote safety awareness, and enhance overall safety management capabilities.

SAFETY MANAGEMENT SYSTEM

InnoCare continuously improves its EHS management structure and has established a comprehensive safety accountability system, with clearly defined safety responsibilities at all levels. To coordinate safety management efforts, Guangzhou InnoCare has established a well-structured EHS Management Committee, working collaboratively to advance the Group's EHS management work.



EHS Committee Structure of Guangzhou InnoCare

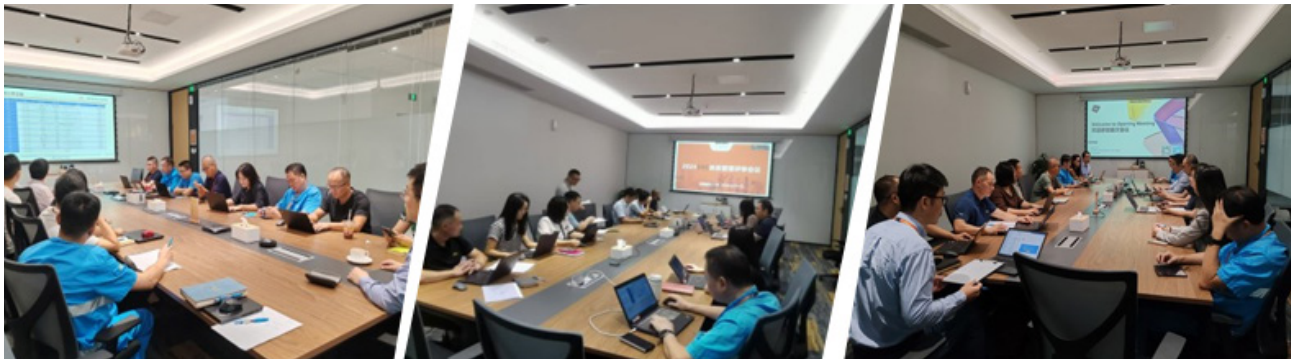
InnoCare places great importance on the development of a comprehensive safety management system. In accordance with the *Work Safety Law of the People's Republic of China*, the *Fire Protection Law of the People's Republic of China*, and the *Regulations on Safety Management of Hazardous Chemicals*, the Group has revised several safety management policies, including the *Work Safety Responsibilities for All Employees*, the *Chemical Hazardous Factors and Occupational Health Risks Assessment System*, the *Pre-Startup Safety Inspection Policy*, the *Graded Safety Risk Management and Control Policy*, and the *EHS Hazard Identification and Rectification Policy*. These policies clearly define departmental and individual responsibilities, standardize safety practices, and ensure the safe execution of production activities. By the end of the Reporting Period, the Group had established 107 safety management policies and 327 safety operation procedures, significantly advancing the standardization of its safety management system and providing a solid institutional foundation for workplace safety.

[4] API: Active Pharmaceutical Ingredient.

[5] QC: Quality Control.

The Group has also set clear safety performance targets and integrated them into its performance evaluation system to ensure the fulfillment of annual safety goals. In 2024, Guangzhou InnoCare, a subsidiary of the Group, has set and achieved its safety management objectives—zero workplace injuries, zero lost-time accident rate, zero environmental pollution incidents, and zero occupational disease incidents.

To ensure the sustainability of safety management, the Group conducts regular ISO system audits, management reviews, and annual supervisory audits. These efforts are complemented by the continuous development and revision of procedural documents, as well as assessments to ensure ongoing compliance with applicable regulations. In 2024, the Company recorded zero work-related injuries throughout the year, achieving 4,499,439 consecutive safe work hours—a testament to its strong workplace safety performance.



ISO Internal Audit | Management Review | Annual Surveillance Audit

SAFETY RISK IDENTIFICATION

The Group has implemented a dual prevention mechanism into its safety information system, applying risk-based controls tailored to the classification of each hazard. In 2024, a comprehensive review of potential safety risks was conducted, identifying 1,947 risk scenarios—each assigned appropriate control measures based on the level of risk.

The Group has also focused on identifying and managing critical risks related to process safety and chemical hazards. During the Reporting Period, Hazard and Operability Study (HAZOP[6]) analyses were carried out for key projects. As a result, 145 extremely high-risk scenarios, 76 very high-risk scenarios, and 403 high-risk scenarios were all successfully mitigated to zero. In addition, the Group conducted occupational health risk assessments across all products. These assessments included determining Occupational Exposure Bands (OEB[7]) and evaluating potential exposure levels. Based on the findings, corresponding exposure control levels were established to effectively prevent occupational safety risks in the production environment.

[6] HAZOP: Hazard and Operability Study.
[7] OEB: Occupational Exposure Bands.

HAZARD IDENTIFICATION

The Group continues to enhance its dual prevention mechanism, which integrates graded safety risk management with hazard identification and rectification. A dedicated working group has been established to oversee its implementation and integration into the broader safety management system, enabling dynamic risk control and more efficient hazard mitigation. In addition, the Group has adopted a safety information system to align control measures with corresponding risk levels, facilitating closed-loop management of both safety risks and hazards. During the Reporting Period, 12 safety risk inspections were conducted, identifying 2,742 safety hazards, with a rectification rate of 99%.

EMERGENCY MANAGEMENT

InnoCare continues to enhance its emergency management system by developing tailored emergency response plans based on safety risk assessments. The Group also organizes targeted training sessions and drills to strengthen preparedness and ensure effective response to potential accidents or emergencies.

In 2024, the Group conducted a series of emergency drills covering scenarios such as chemical spills in laboratories and warehouses, fire response ,and a comprehensive annual drill to reinforce facility safety. During the Reporting Period, the Group carried out eight emergency drills, with 367 participants in total.

