RemeGen
荣昌生物

榮昌生物製藥(煙台)股份有限公司
RemeGen Co., Ltd.*

(A joint stock company incorporated in the People's Republic of China with limited liability)

Stock Code: 9995

2024
Environmental, Social and Governance Report

* For identification purpose only

CONTENT

ABOUT THIS REPORT

This is the fifth Environmental, Social and Governance Report (or "ESG Report") issued by RemeGen Co., Ltd., with the purpose of comprehensively demonstrating the Company's ESG and social responsibility practices and performance in the areas of operations and development, environment, labor and community, and value chain.

- **Reporting Period**
  This report encompasses the period spanning from January 1 to December 31, 2024. Some contents go back to prior years or may extend to the year 2025 as appropriate.

- **Reporting Scope**
  This report pertains to RemeGen Co., Ltd. and its subsidiaries.

- **Source of Data**
  All the data disclosed in this report is extracted from official documents, statistical reports and financial reports of the Company, or ESG information collected, summarized and reviewed by the Company. In case of any discrepancy between the Chinese version and the English version of this report, the Chinese version shall prevail. Unless otherwise stated, the amounts in this report are denominated in RMB.

- **Basis of Preparation**
  This report is prepared in accordance with the requirements of Appendix C2 Environmental, Social and Governance Reporting Code of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited and the Guidelines on Environmental Information Disclosure for Listed Companies of the Shanghai Stock Exchange, with reference to the Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies – Sustainability Report (Trial) and with appropriate reference to the Global Reporting Initiative Standards (GRI standards) released by the Global Sustainability Standards Board (GSSB), MSCI indexes, and other relevant issues concerning the capital market.

- **Reference**
  For the sake of convenience, RemeGen Co., Ltd. may be referred to as "RemeGen", the "Company", "we", "us" or "our" in this report.

- **Representation**
  The forward-looking statements in this report, including the business plans and development strategies, do not represent any significant commitment from the Company to the investors.

- **Access to the Report**
  For this report and updates about our sustainability initiatives, please visit the "Investor Relations" Section on the homepage of our official website (https://www.remegen.cn/index.php?v=listing&cid=31).

STATEMENT OF THE BOARD OF DIRECTORS

RemeGen highly recognizes the importance of social responsibility and environment, society and governance (ESG) for the Company's long-term and stable development. In strict compliance with the requirements of Appendix C2 Environmental, Social and Governance Reporting Code of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited and the Guidelines on Environmental Information Disclosure for Listed Companies of the Shanghai Stock Exchange, with reference to the Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies – Sustainability Report (Trial), the Company has established a three-in-one ESG governance system of "decision-making, supervision and execution", under which the leadership role of the Board in ESG affairs was constantly enhanced. As the highest decision-making body for ESG affairs, the Board is responsible for formulating ESG strategic plans, establishing development goals, improving management mechanisms, systematically identifying and assessing ESG-related risks and opportunities, and regularly reviewing the results of the assessment of major issues and the annual report, so as to comprehensively examine ESG performance. The Company has set up an ESG working group comprising staff from the headquarters and subsidiaries to coordinate and promote the implementation of ESG strategies, implement the tasks and objectives set by the Board, and report the progress and results of ESG initiatives to the Board and the management on a regular basis.

In 2024, the Board was deeply involved in the screening and identification of material ESG issues, and through systematic assessment and regular reporting by the working group, the Board maintained comprehensive oversight over progress of key tasks such as stakeholder communication, implementation of ESG projects, and information disclosure, ensuring that ESG practices remain highly aligned with the expectations of all parties. The Company consistently prioritizes the core concerns of its stakeholders. By conducting regular double materiality assessments on ESG issues, the Board continues to refine its ESG management system, which in turn drives continuous enhancement of the sustainable development capabilities of the Company.

This report comprehensively and objectively discloses the progress and results of RemeGen's ESG endeavors in 2024, in line with the principles of Materiality, Quantitative, Balance and Consistency. This report was reviewed and approved by the Board of Directors on March 27, 2025.

1. ABOUT US

1.1 COMPANY PROFILE

RemeGen Co., Ltd. (stock code: HKEX: 09995.HK, 688331.SH) was co-founded in 2008 by Yantai Rongchang Pharmacy Co., Ltd., a company led by Mr. Weidong Wang, and Dr. Jianmin Fang, a scientist educated in the United States. The Company is headquartered in Yantai, Shandong Province, China, with research institutions and offices set up in both China and the United States. RemeGen is dedicated to discovering, developing, producing, and commercializing first-in-class and best-in-class biopharmaceuticals, and has developed a range of innovative biopharmaceuticals with significant clinical values in areas such as autoimmune diseases, oncology, and ophthalmology.

We are an innovative biopharmaceutical company with a global perspective, and have been focusing on therapeutic antibody drugs such as Antibody-Drug Conjugates (ADCs), antibody fusion proteins, monoclonal antibodies, and bispecific antibodies since our inception. Our commitment lies in the discovery, development, and commercialization of innovative and distinctive first-in-class and best-in-class biopharmaceuticals, especially the development of clinical value-oriented medicines and provision of safe, effective, and accessible clinical solutions for autoimmune diseases, oncology, ophthalmic diseases, etc. so as to meet those unmet clinical needs.

CORPORATE MISSION:

Our mission is to discover, develop, manufacture and commercialize the first-in-class and best-in-class biopharmaceuticals for autoimmune, oncological and ophthalmological diseases, so as to create clinical values and fulfil the unmet clinical needs worldwide, thereby maximizing the value of the Company.

CORPORATE VISION:

We aspire to be a leading and world-class biopharmaceutical company in China.

1. ABOUT US

1.2 ESG PERFORMANCE HIGHLIGHTS FOR THE YEAR

Sector	Performance Highlights
 Environmental	• We passed the annual surveillance audit for ISO 14001 Environmental Management System. • We passed the annual re-certification audit for ISO 50001 Energy Management System Certificate. • We were committed to reducing CO_2 emissions by 0.6% per year over the 2020 – 2025 period without increasing the total volume of greenhouse gas emissions, with a 3.1% reduction from that of 2020 in total emissions by 2025. • No major environmental violations were recorded, and no administrative penalties were imposed by environmental protection authorities.
 Social	• No product recalls were recorded. • We successfully passed the 5 external audits, and passed the surveillance and audit for ISO 9001 quality system certification. • We boasted a research team of 926 professionals, accounting for 30.88% of the Company's total workforce. • We organized 16 induction training sessions for new employees and 15 company – level employee training sessions, covering more than 13,500 employee attendances in total. • We achieved the annual safety management goals set for the year and recorded zero minor injury rate. • We conducted external audit in accordance with the requirements of ISO 45001 system, and successfully passed the annual surveillance audit, thereby the system certificate remaining valid. • We made a cumulative investment of approximately RMB2,689,900 in employee health and safety, with 100% coverage of physical examination for positions vulnerable to occupational diseases. • We made investments of RMB12,368,300 in care for employees. • Aggregate 3,007 employees attended trainings, and training investments for the year were RMB247,700. • Our cumulative expenditures of charitable donations amounted to RMB12,769,500.
 Governance	• 2 general meetings of shareholders, 8 Board of Directors meetings, 7 Board of Supervisors meetings, and 10 meetings of committees of the Board of Directors were held in aggregate. • We did not experience any lawsuits and administrative penalties involving unfair competition, corruption, bribery or money laundering. • Members of the Board of Directors attended 12 business ethics trainings with 8 hours of training per Director in average. • We conducted 24 trainings on compliant marketing with 766 attendances.

1. ABOUT US

1.3 HONORS AND AWARDS FOR THE YEAR

Awards and honors	Issuing authorities
Enterprise with Innovative Pharmaceutical and Medical Device Products under High-Quality Development Support Policies in the Biopharmaceutical Industry	2024 International Conference on Pharmaceutical Innovation and Development
2024 China Top 100 Pharmaceutical Innovation Enterprises (First Tier)	China Pharmaceutical Entrepreneurs, Scientists, Investors Conference
2024 China Pharmaceutical Innovation Enterprises Technology Segment TOP5 (ADC Segment)	China Pharmaceutical Entrepreneurs, Scientists, Investors Conference
Enterprise with Outstanding Contribution to High-quality Development	Huang-Bohai Sea New Area, Yantai
Special Contribution Enterprise Award of Huang-Bohai Sea New Area (Yantai Economic and Technological Development Zone)	Conference of Yantai City for Promoting Leapfrog Development of Huang-Bohai Sea New Area
2024 Shandong Province Technical Invention Award First Prize (Core Key Technologies and Applications of Novel Dual-Target Receptor-Fc Fusion Protein Drug)	People's Government of Shandong Province

1.4 ESG GOVERNANCE

RemeGen is committed to the concept of sustainable development, and actively implements the sustainable development strategy with a high sense of responsibility throughout all processes of corporate governance.

1.4.1 ESG Management System

RemeGen recognizes ESG management as a key element in driving the Company's high-quality and sustainable development, and has established an ESG governance system with clear hierarchical levels and well-defined responsibilities. The Board of Directors is in charge of ESG-related strategic planning and supervision to ensure that the Company's ESG direction is consistent with its long-term development goals. The headquarters, together with subsidiaries, have established a professional ESG working group, which is responsible for the communication, coordination and implementation of ESG initiatives in each business segment, in order to efficiently promote the steady implementation of various ESG measures.

1. ABOUT US

1.4.2 Stakeholder Communication

RemeGen attaches great importance to the demands and expectations of different stakeholders, and identifies the major stakeholders in light of the development of the industry in which the Company operates and the actual operational needs of the Company. The Company responds to the needs of stakeholders in a timely manner through a variety of communication mechanisms, such as general meetings of shareholders, supplier conference, congress of workers, and engagement with industry players.

Stakeholders	Stakeholder Expectations	Communication Mechanisms
Government and regulatory authorities	Compliance with laws and regulation Compliant operation Payment of taxes in accordance with laws Creating more jobs for locals	Information disclosure Daily communication and reporting Government research and supervision
Shareholders and investors	Shareholder reporting Information disclosure Risk control Corporate governance Operating results	General meeting of shareholders Periodic reports and announcements Investor communication conference
Customers	Pharmaceutical quality and safety Consumer rights protection Drug research and innovation Responsible marketing	Ensuring product quality Customer satisfaction survey Regular customer communication initiatives
Employees	Employee rights and interests protection Occupational health and safety Employee development	Congress of workers and trade union Employee engagement survey Performance management Internal and external trainings Employee care events
Partners	Product and service quality Win-win development Supply chain sustainability	Public bidding and tendering On-site audit Supplier conference Business conference
Community representatives	Driving local economic development Local environmental impact of production and operation Community services and philanthropy	Volunteer services Supporting cultural and sports activities Pharmaceutical knowledge popularization and anti-epidemic support Participation in community building
Industry associations	Fair competition Promoting development of industry Technology and experience sharing	Industry exchange seminar

1. ABOUT US

1.4.3 Determination of Double Materiality Issues

In order to continuously improve the ESG management and information disclosure quality, RemeGen systematically promotes the assessment of ESG double materiality issues. Based on the characteristics and actual development situation of the industry and taking into full consideration of regulatory requirements and the latest concerns of stakeholders, the Company conducted a comprehensive assessment of ESG issues in terms of the degree of materiality of their impact and the degree of financial materiality. After consideration and approval by the Board of Directors, 20 materiality issues were finalized, and the ESG materiality issues matrix for 2024 was established, providing a scientific basis for the implementation of ESG strategy.

Understand the context of activities and business relationships of the Company

- Gain a understanding of the Company's business characteristics, external objective environment, and the concerns of the main affected stakeholders.

Establish a list of issues

- Generate the list of issues of the Company by screening, integrating and refining the issues through benchmarking against domestic and international peers and other methods, taking into account the requirements of the guidelines of the regulatory authorities and the characteristics of our own operation and development.

Assessment and confirmation of issue materiality

- Impact materiality assessment: Distribute questionnaire on impact significance assessment to stakeholders to gain a better understanding of their concerns, expectations and demands.
- Financial impact materiality assessment: Based on the results of the survey of the Company's various departments, define the financial indicators that may be involved in each issue and determine the financial impact materiality.
- Consolidation of results of impact and financial materiality: Consolidate the assessment results by considering the extent to which each issue affects the long-term operations and sustainable development of the Company.

Report of issues

- Summarize the process and methodology of double materiality analysis to develop a matrix of double materiality issues.
- Disclose the double materiality issue matrix in accordance with guidelines of the regulatory authorities.

1. ABOUT US

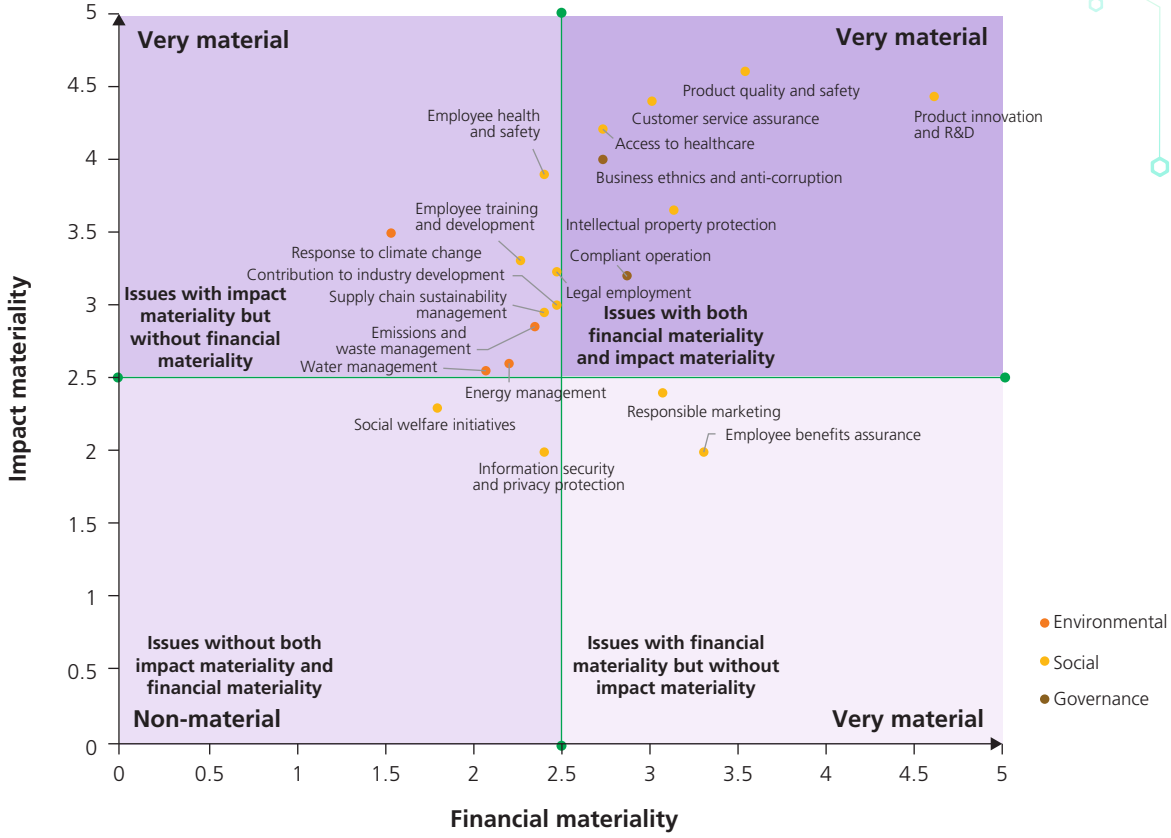


Figure: 2024 ESG Issue Materiality Matrix of RemeGen

2. COMPLIANCE AND INTEGRITY

Upholding the concept of integrity-driven operations, RemeGen continuously improves the corporate governance by fully implementing compliance and risk management, holds fast to the bottom line of business ethics, actively embraces the concept of sustainable development, and creates a secure and stable supply chain, laying a solid foundation for the long-term development of the Company.

2.1 CORPORATE GOVERNANCE

RemeGen continues to improve its corporate governance system by enhancing the independence and diversity of the Board of Directors members, improving the effectiveness of the Board of Directors' decision-making to safeguard the legitimate rights and interests of investors, and improve the risk management, thus promoting the stable and sustainable development of the Company.

2.1.1 Corporate Governance Structure

RemeGen strictly complies with the *Company Law of the People's Republic of China* and other laws and regulations as well as the regulatory requirements of the listing venue. The Company formulates *the Articles of Association* and other relevant corporate governance systems, and establishes a corporate governance structure in light of its business operations, predominantly consisting of the General Meeting, the Board of Directors and the Board of Supervisors. The Board of Directors has established a Strategy Committee, Audit Committee, Nomination Committee and Remuneration and Appraisal Committee, which are responsible for providing professional advice to the Board and ensuring the scientific and rational decision-making.

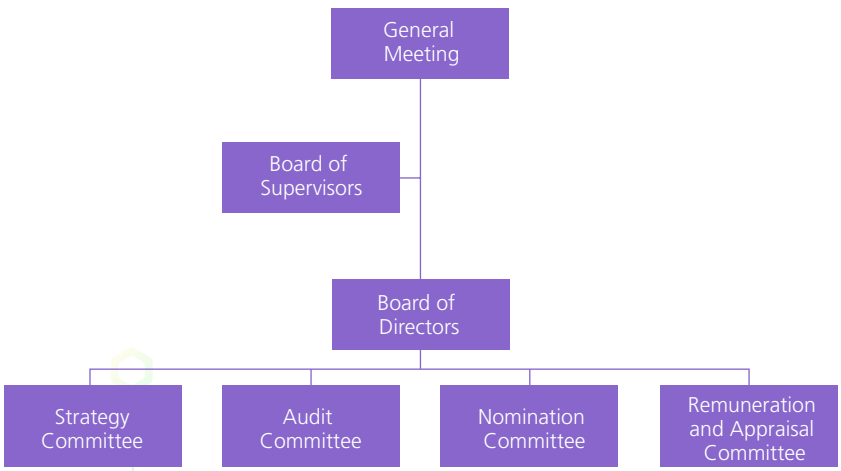


Figure: RemeGen's Governance Structure

2. COMPLIANCE AND INTEGRITY

RemeGen fulfills its information disclosure obligations in accordance with the laws, ensuring the openness and transparency of information disclosure to safeguard the legitimate rights and interests of shareholders and investors, in particular, to ensure minority shareholders have equal status and communication rights and interests as well. We convene general meetings in accordance with the relevant regulations and actively respond to shareholders' enquiries. During the Reporting Period, the Company held two general meetings of shareholders, eight meetings of the Board of Directors, seven meetings of the Board of Supervisors and 10 meetings of the Board's special committees.

2.1.2 Enhancing Board Diversity

RemeGen regards diverse leadership as the key to the stable operation of the Company. To this end, we continue to improve our *Board Member Diversity Policy* and comprehensively evaluate factors such as gender, age, professional experience, and cultural and educational background of Directors when nominating and appointing Board members, in order to promote the Board diversity. At the same time, we strive to have Board members who are experts spanning medical, economic, financial, and business management fields, with independent Directors fully leveraging their professional expertise to enhance the independence of decision-making of the Board. As of the end of the Reporting Period, RemeGen's second Board of Directors consisted of a total of nine members, including four Executive Directors, two Non-Executive Directors, and three independent Non-Executive Directors, with two female Directors, accounting for 22% of the total number of Board members.

Table: Diverse Composition of the Board of Directors of RemeGen

Board of Directors	Type of Director	Gender	Culture and Education Background	Age
2nd Board of Directors	4 Executive Directors 2 Non-Executive Directors 3 Independent Non-Executive Directors	7 Male 2 Female	2 Master's Degrees 5 Doctoral Degrees 2 Bachelor's Degrees	2 Members under 49 years old 2 Members aged 50–59 years old 5 Members over 60 years old

2.1.3 Risk Management

RemeGen continues to improve risk management and internal control system to ensure the businesses are operated in an ongoing and compliant manner by conducting risk assessment and compliance management covering all businesses of the Company.

2. COMPLIANCE AND INTEGRITY

Risk Management

Based on the overall strategic objectives, RemeGen continuously optimizes risk management system, formulates risk management policies, establishes risk management mechanisms, and specifies standardized processes for risk identification, assessment, monitoring and response to achieve standardized and comprehensive risk management.

To effectively implement risk management, we have established a risk management framework consisting of the Board, the Audit Committee and relevant departments. The Board serves as the supreme governance body of risk management and is responsible for coordinating the Company's risk management and control efforts. The Audit Committee, as a subordinate body of the Board, reports to the Board on the results of the supervision and review of the risk management and internal control processes on a regular basis. The relevant risk management departments carry out risk management work, and strictly identify and evaluate potential risks in all operational aspects of the Company to ensure that risk management is embedded throughout our operations.