Case

Laboratory Chemical Spill Emergency Drill

In 2024, InnoCare's R&D laboratory organized a chemical spill emergency drill. The drill was intended to strengthen laboratory personnel's ability to properly wear personal protective equipment, report incidents, and carry out emergency response procedures effectively during unexpected events.

On-site Response during Laboratory Chemical Spill Drill

Case

Annual Comprehensive Emergency Drill

In 2024, InnoCare collaborated with the Jiulong Fire and Rescue Station to conduct its annual comprehensive emergency drill. The realistic, scenario-based exercise helped all employees become familiar with procedures such as emergency reporting, initial response, and on-site rescue, while strengthening their awareness and capabilities in safety risk prevention.

Scene of the Annual Comprehensive Emergency Drill

Case

Fire Emergency Drill at Workshop F

In 2024, InnoCare's Workshop F conducted a dedicated fire emergency drill. The drill clarified the roles and responsibilities of each emergency response team, enabling all team members to familiarize themselves with their designated duties through hands-on practice.

On-site Fire Drill

Case

Poisoning and Asphyxiation Emergency Drill

In 2024, InnoCare's wastewater treatment station conducted a specialized emergency drill for poisoning and asphyxiation incidents. The drill enabled participants to gain practical experience in emergency procedures, understand the risks associated with such incidents, and improve their emergency response capabilities.

Scene from the Poisoning and Asphyxiation Drill

Case

Fire Safety Training

In 2024,InnoCare organized members of its volunteer fire and rescue team to visit the Jiulong Fire and Rescue Station for site-based fire safety training. Participants gained hands-on knowledge of firefighting equipment, fire prevention, and evacuation procedures, enhancing their safety awareness in everyday situations.

Scene of Fire Safety Training

SAFETY AWARENESS TRAINING

InnoCare places great importance on raising safety awareness across the organization and actively organizes a range of safety-related activities, including visits to fire rescue stations and "Safety Month" campaigns. The Group promotes comprehensive safety education that covers all employees, departments, and operational processes, and regularly conducts general safety training sessions. As of the end of the Reporting Period, the Group had conducted 18 training sessions with a total of 2,500 participants, reinforcing the safety mindset of "red-line awareness and bottom-line thinking" across the organization.

Case

Safety Knowledge Competition

In 2024, as part of the "Safety Month" campaign, InnoCare organized a safety knowledge competition. The competition covered multiple departmental policies and documents, including Standard Operating Procedures and EHS procedures. By combining theoretical knowledge with practical work scenarios, the event helped strengthen employees' understanding of internal safety knowledge through a competitive format.

Scene of the Safety Knowledge Competition

Case

Special Training on Accident Cases in the Pharmaceutical and Chemical Industry

In 2024, InnoCare conducted safety warning education for the API Department based on typical accidents from the pharmaceutical and chemical sectors. Employees enhanced safety awareness by watching real-life case videos and engaging in reflective discussions to analyze root causes.

Scene of the Special Training on Pharmaceutical and Chemical Accidents

Case

Special Training on Powered Air-Purifying Respirator

In 2024, InnoCare provided targeted training on powered air-purifying respirators for employees in the API workshop, QC, and other departments. The training focused on correct usage procedures and important safety precautions to ensure occupational health and safety for workers.

On-site Demonstration of the Training on Powered Air-Purifying Respirators

Case

Lockout-Tagout (LOTO) Training

In 2024, InnoCare conducted dedicated lockout-tagout (LOTO) training sessions for employees from departments such as Engineering and Production. The training focused on helping participants master correct LOTO procedures and understand their importance.

Scene of LOTO Training

Additionally, the Group attaches importance to safety education and management for contractors. During the Reporting Period, all contractors received safety training to enhance their awareness and sense of responsibility. To ensure safety and compliance, the Group implemented measures such as establishing safety records, supervising construction activities, and conducting safety performance evaluations.

Case

Contractor Tea Forum on "Safety, Cooperation, and Win-Win"

In 2024, InnoCare's EHS management team organized a "Safety, Cooperation, and Win-Win" tea forum for contractors of the API & PSD3 project. Participants included safety managers from construction, supervision, and contracting units, as well as the Company's procurement representatives. InnoCare managers shared contractor management standards, while contractor representatives provided feedback on their experience from the past year. The event facilitated two-way communication on concepts of safety management and fostered safety collaboration.

On-site Photo of the "Safety, Cooperation, and Win-Win" Tea Forum

OCCUPATIONAL HEALTH AND SAFETY

InnoCare places great importance on the occupational health of all employees and strictly complies with laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*. The Group has established a series of internal management systems, including the *Occupational Hazard Warning and Notification System*, the *Chemical Hazardous Factors and Occupational Health Risks Assessment System*, the *Occupational Disease Protective Supplies Management System*, and the *Occupational Disease Hazard Emergency Rescue and Management System*. These efforts aim to continuously improve the Group's occupational health and safety management framework and ensure a safe and healthy work environment for all employees. During the Reporting Period, the Group developed the ISO 45001 Occupational Health and Safety Management System, passed the annual audit, and received third-party certification. This certification covers 100% of the Group's operations, marking a significant step in advancing systematic safety management across the organization.

The Group safeguards employee health and safety through multiple dimensions, including monitoring occupational hazard factors, improving workplace environments, and implementing occupational health protection measures. During the Reporting Period, the employee health examination pass rate was 100% and no suspected or confirmed cases of occupational disease were identified.

Occupational Health Protection Measures

Monitoring of Occupational Hazard

- We identify occupational hazard factors and occupational risk job positions, assess OEB levels, and implement appropriate control and protective measures.
- We engage third-party agencies to conduct testing of occupational hazard factors and issue assessment and testing reports. All job positions met relevant standards during the Reporting Period.

Occupational Health Protection

- We provide standard-compliant personal protective equipment to all employees in operational areas, ensuring adequate occupational health protection.

Improvement of Workplace Environment

- We regularly replace operational equipment, such as various types of pressure vessels, to ensure safe equipment operation.
- We equip occupational risk positions with specialized protective facilities, including negative pressure operations and top exhaust hoods, to reduce exposure risks.

Occupational Health Training

- We organize training on first aid and emergency response procedures to strengthen employees' readiness and response capabilities.
- We invite psychological experts to deliver stress-relief seminars to support employees' mental well-being.

Occupational Health Monitoring

- We provide full-cycle occupational health checkups (pre-employment, during employment, and post-employment) for employees in high-risk positions.

Occupational Health Insurance

- We provide work injury insurance and production safety liability insurance. As of the end of the Reporting Period, we invested RMB 1.0795 million in work injury insurance, achieving 100% employee coverage.

Case

Employee First Aid Training

In 2024, InnoCare invited physicians from Centre Testing International Group Co., Ltd. (CTI) Occupational Health Examination Center to deliver a first-aid training session for all employees. The training covered essential first aid techniques such as the Heimlich maneuver, cardiopulmonary resuscitation (CPR), and the use of automated external defibrillators (AEDs), therebyenhanced employees' awareness of emergency response and their ability to perform self-rescue and mutual aid.

First Aid Training Session by CTI Occupational Health Examination Center

Case

Seminar on Mental Well-being

In 2024, InnoCare hosted a seminar titled "Healthy Mind and Relaxed Body – Positive Psychology and Stress Relief". A psychological expert was invited to guide employees through interactive mental wellness exercises to help relieve psychological stress and promote mental well-being.

05

ADVANCING IN HARMONY THROUGH MUTUAL SUPPORT

Taking the improvement of patient well-being as its responsibility, InnoCare engages in social welfare initiatives such as universal healthcare and philanthropy, while also promoting academic exchange within the biopharmaceutical industry—demonstrating "InnoCare's efforts" to support sustainable social development.


SDGs Responded
1 NO POVERTY
2 ZERO HUNGER
10 REDUCED INEQUALITIES

INDUSTRIAL COOPERATION

InnoCare remains focused on pharmaceutical innovation and actively participates in academic exchanges and collaboration within the biopharmaceutical industry. By organizing business exchange events in both offline and online formats, the Group facilitates the exchange and advancement of cutting-edge technologies across the industry. InnoCare has also presented multiple research achievements at major academic conferences in China and abroad, receiving wide recognition from experts around the world.

InnoCare's Participation and Achievements at International Academic Conferences in 2024

Title of External Conference	Publications
66th Annual Meeting of the American Society of Hematology (ASH)	Multiple research findings on the novel BTK inhibitor Orelabrutinib were selected for presentation at the 66th Annual Meeting of ASH, including nine poster presentations and several publications released online as part of the 2024 ASH program.
2024 Annual Meeting of the European Society for Medical Oncology (ESMO)	Five studies on Orelabrutinib were selected for presentation at the 2024 Annual Meeting of ESMO. Notably, a prospective study on Orelabrutinib for treatment-naive marginal zone lymphoma was selected for oral presentation.
2024 Annual Meeting of the European Hematology Association (EHA)	Multiple data sets from InnoCare's hematologic oncology pipeline were presented at the 2024 Annual Meeting of EHA.
2024 Annual Meeting of the American Academy of Dermatology (AAD)	The results of a Phase II study on ICP-332, a novel in-house developed TYK2 inhibitor for moderate-to-severe atopic dermatitis (AD), were selected for a high-profile oral presentation at the 2024 Annual Meeting of AAD.

Case

InnoCare's Innovation Pipeline Showcase and Business Exchange

In 2024, InnoCare participated in the HICOOL Global Entrepreneur Summit, with a key focus on showcasing its flagship product, Orelabrutinib, enhancing visibility of the Group's innovative pipeline and supporting its global expansion strategy. At the same time, the Group hosted a hybrid business exchange event combining in-person presentations and live streaming, highlighting its R&D progress in hematologic malignancies, solid tumors, and autoimmune diseases. The event attracted over 25,000 experts and media attendees and helped foster development in cross-border emerging pharmaceutical trade.

On-site Showcase of InnoCare's Innovative Pipeline

Case

InnoCare at the Zhongguancun Forum

In 2024, InnoCare participated in the Zhongguancun Exhibition Center, presenting its research progress on innovative therapies including Orelabrutinib (a novel BTK inhibitor, marketed as "InnoBruk"), ICP-332 (a novel TYK2 inhibitor), and Tafasitamab (an anti-CD19 monoclonal antibody). The Group engaged in cutting-edge discussions and business collaborations with industry experts, injecting new vitality into the high-quality development of the biopharmaceutical sector.

On-site Presentation of R&D Outcomes at the Zhongguancun Forum

ACCESS TO MEDICINES

InnoCare is committed to improving drug accessibility and affordability by enhancing pricing transparency and delivering universal healthcare to a broader patient population. We actively collaborate with various major institutions to offer better treatment and improve patient access to medications, and also provide charitable drug assistance and insurance reimbursement support for patients with financial difficulties to help alleviate the financial burden of treatment.

During the Reporting Period, InnoCare's Science and Technology Association actively participated in a series of public science education events, including the 2024 Beijing Science Popularization Presentation Competition, the 2024 Beijing Division of the Innovation China Competition, and the National Science Popularization Day in Changping District. Through these activities, the Group helped increase public awareness of hematologic malignancies, autoimmune diseases, solid tumors, and the progress of domestic innovative drug development, while promoting scientific thinking and fostering a cancer prevention–oriented public mindset.