Table: Risk Management Framework and Responsibilities of RemeGen

Board of Directors	Responsible for the overall management and oversight of the overall risk in the operation • Approves risk management policies to ensure alignment with corporate objectives. • Regularly assesses the Company's risk tolerance and overall risk profile. • Oversees significant risks in business operations to ensure the management can respond effectively. • Ensures effective implementation of the risk management framework.
Audit Committee	Responsible for guiding and overseeing the risk management of relevant departments • Develops risk management policies and reviews significant risk matters. • Issues guidelines on risk management methodology to relevant departments. • Reviews and provides feedback on reports on key risks from relevant departments. • Oversees the implementation of risk management measures in the relevant departments. • Reports to the Board on the Company's material risks and responses to them.
Internal Control Audit Department	Responsible for the implementation of risk management policies and execution of day-to-day risk management • Identifies, prioritizes, measures and categorizes key risks. • Prepares risk management reports for review by the CEO. • Maintains ongoing monitoring of key risks so as to adjust responses dynamically. • Establishes and maintains an effective risk management mechanism to guarantee the implementation of the risk management framework.

2. COMPLIANCE AND INTEGRITY

In order to effectively enhance the efficiency of risk management, RemeGen continuously improves the risk management review process and regularly carries out risk management identification, assessment, monitoring and control. In 2024, through risk audits, the Company identified the major risks in the Company's asset management, marketing services, and internal control, and put forward risk management recommendations and preventive plans. In addition, we consider the degree of impact of various types of risks in an integrated manner and conduct due diligence on negative sustainability impacts or risks of departing personnel to minimize the potential harm caused by risks.

We also emphasize the cultivation and enhancement of risk management awareness of all employees and Directors of the Company. To this end, we incorporate risk management indicators into all aspects of the Company's operations and conduct risk management-related trainings on a regular basis, including training on warnings of non-compliance cases, training on systems and norms, and training on notification of audit issues. During the Reporting Period, we conducted risk management training activities for all employees and Directors to facilitate sound operation of the Company.

Case: RemeGen Conducts Annual Risk Management Training

In 2024, RemeGen, in order to create a good risk culture, provided risk management training for the Company's Directors and all employees, which covered corporate compliance-based operations as well as laws and regulations governing the regulatory requirements of listed companies, to ensure that the Directors and employees understand and comply with the compliance requirements, and that the Company discloses information in compliance with regulatory requirements, mitigating legal risks, thereby protecting the Company's reputation while maintaining investor trust.

Image: RemeGen's Risk Management Training Scene

2. COMPLIANCE AND INTEGRITY

Internal Control

RemeGen continuously improves the *Provisions on the Administration of Internal Audit*, and improves internal control system by establishing positions related to internal control supervision and auditing to ensure that the internal control management comprehensively covers operations, financial reporting and public disclosure and other businesses of the Company. Meanwhile, the Company improves the standardization of contract management, clarifies contract review standards, and formulates model texts for contracts related to procurement, human resources, quality, clinical study, and technology entrustment, so as to improve the efficiency and quality of internal control management.

Table: RemeGen's Internal Control Responsibilities

Internal Control Supervisor	• Coordinates internal control work, and optimizes business processes and management mechanisms. • Conducts assessment of the effectiveness of internal controls.
Internal Audit Function	• Independently audits the completeness and effectiveness of the Company's internal control system. • Reports regularly to the Audit Committee on audit results and recommendations for improvement.
All employees	• Undertake direct responsibility for risk management and internal control within their respective lines of business.

RemeGen attaches great importance to the level of the Company's internal control management, and to this end, the Company regularly conducts compliance audits covering all of the Company's operating businesses, gives guidance and recommendations for internal control deficiencies identified during the audits and follows up on the implementation of the rectification programs. In 2024, we identified internal control deficiencies in the areas of asset utilization, expense management, etc. We assigned responsibilities for addressing those deficiencies to specific responsible departments. Those departments have completed the corresponding rectification and no significant risk events related to financial, operational or compliance controls were identified.

2. COMPLIANCE AND INTEGRITY

2.2 INTEGRITY AND COMPLIANCE

RemeGen regards integrity and compliance as the basic principle of corporate governance, continuously improves the business ethics governance system, fosters the integrity culture, builds an effective complaint and reporting mechanism, and creates a clean and honest working atmosphere, so as to provide a solid guarantee for the Company's high-quality development.

2.2.1 Business Ethics Governance

RemeGen strictly complies with the *Criminal Law of the People's Republic of China*, the *Anti-Money Laundering Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China* and other laws and regulations, and, based on the external regulatory requirements and the actual situation of the business, continuously improves the internal management system, such as the *Provisions on the Administration of Anti-Fraud and Anti-Money Laundering* and other internal management systems, which explain in detail the guidelines for the management of fraud, deception, money laundering and other behaviors, and resolutely opposes any form of commercial bribery, embezzlement, money laundering, monopolization, unfair competition behavior and other violations of the law.

In order to promote the systematization of business ethics management, RemeGen has set up the Audit Committee under the Board, which is fully responsible for supervising and guiding the Company's business ethical conduct. In addition, the Company has established an Audit Division as the functional department for business ethics management, which is responsible for executing company-wide anti-fraud and anti-money-laundering efforts and reports to the Board and the Audit Committee on an annual basis. The various departments ultimately carry out the day-to-day management and control of business ethics to achieve comprehensive business ethics governance.

RemeGen establishes sound control procedures and mechanisms and actively carries out business ethics-related audits to promote the high-quality implementation of anti-corruption and integrity management. For business areas with high integrity risks such as fraud, corruption, money laundering and bribery, the Company formulates detailed audit programs, dynamically identifies risks and carries out investigations on hidden dangers, and promptly issues written rectification opinions with respect to audit findings and follows up the implementation of the rectification. In addition, the Company conducts audits for terminating holders of positions with high integrity risks such as finance, procurement and executives in light of the actual situation to prevent potential risks. During the Reporting Period, the Company conducted annual audits of procurement, marketing and other corruption-prone businesses and issued audit reports.

2. COMPLIANCE AND INTEGRITY

2.2.2 Business Ethics Training

RemeGen actively carries out anti-corruption and integrity-focused trainings to deeply promote the culture of integrity and enhance the Company's overall awareness of business ethics and anti-corruption. As of the end of the Reporting Period, the Company conducted two compliance training sessions for employees, covering the interpretation of laws and regulations related to integrity and the code of conduct for employees, with a total of 213 attendances. In 2024, the Company conducted 12 business ethics training sessions for Board members, with a per capita training duration of 8 hours and a coverage rate of 100%.

Case: RemeGen Conducts Training on Employee Code of Conduct

In 2024, RemeGen conducted internal awareness campaigns on professional ethics standards and codes of conduct for employees, emphasizing the importance of professional ethics such as integrity, fairness, and responsibility. Simultaneously, the Company provided interpretations of anti-corruption laws and policies to help employees better identify and prevent bribery practices, fulfill information confidentiality obligations, and strengthen awareness of business ethics to ensure their actions align with corporate values and laws and regulations, thus effectively improving the Company's business ethics management.

Image: Training on employee code of conduct

Case: RemeGen Conducts Training on Trade Secret Protection

In 2024, RemeGen's Legal Department and IT Department jointly conducted trade secret protection training focusing on the newly launched ECM (Enterprise Content Management) platform. The training involved office terminal security protection, data classification, hierarchical protection and governance, and archival protection for achievement-related documents, ensuring employees are well-versed in trade secret protection management requirements to prevent leakage of trade secrets or technical secrets of the Company. During the Reporting Period, the Company provided 6 trade secret protection-related training sessions, primarily addressing confidentiality for new employee onboarding and employee training program confidentiality.

Image: Trade secret protection training scene

2. COMPLIANCE AND INTEGRITY

2.2.3 Whistle-blowing Management

RemeGen continues to improve whistleblower protection regulations and related reward mechanisms, and establishes diversified and smooth reporting mechanisms and procedures; encourages the reporting of and complaints about corruption, violations of business ethics and other behaviors, and establishes a variety of complaint acceptance channels, such as telephone, e-mail and letters, in order to create a clean and compliant business environment.

In order to protect the rights and interests of whistleblowers, the Company keeps the personal information of whistleblowers and whistleblowing materials strictly confidential, and eliminates any retaliation against whistleblowers, and rewards whistleblowers appropriately if the report is verified as true and imposes penalties for suspected malpractice and serious violation of regulations of the Company. In 2024, the Company did not experience any litigation cases and administrative penalties related to unfair competition, embezzlement, bribery or money laundering.

Whistle-blowing Channels of RemeGen

External Complaints Tel:	0535 – 6383102
E-mail:	shenjichu@remegen.com
Complaint Address:	Audit Department, 58 Middle Beijing Road, Economic and Technological Development Area, Yantai City, Shandong Province

2. COMPLIANCE AND INTEGRITY

2.3 SUPPLY CHAIN MANAGEMENT

RemeGen focuses on the sound development of the supply chain, continuously improves the supply chain management system, guarantees the supply chain security management, actively embraces the concept of sustainable development, and improves the ESG management across the supply chain to create a transparent and win-win sustainable supply chain.

2.3.1 Full-process Supply Chain Management

In order to ensure the standardization of the whole process of supply chain management, RemeGen has formulated internal rules and regulations such as *Supplier Management System* and the *Measures for the Management of Centralized Procurement Suppliers*, which clarify the requirements and standards of supplier management. We continuously improve the management process of qualification audit, admission and evaluation of suppliers, so as to promote stable supply chain development.

Table: RemeGen's Supply Chain Management Processes

Admission	• Conduct market assessment and research, prioritize qualified suppliers who are in line with GMP certification, and implement a cross-regional approach under which our request for quotation is sent to relevant suppliers globally. • Review the qualifications of suppliers by requesting suppliers to provide business license, production license, quality management system certification, product COA (Certificate of Analysis), quality standard description and other materials, and send samples to the Company for quality inspection to ensure compliance with the Company's quality management requirements. • Quality and production departments conduct on-site quality audits to review supplier quality assurance systems, production capacity and supply stability. • After the on-site audit, the production department initiates the new supplier signing approval process, organizes the supplier to validation batch production, assesses the supplier's supply stability and product quality compliance rate, and after admission approval, it can be included in the qualified supplier system to start normal supply.
Performance evaluation	• Assess supplier qualification and cooperation on an annual basis, which covers price advantage, quality status, service status, qualification and capabilities, strategic cooperation, etc., and reward the selected outstanding suppliers and strategic partners.
Grade-based management	• Implement grade-based management of suppliers by classifying them into grades A, B, C and D based on performance evaluation results.
Elimination and exit	• Suppliers with unqualified results in the annual performance evaluation are eliminated. During the Reporting Period, the Company did not have any grade-D suppliers.

2. COMPLIANCE AND INTEGRITY

Based on the needs of its principal business, the Company classifies its suppliers into suppliers of raw and auxiliary packages materials, experimental reagents and consumables, equipment, spare parts and accessories, office supplies and labor protection supplies, IT and technical services. The Company strictly requires suppliers to meet quality management system certifications, including ISO 9001, ISO 14001, ISO 45001, and OHSAS 18001.

Table: Suppliers of RemeGen in 2024

Geographical region of supplier	Unit	Number of suppliers
Mainland China	/	630
Hong Kong, Macau and Taiwan region of China	/	3
Overseas	/	7

2.3.2 Supply Chain Risk Management

RemeGen attaches great importance to the stable development of the supply chain, and based on its operation and management, adopts corresponding risk control measures to improve the awareness of supply chain risk control and reduce the overall risk of the supply chain.

Table: RemeGen's Supply Chain Risk Management Measures

Supply chain security management	• Develop a management system covering environmental and social risks in the supply chain to standardize supplier risk management. • Implement hierarchical control of supplier risk, and for high-risk suppliers, issue risk warning and prepare emergency plans in advance. • Require direct and indirect suppliers to sign supplier quality assurance agreements. • Regularly monitor supplier qualification acquisition and update expired qualifications in a timely manner. • Verify the safety credentials of the manufacturer of the hazardous materials, including instructions for the safe use of the hazardous chemical, safe transportation methods, etc.
Supply chain audit	• Conduct annual audits of key material producers (Tier 1 suppliers), covering product quality, production capacity and delivery capability of suppliers. During the Reporting Period, the Company audited 40 suppliers on-site. • Conduct annual audits of indirect suppliers under GMP control. • For overseas suppliers, on-site audits, online audits or the purchase of third-party audit reports are usually conducted to review the quality of products supplied by those suppliers. • Conduct on-site safety audits for suppliers of hazardous materials and specialty gases.

2. COMPLIANCE AND INTEGRITY

RemeGen regularly conducts risk management and compliance management training for suppliers, communicating the Company's management standards for suppliers. Meanwhile, the Company requires suppliers to sign quality assurance agreements and conducts quality training for suppliers of key materials under the GMP system to implement the Company's quality management requirements. In 2024, the Company actively conducted supplier seminars and training with 100% coverage of strategic suppliers. During the seminar and training, the Company and the suppliers had in-depth discussions on the business cooperation models and risk control strategy.

2.3.3 Supply Chain ESG Management

RemeGen is committed to pursuing common growth with partners. Focusing on the dimensions of safety, compliance, business ethics, and the environment, the Company incorporates ESG-related factors into all aspects of the Company's supply chain management to actively empower the sustainable development of the supply chain.

Table: RemeGen's Supply Chain ESG Management Practices

ESG Dimension	Management Measures
Safety	• Suppliers are required to comply with safety-related laws and regulations as well as the management systems related to work safety. • The department responsible for safety management provides regular oversight and guidance. • Conduct safety trainings for suppliers with a 100% completion rate.
Compliance	• Enter into EHS management agreements with all service-related parties providing services in the park, which cover management requirements for labor health, safe construction, fire protection and environmental protection.
Business ethics	• Conduct comprehensive annual business ethics-related audits. • Formulate integrity regulations, procurement bargaining and other related management regulations to standardize employee procurement behavior. • Suppliers are required to sign the *Integrity Pledge* to avoid the occurrence of corruption incidents. During the Reporting Period, the Company signed the *Integrity Pledge* with its suppliers covered under annual framework and strategic cooperation.
Environmental protection	• Promote green and low-carbon environmental protection concepts, taking full account environmental protection, resource conservation and circular economy. • Encourage suppliers to reduce packaging materials. During the Reporting Period, we improved the form of procurement of sodium hydroxide materials by replacing the traditional bottling with tanker transportation, reducing the generation and use of hazardous waste. • Advocate the introduction of materials and equipment with green attributes to contribute to the development of a low-carbon economy.

In order to enhance the sustainability of the supply chain, RemeGen has joined the Yantai Supply Chain Development Alliance and is committed to becoming a member of industry-recognized associations related to the sustainable supply chain. During the Reporting Period, the Company carried out supplier support initiatives to promote the sustainable development of the biopharmaceutical supply chain.

3. PRODUCTS AND SERVICES

RemeGen adheres to the quality and safety of products as the foundation, and continuously improves the competitiveness of products through strict quality control and continuous R&D innovation. At the same time, we build an efficient customer service system to effectively protect the rights and interests of our customers.

3.1 QUALITY MANAGEMENT

Quality control is the paramount priority in ensuring product safety and efficacy. Adhering to the quality policy of "honest drug manufacturing, scientific management, continuous improvement, and the pursuit of excellence", we continue to improve the quality management system, strictly control the quality management process, and comprehensively carry out internal and external quality audits. At the same time, we actively promote the quality culture, and embed quality awareness into daily operations to reinforce the foundation of product quality.

3.1.1 Quality Management System

RemeGen strictly complies with the *Pharmaceutical Administration Law of the People's Republic of China* and the *Good Manufacturing Practice* (2010 Revision) and its appendices and other laws and regulations, establishes a sound quality management system, and continuously updates our key management procedures according to the Company's internal operations and external regulatory requirements, to ensure that they are in compliance with the GMP requirements of the U.S. Food and Drug Administration (FDA), the European Medicines Agency (EMA), and the GMP requirements of the National Medical Products Administration (NMPA) of China.

The Company has established a three-level quality document management system in accordance with the *Chinese Pharmacopoeia*, the *United States Pharmacopoeia* (USP), the *European Pharmacopoeia* (EP), national standards and industry standards, and the Company uses document management system (edoc^2) for quality document management to guarantee the data reliability of the documents and records during their lifecycle and to comply with the requirements of GMP regulations. At the same time, the Company has established a file management system to ensure dynamic balance, safe storage and easy traceability of files, further improving the overall quality management. In 2024, there were a total of 2,119 documents under the quality document management system, including 146 documents in the Quality Assurance Department, 725 documents in the Quality Control Department, 962 documents in the Manufacturing Department, 48 documents in the Materials Control Department, 157 documents in the Engineering Department, and 81 documents in the Information Technology Department. The Company conducts quality management system review every year to identify opportunities for management system improvement in a timely manner and ensure the effective operation of the quality management system. During the Reporting Period, the Company completed 325 document reviews.

3. PRODUCTS AND SERVICES

Table: RemeGen's Three-level Quality Document Management System

Level 1 documents	Level 2 documents	Level 3 documents
Quality Manuals/Factory Master Documents	Strategic Guidance Documents	Standard Operating Procedures

RemeGen has established a well-established Periodic Quality Evaluation (PQE) management process, which includes an annual plan, an annual summary, a monthly plan, and a quarterly summary, and the Company, based on the principles of quality risk management, evaluates the validated instruments, equipment, systems, methods, and procedures. In 2024, the company completed a total of 391 Periodic Quality Evaluations (PQEs), conducting a comprehensive quality assessment of instruments and equipment, computerized systems, utility systems, cleaning methods, and analytical methods, all in accordance with the established processes.

Table: Main Management Procedures of RemeGen under Quality Management System

Quality Document Management System	Quality Risk Management	Deviation Management	Change Control	Corrective and Preventive Action (CAPA)
Internal Audit	Product Quality Review	Supplier Management	Personnel Training Management	Unqualified Product Management
Complaints	Recall	Material Release Management	Batch Release Management	Authentication Management

In addition, the Company has established a procedure for writing post-marketing risk management plans to guide the writing of risk management plans for pharmaceutical products marketed in China. The plan covers the full lifecycle of a drug from acquisition of the certificate of registration to withdrawal from the market, and based on the different stages of the drug, the plan addresses risk management for registration, production, storage and transportation, clinical use, and regulatory and industry changes. Through a systematic management framework, the Company is able to continuously optimize the risk management of pharmaceuticals to ensure the safety, efficacy and quality control of pharmaceuticals.

3. PRODUCTS AND SERVICES

3.1.2 Full-process Quality Management

RemeGen implements quality control across all stages involved in production and operation, and has created a full lifecycle quality management mechanism for stages from drug research and development and technology transfer to commercialized production.

Pharmaceutical R&D Stage

– ***Pre-clinical Stage***

RemeGen has established a full-process pre-clinical quality control system covering drug development compliance management, technical research document review and stage-by-stage verification to strengthen the quality control in the pre-clinical stage.

The Company emphasizes the assessment of critical quality attributes (CQA) of product candidates, focusing on the efficacy, safety and immunogenicity of the products. By combining the Quality Target Product Profile (QTPP) with product trial data, it provides strong support for subsequent product development and process validation and other aspects. During the Reporting Period, RemeGen completed the CQA evaluation of four products. In addition, the Company completed release procedures for reference materials, test cell lines, small molecules and other supplies, ensuring the compliance during use.

– ***Non-pivotal Clinical Stage***

Based on risk assessment, scientific judgment, product quality and system compliance, RemeGen has established a comprehensive non-pivotal clinical stage quality management system, which covers six modules: production system, facilities and equipment system, laboratory control system, material system, packaging and labelling system, and quality assurance system. We regularly conduct reviews of the non-pivotal clinical quality management system to ensure its effective operation. In addition, we identify and control elements that affect product quality according to the specific conditions of the non-pivotal clinical stage, to ensure compliance, effectiveness and appropriateness of the system. While ensuring product quality, we also protect the safety of clinical trial subjects, and coordinate and accelerate the clinical trial and marketing process of projects.

– ***Clinical Study Stage***

RemeGen keeps revising and improving the standardized management system and regularly thoroughly evaluates the effectiveness, operability and directability of the documents in strict accordance with the *Clinical Quality System Document Management Protocol*, to ensure that the quality management for clinical study stage are standardized and systematic. The design, implementation, performance, monitoring, auditing, recording of protocols for all clinical trials of the Company are carried out in accordance with system documents such as three-level documentation of Quality Manual for Clinical Study (cQML), Standard Management Procedure (SMP) and Standard Operational Practice (SOP). The Company carries out all-round quality management in various processes such as clinical trial protocol design, operation management, specific implementation, and field audit to ensure the compliance and effectiveness of quality management in clinical study stage.