Case

Upgrading Drug Distribution Services

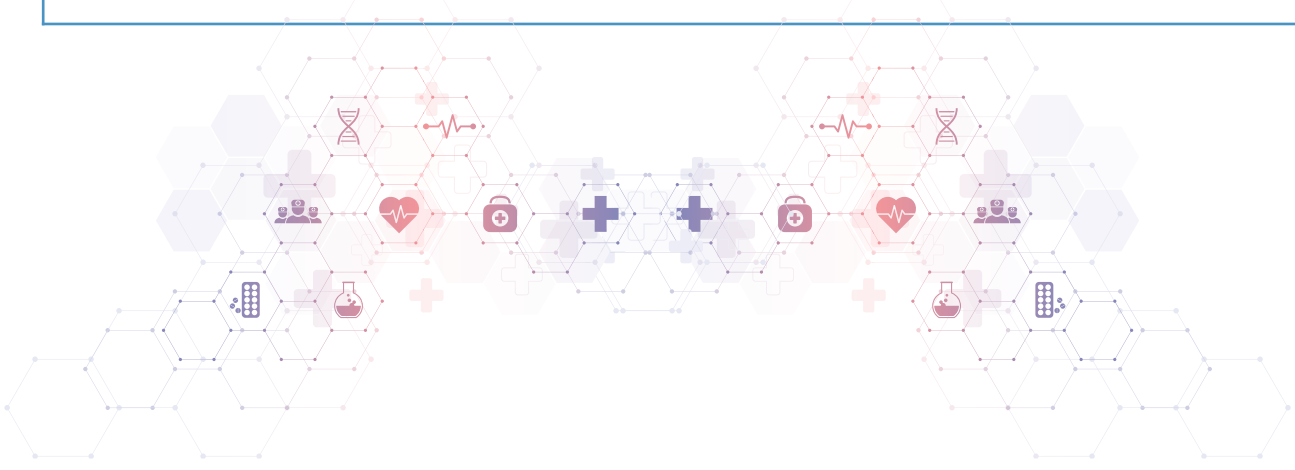
In 2024, InnoCare expanded its national distribution network and partnered with leading logistics providers to ensure strict quality and temperature control during pharmaceutical transportation, thereby improving drug accessibility for patients. The Group's supply coverage extended to 300 distributors, 350 cities, over 1,500 medical institutions, and over 2,000 pharmacies, ensuring patients' timely access to needed medications.

One of InnoCare's products has been included in the National Reimbursement Drug List (NRDL). By offering diversified access channels, the Group brings patients more affordable treatment options and hope for recovery. Prices of NRDL-listed products can be queried via the national medical insurance platform, ensuring transparency and accessibility. Meanwhile, another product, Tafasitamab, which has been launched in the Greater Bay Area and Boao Lecheng Pilot Zone in Hainan, has been included in the list of 32 overseas specific drugs of regional Huimin Insurance (Universal Health Insurance).

Case

Inclusion of Tafasitamab in the List of 32 Overseas Specific Drugs of Regional Huimin Insurance

InnoCare's Tafasitamab assurance plan is closely aligned with China's basic medical insurance system, allowing eligible patients to benefit from applicable reimbursement support. This greatly improves drug access for patients with diffuse large B-cell lymphoma (DLBCL). The product has been included in 32 regional overseas specific drugs lists of programs like Beijing Inclusive Medical Insurance and Shanghai Hu Hui Bao, significantly enhancing the affordability and accessibility of this treatment for patients.



SOCIAL RESPONSIBILITY

InnoCare remains committed to fulfilling its corporate social responsibilities by actively engaging in public welfare initiatives related to rural revitalization, education support, and patient care. In addition, the Group encourages employees to participate in volunteer services to help promote social harmony and development.

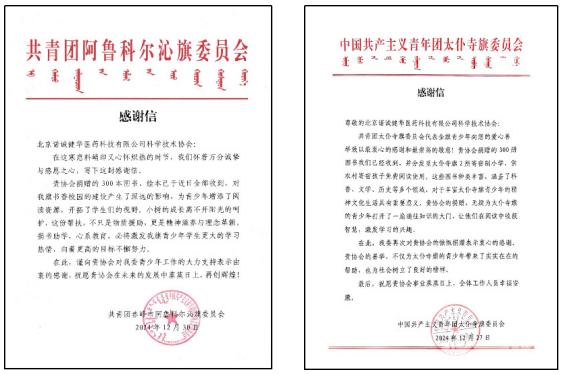
PUBLIC WELFARE SUPPORT

The Group continues to provide public welfare support focused on rural revitalization and educational support. We are committed to enhancing healthcare and hygiene standards in rural schools and fostering healthy habits among left-behind children, and providing quality educational resources to young people in remote areas—enriching their spiritual and cultural development.

Case

InnoCare "Youth League Hope Hut" Book Donation Initiative

In 2024, InnoCare launched a book donation initiative under the "Youth League Hope Hut" program. A total of 600 books—including science popularization, history, literature, and picture books—were donated to Taibus Banner and Ar Horqin Banner in Inner Mongolia, aiming to broaden reading access for local youth. The Group received two letters of appreciation from the local authorities in recognition of its donation of love and care to the community.


共青团阿鲁科尔沁旗委员会

感谢信

北京诺诚健华医药科技有限公司科学技术协会：

在这寒意料峭但又心怀热烈的时节，我们怀着万分诚挚与感恩之心，写下这封感谢信。

贵协会捐赠的 300 本图书，给本已于近日全部收到，对我旗书香校园的建设产生了深远的影响，为青少年增添了阅读资源，开拓了学生们的视野，小树的成长离不开阳光的呵护，这份帮扶，不只是物质援助，更是精神滋养与理念革新，振书助学，心系教育，必将激发我旗青少年学生更大的学习热情，向着更高的目标不懈努力。

在此，谨向贵协会对我旗青少年工作的大力支持表示由衷的感谢，祝愿贵协会在未来的发展中蒸蒸日上，再创辉煌！

共青团阿鲁科尔沁旗委员会

2024年 12月 30日

中国共产主义青年团太仆寺旗委员会

感谢信

尊敬的北京诺诚健华医药科技有限公司科学技术协会：

共青团太仆寺旗委员会代表全旗青少年向您的爱心善举致以最衷心的感谢和最崇高的敬意！贵协会捐赠的 380 册图书我们已经收到，并分发至太仆寺旗 2 所寄宿制小学、农村牧区孩子免费阅读使用。这些图书种类丰富，涵盖了科普、文学、历史等多个领域，对于丰富太仆寺旗青少年的精神文化生活具有重要意义。贵协会的捐赠，无疑为太仆寺旗的青少年打开了一扇通往知识的大门，让他们在阅读中收获智慧，激发学习的动力。

在此，我委再次对贵协会的慷慨捐赠表示衷心的感谢。贵协会的善举，不仅为太仆寺旗的青少年带来了实实在在的帮助，也为社会树立了良好的榜样。

最后，祝愿贵协会事业蒸蒸日上，全体工作人员幸福安康。

中国共产主义青年团太仆寺旗委员会

2024 年 12 月 27 日

Letters of Appreciation Received for InnoCare's Book Donation

Case

Innocare's "Hygiene Kit" Student Assistance Program

In 2024, InnoCare participated in the "Walk for the Future" initiative, jointly launched with the "Share and Care" Corporate Volunteer Platform and the Youth League of Changping District. Through this program, InnoCare donated hygiene supplies to two primary schools in Qumalai County, Yushu Prefecture, Qinghai Province. Over 600 employees and their children took part in the activity, contributing a total of over 30 million steps, which were converted into 400 hygiene kits to help improve the living conditions of boarding students and safeguard their health. In addition, InnoCare employees donated over 200 children's books to the Qumalai Youth Library in Yushu Prefecture, further supporting the cultural and educational development of local students.

"Hygiene Kits" Donation Program for Student Support

PATIENT CARE

The Group continues to uphold a patient-centered approach, responding to patient needs and leveraging its influence to promote public welfare initiatives that support patients. These efforts aim to raise public awareness and foster greater empathy and support for people living with various medical conditions.

Case

Lymphoma Patient Support Program

In 2024, InnoCare supported a public welfare program focused on lymphoma patient care, which invited patients and their families to submit photos and videos capturing powerful moments from their journeys of resilience. The campaign aimed to showcase the strength and determination of lymphoma patients

InnoCare organized two exhibitions of patient works as part of the initiative, including a photography exhibition titled "Moments That Moved Us" and a short video exhibition titled "Beauty in Every Encounter". The photography exhibition received 103 submissions and attracted an audience of nearly 8,000 people, while the short video exhibition collected 58 entries and drew over 15,000 viewers.

As of the end of the Reporting Period, InnoCare's total public welfare contributions reached RMB 219,900 , including over 800 donated books, with activities ranging from patient support programs and book donations to hygiene kit donations. A total of 734 employees participated in these volunteer efforts, contributing 5,163 volunteer hours, with 50 volunteers officially registered. The Group actively encourages employee involvement in volunteer services and continues to strengthen the development of its corporate voluntary services.

In 2024,

InnoCare's total public welfare contributions reached
RMB **219,900**

including over
800 donated books

A total of
734 employees participated in these volunteer efforts

contributing
5,163 volunteer hours

Appendix

ESG KEY PERFORMANCE TABLE

ENVIRONMENTAL PERFORMANCE

Performance Indicators	Unit	In 2024	In 2023	In 2022
Energy Consumption				
Total steam consumption	ton	11,469.50	12,108.71	10,820.95
Natural gas usage	m^3	10,408.00	9,152.00	/
Total amount of purchased electricity	MWh	16,319.11	14,995.03	9,380.31
Total energy usage	MWh	24,953.98	24,091.28	17,420.73
Energy use intensity	MWh/RMB 10,000	0.25	0.33	0.28
Water consumption				
Total water consumption	m^3	139,712.00	134,988.00	124,940.00
Water consumption intensity	m^3/RMB 10,000	1.38	1.83	2
Management of packaging				
Total usage of packaging materials for finished products	ton	14.30	6.50	1.80
Management of waste water				
Industrial wastewater emissions	m^3	87,454.00	84,395.00	99,527.00
Industrial wastewater discharge intensity	m^3/RMB 10,000	0.87	1.14	1.59
Chemical Oxygen Demand (COD) emissions	ton	2.01	2.67	1.4
Biochemical Oxygen Demand (BOD) emissions	ton	0.15	0.74	0.38
Ammonia Nitrogen NH_3-N emissions	ton	0.02	0.08	0.03
Management of waste gas				
Total amount of exhaust gas emissions	m^3	664,071,224.00	280,835,184	37,180,000
Exhaust gas emission intensity	m^3/10,000	6,578.56	3,802.57	594.50

Performance Indicators	Unit	In 2024	In 2023	In 2022
Compliance rate of exhaust gas treatment	%	100	100	100
Volatile Organic Compounds (VOC) emissions	kg	125.49	73.30	23.62
Methyl alcohol emissions	kg	1,601.35	234.26	270.86
Hydrogen chloride emissions	kg	8.20	74.48	49.06
Ammonia emissions	kg	48.08	64.34	14.30
Waste management				
Total amount of non-hazardous wastes	ton	651.63	1,189.94	1,074.10
Total amount of hazardous wastes	ton	318.49	228.79	115.05
Intensity of non-hazardous waste generation	ton/RMB 10,000	0.007	0.02	0.02
Intensity of hazardous waste generation	ton/RMB 10,000	0.003	0.003	0.002
Waste disposal compliance rate	%	100	100	100
Mitigation and adaptation of climate change[8]				
Total amount of greenhouse gas emissions	tCO_2e	13,537.74	13,086.34	9,519.68
Scope 1 Greenhouse gas emissions	tCO_2e	22.65	19.91	0
Scope 2 Greenhouse gas emissions	tCO_2e	13,515.09	13,066.43	9,519.68
Greenhouse gas emission intensity	tCO_2e/RMB 10,000	0.13	0.17	0.15
Environmental Compliance				
Number of incidents in which penalties were imposed for exceeding permitted pollutant standards or violating emissions regulations	case	0	0	0

[8] After adjustments, the 2023 data have been retrospectively updated.