3. PRODUCTS AND SERVICES

Technology Transfer Stage

– ***Manufacturing Stage***

RemeGen strictly follows management regulations for operation such as the *Equipment Management* and the *Equipment Preventive Maintenance Management,* and standardizes the equipment operation procedures in the actual production process. The Company has established a comprehensive equipment management system, covering the full lifecycle of equipment from application for procurement, selection, acceptance, lubrication, spare parts management, transfer and idleness to decommissioning, effectively reducing the risk of cross-contamination and confusion of drugs. Meanwhile, the Company strictly monitors the production site through regular inspections and data analysis and statistics to ensure that the product quality meets the standards, providing a solid guarantee for the quality and safety of products.

– ***Packaging Material Compatibility***

RemeGen continuously improves the packaging material compatibility research platform and packaging material database to support the screening of suppliers of packaging materials, process components and auxiliary materials to ensure the safety and stability of packaging materials of drugs.

Improving compatibility research platform

- The compatibility study of seven packaging system projects and more than 400 production process component systems have been carried out to facilitate relevant changes and project declarations.

Enhancing packaging material database

- The E&L toxicology database of packaging materials has been established to accelerate the SUS& packaging material compatibility safety assessment.
- The packaging material database has been expanded to 1,609 E&L compounds, which accelerates the pre-screening of suppliers of packaging material/SUS/auxiliary materials, thereby controlling product safety from the source.

Improving product element risk assessment and control strategy

- Element risk assessment for 2 projects has been completed.

Expanding the application of the joint platform of Scanning Electron Microscope (SEM) and Energy-Dispersive Spectrometer (EDS)

- They are used for foreign substance identification and sample surface inspection, assisting the development department in process optimization, development samples & stability sample anomaly investigation, etc., and providing rationalization suggestions.

3. PRODUCTS AND SERVICES

Commercial Production Stage

– ***Laboratory Management***

RemeGen strictly follows the *Pharmacopoeia of the People's Republic of China*, the *Quality Control Standards of China for Major Raw and Auxiliary Materials for Biological Products*, the *National Standards for Pharmaceutical Packaging Materials* and other relevant standards, establishes management protocols for analytical samples, sampling and retention of production materials, stability, reagent solutions, culture media, strains, standards and references, etc., and formulates quality standards and inspection protocols for raw materials and auxiliary materials, packaging materials, and key consumables based on the principle of quality risk management. Meanwhile, the Company confirms and verifies the testing methods based on the principle of risk control, and measures and confirms the testing instruments to ensure the stability and reliability of the Company's product quality.

– ***Product Recall***

RemeGen has established sound product recall procedures to regulate the levels, time limits, types and processes of product recalls, and regularly conducts simulated recalls to evaluate the effectiveness of the recall procedure. The Company classifies recalls into Level 1, Level 2, and Level 3 based on the impact on the health of patients, and classifies them into voluntary recalls and mandatory recalls based on type. In addition, the Company regularly conducts simulated recalls. The simulated recall process is consistent with the voluntary recall, and the effectiveness of the recall system is verified by evaluating and determining the recall level and batch, etc. In 2024, RemeGen did not experience any product recalls.

Table: RemeGen's Product Recall Procedures

Organize an initiation meeting for all departments to clarify the responsibilities of various departments and initiate the recall.

Formulate the recall plan and recall notice, review the acceptance of the recalled products, follow up the progress of the recall on a regular basis, and report the progress of the recall to the relevant departments.

Accept the recalled product, audit the outer packaging, transportation data and traceability information of products, and review the above acceptance.

Draft and sign off on the recall report and summarize the recall.

3. PRODUCTS AND SERVICES

3.1.3 Quality Supervision

RemeGen conducts internal and external audits of product management on a regular basis to actively prevent potential risks in all aspects of the quality management lifecycle, thus ensuring the effective operation of the quality system.

Internal Audit

The Company strictly complies with domestic and international regulations and requirements, and carries out internal audits at least once a year, covering organization and personnel, plants and facilities, document management, production management, etc. In 2024, the Company organized a total of six internal audits, and has developed rectification measures for findings of the internal audit and those rectification have been made as scheduled.

Table: Procedures of RemeGen for Internal Quality Audit Activity

Before commencement	• Formulate internal audit implementation plan. • Convene an initial meeting to clarify the purpose and basis of the internal audit, the internal audit arrangements and internal audit members.
During the process	• Conduct the audits mainly through on-site inspections, interviews with personnel, and document record checks.
Upon completion	• Finalize the internal audit report, which shall be reviewed by the management of the relevant departments and approved by the quality management officer.

External Audit

The Company actively cooperates with third-party monitoring organizations to carry out relevant audits and inspections, and passes the surveillance audit for ISO 9001 quality management system certification. In 2024, the Company received five external audits and passed them all successfully, and formulated corrective and preventive measures to rectify the findings of the inspections. Meanwhile, the Company has successfully passed the periodic surveillance review of laboratory accreditation organized by China National Accreditation Service for Conformity Assessment (CNAS), and was recognized by the review panel.

3. PRODUCTS AND SERVICES

3.1.4 Quality Culture

RemeGen places strong emphasis on quality culture, and implements a systematic quality training system to comprehensively improve the quality of employees.

Table: RemeGen's Quality Training System

Type of Training	Training Description
New employee orientation	The training comprises good documentation practices, personnel training and assessment and use of edoc^2 system, microbiology basics, data reliability management and basic GMP knowledge.
Monthly company-level employee training	The training comprises basic GMP knowledge, overview of quality incidents and regulations, microbiology and personnel hygiene, EHS, PIC/S data integrity guidelines, management of quality documentation systems, edoc^2 operations and precautions, contamination and cross-contamination, sterility assurance, insect and rodent control, good documentation practices, personnel hygiene and health, microbiology-based, orientation process and skills training, quality manuals, and more.

In 2024, the Company organized and completed 16 new employee orientation training sessions and 15 company-level employee training sessions, with a total of more than 13,500 attendances.

3.2 SERVICE MANAGEMENT

RemeGen is customer demand-oriented, and is committed to improving the service management system in all aspects, actively listening to customers' voices, and properly dealing with safety incidents and adverse reaction situations. At the same time, we are committed to continuously reducing healthcare costs, and providing customers with reasonably priced products, thus comprehensively improving the accessibility of healthcare services.

3. PRODUCTS AND SERVICES

3.2.1 Customer Service Management

RemeGen builds a bridge of mutual trust with customers, broadens communication channels, and continuously improves customer complaint channels and adverse drug reaction reporting mechanism. The Company is committed to providing customers with higher quality services and continuously improving customer satisfaction.

Handling of Adverse Reaction

RemeGen continues to improve the pharmacovigilance system and has established a drug safety committee, which is mainly responsible for the management of major risk analysis and judgment, disposal of major or emergency drug events, risk control decision-making, and other major matters related to pharmacovigilance, to ensure that all kinds of events are handled properly. Meanwhile, we strictly follow the requirements of the *Good Vigilance Practice* (GVP), revise and update the *Post-marketing Drug Safety Information Reporting Management System*, establish a comprehensive way to collect information on serious adverse event reports during the clinical period and suspected adverse drug reactions after marketing, and ensure that it is unobstructed. In addition, the Company regularly carries out signal monitoring and risk assessment of marketed drugs, and formulates corresponding risk control plans for identified and potential risks.

Meanwhile, the Company attaches great importance to individual safety reports and scientifically evaluates and analyzes each report. In 2024, the Company received a total of 1,775 clinical and post-marketing safety reports, all of which were recorded, reported, analyzed and evaluated in accordance with regulatory and supervisory requirements.

Handling of Complaint

RemeGen has established diversified communication channels to actively listen and respond to customers' expectations and demands. The Company is equipped with telephone specialists and quality professionals who are responsible for receiving and initially categorizing customer complaints[1] and forwarding different categories of complaints to the relevant professional departments for targeted treatment. We are committed to providing customers with clear results within a specified period of time to ensure that complaints are responded to in a timely and effective manner. In addition, the Company conducts a comprehensive review of product complaints every year, counts the percentage and severity of complaints, analyzes high-frequency problems in depth and formulates improvement measures. At the same time, the Company regularly organizes training and assessment for its professional team to continuously improve the team's professional skills and management capabilities, so as to provide customers with better and more efficient services. In 2024, no complaints were received regarding our commercialized products.

[1] Product complaints include quality complaints, non-quality complaints, medical complaints and consultation.

3. PRODUCTS AND SERVICES

3.2.2 Responsible Marketing

RemeGen 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 *Advertising Law of the People's Republic of China*, the *Guidelines for Compliance Management System*, the *Guidelines for Compliance Management of Centralized Enterprises (Trial)*, the *Guidelines for Compliance Management of Enterprises' Overseas Operations and Guidelines for Compliance with Risks of Pharmaceutical Enterprises in Preventing Commercial Bribery*, and further improves internal documents such as the *Code of Conduct on Academic Promotion of Medicines* to strengthen the foundation of the responsible marketing system.

Meanwhile, the Company has established the Marketing Compliance Committee, which is fully responsible for overseeing the compliance behavior and responsible marketing activities of our employees, and further standardizing internal processes, thus enhancing the efficiency of our operations and management. In 2024, the Company requires all employees of marketing center to sign a *Compliance Pledge* to ensure that they are fully aware of the marketing center's code of conduct and guidelines for action, and that they strictly comply with the relevant regulations on fair trade and competition, and eliminate any malpractice. In addition, the Company actively carries out event approvals and unannounced inspections to minimize exposure to compliance risks for the Company, marketing staff and customers through full-process risk control.

The Company regularly conducts targeted compliance trainings for all employees, new employees and marketing center personnel at various levels. The trainings cover compliance systems and processes, new industry policies, case sharing and regulatory risk identification to help employees understand the Company's compliance culture and philosophy and have a good command of the rules and processes they need to follow in their daily work. In response to compliance issues in marketing work, the Company fully evaluates those issues and puts forward suggestions for improvement to further strengthen employees' compliance awareness and help them develop good compliance behavioral habits. Up to the Reporting Period, RemeGen organized a total of 24 compliance marketing training sessions, achieving approximately 766 participant engagements with 51.5% workforce penetration rate.

3.2.3 Information Security and Privacy Protection

RemeGen highly values information security and customer privacy protection, and clarifies the working mechanism and requirements of information security management to ensure the compliance of data usage. The Company has established a governance framework with the Information Technology Working Committee as the decision-making body to unify the leadership, arrangement and coordination of the Company's information technology strategic layout, construction planning and implementation process. At the execution level, we have established an information security working group, which is responsible for the construction of the information security system and the implementation of specific information security actions to ensure the effective operation of the information system and data security.

3. PRODUCTS AND SERVICES

The Company strictly complies with the *Personal Information Protection Law of the People's Republic of China,* the *Consumer Rights Protection Law of the People's Republic of China* and other relevant laws and regulations, and continuously improves the *Administrative Regulations on Commercial Customer Management*, the *Administrative Regulations on Customer Files,* the *Administrative Regulations on Data Security* and other management documents, to further optimize the institutional system and standardize the management process, thus reinforcing a firm institutional line of defense for the Company's information security system. In 2024, the company conducted six security policy checks and no abnormal items were found.

Meanwhile, the Company fully respects and protects the rights and interests of subjects' personal information. In order to guide and strengthen the Company's compliance management of personal information in clinical trials and ensure that personal information obtained in clinical trials is handled in compliance with laws and regulations, the Company has formulated internal systems and documents such as the *Researcher Folder Monitoring*, the *Project Document Management*, the *IWRS and EDC System Testing and Release*, the *Preparing of Informed Consent* and *Management of System Users* according to relevant laws and regulations, and standardized the management of personal information before commencement of a project and during the course of clinical trials. We have standardized the management and protection of subjects' privacy before project initiation and during clinical trials, and established an emergency response plan to prevent the risk of privacy breaches.

Prior to the commencement of projects

- Relevant documents, record, forms and data collection system prior to the commencement of projects of the Company should not include any personal privacy and information of the subjects.
- When preparing the image collection operation documents for the projects, the subjects' images are required to undergo desensitization treatment for sensitive personal information with a specific number as the unique identification number for the subjects. Desensitization treatment for personal information should also be applied in third-party suppliers' system.

During the test

- The electronic version of the necessary documents can be sent back to the sponsor by email only after the CRA conducts relevant monitoring and confirms that there is no information involving the personal information and privacy of the subjects.
- To protect the personal information and privacy of the subjects, CTA will confirm whether the returned project files contain any personal information and privacy.

Emergency response plan after privacy breaches

- After privacy breaches occur, CTA shall timely report to the functions at upper level, and delete emails and downloaded files (if involved); the relevant superiors will investigate the cause of the incident, the leaked content and the severity of the damage etc., and order rectification according to the important circumstances of the incident and the details on the responsible persons.

3. PRODUCTS AND SERVICES

3.2.4 Access to Medicines

RemeGen is committed to developing products with both effectiveness and affordability in our own R&D field so as to bring advanced innovations to the global market. At the same time, the Company strictly controls drug pricing, optimizes the logistics and transportation system, and actively provides medical assistance to underdeveloped regions to continuously enhance the benefits and accessibility of our products, contributing to the global public healthcare cause.

Pricing of drugs

RemeGen strictly complies with the *Drug Administration Law of the People's Republic of China*, the *Pricing Law of the People's Republic of China*, the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China* and other relevant laws and regulations, and sets the price of drugs based on the principles of fairness and reasonableness, honesty and credit, and the alignment between quality and price. At the same time, the Company takes the initiative to cooperate with the relevant state departments in the negotiation of health insurance prices, and endeavors to provide patients with reasonably priced and affordable drugs.

In the post-marketing sales of drugs, the Company strictly complies with the relevant regulations of authorities of the State Council in charge of drug pricing, and actively cooperates with drug distributors, healthcare institutions and other venues in the supervision and monitoring of drug prices. The Company resolutely resists any form of profiteering, monopoly pricing, fraud and price gouging to ensure that the drugs are uniformly priced nationwide to maintain the stability of the drug price order.

In addition, the Company actively participates in the declaration of the adjustment of the national health insurance catalog, and reasonably determines the health insurance payment standard through face-to-face negotiation with experts of the healthcare security administrations. This initiative not only meets the clinical therapeutic needs and patients' demand for innovative biopharmaceuticals, but also effectively reduces patients' financial burden. Meanwhile, the Company always ensures that healthcare institutions provide drug price lists to prescription patients to fully protect patients' right to know.

Logistics transportation guarantee

RemeGen is committed to optimizing the supply and transportation system of drugs and strictly follows the *Drug Administration Law of the People's Republic of China* and other laws and regulations to ensure the stable production and supply of drugs. The Company has established a comprehensive material risk assessment mechanism with our suppliers to ensure that they have reliable capabilities in delivery, quality control, research and development and resolution of problems. Meanwhile, the Company cooperates with domestic famous drug cold chain transportation enterprises, and conducts regular audits and transportation verification to ensure the quality and safety of drug during transportation. The Company ensures nationwide timely and efficient drug distribution by collaborating with audited enterprises possessing validated transportation capabilities, thereby fully meeting patients' medication needs.

3. PRODUCTS AND SERVICES

Medical support for underdeveloped countries and regions

RemeGen is committed to enhancing global public healthcare by actively promoting international exchanges and cooperation, and continuing to help underdeveloped countries and regions to enhance their drug production and R&D capabilities so as to meet the needs of patients.

In terms of expert management system, the Company has successfully established the national core expert platform in the breast field and the PRaG radiotherapy innovation platform in China. The Company focuses on improving the management ability of regional key experts, and ensures accurate and timely delivery of products and cutting-edge academic information in the field of oncology to experts through regular visits. At the same time, the Company actively responds to the medical needs and questions of experts, and provides professional answers and support to promote all-round technical exchanges and capacity enhancement.

In addition, RemeGen actively engages in external market academic activities, joins relevant industry associations, carries out industry exchanges and cooperation with peers, and participates in the formulation of industry standards together, so as to comprehensively improve our own R&D capability.

The Company continues to cooperate with the China Anti-Cancer Association, the Chinese Society of Clinical Oncology, Chinese Medical Association and other oncology-related academic organizations in the fields of gastric cancer, bladder cancer, breast cancer, cervical cancer, etc. to promote and popularize the concepts of standardized and personalized diagnosis and treatment of oncology.

The Company participated in the 25th European Society of Gynecologic Oncology (ESGO 2024), the American Society of Clinical Oncology (ASCO) Annual Meeting 2024, the Chinese Society of Clinical Oncology (CSCO) Gynecologic Tumor Annual Meeting and other domestic and international academic conferences, with the goal of discussing the cutting-edge academic advancements with the world's top experts and sharing their practical experience, which has enhanced the Company's influence and professional recognition in the relevant fields.

The Company participated in the Third Council of the Fifth Session of the China Customs Brokers Association and related meetings, and was elected as the director unit of the China Customs Brokers Association and the director unit of the Shippers Branch, which is conducive to the Company to complete the import and export of biological R&D products more compliantly and efficiently, thus promoting the high-quality development of the domestic biopharmaceutical enterprises.

The Company initiated the inclusion of disitamab vedotin quality standards in the 2025 edition of the *Chinese Pharmacopoeia*, which signifies the Chinese Pharmacopoeia Commission's high recognition of the drug and its registration standards, thereby facilitating enhanced visibility and market recognition for disitamab vedotin.

The Company actively engaged in collaborative projects between drug regulatory authorities and pharmaceutical enterprises, participating in the development of Polysorbate 80 (HPLC-FMA method) and joint calibration trials for purity reference standards. The corresponding data gained approval from drug inspection agencies, achieving dual breakthroughs in technological innovation and the establishment of industry standards.

3. PRODUCTS AND SERVICES

3.3 TECHNOLOGICAL INNOVATION

RemeGen consistently prioritizes technological innovation as the core driving force for our development, and is committed to achieving breakthroughs and maintaining a leading position in the biopharmaceutical field. The Company continues to improve the design of scientific research system, builds a high-quality scientific and technological R&D team, strictly adheres to R&D ethics, and actively improves the differentiated innovation capability and makes innovative breakthroughs continuously.

3.3.1 Innovation Achievements

RemeGen adheres to independent forward-looking R&D as its core strategy by formulating innovation strategies aligned with the times, continuously enhancing innovation capabilities, persistently increasing R&D investment, and actively recruiting technical talents. Leveraging its self-developed proprietary technology platforms, industry-leading scientific capabilities, and top-tier R&D team, the Company provides cutting-edge solutions for the pharmaceutical sector to creating value for clients through scientific research.

Innovation Capability

The Company is committed to developing biological drugs with innovative design and great potential for novel targets to meet the unmet clinical needs in the world. We have built a fully-integrated, end-to-end innovative biopharmaceutical R&D and industrialization system, which covers all key aspects of biopharmaceutical development, including drug discovery, preclinical pharmacology, process and quality development, clinical development, and manufacturing in compliance with global Good Manufacturing Practices (GMP).