SOCIAL PERFORMANCE

EMPLOYMENT AND LABOR ROUTINE PERFORMANCE

Performance Indicators	Unit	In 2024	In 2023	In 2022
Employment				
Total number of employees	person	1,167	1,113	981
Number of full-time labor contract employees	person	1,146	1,089	939
Number of full-time dispatched employees	person	15	19	21
Number of part-time employees	person	6	5	21
Number of male employees	person	537	531	457
Number of female employees	person	630	582	524
Number of employees aged below 30	person	340	372	332
Number of employees aged 30–50	person	810	721	628
Number of employees aged above 50	person	17	20	21
Number of senior management	person	6	5	6
Number of middle management	person	198	185	169
Number of general employees	person	963	923	806
Number of employees in the Chinese mainland	person	1,152	1,093	967
Number of employees in Hong Kong, Macau, Taiwan and overseas	person	15	20	14
Employee Turnover				
Employee Turnover[9]	%	10.97	12.31	13.76
Turnover of male employees	%	12.85	13.56	15.32
Turnover of female employees	%	9.37	11.17	12.40
Turnover of employees aged below 30	%	15.00	13.98	18.98
Turnover of employees aged 30–50	%	9.38	11.10	11.31

[9] Employee Turnover=Number of employees lost in this category during the Reporting Period/Number of the employees in this category at the end of the Reporting Period*100%.

Performance Indicators	Unit	In 2024	In 2023	In 2022
Turnover of employees aged above 50	%	5.88	25.00	4.76
Turnover of employees in the Chinese Mainland	%	10.94	12.35	13.75
Turnover of employees in Hong Kong, Macau, Taiwan and overseas	%	13.33	10.00	14.29
Employee Health and Safety				
Number of employees who died as a result of their work	person	0	0	0
Percentage of employees who died as a result of their work	%	0	0	0
Number of working days lost due to work-related injuries	day	68	0	0
Coverage of Occupational health examination	%	100.00	/	/
Investment in occupational health examinations	RMB 10,000	16.24	/	/
Coverage of Work-related injury insurance	%	100.00	/	/
Investment in work-related injury insurance	RMB 10,000	107.95	/	/
Safety training coverage rate	%	100.00	/	/
Total safety training hours	hour	5,228	/	/
Employee Training				
Coverage of employees receiving training[10]	%	100.00	100.00	100.00
Coverage of male employees receiving training	%	100.00	100.00	100.00
Coverage of female employees receiving training	%	100.00	100.00	100.00
Coverage of senior management receiving training	%	100.00	100.00	100.00
Coverage of middle management receiving training	%	100.00	100.00	100.00
Coverage of general employees receiving training	%	100.00	100.00	100.00
Training hours per employee[11]	hour	40.70	29.27	28.20

[10] Coverage of employees training=Number of employees trained in this category during the Reporting Period/Number of employees in this category at the end of the Reporting Period*100%.

[11] Training hours per employee=Total training hours of the employees trained in this category during the Reporting Period/Number of employees in this category at the end of the Reporting Period.

Performance Indicators	Unit	In 2024	In 2023	In 2022
Training hours per male employee	hour	43.33	29.35	28.43
Training hours per female employee	hour	38.46	29.20	28.01
Training hours per senior management	hour	41.67	45	30.83
Training hours per middle management	hour	67.07	66.31	56.26
Training hours per general employee	hour	35.27	24.70	22.30
Employment Compliance				
Total number of penalties imposed on the Company for violation of employment-related laws and regulations	times	0	0	0
Times of penalties for violation of laws and regulations related to employment and dismissal	times	0	0	0
Times of penalties for violation of laws and regulations related to employees working hours and holidays	times	0	0	0
Times of penalties for violation of laws and regulations related to employees promotion and equal opportunity	times	0	0	0
Times of penalties for violation of laws and regulations related to anti-discrimination and diversity	times	0	0	0
Labor diversity				
Number of employees with disabilities	person	2	/	/
Proportion of female senior management	%	57	/	/
Others				
Coverage of social insurance	%	100.00	/	/

SUPPLY CHAIN PERFORMANCE

Performance Indicators	Unit	In 2024	In 2023	In 2022
Total number of suppliers				
Total number of suppliers	supplier	2,654	1,031	722
Suppliers from the Chinese Mainland	supplier	2,513	976	687
Suppliers from Hong Kong, Macau, Taiwan and overseas	supplier	141	55	35
Supplier Evaluation and Monitoring				
Number of suppliers evaluated for environmental and social impacts	supplier	0	0	0
Number of suppliers identified as having actual and potential significant negative environmental and social impacts	supplier	0	0	0
Number of suppliers evaluated for environmental impacts assessments	supplier	0	0	/
Number of suppliers evaluated for social impacts assessments	supplier	0	0	0
Number of suppliers identified as having actual and potential significant negative social impacts	supplier	0	0	0
Supplier Qualifications				
Number of suppliers certified to ISO 9001	supplier	68	/	/
Number of suppliers certified to ISO 14001	supplier	40	/	/
Number of suppliers certified to ISO 45001	supplier	6	/	/
Supplier Integrity				
Number of suppliers that signed the *Integrity and Compliance Commitment Letter*	supplier	2,123	/	/

PRODUCT AND CUSTOMER SERVICE PERFORMANCE

Performance Indicators	Unit	In 2022	In 2023	In 2024
Product Liability Compliance				
Total number of penalties imposed on the Company for violation of laws and regulations related to product liability	case	0	0	0
Total number of cases for violation of laws and regulations related to marketing (including advertisements, sales and sponsoring)	case	0	0	0
Total number of cases for violation of laws and regulations related to health and safety of products and services	case	0	0	0
Total number of cases for violation of regulations and voluntary guidelines related to information and labelling of products and services	case	0	0	0
Data Security and Customer Privacy Protection				
Number of data security incidents	case	0	/	/
Number of incidents in violation of customer privacy protection regulations	case	0	0	0
Amount involved in customer data breaches	RMB	0	/	/

SOCIAL WELFARE PERFORMANCE

Performance Indicators	Unit	In 2024	In 2023	In 2022
Community Welfare				
Amount committed to community welfare	RMB 10,000	21.99	20	76.8
Amount committed to community welfare (Labor demands)	RMB 10,000	0	0	18.4
Amount committed to community welfare (Medical health)	RMB 10,000	17.99	0	50
Amount committed to community welfare (Culture and sports)	RMB 10,000	0	0	8.4
Amount committed to community welfare (Other areas)	RMB 10,000	4	20	/
Employee volunteer hours	hour	5,163	/	/
Employee volunteer participation	person-time	734	/	/

CORPORATE GOVERNANCE PERFORMANCE

ANTI-CORRUPTION PERFORMANCE

Performance Indicators	Unit	In 2024	In 2023	In 2022
Corruption Report and Litigation Cases				
Number of corruption lawsuits that have been filed by regulators against the Company and its employees and have been concluded	case	0	0	0
Anti-Corruption Training				
Number of employees receiving anti-corruption related training	person-time	1,028	1,113	920
Percentage of employees covered by anti-corruption training	%	100.00	100.00	100.00
Training hours per employee for anti-corruption related training	hour	0.9	0.58	0.61
Percentage of Board of Directors members covered by anticorruption training	%	28.57	37.50	33.33
Training hours per Board of Directors member for anti-corruptionrelated training[12]	hour	0.67	0.67	0.67
Anti-Unfair Competition				
Number of lawsuits or major administrative penalties related to unfair competition	case	0	/	/
Internal Control Training				
Compliance training (anti-corruption, anti-bribery, etc.)	session	18	/	/
Employee participation in compliance training (anti-corruption, anti-bribery, etc.)	person-time	1,028	/	/
Legal training (contract management, data privacy, IP, etc)	session	4	/	/
Employee participation in legal training (contract management, data privacy, IP, etc)	person-time	439	/	/
Specialized training (contract approval and seal management process)	session	3	/	/
Employee participation in specialized training (contract approval and seal management process)	person-time	232	/	/

[12] Training hours per Board of Directors member for anticorruption related training= the total number of hours of anti-corruption training received by directors during the Reporting Period/number of directors participating in anti-corruption training.

HKEX Guidelines

Subject Area Aspect	Subject Area Aspect	Subject Area Aspect	Report Section
Environmental	A1 Emissions	General Disclosure: Regarding air emissions and greenhouse gas emissions, discharge into water and land, and generation of hazardous and non-hazardous waste, including (a)Policies; and (b)Information on compliance with relevant laws and regulations significantly affecting the issuer.	Climate Change Green Operations
		A1.1The types of emissions and respective emissions data.	Waste and Emission Management
		A1.3 Total hazardous waste (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Waste and Emission Management
		A1.4Total hazardous waste (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Waste and Emission Management
		A1.5Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Green Operations
		A1.6 Description of emissions target(s) set and steps taken to achieve them.	Waste and Emission Management
	A2 Use of Resources	General Disclosure: Policies on efficient use of resources (including energy, water, and other raw materials).	Resource Conservation
		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).	Energy Management
		A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Water Resources Management
		A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	Resource Conservation
		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.	Water Resources Management
		A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Packaging Material Management
	A3 Environment and Natural Resource	General Disclosure: Policies to reduce significant impacts of the issuer's activities on the environment and natural resources.	Green Development, Safeguarding the Future

Subject Area Aspect	Subject Area Aspect	Subject Area Aspect	Report Section
Environmental	A3 Environment and Natural Resource	A3.1 Description of the significant impact of business activities on the environment and natural resources and the actions taken to manage them.	Green Development, Safeguarding the Future
Social	B1 Employment	General Disclosure: Policies on remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination, and other treatments and benefits, including: (a) Policies; and (b) Information on compliance with relevant laws and regulations significantly affecting the issuer.	Employee Rights and Interests
		B1.1 Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region.	Employee Rights and Interests
		B1.2 Employee turnover rate by gender, age group and geographical region.	Employee Rights and Interests
	B2 Health and Safety	General Disclosure: Policies on providing a safe working environment and ensuring employees are protected from occupational hazards, including: (a) Policies; and (b) Information on compliance with relevant laws and regulations significantly affecting the issuer.	Occupational Health and Safety
		B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Production Safety
		B2.2 Lost days due to work injury.	Production Safety
		B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Production Safety Occupational Health and Safety
	B3 Development and Training	General Disclosure: Policies on improving employees' knowledge and skills in performing job duties. Description of training activities.	Talent Training
		B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Talent Training
		B3.2 The average training hours completed per employee by gender and employee category.	Talent Training