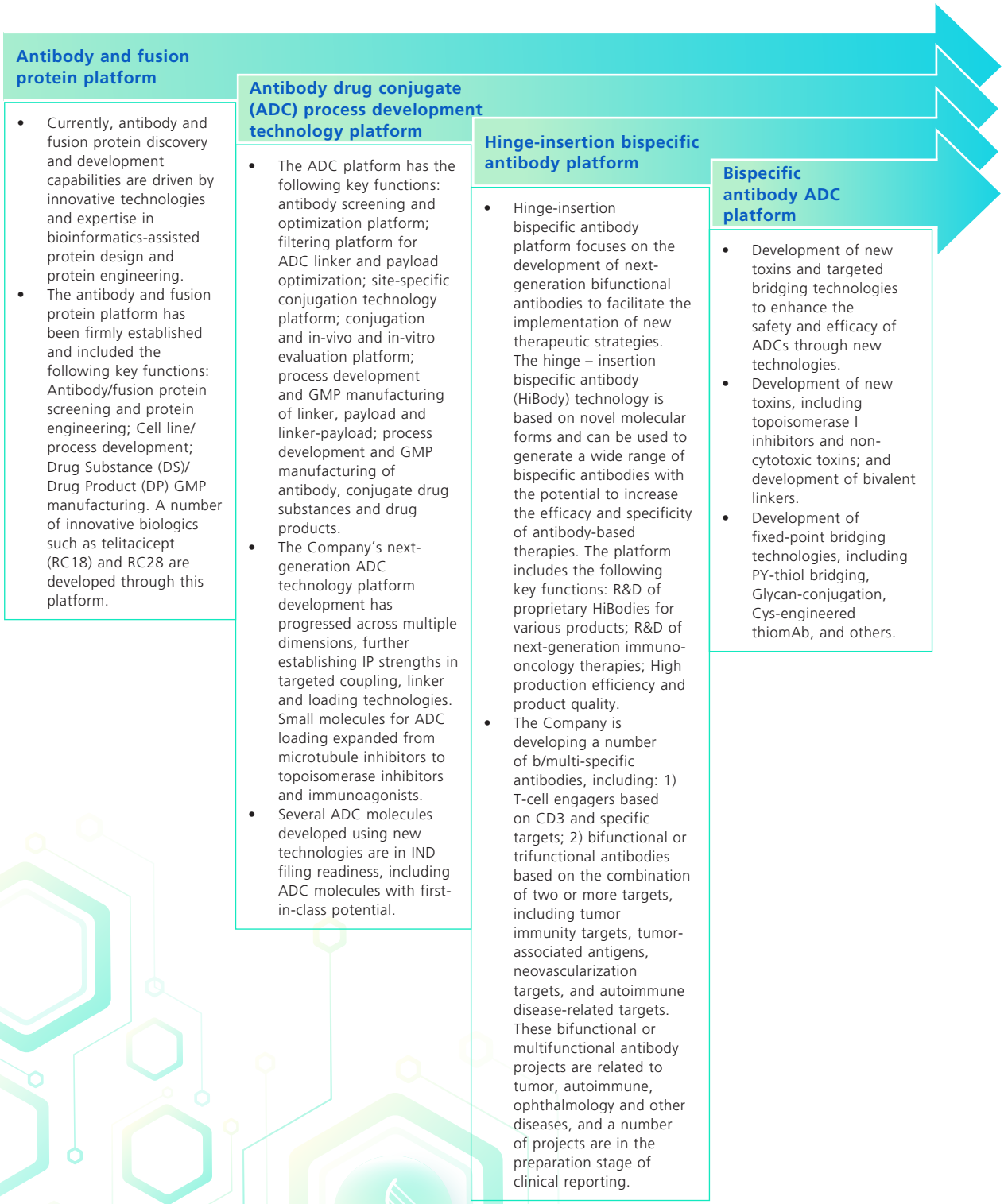
R&D Team and Investments

To further advance drug R&D and innovation, the Company has recruited R&D personnel with innovative capabilities and established a clinical development team composed of seasoned industry experts who possess extensive successful experience in innovative drug R&D, clinical development, and commercialization. As of the end of 2024, the number of members of the Company's research team reached 926, accounting for 30.88% of the Company's total headcount. Meanwhile, the Company continued to enhance its capital investment in R&D and innovation, with the total amount invested in R&D amounting to RMB1.54 billion in 2024, a year-on-year increase of 17.87%.

Technology Platforms

RemeGen has accumulated extensive experience and profound technological expertise in the biological therapeutics field, and successfully created four core technology platforms with independent intellectual property rights: antibody and fusion protein platform, the antibody drug conjugate (ADC) platform, the hinge-insersion bispecific antibody (HiBody) platform, and bispecific antibody ADC platform. Relying on the four core technology platforms, the Company has leading pre-discovery and molecular screening capabilities in innovative biopharmaceutical products, which is conducive to the development of new molecules with new structures and mechanisms.

3. PRODUCTS AND SERVICES



3. PRODUCTS AND SERVICES

Case: RemeGen's Telitacicept Approved for Clinical Use in China for a New Indication

On June 17, 2024, a new indication was approved for clinical use in China for patients at risk of relapse with IgG4-related disease (IgG4-RD), an immune-mediated chronic inflammatory disease with fibrosis that can involve multiple parts of the body such as the pancreas, bile ducts and salivary glands. The disease progresses gradually in most patients, leading to irreversible organ damage. The clinical approval of telitacicept is expected to provide a new treatment option for patients with IgG4-RD and offer a new possibility for patients to reduce the use of glucocorticosteroids or even realize glucocorticosteroids-free treatment.

Case: RemeGen's Disitamab Vedotin Approved for Another Clinical Study for High-Risk Non-Muscle Invasive Bladder Cancer

On April 12, 2024, a Phase I/II clinical study of disitamab vedotin for the treatment of high-risk non-muscle invasive bladder cancer (NMIBC) was granted implied consent for clinical trials by the National Medical Products Administration (NMPA). As an anti-HER2 ADC drug, disitamab vedotin has been recognized as a breakthrough therapy in the field of bladder uroepithelial cancer by both FDA and NMPA, a testament to its efficacy and safety.

3. PRODUCTS AND SERVICES

Case: RemeGen's Telitacicept Debuted at the Academic Conference of Rheumatology of the Chinese Medical Association

On August 8, 2024, RemeGen showcased its telitacicept at the 27th Academic Conference of Chinese Rheumatology Association (CRA). During this annual meeting, thousands of authoritative experts in rheumatology and cross-disciplinary fields gathered to share and discuss the cutting-edge advancements, clinical hotspots and diagnostic and therapeutic experiences at home and abroad. The latest research advancements on telitacicept emerged as a highlight, providing a solid and reliable theoretical foundation and evidence-based support for the clinical diagnosis and treatment of rheumatic immune diseases.

Image: RemeGen participated in the 27th Academic Conference of Rheumatology

3. PRODUCTS AND SERVICES

Drug Registration

RemeGen insists on building a full lifecycle drug registration system as the foundation of its work, and focuses on supporting the development of clinical indications and the declaration of changes in marketed products with the goal of registration. We are always committed to ensuring the efficiency and smoothness of the drug registration process, and spare no efforts to provide patients with safe, effective and reliable drug solutions. During the year, the Company submitted two BLAs in China and one BLA was approved in China; submitted 16 IND applications (overseas components of international multi-center clinical trials counted as 1) and obtained 13 clinical trial approvals for the year. During the year, we submitted 12 supplemental IND applications/filings, 10 of which received approvals or public notices. We had five communication meetings with CDE, one meeting with FDA, one meeting with EMA SA, one PIP and two communication meetings with Japan. During the year, we obtained two priority reviews, two fast track designations and one breakthrough therapy designation.

Overseas Study

RemeGen has made significant progress in overseas clinical study by efficiently utilizing team resources and fully unlocking the potential of team members.

– The first patient enrolled for RC18 Myasthenia gravis global multicenter Phase III clinical trial in 2024;

– The Company continued to advance RC48 overseas clinical study with accelerated enrollment in first-line uroepithelial cancer Phase III clinical study;

– The Company formulated business expansion plan to expand sales of RC48 products to emerging/developing markets.

Industry Cooperation

RemeGen attaches great importance to industry cooperation, adheres to the concept of collaboration-based win-win outcome and innovation-driven development, actively integrates internal and external advantageous resources, and comprehensively strengthens in-depth cooperation and communication with universities and scientific research institutions. By participating in industry exchange activities, the Company actively shares its own experience and insights in the field of drug R&D while assimilating cutting-edge research concepts and technologies, thereby injecting new vitality into our own R&D work.

3. PRODUCTS AND SERVICES

Case: RemeGen Participates in "Ju Li Wei Lai" 2024 CSCO National Stomach Cancer Case Challenge

On September 27, 2024, the National Finals of the "Ju Li Wei Lai" 2024 CSCO National Stomach Cancer Case Challenge, jointly organized by the CSCO Gastric Cancer Expert Committee and the Oriental Clinical Oncology Research Center and co-hosted by RemeGen, was grandly held in Xiamen, Fujian Province. The event aimed to provide a platform integrating theory and practice for young and middle-aged physicians in the field of gastric cancer. Through case sharing and intellectual exchange, it sought to explore clinical cases, foster collaborative innovation, drive advancements in gastric cancer diagnosis and treatment, and promote interdisciplinary communication and cooperation.

Image: "Ju Li Wei Lai" 2024 CSCO National Gastric Stomach Case Challenge

Case: RemeGen Participates in the First China Innovative Precision Treatment Forum for Urothelial Carcinoma

On December 21, 2024, the China Innovative Precision Treatment Forum for Urothelial Carcinoma co-organized by RemeGen was held in Sanya, where many top experts and scholars gathered to exchange and discuss the clinical significance of Human Epidermal Growth Factor Receptor 2 (HER2) testing, the new pattern of antibody coupled drug (ADC) drugs in the treatment of uroepithelial cancer. They presented a wonderful academic feast.

Image: The First China Innovative Precision Treatment Forum for Urothelial Carcinoma

3. PRODUCTS AND SERVICES

3.3.2 Intellectual Property Protection

RemeGen places strong emphasis on the management and maintenance of intellectual property rights, strictly complies with the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China* and other relevant laws and regulations, and updates and improves the *Patent Management System*, the *Trademark Management System* and other rules and regulations for intellectual property rights protection, so as to continuously improve our capability to prevent the risk of patent infringement. At the same time, the Company continues to optimize the intellectual property incentive mechanism. The Company rewards employees who make outstanding and significant contributions to various related tasks such as patent invention, design, and management according to the *Innovation Incentive Measures*, encouraging employees to actively participate in the Company's technological innovation efforts and creating a good atmosphere for innovation.

In addition, in order to enhance the efficiency of patent information management, the Company continuously updates the patent information database, adds various functions such as PTA event record and supervision module, regional PTE record and supervision module, and patent licensing and transaction event record tracking module, which effectively standardizes and optimizes the relevant process procedures.

Table: Acquisition of Intellectual Property by RemeGen in 2024

Category of Intellectual Property	Unit	Number
Number of invention patent applications	item	92
Number of utility model applications	item	2
Number of design patent applications	item	0
Number of issued invention patents	item	31
Number of utility model applications	item	2
Number of design patent applications	item	0

The Company is committed to resolutely safeguarding its own intellectual property interests while fully respecting the intellectual property achievements of others and resolutely eliminating infringement.

3. PRODUCTS AND SERVICES

Table: Intellectual Property Protection Initiatives of RemeGen

Safeguarding the Company's intellectual property	Respect for the intellectual property of others
• Strengthen international layout, and file patent applications in target market areas to enhance competitiveness in the international market; • Improve the trade secret protection system, clarify the scope of trade secrets, confidentiality measures and other details, and strengthen trade secret training; • Establish a virtual service platform with high security and adopt advanced encryption technology, and access control technology, etc. to prevent leakage of trade secrets; • Carry out intellectual property trainings to strengthen employees' awareness of intellectual property protection and improve their awareness of intellectual property protection and response ability; • Strictly scrutinize the contract terms, further refine the intellectual property terms, clarify the intellectual property rights and obligations of both parties, and establish a multi-level review mechanism for the contract to ensure that the intellectual property terms in the contract are in line with the interests of the Company and the laws.	• Carry out regular research and special research, sort out potential infringement risk points in the industry, and carry out special infringement risk research to provide a basis for decision-making and implementation of projects; • Set up intellectual property officers for each project to follow up on intellectual property issues in the Company's various businesses and ensure the compliance of the Company's operations; • Establish cooperative relationships with professional third-party institutions of intellectual property rights, conducting infringement analysis of the Company's core products and key technologies, and obtain professional opinions and analysis reports from different institutions to improve the comprehensiveness and accuracy of the analysis.

The Company has established a dedicated officer as the person in charge of intellectual property rights for projects, who follows up on the intellectual property issues following the approval of the Company's projects, and provides timely patent search and analysis services. The officer prepared a total of 71 reports in 2024, which provides strong support for the smooth implementation of the work of various departments. In addition, the Company attaches importance to the cultivation of employees' awareness of intellectual property rights, and regularly carries out intellectual property training programs covering research on pharmaceutical intellectual property rights protection, relevant laws and regulations, and trade secret protection, etc. In 2024, a total of 22 intellectual property training programs were organized, with a cumulative 678 attendances, covering 116 persons.

3. PRODUCTS AND SERVICES

Table: Intellectual Property Trainings of RemeGen

Type of Training	Training Description
Confidentiality training for new employees	Help new employees quickly understand the Company's confidentiality requirements for intellectual property so that they can integrate themselves into the Company's compliance culture.
Trade secret protection management training under Eagle Program, and trade secret protection content training for new supervisors	Help newly promoted managers to master the key points of intellectual property management so that they can effectively fulfill their management responsibilities.
Training on trade secret management and protection under fresh graduate training program	Reinforce the awareness of trade secret protection for the Company's talent pipelines.
Job skills training for staff of intellectual property department	Focusing on improving professional skills, we have conducted several professional training sessions covering: • analysis on typical cases of invalid confidentiality protection to enhance the ability of employees to deal with complex situations through the analysis of actual cases • seminar on litigation cases to enhance employees' awareness of legal risk prevention • learning excellent patent writing cases to improve the quality of patent writing • in-depth interpretation of patent examination standards to ensure that the work complies with the norms • tracking the cutting-edge developments in the pharmaceutical industry and the patent examination dynamics in various jurisdictions, so as to enable the employees to maintain a keen insight into the industry and provide strong support for the Company's intellectual property efforts

3. PRODUCTS AND SERVICES

Case: RemeGen Conducts Intellectual Property Training

By deploying ECM (Enterprise Content Management platform), RemeGen has systematically created an information security assurance system, focusing on strengthening the security of core links such as office terminal security, data classification and management, and protection of deliverable documents and files. The Company organized Legal Department and IT Department to jointly carry out special training to systematically explain the trade secret management system and operation norms, helping employees to deeply understand and have a good command of the requirements of intellectual property and information security management.

Image: Scene of intellectual property rights training of RemeGen

Case: Exchanging Practices with the Examiner Practice Group of National Intellectual Property Office in 2024

On September 25 and 26, 2024, a practice training group of examiners from the Patent Office of National Intellectual Property Office conducted research at RemeGen. The research focused on the common issues of patent examination in the field of ADC, including the judgment of inventiveness, claim support and other key points. The R&D team of RemeGen shared the progress of ADC technology and experience of antibody development, and the IP department had an in-depth exchange with the examiners on patent protection practice in light of real-world cases. The event promoted professional dialog between innovation entities and examination departments, which is of great significance to enhance the level of patent protection in the field of ADC.

3. PRODUCTS AND SERVICES

3.3.3 R&D Ethics

RemeGen focuses on ethical reasoning during drug development and research, strictly complies with international and domestic medical and drug-related laws and regulations, ethical morals and scientific standards, and is committed to preventing any non-compliance or violation of medical ethics, and to safeguarding the rights and interests of clinical subjects and the welfare of laboratory animals.

Table: Regulatory Documents and Guideline Documents Followed by RemeGen in Research Design and Manufacturing Phases

Regulatory documents	Guidelines document	International ethics and standards
Measures for Supervision and Inspection of Drug Clinical Trial Organizations (Trial)	Technical Guidelines for the Application of Decentralized Clinical Trials in the Clinical Development of Rare Disease Drugs	World Medical Association Declaration of Helsinki
Key Points and Judgment Principles for Supervision and Inspection of Drug Clinical Trial Organizations (Trial)	Technical Guidelines for Pharmaceutical Studies and Changes in Biologics during Clinical Trials (Trial)	ICH: E6 (R2) Good Clinical Practice for Trial
Regulations on the Quality Management of Outpatient (Emergency) Clinical Information Pages (Trial)	Technical Guidelines for Evaluating the Relevance of Adverse Events in Drug Clinical Trials (Trial)	ICH:E3 Structure and Content of Clinical Study Reports
Collection and Handling of Blood Specimens for Clinical Chemistry Tests	Guiding Principles for the Application of Disease Registry-Based Real-World Data (Trial)	ICH: E8 (R1) General Considerations for Clinical Studies
Q2 (R2): Validation of Analytical Methods	Technical Guiding Principles for Model-guided Dosage Exploration and Optimization of Innovative Drugs	ICH:E9 Statistical Principles for Clinical Trials
Q9 (R1): Quality Risk Management	Guiding Principles for Sample Size Estimation in Drug Clinical Trials (Trial)	……
Q14: Development of Analytical Methods	……	
M12: Drug Interaction Studies		
E11A: Pediatric Extrapolation		
……		

3. PRODUCTS AND SERVICES

Protection of Rights and Interests of Subjects

During the clinical trial stage, all trial projects of RemeGen are rigorously designed and executed in accordance with the relevant laws and regulations and ethical and moral standards. The Company will also promptly revise and improve its internal systems, including the *Standard Operating Procedures for Subject Grant Disbursement and Compensation*, the *Standard Operating Procedures for Subject Transfer*, the *Standard Operating Procedures for Remote Informed Consent*, etc., based on the progress of the projects and external requirements, in order to ensure that the personal wishes and rights and interests of clinical subjects are fully safeguarded.

RemeGen has taken measures related to the protection of subjects' rights and interests during the recruitment process, the informed process, the consent process and the experimental process to ensure the ethical and scientific nature of the research and to effectively safeguard the legitimate rights and interests of the subjects.

Table: RemeGen's Measures for Protecting Rights and Interests of Subjects

Recruitment	Informed consent
Based on communication with the investigator and taking into consideration protocol and needs of the project, the investigator completes the design of the recruitment advertisement. The Company implements subject recruitment after ethical review and approval. The recruitment advertisement specifies the recruitment channels of subjects and the scope of use of the recruitment advertisement, including bulletin boards, newspapers, posters, public broadcasting, television, Internet and other communication platforms in all medical institutions in China.	Informed consent is given by the investigator based on the patient's current medical history and clinical diagnostic and therapeutic examination results. The informed consent is written with reference to the *Writing of Informed Consent Forms* and clearly lists the elements that need to be included in the document, adequately describing the nature of the trial, the purpose of the trial, the possible benefits and risks, the alternative treatments that may be available, as well as the rights and obligations of the subjects in line with the *Declaration of Helsinki*. The consent form contains an informed consent statement and signature page to obtain informed consent.
Giving consent	**Trial**
The training on the informed consent process is provided in accordance with the Clinical Trial Centre Activation Operating Procedures. The investigator is required to fully inform the subjects in strict accordance with the ethically approved informed consent, and record the informed consent process so that the subjects are fully informed and then express their consent and sign two copies of the informed consent, one for the investigator and one for the subject.	The Company guarantees the right of subjects to withdraw from the trial at any time. When a subject chooses to withdraw from the trial, we will fully understand the specific reasons for withdrawal and document them, and the decisions of any subject to withdraw will in no way affect his/her access to subsequent medical treatment services or subject him/her to discrimination.

3. PRODUCTS AND SERVICES

Moreover, the Company has established standard operating procedures (SOP) for full lifecycle monitoring of clinical trial sites, including SOPs for site selection and evaluation visits, SOPs for site initiation visits, SOPs for routine monitoring visits, and SOPs for close-out visits. CRA rigorously conduct monitoring activities in accordance with the monitoring requirements to ensure compliance of the site with study protocols and regulatory requirements, safeguard rights and safety of subjects, and uphold the reliability of trial data.

Laboratory Animal Welfare Guarantee

In the non-clinical research stage, RemeGen complies with the 3R[2] principle, strictly adheres to the *Guidelines for Ethical Review of Laboratory Animal Welfare*, *General Rules for the Welfare of Laboratory Animals* and other regulations and requirements, and has formulated the internal *Management System for Ethical Review and Supervision of Laboratory Animal Welfare* and other relevant management systems to safeguard the independence of the ethics of laboratory animals, and to promote the standardization and humanization of animal experiments. At present, the Company holds the "laboratory animal use license" in terms of non-clinical animal facilities, and holds the BSL – 2[3] laboratory qualification in terms of laboratory facilities.

RemeGen has taken various measures to safeguard animal welfare during the non-clinical study phase, covering environmental control, material control, quality control of laboratory animals and animal welfare toys, to ensure the accuracy and reliability of the experimental results, as well as to comply with the relevant ethical standards and regulatory requirements.

Table: Laboratory Animal Welfare Guarantee of RemeGen

Environmental control	Material control
Conduct third-party testing of the facility environment every year (which is consistently qualified) and regular self-inspection of temperature and humidity, differential pressure, illuminance and other items to ensure that the facility environment meets the requirements of GB14925 – 2023 *Laboratory Animal Environment and Facilities*.	Strictly screen suppliers of laboratory animals, feed and bedding and establish a list of qualified suppliers. Audit inspections of laboratory animal suppliers and microbial limit tests of drinking water, feed and bedding materials of laboratory animals are carried out to ensure that the sources of laboratory animals entering the facilities are of qualified quality and the materials used are sterile.
Laboratory animal quality control	**Animal welfare toys**
All newly procured laboratory animals are subjected to adaptive feeding observation during the quarantine period and must be qualified before entering the experimental stage; veterinarians carry out daily inspection rounds; sentinel animals are provided in the feeding room; sentinel animals and newly procured laboratory animals are regularly sampled for third-party in vivo testing to ensure that the laboratory animals in the feeding are of qualified quality.	Cage boxes are equipped with toys such as turntables, cylinders, hemispherical toys, paper wires and other toys according to the state of the feeding laboratory animals, in order to alleviate the psychological impacts of laboratory animals due to tests or other stressful operations.

In addition, we have strengthened the training for breeding and nursing staff, laboratory staff and veterinarians to ensure that abnormalities in animals can be detected in a timely manner and that appropriate measures can be taken promptly during daily breeding management and experimental operations.

[2] The 3R principles represent Replacement, Reduction, and Refinement of laboratory animals.