Subject Area Aspect	Subject Area Aspect	Subject Area Aspect	Report Section
Social	B4 Labor Standards	General Disclosure: Policies to prevent child labor or forced labor, including: (a) Policies; and (b) Information on compliance with relevant laws and regulations significantly affecting the issuer.	Employee Rights and Interests
		B4.1 Description of measures to review employment practices to avoid child and forced labour.	Employee Rights and Interests
		B4.2 Description of steps taken to eliminate such practices when discovered.	Employee Rights and Interests
	B5 Supply Chain Management	General Disclosure: Policies on managing environmental and social risks in the supply chain.	Supply Management
		B5.1 Number of suppliers by geographical region.	Supply 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.	Supply Management
		B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Management
		B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Management
	B6 Product Responsibility	General Disclosure: Policies on product and service health and safety, advertising, labeling, privacy, and remedial measures, including: (a) Policies; and (b) Information on compliance with relevant laws and regulations significantly affecting the issuer.	Excellence in Quality
		B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Excellence in Quality
		B6.2 Number of products and service related complaints received and how they are dealt with.	Customer Service
		B6.3 Description of practices relating to observing and protecting intellectual property rights.	R&D and Innovation
		B6.4 Description of quality assurance process and recall procedures.	Excellence in Quality
		B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	High-Quality Services

Subject Area Aspect	Subject Area Aspect	Subject Area Aspect	Report Section
Social	B7 Anti-corruption	General Disclosure: Policies on preventing bribery, extortion, fraud, and money laundering, including: (a) Policies; and (b) Information on compliance with relevant laws and regulations significantly affecting the issuer.	Business Ethics Governance
		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.	Reporting Management
		B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Reporting Management
		B7.3 Description of anti-corruption training provided to directors and staff.	Business Ethics Training
	B8 Community	General Disclosure: Policies on engaging with the community to understand the needs of the community where operations are located and ensure that business activities consider community interests.	/
		B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sports).	Social Responsibility
		B8.2 Resources contributed (e.g. money or time) to the focus area.	Patient Care

Climate-related Disclosures

Climate-related Disclosures	Governance	Governance	Governance
	Strategy	Climate-related risks and opportunities	Strategy
		Business model and value chain	Strategy
		Strategy and decision-making	Strategy
		Financial position, performance, and cash flow	Strategy
		Climate resilience	Strategy
		Financial impact of climate-related risks and opportunities	Strategy
	Risk Management	Risk management	Risk Management
	Indicators and Goals	Greenhouse gas emissions	Indicators and Targets
		Climate-related transition risks	Indicators and Targets
		Climate-related physical risks	Indicators and Targets
		Climate-related opportunities	Indicators and Targets
		Capital operation	Indicators and Targets
		Internal carbon pricing	Indicators and Targets
		Remuneration	Indicators and Targets
		Industry indicators	Indicators and Targets
		Climate-related goals	Indicators and Targets
		Cross-industry and industry metrics applicability	Indicators and Targets

Shanghai Stock Exchange Guidelines

Dimension	Serial Number	Agenda Items	Corresponding Articles	Report Sections
Environment	1	Addressing Climate Change	Articles 21 to 28	Climate Change
	2	Pollutant Emissions	Article 30	Waste and Emission Management
	3	Waste Disposal	Article 31	Waste and Emission Management
	4	Ecosystem and Biodiversity Protection	Article 32	Environmental Management
	5	Environmental Compliance Management	Article 33	Environmental Management
	6	Energy Utilization	Article 35	Energy Management
	7	Water Resource Utilization	Article 36	Water Resources Management
	8	Circular Economy	Article 37	Green Operations
Society	9	Rural Revitalization	Article 39	Public Welfare Support
	10	Social Contribution	Article 40	Social Responsibility
	11	Innovation Drivers	Article 42	R&D and Innovation
	12	Technology Ethnics	Article 43	R&D Ethics
	13	Supply Chain Security	Article 45	Supply Management
	14	Equal Treatment of SMEs	Article 46	Supply Management
	15	Product and Service Safety and Quality	Article 47	Excellence in Quality High-Quality Services
	16	Data Security and Customer Privacy Protection	Article 48	Information and Privacy Protection
	17	Employees	Article 50	Talent Attraction Talent Development
Sustainable Development Governance	18	Due Diligence	Article 52	Risk Management
	19	Shareholders' Communication	Article 53	Communications with Stakeholders
	20	Anti-Bribery and Anti-Corruption	Article 55	Business Ethics Compliance
	21	Anti-Unfair Competition	Article 56	Business Ethics Compliance

Feedback Form

Dear Reader,

Thank you for taking the time to read InnoCare Pharma Limited's 2024 Environmental, Social, and Governance Report. We highly value your feedback on our ESG management, practices, and reporting, as your insights are crucial for our continuous improvement in ESG performance. We appreciate your response!

1. Which stakeholder group does your organization belong to?

☐ Shareholders/Investors ☐ Employees ☐ Suppliers ☐ Customers ☐ Government/Regulators

☐ Community ☐ Partners ☐ Industry Associations/NGOs ☐ Others (Please specify): _____

2. How do you rate this report overall?

☐ Excellent ☐ Good ☐ Fair ☐ Poor

3. How would you evaluate the clarity, accuracy, and completeness of the information and data disclosed in this report?

☐ Excellent ☐ Good ☐ Fair ☐ Poor

4. How comprehensive is the report in reflecting the Company's economic responsibilities?

☐ Excellent ☐ Good ☐ Fair ☐ Poor

5. How comprehensive is the report in reflecting the Company's environmental responsibilities?

☐ Excellent ☐ Good ☐ Fair ☐ Poor

6. How comprehensive is the report in reflecting the Company's social responsibilities?

☐ Excellent ☐ Good ☐ Fair ☐ Poor

7. Is the information provided in this report readable and accessible?

☐ Excellent ☐ Good ☐ Fair ☐ Poor

8. What additional ESG-related information would you like to see disclosed in future reports?

9. Do you have any suggestions for improving InnoCare's ESG practices or report preparation?

Thank you for your valuable input!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