4. SAFETY AND ENVIRONMENTAL PROTECTION

RemeGen continuously promotes safety and environmental protection management, creates a safety and environmental protection management system, sets safety management targets, strengthens safety management initiatives, actively promotes green operations, and responds to climate change to continuously reduce environmental impacts, thus promoting sound corporate operations.

4.1 SAFE OPERATION

RemeGen integrates the safety concept into daily operation, strengthens safety risk control, and carries out a series of safety promotion activities to reinforce the safety foundation and ensure safe production, thus establishing a safety line of defense for the Company's high-quality development.

4.1.1 Safety Management System

RemeGen strictly complies with relevant laws and regulations such as the *Law of the People's Republic of China on Work Safety* and the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, and has formulated an internal safety management system in light with the Company's actual operation. During the year, the Company revised a total of 12 systems, including *Production Safety Responsibility System*, *EHS Compliance Management System* and *EHS Target Indicator Management System*, which improved the Company's safety management system and ensured that the various work safety initiatives are governed by rules and regulations, with well-defined responsibilities. These effectively enhance the Company's safety management. In 2024, the Company carried out an external audit in accordance with the requirements of the ISO 45001 system, and passed the annual surveillance audit successfully, and as a result, the system certificate remains valid.

职业健康安全管理体系认证证书

证书编号：10423S01274R1L

兹证明

荣昌生物制药（烟台）股份有限公司

（地址：中国（山东）自由贸易试验区烟台片区烟台开发区北京中路 58 号
统一社会信用代码：91370600676820877R 邮编：264000）

职业健康安全管理体系符合标准：

GB/T 45001-2020/ISO 45001:2018

通过认证范围如下：

* 位于中国（山东）自由贸易试验区烟台片区烟台开发区北京中路58号的荣昌生物制药（烟台）股份有限公司的治疗用生物制品（注射用泰它西普、注射用维迪西妥单抗）的生产及相关职业健康安全管理活动（按药品生产许可证范围）*

涉及本证书的范围和 GB/T 45001-2020/ISO 45001:2018 要求的适用性问题，可通过向本机构咨询而得到进一步的澄清。证书在国家规定的行政许可、资质、强制性产品认证有效期内，定期接受监督审核并经审核合格情况下继续有效。本证书信息可在本机构及国家认证认可监督管理委员会官方网站（www.cnca.gov.cn）上查询。

发证日期：2023 年 11 月 13 日　　有效期：2023 年 11 月 13 日至 2026 年 12 月 17 日

签发人：

SEATONE 世通国际认证

Image: ISO 45001 Occupational Health and Safety Management System Certificate

4. SAFETY AND ENVIRONMENTAL PROTECTION

The Company has established a three-tier environment, health and safety (EHS) management structure: EHS Committee, Safety and Environmental Protection Department, Safety Division and Environmental Protection Division. The EHS Committee is the highest decision-making and management core of the Company's safety work, and is responsible for EHS strategic planning and controlling the direction of EHS work from the macro level. Under the guidance of the EHS Committee, the Safety and Environmental Protection Department translates the strategic planning into concrete initiatives. Under the Safety and Environmental Protection Department, there are two secondary departments, namely, Safety Division and Environmental Protection Division, which are the grassroots execution units of EHS work, focusing on safety management and environmental management work, respectively. They strictly follow the relevant standards, norms and procedures, and refine the EHS work into every aspect of daily operation, so as to ensure that the EHS management work in the Company is comprehensively implemented and effectively executed.

Image: EHS Governance Structure

4. SAFETY AND ENVIRONMENTAL PROTECTION

4.1.2 Safety Management Targets

RemeGen sets safety management targets and strictly implements various safety prevention initiatives and potential hazard management programs to ensure the sound operation of the safety management mechanism. In 2024, the Company invested a total of RMB2,689,900 in safeguarding the health and safety of its employees. During the Reporting Period, the Company did not experience any work safety accidents.

Safety management target:	0 fire accident, 0 special equipment accident, 0 new occupational disease accident, 0 accidents with injury above serious injuries, and the rate of minor injuries is controlled to be less than 1%.
Achievement of target:	In 2024, the Company has accomplished the annual target of safety management and the rate of minor injuries was zero.

Table: Safety Management and Occupational Health of Employees of RemeGen

Indicator	Unit	2022	2023	2024
Number of work-related fatalities	person	0	0	0
Rate of work-related fatalities	%	0	0	0
Lost days due to work injury	day	128	54	187

4.1.3 Safety Management Initiatives

RemeGen comprehensively improves the safety management system, and updates the risk classification management and control list through multiple rounds of internal risk point identification and safety inspection to continuously refine the risk classification management and control measures. At the same time, we have actively utilized external expertise to carry out safety diagnosis and external audits of the system to ensure continuous improvement in the level of safety management and to build a solid safety defense for the Company's sound development. In addition, we strengthened the safety management of contractors and signed *the Safety Management Agreements* with all contractors during the Reporting Period.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Risk identification

- From January to March 2024, the Company organized the identification and assessment of risk points in the area that has been put into operation at Phase III and formulated risk classification management and control measures.
- In September 2024, the Company organized all departments to re-identify risk points and update and improve the risk classification management and control list.

Safety inspection

- In September 2024, the Company carried out an internal safety audit activity to inspect basic documents and on-site management situation of departments, and a total of two potential problems were found, and the Company urged the relevant departments to make rectification.
- Company-level inspections are carried out on a monthly basis, which are led by the main person-in-charge of the Company, department-level inspections are carried out on a weekly basis, which are led by the department heads, and daily pre-job inspections are carried out by the operating personnel. All potential hazards found during the inspection process are rectified, and a potential hazard account is established to implement closed-loop management.

External audit

- In December 2024, the Company engaged a third party to conduct a comprehensive safety diagnosis in accordance with the requirements of competent authorities, and the issues identified during the diagnosis are being rectified as planned.

Cross-inspection of potential hazards

- In June 2024, the Company carried out cross inspection activities with two other pharmaceutical companies. Two potential hazards were identified during this inspection, all of which have been rectified.

Contractor management

- The Company standardizes the contractor management process by establishing contractor management files, and reviewing construction and personnel qualifications. The Company signs safety management agreements with all contractors, conducts weekly safety inspections of the construction process and supervises the rectification of potential hazards to ensure the safety of the construction process.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Case: Digital Technology Improves Safety Management in RemeGen

In 2024, RemeGen consolidated the foundation of safety management by utilizing digital technology to control safety risks. The Company established an online approval process for safety management and investigation and rectification of potential hazards to achieve traceability of the whole process and improve timeliness. We utilize the IT-empowered production safety platform to implement a combination of online and offline safety inspections to improve inspection efficiency.

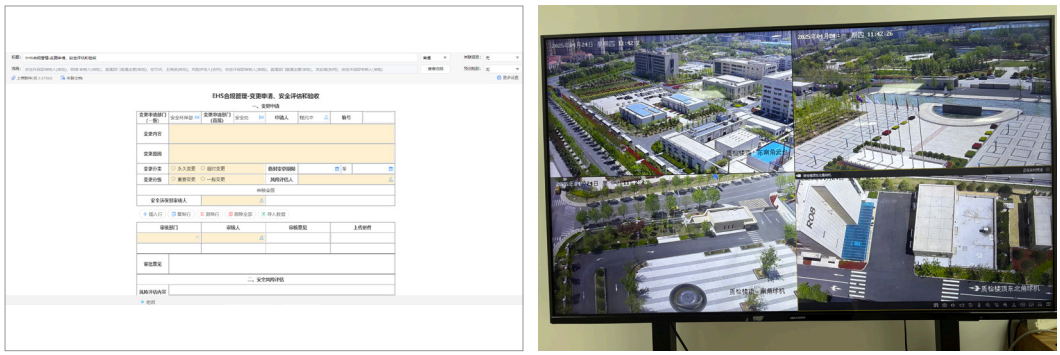


Image: IT-empowered online approval and security platform

Occupational Health and Safety

RemeGen strictly complies with the *Work Safety Law of the People's Republic of China*, and makes every effort to create a safe and healthy working environment for our employees, and endeavors to safeguard the occupational health and safety of our employees. In 2024, we invested a total of RMB507,300 in safeguarding the health and safety of our employees. During the Reporting Period, there was no case of occupational disease in the Company, the coverage rate of medical examination for employees in occupationally hazardous positions was 100%, and RMB47,100 was invested in health checkups for occupational disease.

Table: Occupational Health and Safety Initiatives of RemeGen

Occupational Disease Hazard Factors Testing	Occupational Health Examination
The Company engages a third party to conduct on-site testing for occupational disease hazards at 84 testing points for positions exposed to occupational hazards in the Company's laboratory and workshop. The concentrations at the testing points all meet the requirements of GBZ 2.1 – 2019. The intensity of noise and industrial frequency electric field at the measurement points all meet the requirements of GBZ 2.2 – 2007.	The Company carries out occupational health checkups for employees who work at those positions exposed to occupational hazards. The checkup involved 202 on-the-job employees and 10 employees who were leaving their posts. All results of checkup met the required health standard.

4. SAFETY AND ENVIRONMENTAL PROTECTION

4.1.4 Fostering of Safety Culture

RemeGen strives to create a strong safety culture atmosphere. To this end, the Company enhances safety culture in a multi-dimensional and all-round way, and makes every effort to improve the safety awareness and skills of all staff through various activities, so as to support the high-quality development of the Company.

Safety knowledge propaganda	The Company utilized LCD screens, roll-up banners, and other formats to display content on occupational health, fire safety, special equipment, hazardous chemicals, anti-fraud, traffic safety, home safety, and office safety.	  Image: Safety knowledge propaganda
Safety education training	Safety awareness training: the Company organized the heads of each department to carry out the propaganda for General Secretary Xi Jinping's important discourse on work safety to strengthen the awareness of establishing a safety red line. Emergency management training: The Company organized specialized emergency management training for personnel involved in emergency response, as well as fire hose handling and cardiopulmonary resuscitation training for all employees, to enhance their emergency response knowledge and skills. Special theme training: the Company conducted specialized hazardous chemical management training, special equipment training, fire safety training, specialized operational training, hands-on fire extinguisher training, and other targeted programs in compliance with legal and regulatory requirements and its actual safety management needs. During the Reporting Period, the Company organized a total of 66 hours of safety trainings.	  Image: Safety education training

4. SAFETY AND ENVIRONMENTAL PROTECTION

Conducting emergency drills	The Safety Division organized fire and fire evacuation drills for employees of Phase III buildings R01, R03 and R04 to improve their familiarity with building evacuation channels and firefighting facilities. The Company conducted unannounced emergency response drills for hazardous chemical leaks at the material control department of the hazardous chemicals warehouse, organizing various emergency response teams to carry out rescue and mitigation work in an orderly manner.

Image: Conducting emergency drills

Unobstructed emergency evacuation route inspections	The Company conducted unobstructed emergency evacuation route inspections, performing a thorough check across all facilities. The inspection identified no instances of obstruction, blockage, or closure of evacuation routes, safety exits, or fire truck access routes. Evacuation signage, emergency lighting, and other fire safety facilities were clearly marked, with no potential hazards detected.

Image: Unobstructed emergency evacuation route inspections

4. SAFETY AND ENVIRONMENTAL PROTECTION

Safety skills competition	The Company held a safety skills competition, which included components such as fire hose connection and extinguishing, cardio-pulmonary resuscitation, and a safety knowledge quiz, with a total of 56 employees participating in the competition.	  Image: Safety skills competition
Safety knowledge contest	RemeGen, RC Pharmacy and MabPlex conducted safety knowledge competition to promote safety knowledge.	  Image: Safety knowledge contest
Contractor training	The Company conducted specialized safety education and training for contractors, covering content such as corporate safety regulations, on-site operation safety precautions, requirements for special operations, emergency response procedures, and safe and civilized construction practices.In 2024, a total of five training sessions were organized, involving 28 participants, all of whom passed the assessments.	

4. SAFETY AND ENVIRONMENTAL PROTECTION

4.2 GREEN OPERATIONS

With a high sense of environmental responsibility, RemeGen integrates climate change response, resource and energy conservation, as well as the practice of eco-friendly production methods into its daily operations, realizing the synergy between business development and ecological protection, and steadily progressing towards the goal of sustainable development.

4.2.1 Environmental Management System

RemeGen strictly complies with the *Environmental Protection Law of the People's Republic of China* and other laws and regulations, and establishes *Environmental Protection Management System*, *Environmental Monitoring Management System* and *Environmental Protection Equipment and Facilities Management System* for the Company's daily environmental business management and environmental monitoring. The Company has established a three-tier environmental health and safety (EHS) management structure of EHS Committee – Safety and Environmental Protection Department – Safety Division and Environmental Protection Division to promote environmental management. In 2024, the Company conducted an external audit on the environmental management of the entire production process of therapeutic biological products and successfully passed the annual surveillance audit for ISO 14001 environmental management system.


环境管理体系认证证书

证书编号：10423E01402R1L

兹证明

荣昌生物制药（烟台）股份有限公司

（地址：中国（山东）自由贸易试验区烟台片区烟台开发区北京中路 58 号
统一社会信用代码：91370600676820877R 邮编：264000）

环境管理体系符合标准：

GB/T 24001-2016/ISO 14001:2015

通过认证范围如下：

* 位于中国（山东）自由贸易试验区烟台片区烟台开发区北京中路58号的荣昌生物制药（烟台）股份有限公司的治疗用生物制品（注射用泰它西普、注射用维迪西妥单抗）的生产及相关环境管理活动（按药品生产许可证范围）*

涉及本证书的范围和 GB/T 24001-2016/ISO 14001:2015 要求的适用性问题，可通过向本机构咨询而得到进一步的澄清。证书在国家规定的行政许可、资质、强制性产品认证有效期内，定期接受监督审核并经审核合格情况下继续有效。本证书信息可在本机构及国家认证认可监督管理委员会官方网站（www.cnca.gov.cn）上查询。

发证日期：2023 年 11 月 13 日　　有效期：2023 年 11 月 13 日至 2026 年 12 月 17 日

签发人：

SEATONE 世通国际认证

Image: ISO 14001 Environmental Management System Certificate

In order to prevent problems before they occur, we have formulated the *Response Plan for Environmental Emergencies*. In order to effectively respond to environmental pollution incidents, we have formulated management measures for production workshops, chemical warehouses, hazardous waste storage rooms, failure of environmental protection measures and transportation pipelines, and established emergency response processes. Environmental emergencies are classified into three levels according to their severity. In 2024, due to the addition of new production projects, increase in the types of raw and auxiliary materials and equipment, and changes in the Company's internal emergency response personnel and emergency response materials, the Company made further improvements and revisions. In 2024, the Company did not experience any major environmental violations and was not subject to administrative penalties by environmental authorities.

4. SAFETY AND ENVIRONMENTAL PROTECTION

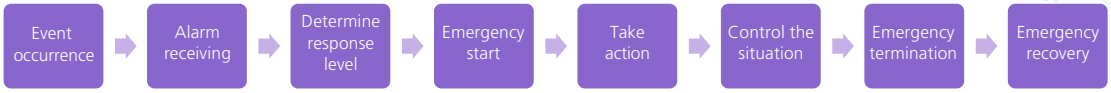


Image: Emergency Response Process

Table: RemeGen's Initiatives to Address Environmental Risks

Production workshop	• A pipeline is connected to the sewage station for proper collection and treatment of accidental wastewater. • Anti-corrosion seepage-proof layer is established to avoid spillage of leaked materials to the ground, resulting in seepage of materials and pollution of soil and groundwater.
Chemical warehouse	• All open flames are prohibited in the raw material warehouse to prevent explosion. • The warehouse is equipped with a ventilation system that provides timely ventilation for the warehouse. Should a leak occur in the warehouse, the system can promptly dilute the concentration of materials inside.
Hazardous waste storage room	• Materials are stored in separate areas, and materials that may react with each other are strictly prohibited from being stored in the same area. • A diversion ditch and a collection pond are provided to intercept and collect the leaked materials.

Case: RemeGen Conducts Environmental Pollution Emergency Drill

In June and December 2024, the Safety and Environmental Protection Department organized two environmental pollution emergency drills to simulate the leakage of hazardous organic solvent waste. The person in charge immediately activated the *Special Emergency Response Plan for Hazardous Waste Warehouse Environmental Emergencies* upon receipt of the notification, and notified the personnel of each team to go to the leakage site to carry out rescue. After the site was finally cleaned up, the emergency personnel withdrew and the head of the on-site disposal team announced that the accident was lifted. The two drills allowed the staff to familiarize themselves with the emergency response process, improved their ability to respond to environmental emergencies, and verified the feasibility, effectiveness and practicality of the emergency plan.

Image: Environmental Pollution Emergency Drill

4. SAFETY AND ENVIRONMENTAL PROTECTION

4.2.2 Emissions Management

RemeGen complies with the *Law of the People's Republic of China on Prevention and Control of Air Pollution*, *Law of the People's Republic of China on Prevention and Control of Solid Waste Pollution*, *Law of the People's Republic of China on Prevention and Control of Water Pollution* and other laws and regulations, and strictly controls the emissions of exhaust gas, wastewater, waste, and other discharged substances generated in the course of research and development, production and operation. We carry out environmental monitoring in accordance with the requirements of the discharge permit and take the initiative to make public announcements, and take the initiative to increase the frequency of monitoring for the communities within the sensitive range around the Company to actively reduce the impact of our own operations on the natural environment. In 2024, all pollutants discharged by the Company meet the standards.

Wastewater Discharge Management

RemeGen continuously improves the wastewater discharge management system to ensure that the wastewater discharge fully meets the standards. The wastewater generated by the Company in daily life mainly includes cell-activated wastewater and cleaning wastewater. The Company actively introduces advanced technologies and upgrades wastewater treatment equipment, while continuously optimizing the wastewater treatment process. The Company engages qualified third parties to dispose of wastewater in a compliant manner so as to reduce the potential impact of wastewater on the ecological environment from the source.

Table: Wastewater Discharge of RemeGen

Indicator	Unit	2022	2023	2024
Wastewater emissions in total	tonne(s)	96,792.00	224,221.86	456,846.10[3]
COD	tonne(s)	13.53	21.16	12.49
Ammonia nitrogen	tonne(s)	1.78	3.13	1.16

[3] Due to the fact that the workshops (106, 206, 305, weighing center, QC) of the Phase III of the Company were put into use successively in 2024, the relevant utility systems and workshop equipment received commissioning and even put into operation, resulting in an increase in wastewater discharge.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Management of Exhaust Gas

The major pollutants in the Company's exhaust gas emissions during its production and operations are volatile organic compounds (VOC). We monitor our exhaust gas emissions in strict compliance with the laws and regulations and the relevant standards of exhaust gas emission in the places where we operate and engage qualified third parties to test the Company's exhaust gas emissions and emission indicators to improve our capability to manage and control gas emissions.

We adopt the process of "sodium hypochlorite spray + lye spray" to treat the waste gas from the sewage treatment station. RemeGen is innovative in utilizing the expired concentrated lye from the production department to replace the original caustic soda flakes in the lye spraying process, which effectively reduces the use of caustic soda flakes and avoids the disposal of caustic soda flakes as hazardous wastes. In 2024, we used a total of 3.11L of waste caustic soda flakes from the production department, which saves a total of about RMB4,291.8 in the disposal cost of hazardous wastes.

Table: Exhaust Gas Emission[4] of RemeGen

Indicator	Unit	2022	2023	2024
Exhaust gas emission in total	Standard cubic meter	193,040,000	167,004,000	1,582,320,800
VOC	tonne(s)	0.14	0.02784	0.162976

Management of Waste

RemeGen continuously improves the management and treatment of waste. We have revised the Waste Management System to clearly define the responsibilities of each department in hazardous waste disposal contracts. Additionally, we have adjusted the waste classification table in accordance with the latest national hazardous waste classification catalog. This adjustment aims to ensure that all personnel involved in our business lines have a clear understanding of the proper disposal methods for internal waste, achieving standardized collection, storage, and processing.

[4] Due to the unified adoption of the statistical caliber consistent with the discharge permit data in 2024, the exhaust gas emission in total and the VOC in total show an upward trend compared with the data of previous years after the adjustment of the statistical method.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Table: Waste of RemeGen by Type and Disposal Method

Type		Category	Disposal method
Hazardous waste		HW01 medical waste, HW02 pharmaceutical waste, HW06 waste organic solvents and waste containing organic solvents, HW08 waste mineral oil and waste containing waste mineral oil and HW49 other waste.	Transportation and disposal are carried out by qualified third-party units. Third – party units are dispatched to the site for cleaning and transportation in a timely manner, based on the storage capacity of the warehouse, and the relevant environmental protection procedures are completed.
General waste	Recyclable waste	Paper, paper shells, wooden shells of equipment packaging, uncontaminated plastics, and other waste that can be sold and processed for disposal.	Place them together, pack them neatly, and place them in ordinary waste bins or other designated places. They will be cleaned up by cleaning staff or staff of waste generation department every day, and then sent to the Company's waste station – recyclable waste station.
	Non-recyclable waste	Shoe covers, hair caps, gloves, glass bottles containing non-toxic and harmless solvents, EP tubes, disinfectant buckets, rinsed cell plates, containers containing inorganic substances (except for heavy metals), shake flasks, etc.	Non-special wastes such as gloves and masks are sent to the Company's waste station – non-recyclable waste station on the same day; Damaged waste will be sent to the Company's waste station – non-recyclable waste station on a regular basis by the waste generation department after being packed in boxes and affixed with a warning sign "Handle with care"; Contaminated cell culture bags, membrane bags, filters, etc. need to be inactivated at high temperature before being sent to the Company's waste station – non-recyclable waste station.

We carry out the construction and development strategy of green factories, and optimize waste management initiatives through all-round and multi-dimensional initiatives to achieve a win-win outcome in terms of economic and environmental benefits.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Table: Waste Management Measures of RemeGen

Production material optimization	Optimize the loading capacity of cassettes to reduce their usage while ensuring product quality.
Experimental process improvement	In some experiments, the adhesive taping step has been eliminated, reducing the need to purchase cellophane. This not only saves working hours previously spent on taping operations and preparing accessories by laboratory personnel, but also minimizes cellophane waste and labor consumption.
Equipment consumables management	Reduce the replacement cycle of bioreactor-specific hoses by extending the replacement of bioreactor-specific hoses from at least once every six months to once every five years, resulting in a cost savings of RMB124,800.
Utilization of unused consumables	Use idle 96-well plate instead of the current Shanghai JingAn 96-well plate to achieve rational use of idle consumables.
Centralized hazardous waste treatment	Engage qualified hazardous waste disposal unit to dispose of the waste engine oil generated by the Company's production and operation.

Table: Hazardous Waste Emissions of RemeGen[5]

Indicator	Unit	2022	2023	2024
Hazardous waste emissions in total	tonne(s)	125.87	141.25	43.67
Hazardous waste emission intensity	tonnes/revenue of RMB ten thousand	0.0016	0.0013	0.00025

Table: Non-hazardous Waste Emissions of RemeGen[6]

Indicator	Unit	2022	2023	2024
Non-hazardous waste emissions in total	tonne(s)	25.2	50	101.5
Non-hazardous waste emission intensity	tonnes/revenue of RMB ten thousand	0.00033	0.00046	0.00059

[5] In 2024, the Safety and Environmental Protection Department led the implementation of hazardous waste reduction and disposal, so the total amount of hazardous waste discharged and the emission intensity reduced.

[6] In 2024, the official commissioning of the Company's South Park Wastewater Treatment Station and the addition of the sludge treatment segment resulted in a year-on-year increase in the total amount of non-hazardous waste and emission intensity.

4. SAFETY AND ENVIRONMENTAL PROTECTION

4.2.3 Resource Management

RemeGen rationally allocates environmental resources, and improves resource utilization efficiency by establishing systematic resource management mechanisms in energy management, water resource management, greenhouse gas, and packaging materials. The Company aims to create a low-consumption, high-efficiency production model to support its long-term sustainable and high-quality development, striving to build itself into a resource-saving and environmentally friendly enterprise.

- *Energy Management*

  RemeGen attaches great importance to energy management, and implements a four-level management mechanism involving company, department, workshop and team. The Company establishes an energy management leadership group to make decisions on energy management. The first person responsible for the production of each department, workshop and team is the person responsible for the management of energy management mechanism at each level, thereby creating a company-wide energy management network.

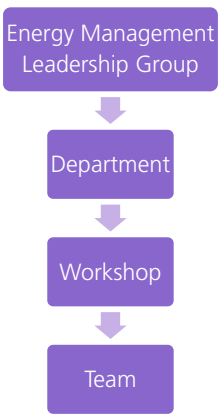


Image: Energy Management Mechanism

The Company strictly abides by the *Energy Conservation Law of the People's Republic of China*, and has formulated management documents such as the *Energy Management System*, *Energy Management Manual*, *Energy Management Procedure Documents*, *Energy Measuring Apparatus Configuration and Management System*, *Management Provisions of the Quality Inspection Building*, and *Management System for Conservation of Electricity and Water* etc. The Company has continuously improved the energy management system to realize the implementation of the Company's overall energy management strategy and approach. During the Reporting Period, we continued to promote the ISO 50001 certification of the energy management system to ensure the continuous and effective operation of the energy management system. In June 2024, the Engineering Department and the Safety and Environmental Protection Department passed the annual re-certification audit for the ISO 50001 energy management system certificate.

4. SAFETY AND ENVIRONMENTAL PROTECTION

CERTIFICATE

能源管理体系认证证书

证书编号：00222EN0365R0L

兹证明

荣昌生物制药(烟台)股份有限公司

统一社会信用代码：91370600676820877R
住所：中国(山东)自由贸易试验区烟台片区烟台开发区北京中路58号
认证地址：中国(山东)自由贸易试验区烟台片区烟台开发区北京中路58号

管理体系符合

GB/T 23331-2020/ISO 50001:2018

RB/T 114-2014

覆盖的范围

注射用泰它西普、注射用维迪西妥单抗的生产所涉及的能源管理活动

能效绩效和边界见附件

生效日期：2022 年 06 月 22 日
有效期至：2025 年 06 月 21 日

方圆标志认证集团

CERTIFICATE

Energy Management System Certificate

Certificate Number:00222EN0365R0L

CQM hereby certifies that

RemeGen

Unified Social Credit Identifier: 91370600676820877R
Domicile:No.58 of Beijing Middle Road, Yantai Development Zone, Yantai Area of China (Shandong) Pilot Free Trade Zone
Certification Add.:No.58 of Beijing Middle Road, Yantai Development Zone, Yantai Area of China (Shandong) Pilot Free Trade Zone

the management system conform to

GB/T 23331-2020/ISO 50001:2018

RB/T 114-2014

This certificate is valid to the following scope:

Energy management activities involved in production of Telitacicept and DisitamabVedotin for injection

Information of energy performance and boundaries refer to the attachment

Issued on: 2022-06-22
Expires on: 2025-06-21

方圆标志认证集团

Image: ISO 50001 Energy Management System Certification

RemeGen Energy Efficiency Goals	• Energy cost per unit of product for each workshop is targeted to save 5% in 2024 compared to the consumption in 2023.

In 2024, the Company formally launched the energy management system software to monitor the Company's energy consumption data, which, through data analysis and abnormal alarms and other functions, enables the Company to promptly rectify the energy loss problems and adjust the energy use, thereby allowing for rational distribution and utilization of various types of energy sources. In addition, the Company actively carries out the "Lean Manufacturing" initiatives to realize the goal of circular economy by establishing a lean production team and lean production office, implementing energy saving and emission reduction policy from the top down, and encouraging all employees to actively participate in realizing the goal of energy saving and reaching the circular economy. The Company will rate the energy-saving effectiveness of the project according to the effectiveness of the realization of circular economy, and according to the different ratings of the implementation of the project, the employees can be used to give performance appraisal points and cash incentives and other incentives.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Case: RemeGen 2024 "Lean Manufacturing" Project to Realize Circular Economy

- Two water source heat pump units were procured, recovering 363,175KW of residual heat from the condensate of the water tank, and the recovered heat was released into the hot water supply of the ground source heat pump system to realize the effect of heat recovery and heat reuse.
- By optimizing the SIP procedure of Kaisen liquid dispensing system, the problem of condensate residue after sterilization of storage tanks was solved and the total sterilization time was shortened. This project reduces compressed air purge time and reduces compressed air usage and industrial steam consumption.
- The cost of line cleaning sterilization used in the media preparation phase was reduced by customizing finished lines. Annual savings of approximately RMB516,000 were achieved in sterilization labor, materials and industrial steam consumption.

Case: RemeGen Using Natural Gas Boiler Heat Recovery for Energy Saving and Efficiency

The Company purchased two 15-ton natural gas boilers to produce industrial steam, which are equipped with energy savers and condensers to recover the sensible and latent heat in the boiler exhaust, so that the exhaust temperature is reduced from 260℃ to 70℃, improving the efficiency of the boiler, thus achieving the purpose of energy saving and reduction of consumption.

Image: Natural Gas Boiler

4. SAFETY AND ENVIRONMENTAL PROTECTION

Case: RemeGen Uses Ground-source Heat Pump System for High Energy Efficiency

To better achieve goal of energy conservation and consumption reduction, the air conditioning systems in all buildings of the Company primarily utilize cooling and heating energy from multiple ground-source heat pump systems. Classified as national level-1 energy efficiency equipment, these ground-source heat pump systems leverage the stable energy exchange from the ground, supplemented by electricity, and they are equipped with closed-loop insulation measures to enhance energy conservation. Compared to conventional chiller units in cooling mode, they achieve a 36% energy savings. The ground-source heat pump systems supply both the North Park and South Park, covering an area of approximately 250,000 square meters. Additionally, geothermal energy, as a renewable clean energy source, reduces the need for refrigeration equipment and refrigerants, thereby lowering greenhouse gas emissions such as carbon dioxide.

Image: Ground-source Heat Pump System for High Energy Efficiency

RemeGen organizes staff to receive trainings to improve their awareness of energy saving and consumption reduction. The Company organizes monthly training sessions for leaders of all departments and lean manufacturing project participants to share and exchange experience in lean manufacturing. We report and discuss the lean manufacturing projects and progress of each department and give optimization advice, and share the experience and training of the completed projects by PPT presentation. In May 2024, the Company organized members of each department to carry out training on the content of ISO 50001 energy management system and the concept of energy saving and consumption reduction management. By clarifying the energy consumption targets and assessment indicators of each department, the Company's energy management structure and implementation methods, studying the energy management system and energy saving and consumption reduction related documents, etc., the staff's awareness and ability of energy saving and consumption reduction have been further improved.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Table: Energy Consumption in RemeGen

Indicators	Unit	2022	2023	2024
Purchased electricity	kWh	44,574,702.8	66,055,006.4	70,663,158.4
Purchased heat	MkJ	125,868.86	290,390.9	192,558.0
Gasoline	tonne(s)	/	28.20	18.08
Diesel	tonne(s)	/	13	/[7]
Comprehensive energy consumption	tce	9,877.56	18,265.16	15,280.00
Comprehensive energy consumption intensity	tce/revenue of RMB ten thousand	0.13	0.17	0.09

Management of water

RemeGen strictly complies with the *Water Law of the People's Republic of China* and other national laws and regulations, and has formulated systems such as the *Water Use Measurement Management System*, the *Electricity and Water Conservation Management System*, and the *Energy Measuring Apparatus Configuration and Management System*, etc. The Company has realized the saving of water resources by improving the way of water intake, lowering the frequency of water intake, and utilizing the recycling device.

Water Management Objectives of RemeGen	• Reduce water cost per unit of product by 5% compared to 2023.

Table: Water Conservation Initiatives of RemeGen

Monitoring and analysis	Deploy an energy management system software to monitor water usage and analyze data, enabling the investigation of consumption exceeding specified quotas and the development of targeted corrective action plans, thereby optimizing the rational allocation and utilization of water resources.
Retrofitting to save water	Optimize processes by increasing the cooling point temperature of water for injection within permissible operational and technical parameters while simultaneously reducing instances of water for injection supply shortages. This initiative has achieved annual cost savings of approximately RMB43,100 for water resources, including chilled water, purified water, and water for injection.
	Reduce purified water storage and sterilization cycles, and reduce industrial steam and related consumable losses, resulting in annual savings of approximately RMB183,110 in disinfection and sterilization costs and industrial steam consumption costs.

[7] In 2024, the Company did not use the standby generator for an extended period of time, and therefore the consumption was zero.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Table: Water Consumption of RemeGen

Indicators	Unit	2022	2023	2024
Consumption of fresh water	tonne(s)	407,176.67	694,042.91	821,625.00
Consumption of reclaimed water	tons	26,000	52,000	70,542
Water consumption intensity	tonne(s)/revenue of RMB ten thousand	5.3	6.35	5.20

Use of Packaging Materials

Guided by the principles of "Reduce, Reuse, Recycle and Replace", RemeGen controls the use of packaging materials in various aspects such as the source of procurement, use process, recycling and reuse to avoid wastage of packaging materials. In 2024, RemeGen used a total of 61.19 tons of packaging materials, with the intensity of packaging materials per unit amounting to 0.36 kg/revenue of RMB ten thousand.

Packaging specification optimization	Replace large packages with smaller packages of materials to reduce the consumption of packaging materials.
Precision procurement strategy	Submit request for procurement and purchase packaging materials strictly based on market developments and clinical needs. Reduce package waste by assessing anticipated usage in advance of package changes.
Inventory management norms	The production material requisition process adheres to the "First-In, First-Out" principle to avoid excessive accumulation of packaging materials in warehouses. When requisitioning materials, only the necessary packaging materials required for the current batch are requisitioned, and any remaining unused materials are promptly returned to the warehouse after completion of production.
Employee skills enhancement	Strengthen the staff operation skills training to prevent the waste of packaging materials due to improper operation.
Equipment maintenance guarantee	Conduct regular maintenance and repair of the production line equipment to maintain the stable operation of the equipment to reduce the waste of packaging materials caused by equipment failure.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Recycling

The Company actively carries out "Lean Manufacturing" initiative to realize the goal of circular economy. The Company establishes a lean manufacturing team and a lean manufacturing office to implement energy saving and emission reduction policies from the top down, and encourages all employees to actively participate in realizing the goal of circular economy. The Company will rate the effectiveness of the projects, and according to the different ratings, we will give extra points and cash incentives for the performance appraisal of the implementable projects adopted.

Table: Circular Economy Initiatives of RemeGen

Energy recovery and reuse	Two water source heat pump units were procured to recover 363,175KW of waste heat from the condensate of the water tank, and the recovered heat was released into the hot water supply in the ground-source heat pump system to realize the effect of heat recovery and heat reuse.
	By optimizing the SIP procedure of Kaisen liquid dispensing system, the problem of condensate residue after sterilization of storage tanks was solved and the total sterilization time was shortened. This project reduces compressed air purge time, reducing compressed air usage and industrial steam consumption.
	Reduce the cost of line cleaning sterilization used in the media preparation phase by customizing finished lines. Annual savings of approximately RMB516,000 was realized in sterilization labor, materials and industrial steam consumption.
Water recycling and reuse	The South Park utilizes a water recycling device to centrally recycle wastewater generated from the water production system into the reverse osmosis system for re-preparation, and the prepared purified water is used again for make-up water for cooling towers, ground-source heat pumps, and other equipment; and the North Park recycles concentrated water to the raw water tanks through a water-machine membrane. In 2024, approximately 70,542 tons of water was recycled.
	Using a steam condensate recovery unit, the condensate generated from the operation of the entire production process equipment is recovered and returned to the boiler water, with a total of approximately 25,939 tons of condensate recovered.

4. SAFETY AND ENVIRONMENTAL PROTECTION

4.2.4 Green Office

In its daily operation, RemeGen carries out the concept of green office and low-carbon life in depth, endeavors to eliminate the waste of energy and resources, and is committed to becoming a leader and promoter in the field of green office. Through publicity and education, the Company guides its employees to enhance their awareness of green office and standardize their green office practices.

In terms of office mode innovation, the Company vigorously pursues electronic and paperless office mode. The Company will optimize the manual filling process of production record batch number to edoc2 system watermark printing, which effectively reduces the writing errors. While realizing cost reduction and efficiency, it has strongly promoted the green office process.

In terms of energy saving and emission reduction, the Company has taken a variety of effective measures. LED lighting fixtures are used in all office areas, and sound-controlled lighting equipment is installed in corridors, connecting passages, and machine rooms where there is little movement of people to realize precise control of lighting energy consumption. The Company's dormitory building adopts a solar centralized hot water supply system to provide employees with 24-hour hot water at a constant temperature, significantly reducing traditional energy consumption. In addition, the Company also posts water-saving signs and advocates public transportation, supporting green development in all aspects.

4.2.5 Climate Change

RemeGen has incorporated climate action into its corporate sustainable development strategy. Based on the TCFD (Task Force on Climate-related Financial Disclosure) framework guidelines, and taking into account its own business characteristics, RemeGen has systematically carried out a climate risk and opportunity assessment, and analyzed in-depth its potential impact on its operation mode and strategic layout.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Table: Climate Change-related Transition Risks of RemeGen

Risk category	Risk description	Risk response
Policy and legal risks	1. The advancement of national commitments to climate-related agreements has resulted in evolving greenhouse gas emissions policies and regulatory measures. Carbon prices are likely to rise, and companies will need to invest additional resources in adapting to regulatory changes and avoiding compliance risks such as lawsuits and administrative penalties. 2. Under intensified pollution control measures during heavy smog episodes, stricter carbon emission restrictions and enhanced oversight of suppliers by environmental authorities could result in delayed raw material deliveries. This disruption may adversely affect production of the Company, leading to revenue decline.	1. Closely track the dynamics of environmental protection policies and regulations at home and abroad, establish a professional research team to interpret policy changes and formulate response strategies in advance. 2. Conduct regular compliance reviews of the Company's operational activities to ensure that the business meets regulatory requirements.
Technology risk	1. The rapid development of environmental protection and energy-saving technologies has resulted in higher operating costs and greater financial pressure on the Company as it purchases environmental protection equipment and implements low-carbon transformation. 2. Transitioning to low-carbon operations requires substantial investment in energy-efficient equipment, clean energy, and low-carbon production technologies. 3. Due to the demand for low carbon technology, some of the Company's existing equipment may have a shortened useful life, early retirement and other asset impairment.	1. Implement low-carbon and energy-saving measures in all aspects of the Company's operations to reduce carbon emissions. 2. Optimize business processes and implement green manufacturing and lean management models. 3. Prioritize energy-saving and environmentally friendly options when purchasing new equipment, and actively explore clean energy alternatives to expand the proportion of clean energy use.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Risk category	Risk description	Risk response
Market risk	1. The trend towards a low-carbon economic transition has increased customer attention to the carbon footprint of the value chain. Failure of the Company to capitalize on demand and adjust in a timely manner could result in damage to revenue and market share. 2. The Company is exposed to the risk of changes in market demand as a result of changes in the incidence and distribution of diseases due to climate change and fluctuations in consumer demand for pharmaceutical products. 3. Extreme weather affects the stability of international trade, and when the supplier's raw materials are involved in many countries and places, the Company may encounter problems such as changes in trade rules, exchange rate fluctuations, and increases in logistics costs, resulting in higher raw material costs and increased product production costs.	1. Strengthen market research to understand customers' needs for low-carbon products and services, and make timely adjustments to product and business strategies. 2. Establish a mechanism for monitoring the dynamics of market demand, pay attention to the impact of disease changes on the pharmaceutical market, and allocate resources to the research and development and promotion of new products in advance. 3. Optimize supply chain management and establish long-term stable partnership with suppliers. Mitigate trade risks and reduce cost fluctuations and exchange rate risks by signing long-term contracts and hedging.
Reputational risk	1. Public attention to climate change and environmental protection is on the rise. The Company's low-carbon transformation is under the scrutiny of many parties, and a poor response or poor performance in environmental protection and social responsibility could affect its public image and lead to loss of revenue. 2. Stakeholders expect the Company to achieve a low-carbon economy. Failure to meet expectations on climate change targets can lead to a decrease in the value of the Company and an increase in the cost of capital.	1. Enhance information disclosure and fully and accurately disclose the Company's low-carbon transformation, environmental protection measures and fulfillment of social responsibilities to stakeholders through various channels. 2. Strengthen communication with all stakeholders, organize regular communication meetings to collect feedback, and adjust the Company's strategy based on the feedback. 3. Actively participate in social activities to establish a good corporate image.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Table: Climate Change-related Physical Risks of RemeGen

Risk category	Risk description		Risk response
Acute risk	Typhoon	1. Damage the Company's infrastructure and equipment, disrupt normal operations and threaten employee safety. 2. Suppliers are affected and become unable to deliver on time, resulting in business interruption, which in turn leads to a decline in the Company's operating income.	1. Establish an all-round monitoring and early warning system: close attention is paid to weather forecasts. In the event of extreme weather events, timely alerts are issued. At the same time, actively communicate and liaise with the relevant departments of the place where the Company operates to obtain the latest disaster warning information. Develop an early warning system to realize early detection and early warning of risks. 2. Strengthen emergency management and response capabilities: carry out regular inspections and formulate emergency plans. Regularly organize emergency drills to enhance emergency response capabilities to ensure a rapid and effective response in the event of a disaster and to safeguard the safety of employees and the continuity of the Company's operations. 3. Optimize supply chain risk management: formulate a supply chain continuity plan, fully consider the climate change-related risks of upstream and downstream suppliers, reduce the risk of interruption of raw material supply due to the climate impact on suppliers, and safeguard the stability of the Company's production and operation. 4. Continuously enhance response awareness and capability: regularly organize climate change risk response training for all employees of the Company to enhance their awareness of and ability to respond to various types of risks.
	Extreme waterfall and flood	1. Obstruct traffic, and damage existing equipment and facilities, thus affecting normal production, product transportation and sales. 2. Affect the stable supply of raw materials for products. Suppliers may not be able to deliver on time, resulting in business interruption and a decline in the Company's revenue.	
	Heavy rain, and heavy snow	1. Secondary disasters such as power outages and urban flooding may be triggered, which may adversely affect the Company's operating locations, raw material storage and product inventory, resulting in the risk of loss of assets or interruption of business operations.	

4. SAFETY AND ENVIRONMENTAL PROTECTION

Risk category	Risk description		Risk response
Chronic risk	Sea level rise	1. Damage infrastructure equipment and threaten employee safety. 2. Affect the normal production and supply of suppliers, leading to a tight supply of raw materials, which results in a decline in the Company's revenue.	1. Comprehensively consider local climate risks and geographic location in site selection to avoid potential risks from natural disasters. 2. Reinforce protective measures for operating sites in coastal areas, such as the construction of protective dykes. 3. Assess temperature changes in a timely manner and adjust cold chain transportation conditions to ensure stable storage and transportation. 4. Replace more efficient heating and cooling systems and track and analyze energy consumption trends annually. 5. Provide employees with paid time off or flexible work arrangements during hot weather.
	Warming and temperature rise	1. More energy is consumed to regulate the temperature of the production premises. 2. Additional subsidies and insurance costs are required to ensure the health of employees in a hot environment. 3. The Company experiences increased costs in cold chain logistics storage and transportation. 4. Affect the normal production and supply of raw material suppliers, which even leads to business interruption, thus resulting in increased operating costs.	

4. SAFETY AND ENVIRONMENTAL PROTECTION

Emission Reduction Targets

RemeGen actively responds to the initiative of the *Paris Agreement*. The Company attaches great importance to the management of greenhouse gases, and establishes a perfect system of carbon emission statistics, monitoring and disclosure. The Company promotes energy saving and emission reduction with practical measures, contributing to the goal of "carbon peaking and carbon neutrality" with concrete actions, which demonstrates the Company's commitment to responsibility.

RemeGen Carbon Emission Reduction Target	• 2020–2025: With no increase in total GHG emissions, CO_2 emissions decrease by 0.6% per year to reach the target of a 3.1% reduction in total emissions by 2025 compared to 2020. • 2025–2030: CO_2 emissions decrease by 0.4% per year to reach the target of a 3% reduction in total emissions by 2035.

Table: RemeGen GHG Emissions

Indicators	Unit	2022	2023	2024
Scope 1 direct GHG emissions	tco_2e	0	95.77	54.15
Scope 2 indirect GHG emissions	tco_2e	39,551.55	70,100.00	59,099.23
Total GHG emissions	tco_2e	39,551.55	70,195.76	59,153.38
GHG emission intensity	tco_2e/revenue RMB ten thousand	0.52	0.65	0.34

5. EMPLOYEES AND COMMUNITY

RemeGen believes that talent is the core of enterprise development. The Company continues to optimize the talent management mechanism, protects the legitimate rights and interests of employees, establishes a clear promotion path and a diversified training system, builds a broad platform for the growth and career development of employees, and actively carries out social charity activities to contribute to the society with actions.

5.1 TALENT MANAGEMENT

RemeGen recognizes that talents are the foundation of the Company's sound development. In order to successfully attract high-potential talents, the Company focuses on compliant recruitment and employment, provides competitive salary packages and a rich variety of non-compensation benefits, guarantees smooth democratic communication among employees, and creates an equal and diversified working environment.

5.1.1 Equal Employment

RemeGen strictly complies with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China* and other relevant laws and regulations, and continuously improves the internal rules and regulations such as the *Recruitment and Employment Management Regulations*, the *Resignation Management Regulations*, and the *Labour Management Regulations*, and adheres to the principles of equal pay for equal work and equal treatment in the areas of employee hiring, compensation and benefits, and career development and promotion, so as to ensure the compliance of the recruitment and use of labor of the Company with laws and regulations.

RemeGen prohibits any form of child labor and forced labor and strictly examines candidates' identification documents to ensure that no recruitment violations occur. In order to create a compliant and safe workplace, the Company prohibits any form of harassment, including physical, mental, verbal, and sexual harassment, and will impose severe penalties once improper behavior is detected. During the Reporting Period, there were no incidents of child labor or forced labor.

RemeGen upholds equal and diverse recruitment guidelines, leveraging multiple recruitment channels and methods to build a high-quality talent pool supporting R&D, commercialization, and internationalization efforts. When recruiting employees, candidates are considered in a comprehensive manner and are not treated differently on the basis of gender, age, religious beliefs, race, color, ethnicity, geographic location, or disability. In 2024, RemeGen had 1,710 female employees, accounting for 54% of the total number of employees, 94 ethnic minority employees, and five employees with disabilities.

5. EMPLOYEES AND COMMUNITY

Table: Employee Recruitment Channels and Initiatives of RemeGen

Online recruitment system	• Through Moka Recruitment System, collect talent information from all channels, create the Company's talent pool, and prioritize the candidates from the talent pool for new open positions.
Campus recruitment	• Select well-known colleges and universities in each region to carry out campus seminars and two-way selection meetings to attract outstanding graduates and inject fresh vitality into RemeGen. • In cooperation with more than ten famous universities and talent associations at home and abroad, release the recruitment information of young doctoral candidates. During the Reporting Period, the Company had 83 doctoral employees, accounting for 2.6% of all employees.
High-end talent recruitment	• By attending high-end academic conferences in the industry and cooperating with prestigious headhunters, introduce overseas high-level talents in R&D, quality, marketing management and production systems to improve the team's comprehensive strength and international vision.
Internal referral	• The Company's human resources department regularly reviews the developments of internal recruitment and recommended positions, and releases position information through internal announcements, WeChat and other means.

Case: School-Enterprise Cooperation Program Between RemeGen and Binzhou Medical College

In 2024, in order to support the Company's strategic and business development, RemeGen continued to promote the school-enterprise cooperation program with Binzhou Medical College. The Company signed an employment cooperation agreement with the college's graduating students, jointly training 10 outstanding graduates and injecting fresh blood into its talent pool.

Image: School-Enterprise Cooperation Between RemeGen and Binzhou Medical College

5. EMPLOYEES AND COMMUNITY

Table: Employment Details of RemeGen's Employees

Indicator		Unit	2023	2024
Number of employees in total		Person	3,775	3,166
Number of new employees		Person	1,121	550
Number of employees by category	Contract employees	Person	3,561	2,999
	Part-time/outsourced labour/ intern/retiree rehired	Person	214	167
Number of employees by gender	Male	Person	1,674	1,456
	Female	Person	2,101	1,710
Number of employees by age	Below 30	Person	1,466	1,233
	30-50	Person	2,254	1,872
	Above 50	Person	55	61
Number of employees by rank	Management	Person	163	172
	Mid-level staff	Person	743	693
	General staff	Person	2,869	2,301
Number of employees by geographical region	Employees in Mainland China	Person	3,760	3,115
	Overseas, and China's Hong Kong, Macau and Taiwan	Person	15	51
Employees overall turnover rate		%	27.0	45.42
Employee turnover rate by gender	Male	%	34.9	45.67
	Female	%	20.7	45.20
Employee turnover rate by age	Below 30	%	28.6	57.58
	30-50	%	26.3	37.45
	Above 50	%	10.9	44.26
Employee turnover rate by geographical region	Employees in Mainland China	%	27.0	44.94
	Overseas, and China's Hong Kong, Macau and Taiwan	%	26.7	74.51

5. EMPLOYEES AND COMMUNITY

5.1.2 Welfare and Care

Upholding the people-oriented principle, RemeGen has formulated internal management systems such as the *Remuneration Management Regulations* and the *Regulations on Management of Employee Performance Assessment*. The Company continuously improves its compensation and benefits system, regularly reviews industry compensation levels, and adjusts internal salary standards in a timely manner to provide employees with market-competitive remuneration, ensuring the attraction and retention of outstanding talents. To fully implement compensation incentives and performance management, the Company strengthens its internal incentive mechanisms by implementing a variable compensation system for non-managerial and non-sales personnel, closely linking employee appraisal results with performance bonuses. The Company also adjusts performance appraisal indicators and cycles in a timely manner based on actual production and operational conditions to ensure the effectiveness of incentives. At the same time, the Company continues to advance its employee equity incentive plan. During the Reporting Period, the Company adjusted the vesting of its A-share incentive plan and granted a total of 476,600 shares to 144 employees.

RemeGen provides a variety of non-salary benefits for all employees. In compliance with national laws and regulations, the Company provides basic employee benefits such as insurance, vacation and living allowance, cares for the rights and interests of female employees, helps employees in difficulties and extends the scope of benefits to the employees' families so that employees achieve work-life balance, thus comprehensively enhancing the sense of well-being and cohesion of employees. During the Reporting Period, the social insurance coverage of employees reached 100%.

Table: Employee Benefits and Care Measures of RemeGen

Dimension of Care	Specific Measures
Basic safeguards	• Provide insurance and vacation benefits such as paid annual leave, marriage leave, maternity check-up leave, and breastfeeding leave. • Provide welfare benefits such as free shuttle bus, transportation allowance, communication allowance, and lunch allowance. • Establish exclusive health records for employees and conduct annual comprehensive physical examinations. • Provide fully equipped staff apartments and high-grade expert apartments for high-level talents.
Cultural and sporting activities	• Provide employees with sports grounds, including free basketball courts, tennis courts, badminton courts, table tennis courts and free fitness equipment. • Organize regular cultural and sports team activities.
Rights and benefits of female employees	• Breastfeeding leave is provided for breastfeeding employees and a special maternity room is established when employees return to work.
Support for employees in difficulty	• Provide condolences, mental health counseling, and financial support to employees who have experienced family tragedies or illnesses.

5. EMPLOYEES AND COMMUNITY

In 2024, RemeGen actively carried out a series of employee care activities with employees as the core. In order to enrich employees' leisure life, we organized a variety of cultural and sports activities, such as major holiday carnivals, non-heritage handicrafts, and inter-team ball games, to improve their physical fitness and quality of life and create a healthy and happy working atmosphere. At the same time, we enhanced employee care investment in employee life protection, life care, medical and healthcare, team building, etc. As of the end of the Reporting Period, employee care investment totaled RMB12,368,300.

Case: RemeGen Care Training Activity for Female Employees

In 2024, RemeGen specially organized female care training activities on International Women's Day. The Company invited professional etiquette experts and florists to provide training on workplace business communication and floral art for female employees to help them improve their personal skills and professional competence, while demonstrating the Company's commitment to welfare and care for female employees.

Image: Scene of Floral Training for Female Employees

5. EMPLOYEES AND COMMUNITY

Case: RemeGen Organizes Cultural Bazaar to Celebrate Chinese New Year

In 2024, RemeGen organized a cultural event – the Chinese New Year Cultural Bazaar themed on "Build Momentum! Take off! RC Dragon! - Take off 2024!". Through bazaar-style activities and interactive games, the Company created a strong festive atmosphere, encouraging employees to participate in it and enhancing their sense of identity with RemeGen's culture.

Image: Scene of the Cultural Bazaar to Celebrate Chinese New Year

5. EMPLOYEES AND COMMUNITY

Case: RemeGen Organizes a Ball Match

In 2024, RemeGen Medical Park and Human Resources Center jointly initiated the first RemeGen Medical Park Badminton Team Match. All badminton enthusiasts in the Company contacted each other to form teams and participate in the match together, which promoted communication and exchange among employees while exercising and exemplified the Company's culture of positivity, unity, and collaboration.

Image: Scene of RemeGen Medical Park First Badminton Team Match

5. EMPLOYEES AND COMMUNITY

5.1.3 Democratic Communication

RemeGen fully respects the right of employees to democratic communication and decision-making. The Company continues to improve the multi-level communication mechanism, establishes a variety of communication channels such as employee representative meeting, suggestion boxes and staff satisfaction surveys to guarantee the effectiveness of information transmission, and encourages employees to actively express their opinions and listens to their real demands. During the Reporting Period, we held the First Session of the Third Trade Union Congress of GemeGen, in which the members of the Third Trade Union Congress and the Auditing Committee were elected. The newly elected committee members will uphold a service-oriented mission to comprehensively safeguard employees' democratic rights.

Table: Employee Communication Mechanisms and Channels of RemeGen

Employee representative meeting	• Establish an internal consultation mechanism to regularly solicit proposals on major issues related to the immediate interests of employees. • After the Trade Union Congress examines and files the case, convene an employee representative meeting to fully consult the representatives of the Trade Union Congress and employees, and reach a unanimous decision on the resolution and implement the same.
Suggestion box	• Regularly collect employee complaints and suggestions, and provide internal communication and whistle-blowing channels to make sure the channels are kept open for employees expressing their appeals.
Satisfaction survey	• Keep track of employee satisfaction, listen to employee opinions, and conduct specific optimization and improvement.
Employee assessment	• Conduct 360 -degree employee evaluations to collect feedback through multiple dimensions such as employees, coworkers, and subordinates.
Employee partnership	• Assign key departmental personnel as mentors to facilitate new employees' rapid integration into their roles and the organizational culture.
Cross-sectoral communication	• Regularly organize collaborative departments to focus on key tasks and issues for cross-sectoral communication and information sharing. • Participate in business region meetings and communicate with front line employees and managers.

5. EMPLOYEES AND COMMUNITY

Case: RemeGen Conducts 360 Assessments for Middle and Grassroots Managers

In 2024, RemeGen conducted 360 assessments for middle and grassroots managers, combining online surveys with offline interviews. Evaluations focused on peer and subordinate feedback, involving 238 peers (managers and directors) and 349 subordinates (supervisors, managers and directors), with 295 and 1,297 participants respectively. The 360 assessments break down the traditional hierarchical barriers, help managers to deeply understand their own role and influence, and promote communication and exchange among employees.

RemeGen establishes a smooth and confidential formal complaint procedure, which requires strict confidentiality of the complainant and information regarding his/her complaint. The Company adopts necessary means to protect the complainant's personal safety and legitimate rights and interests. At the same time, the Company clarifies the employee performance complaint process in accordance with the *Employee Performance Management System* to ensure the smoothness and compliance of employee complaints.

Table: Employee Complaint Mechanism of RemeGen

Formal complaints	• The complainant submits the complaint (orally or in writing) to his/her immediate supervisor. • The immediate supervisor shall investigate, verify and address the complaint in a timely and diligent manner.
Escalation of complaints	• If not satisfied with the outcome, the complainant may appeal to the head of the department, who will contact the complainant as a matter of urgency to listen to his/her views and resolve the issue with his/her immediate supervisor. • If the issue remains unresolved, the complainant may file a complaint with the Human Resources Department, which will actively contact the complainant to hear the complaint and investigate and verify the situation.

In order to create a better working environment and experience, RemeGen regularly carries out satisfaction surveys on all employees, comprehensively listens to the voices of employees, understands the real demands and expectations of employees, identifies potential problems in the management, and improves the satisfaction and sense of belonging of employees through effective management measures. In 2024, the Company carried out a total of two satisfaction surveys covering all employees in Yantai. The surveys involved restaurant services, shuttle bus services and other basic needs of employees, and the survey results show that employees are highly satisfied with the restaurant dishes, bus needs and other aspects.

5. EMPLOYEES AND COMMUNITY

5.2 EMPLOYEE DEVELOPMENT

RemeGen attaches great importance to talent cultivation, constantly improves the talent promotion and training system, and builds a platform for employees' career development and self-growth. While meeting employees' development needs, RemeGen creates a solid talent pipeline for its sustainable development.

5.2.1 Employee Promotion

Based on the career development needs of employees and the actual operation of the Company, RemeGen formulates career path management measures, establishes a fairer and more transparent promotion evaluation system, continuously optimizes the promotion process, provides a more unimpeded career development channel to provide employees with equal promotion opportunities and development space.

Table: Employee Promotion Assessment Mechanisms of RemeGen

For non-marketing personnel	• The Company conducts daily appraisal and annual appraisal through an efficient work system, regularly follows up the real-time progress of performance targets and provides performance coaching-related consulting services to department management personnel, ensuring objective, fair, and well-communicated performance management.
For marketing personnel	• The Company sets up corresponding appraisal and incentive mechanism according to the grades of employees and directly links the assessment results with bonuses through quarterly appraisal to ensure effective incentives are provided in a timely manner.
For marketing personnel with high performance	• The Company formulates the high potential talents programs such as "Honor Star" and "Honor New Star" to create a precise and targeted training model.
For middle and senior level personnel	• The Company sets up equity incentive policy to ensure the long-term stable development of outstanding employees.

5. EMPLOYEES AND COMMUNITY

In order to effectively implement the career path management system, the Company carries out career development-related training and organizes talent inventory, aiming to maximize its management effectiveness in the selection, employment, development and retention of talents. In 2024, the Company evaluated current ranks of employees based on their work experience and past performance, conducted preliminary grading, and optimized human resource allocation to strengthen talent pipeline development.

Case: RemeGen Hosts Career Development Seminar

In 2024, RemeGen organized career development seminars for the commercialization system and the R&D system both online and offline to provide explanations on the career path management system, covering the production, R&D, quality, project, clinical system and Shanghai R&D Center. A total of nine system seminars were held, attracting 1,297 participants, to enhance the development of the Company's career path.

5.2.2 Employee Training

RemeGen attaches great importance to employee training and development, and formulates a sound training management system and multi-level training and development plan around the Company's strategic objectives and employee development needs. Through the combination of internal and external training, the Company cooperates with RC Growth Academy to carry out special training programs based on the ranks and roles of employees. By encouraging and supporting the employees to improve their academic qualifications and professional skills, the Company aims to enhance enhance the overall quality of the employees and their business ability, thereby developing versatile talents.

5. EMPLOYEES AND COMMUNITY

Table: Employee Training Program of RemeGen

Company Level	Talent Pool Plan Leadership Improvement	Senior management	Talent pool for key positions (senior level)	Leadership, decision making, influence, personalized needs, cultural seminars
		Middle management	Senior managers, directors New managers	Operation management, team management, understanding and recognition of culture
		Junior management	Senior supervisors New supervisors	Competence, role conversion, self-management, employee supervision, understanding and recognition of culture
	General Training Co-cultivation and Internal Transformation	All business departments		Starting off by solving existing problem, human resource department cooperates with each department to conduct training on our business system on a priority-focused, as needed and step-by-step basis
		Competence on core business		
	Improvement on Professional Quality of All Employees	Learning and improvement mainly targeted at general staff		Conducting trainings on general skills including employee professionalism, professional etiquette, teamwork and time management
	New Employee Training during the Probation Period	Headquarters	All departments	Analyzing system, optimizing and improving procedures, facilitating integration of new employees
		Expatriates	Beijing, Shanghai	Organizing training for new employees in base area and establishing a practical course system.
		Marketing	Sales and marketing employees	Creating the training system tailored for new hires of marketing
				Improving training and management system for new hires of sales and marketing
Department Level	Profession/ Position Skills	Employees from the department		Completing trainings on profession and position skills required by the department and pre-job assessment
				Trend on industrial regulation/system and update on the latest knowledge empowerment
		Development plan for new employees		Position responsibility and working procedure
				Implementing mentor system to provide guidance and experience to new employees
		Improving competence		Integrating quality resources for internal/ external sharing, improving competency

5. EMPLOYEES AND COMMUNITY

In 2024, RemeGen gradually improved its employee training system and customized special training courses for different types and ranks of employees, including general courses, training courses for junior managers, training courses for middle and senior managers, and professional courses for skilled personnel, so as to provide opportunities for all employees to grow and develop their skills.

Table: Employee Training System of RemeGen

New employee orientation	• Conduct monthly systematic training for new employees to help new employees master the work system and knowledge, and quickly become competent for their position; • Conduct online live-streaming training periodically depending on the number of new marketing employees.
General skill training	• Provide online general skills upgrading training for all employees, with strict control of the training audience, form and content accuracy to ensure that the courses meet the needs of the trainees.
Manager competency enhancement training	• Organize the middle and senior management to study the *Responsibility of Managers in the Corporate Culture*; • The "Eagle Program" is a training program for newly promoted supervisors to help junior managers improve their job competency.
Growth academy training	• The Production & Quality Academy organizes intermediate management course training covering various areas such as production management, quality management, material management, lean manufacturing, etc. to enhance participants' professional knowledge and practical skills in production and quality; • Clinical R&D & Registration Academy organizes professional courses for all employees, covering the latest regulations, clinical pharmacology, clinical trial data statistics, clinical trial audit, registration research, pharmacovigilance and other areas of topic sharing to enhance the professional ability and comprehensive quality of clinical R&D and registration position holders.
RemeGen cloud learning platform	• Build the newcomer academy program for Oncology Business Unit and Immunology Business Unit, and count, analyze and feedback trainee learning data at the end of each month.
External training	• The expatriate training missions include business skills upgrading, certification training for operational licenses, GCP and other professional skills training; • Select key personnel for external training; • Doctoral (Postdoctoral) scholarly presentation activities.

5. EMPLOYEES AND COMMUNITY

Case: RemeGen Builds RC Cloud Academy Learning Platform

In 2024, RemeGen built a newcomer academy program for the Oncology and Immunology Business Unit, deploying professional knowledge courses and assessment systems to a cloud-based platform, where newcomers are required to complete all courses and assessments. As of the end of the Reporting Period, the program had trained a total of 342 newcomers. RC Cloud Academy online learning platform has added 557 new courses during the year, with 131 projects released, and 6,581 participations, helping newcomers of RC to grow rapidly.

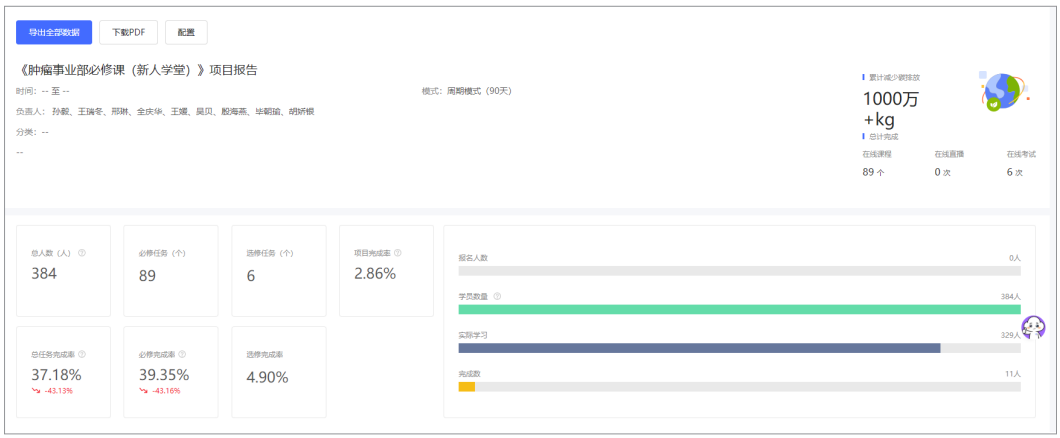


Image: Newcomer Classroom Learning Report

5. EMPLOYEES AND COMMUNITY

Case: Doctoral and Postdoctoral Academic Training and Sharing Activities of RemeGen

In 2024, Postdoctoral Research Station of RemeGen organized a series of doctoral (post-doctoral) academic report activities themed on "Gathering Talents in RemeGen, Shaping the Future Together" to share the latest research results and academic experience aiming to foster a strong academic atmosphere. During the Reporting Period, the Company organized a total of three activities, which effectively broadened the academic horizons of the scientific researchers and cultivated the strength of the Company's innovation-driven development.

Image: Doctoral (post-doctoral) Academic Sharing Event Scene

5. EMPLOYEES AND COMMUNITY

Case: "Honor New Star Program" of RemeGen for High Potential Talents

In 2024, the Company formulated the "Honor New Star" program for outstanding high-potential employees, providing a platform and opportunities for high-potential talents to communicate and learn through exchanges and discussions on the Company's culture, professional competence training, and reviews by business leaders, etc. This program covered 23 high-potential talents. During the Reporting Period, the Company carried out "Management Skills Cultivation for High-Performance Teams" themed training for "Honor Stars", so that they could learn specialized theoretical tools to help management build high-performance teams. This training covers the first-line and middle managers of the Company, helping the management to improve their management ability.

Image: "Honor Star" Training Scene

By the end of the Reporting Period, a total of 3,007 people had participated in the trainings in RemeGen, with a training coverage rate of 94.9% and an annual training investment of RMB247,700.

5. EMPLOYEES AND COMMUNITY

Table: Employee Training of RemeGen

Indicator		Unit	2023	2024
Total number of employees participating in training		Person	3,293	3,007
Total training hours		Hour	56,464	31,271
The percentage of employees trained		%	87.2	94.9
The percentage of employees trained by gender	Male	%	45.2	46
	Female	%	54.8	54
The percentage of employees trained by title	Management	%	2.6	4.2
	Middle-level employee	%	21.3	21.7
	General employee	%	76.1	74.1
Average training hours per employee trained		Hour	17.1	10.4
Average training hours per employee by gender	Male	Hour	17.6	10.3
	Female	Hour	16.8	10.4
Average training hours per employee by title	Management	Hour	9.8	10.4
	Middle-level employee	Hour	24.0	10.39
	General employee	Hour	15.5	10.39

5. EMPLOYEES AND COMMUNITY

5.3 COMMUNITY CARE

RemeGen actively fulfills its social responsibilities. The Company prioritizes more accessible healthcare, further deepens development in the field of rare diseases, promotes the systematic construction of patient education activities, and is based on the strategic goal of comprehensive rural revitalization. In addition, we encourage our employees to participate in volunteer activities to contribute to the harmonious development of society. In 2024, RemeGen's cumulative expenditures for charitable donations totaled RMB12,769,500.

5.3.1 Access to Healthcare

As an innovative biopharmaceutical company, RemeGen adheres to its mission to promote healthcare accessibility. By focusing on the world's most cutting-edge scientific and technological research and actively conducting research and development and collaboration on high-quality innovative medicines, the Company provides more valuable and innovative therapeutic solutions, and is committed to filling the clinical gaps in the field of major disease treatment.

During the year, the Company made significant progress in the field of rare disease treatment, especially in the treatment of rare diseases such as myasthenia gravis, bringing new therapies and hope to patients with rare diseases.

Table: RemeGen Product Indications

Products	Indications
Telitacicept	• In 2021, the marketing application of a new drug for systemic lupus erythematosus was conditionally approved for marketing in China as an urgently needed clinical drug with outstanding clinical value through the priority review and approval process, and the drug was included in the national catalog of medicines covered by medical insurance. • In 2024, rheumatoid arthritis indication was approved for marketing. • In 2024, myasthenia gravis indication marketing application was accepted by the Center for Drug Evaluation of the National Medical Products Administration, and was included in the priority review and approval process. • In the future, the Company will continue to promote the research and treatment of various rare diseases such as neuromyelitis optica spectrum disorder, IgA nephropathy, primary Sjögren's syndrome, and generalized myasthenia gravis.
Disitamab vedotin	• In 2021, the indications of gastric cancer and uroepithelial cancer were approved by National Medical Products Administration for marketing and sales, and the drug was included in the national catalog of medicines covered by medical insurance. • In 2024, the marketing application of the indication of HER2-positive breast cancer with liver metastasis was accepted by the Center for Drug Evaluation of the National Medical Products Administration and included in the priority review and approval process.

5. EMPLOYEES AND COMMUNITY

Case: RemeGen Facilitates Legislation for Rare Diseases during the "Two Sessions"

RemeGen is committed to promoting the policy formulation and industry development in the field of rare diseases, and has been putting forward proposals and motions on accelerating the legislation on the management of rare disease diagnosis and treatment for many years to ensure that patients with rare diseases can receive timely and effective treatment. In our daily R&D process, we are deeply involved in global initiatives to help realize the ambitious goal of eliminating, eradicating and controlling diseases, and we actively carry out public welfare activities.

Case: RemeGen Donates Drugs to Patients with Rare Diseases

In 2024, RemeGen and Yantai Red Cross initiated a number of drug donation activities. We initiated an emergency assistance mechanism for two patients with rare diseases from Chongqing, donating 96 vials of Telitacicept, which can cover the patients' six-month course of treatment, with a total value of RMB312,000. By expanding the inclusive coverage of healthcare, the Company aims to bring confidence and courage to more patients and families in combating diseases, highlighting RemeGen's mission and responsibility of "Creating Clinical Value".

Image: Donating Emergency Medicines to Patients with Systemic Lupus Erythematosus

5. EMPLOYEES AND COMMUNITY

5.3.2 Patient Education Activities

Embracing a patient-centered approach, RemeGen actively carries out patient education and support activities, with a focus on the actual needs of patients in the treatment and prevention of diseases. Through a variety of forms such as health science, screening and diagnostics, free medical consultations, and volunteer services, we help patients rekindle their confidence in recovery. We also adopt various paths, such as media dissemination, to enhance the awareness and care of the community for patients with diseases, and to convey warmth and hope to patients.

Case: RemeGen Holds Urological Health Day offline salon themed "Cancer Cannot Hide, Walk with Light"

In 2024, RemeGen's public welfare initiative titled "Cancer Cannot Hide, Walk with Light"—a June 16 Urological Health Day offline salon combined with the premiere of the public welfare short film *Summer of Hope* – was officially launched. Through vivid storytelling and nuanced emotional expression, the film authentically portrays the resilience and optimism of patients while raising awareness about urological health, sparking widespread societal attention toward cancer patients.

Image: Urological Health Day Event

5. EMPLOYEES AND COMMUNITY

Case: "Love & Care Companion" Patient Support Program of RemeGen

In 2024, RemeGen collaborated with charitable foundations and medical experts to launch the "Love & Care Companion" Patient Support Program, organizing public health education campaigns, free medical consultations, and expert live-streaming sessions. The initiative covered multiple cancer types, including urothelial carcinoma and gynecological tumors, empowering patients with knowledge on cancer prevention and health management while facilitating access to precise, high-quality medical services.

Image: Scene of "Love & Care Companion" Patient Support Program

5.3.3 Rural Revitalization

RemeGen aligns its actions with national policies on comprehensive rural revitalization. By continuously organizing rural assistance initiatives such as supporting underprivileged children and promoting agricultural development, the Company enhances rural economic development and community well-being, contributing to to the comprehensive revitalization goals of thriving industries, eco-friendly habitats, cultural enrichment, effective governance, and prosperous livelihoods in rural areas. During the Reporting Period, RemeGen allocated RMB20,000 to rural revitalization efforts, benefiting 200 individuals.

Case: RemeGen Supports Rural Revitalization Activities in Yantai Huang-Bohai Sea New Area in 2024

In 2024, RemeGen supported the specialized agricultural development of Mengjia Village in Chaoshui Town, Yantai Huang-Bohai Sea New Area to boost its fruit industry growth. The Company procured approximately RMB20,000 worth of locally produced goods aligned with rural revitalization goals and provided an additional RMB20,000 in daily necessities such as rice, flour, and cooking oil to assist villagers. These efforts directly contributed to the economic advancement of Mengjia Village, Chaoshui Town.

5. EMPLOYEES AND COMMUNITY

Case: "RC Caring Mothers Team" of RemeGen Visits Impoverished Children

In 2024, RemeGen actively responded to the "Caring Mothers" initiative launched by the Women's Federation of Yantai Economic and Technological Development Zone by promptly establishing the "RC Caring Mothers" team and formulating a "Six Ones" visit plan to deliver warm greetings and essential supplies to underprivileged children, demonstrating care for their healthy growth.

Image: RC Caring Mothers Team Visiting Underprivileged Children

6. APPENDIX

a) HKEX ESG REPORTING GUIDANCE INDEX

Indicator	Details	Chapter
Mandatory Disclosure Indicators		
Governance Structure		
A disclosure of the board's oversight of ESG issues.		1.4.1 ESG Management System
The board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses).		1.4.3 Determination of Double Materiality Issues
How the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.		1.4.2 Stakeholder Communication
Reporting Boundary		
A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change		About This Report
"Comply or explain" Indicators		
A. Environmental		
Aspect A1: Emissions		
General Disclosure		
A1.1	The types of emissions and respective emissions data.	4.2.2 Emission Management
A1.3	Total hazardous waste produced (tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	4.2.2 Emission Management
A1.4	Total non-hazardous waste produced (tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	4.2.2 Emission Management
A1.5	Description of emissions target(s) set and steps taken to achieve them.	4.2.2 Emission Management
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	4.2.2 Emission Management

6. APPENDIX

Indicator	Details	Chapter
Aspect A2: Use of Resources		
General Disclosure		
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).	4.2.3 Resource Management
A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility).	4.2.3 Resource Management
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	4.2.3 Resource Management
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.	4.2.3 Resource Management
A2.5	Total packaging material used for finished products (tonnes) and, if applicable, with reference to per unit produced.	4.2.3 Resource Management
Aspect A3: The Environment and Natural Resources		
General Disclosure		
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	4.2.1 Environment Management System 4.2.2 Emission Management 4.2.3 Resource Management 4.2.5 Climate Change
B. Social		
Aspect B1: Employment		
General Disclosure		
B1.1	Total workforce by gender, employment type (for example, full – or parttime), age group and geographical region	5.1.1 Equal Employment
B1.2	Employee turnover rate by gender, age group and geographical region	5.1.1 Equal Employment

6. APPENDIX

Indicator	Details	Chapter
Aspect B2: Health and Safety		
General Disclosure		
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	4.1.2 Safety Management Targets
B2.2	Lost days due to work injury	4.1.2 Safety Management Targets
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored	4.1.1 Safety Management System 4.1.3 Safety Management Initiatives 4.1.4 Fostering of Safety Culture
Aspect B3: Development and Training		
General Disclosure		
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management)	5.2.2 Employee Training
B3.2	The average training hours completed per employee by gender and employee category	5.2.2 Employee Training
Aspect B4: Labour Standards		
General Disclosure		
B4.1	Description of measures to review employment practices to avoid child and forced labour	5.1.1 Equal Employment
B4.2	Description of steps taken to eliminate such practices when discovered	5.1.1 Equal Employment

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Indicator	Details	Chapter
Aspect B5: Supply Chain Management		
General Disclosure		
B5.1	Number of suppliers by geographical region	2.3.1 Full-process Supply Chain Management
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored	2.3.1 Full-process Supply Chain Management
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	2.3.2 Supply Chain Risk Management
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	2.3.3 Supply Chain ESG Management
Aspect B6: Product Responsibility		
General Disclosure		
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	3.1.2 Full-process Quality Management
B6.2	Number of products and service related complaints received and how they are dealt with	3.2.1 Customer Service Management
B6.3	Description of practices relating to observing and protecting intellectual property rights	3.3.2 Intellectual Property Protection
B6.4	Description of quality assurance process and recall procedures	3.1.2 Full-process Quality Management
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored	3.2.3 Information Security and Privacy Protection

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Indicator	Details	Chapter
Aspect B7: Anticorruption		
General Disclosure		
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	2.2.3 Whistle-blowing Management
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	2.2.3 Whistle-blowing Management
B7.3	Description of anti-corruption training provided to directors and staff	2.2.2 Business Ethics Training
Aspect B8: Community Investment		
General Disclosure		
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	5.3.1 Access to Healthcare 5.3.2 Patient Education Activities 5.3.3 Rural Revitalization
B8.2	Resources contributed (e.g. money or time) to the focus area	5.3.2 Patient Education Activities 5.3.3 Rural Revitalization

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Climate-related Disclosures

Climate-related Disclosures	Governance	Governance	4.2.5 Climate Change
	Strategy	Climate-related risks and opportunities	4.2.5 Climate Change
		Business model and value chain	4.2.5 Climate Change
		Strategy and decision-making	4.2.5 Climate Change
		Financial position, financial performance and cash flows	/
		Climate resilience	/
		Financial impact of climate-related risks and opportunities	4.2.5 Climate Change
	Risk Management	Risk management	4.2.5 Climate Change
	Metrics and Targets	Greenhouse gas emissions	4.2.5 Climate Change
		Climate-related transition risks	4.2.5 Climate Change
		Climate-related physical risks	4.2.5 Climate Change
		Climate-related opportunities	4.2.5 Climate Change
		Capital deployment	/
		Internal carbon prices	/
		Remuneration	/
		Industry-based metrics	4.2.5 Climate Change
		Climate-related targets	4.2.5 Climate Change
		Applicability of cross-industry metrics and industry-based metrics	4.2.5 Climate Change

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b) SSE ESG REPORTING GUIDANCE INDEX

No.	Details of Indicators	Chapter
Response to Climate Change	Article 21 In addition to disclosing the governance, strategy, impacts, risk and opportunity management, metrics and targets related to climate change in accordance with the provisions of Chapter 2 of these guidelines, the disclosing entity shall also disclose relevant information on climate change response as stipulated in this section.	4.2.5 Climate Change
	Article 22 (1) The company's assessment of the impact of climate change on its strategy and business model, as well as the methods for addressing related impacts.	4.2.5 Climate Change
	Article 22 (2) Significant uncertainties considered by the company when assessing its climate adaptability.	4.2.5 Climate Change
	Article 22 (3) The company's ability to adjust its strategy and business model to adapt to climate change in the short, medium, and long term.	4.2.5 Climate Change
	Article 23 (1) Adjustments made by the company to its current and future strategies, business models, and resource allocations to address climate-related risks and opportunities.	4.2.5 Climate Change
	Article 23 (2) Measures the company has already taken or plans to take, such as improving production processes and upgrading equipment, to directly or indirectly address climate-related risks and opportunities.	4.2.5 Climate Change
	Article 23 (3) The transformation plan formulated by the company to address climate-related risks and opportunities, along with the fundamental assumptions upon which the plan is based.	4.2.5 Climate Change
	Article 23 (4) Resources provided by the company for the implementation of the transformation plan.	4.2.5 Climate Change
	Article 23 (5) Progress on the implementation of the transformation plan.	4.2.5 Climate Change

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No.	Details of Indicators	Chapter
	Article 24 The disclosing entity shall account for and disclose the total greenhouse gas emissions during the reporting period, and convert the emissions of different greenhouse gasses into carbon dioxide equivalent in metric tons. The disclosing entity shall disclose Scope 1 greenhouse gas emissions and Scope 2 greenhouse gas emissions, and encourage conditional reporting entities to disclose Scope 3 greenhouse gas emissions. If the disclosing entity involves the use of carbon credits, it shall disclose the source and quantity of the carbon credits used. Entities involved in carbon emission trading shall disclose whether they have completed the settlement during the reporting period and whether there are any instances of being required by relevant authorities to rectify or being subject to investigation. The Exchange encourages the disclosing entity, if conditions permit, to engage third-party organizations to verify or attest to the company's greenhouse gas emissions and other data.	4.2.5 Climate Change
	Article 25 (1) Greenhouse gas emissions of different scopes classified by the company by business units or facilities.	4.2.5 Climate Change
	Article 25 (2) Greenhouse gas emissions of different scopes classified by the company by countries or regions.	4.2.5 Climate Change
	Article 25 (3) Greenhouse gas emissions of different scopes classified by the company by source type (combustion, processing, electricity, heating, cooling, and steam, etc.).	4.2.5 Climate Change
	Article 26 The disclosing entity shall disclose the standards, methods, assumptions, or calculation tools used for accounting greenhouse gas emissions, and explain the consolidation methods for emissions (such as equity proportion, financial control, operational control, etc.). During the reporting period, if there are changes in accounting standards, methods, assumptions, etc., the reasons should be explained and the specific impacts shall be disclosed.	4.2.5 Climate Change

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No.	Details of Indicators	Chapter
	Article 27 The disclosing entity shall disclose relevant information on greenhouse gas emission reduction practices, including participation in various emission reduction mechanisms, emission reduction targets, emission reduction measures (such as management measures, financial investment, technology development, etc.), and their effectiveness. The disclosing entity shall disclose the greenhouse gas emissions directly reduced due to emission reduction measures such as redesigning production processes, retrofitting equipment, improving processes, and changing fuels, classified by different scopes of greenhouse gas emissions, and convert these into carbon dioxide equivalent in metric tons. The disclosing entity may disclose the emission reduction situation separately according to different emission reduction measures. The disclosing entity should disclose its registration and trading status of voluntary greenhouse gas emission reduction projects and certified emission reductions (CCER) nationwide, as well as its participation in other emission reduction mechanisms, including the registration and trading status of those projects and emission reductions, if any.	4.2.5 Climate Change
	Article 28 The disclosing entity shall objectively and prudently disclose the specific circumstances of the products or services formed by the relevant processes and technologies, the R&D investment and progress of the related business, the approvals or certifications obtained, the scaled production capacity achieved, the order status obtained, etc., when disclosing new technologies, new products, and new services that are conducive to reducing carbon emissions and achieving carbon neutrality, as well as the related R&D progress. It is encouraged to explain the impact on the disclosing entity's current and future financial condition and operating results, as well as any uncertainties and risks that may exist.	4.2.5 Climate Change

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No.	Details of Indicators	Chapter
Pollution Prevention and Ecosystem Protection	Article 30 (1) Discharge information, including but not limited to the types and names of major pollutants, specific pollutants, and controlled substances as defined by international environmental conventions, total discharge amounts, approved total discharge amounts, excess emissions, and environmental performance ratings (if any). The disclosing entity is encouraged to classify and disclose specific pollutant emissions according to business units or facilities, source types, activity types, etc.	4.2.2 Emission Management
	Article 30 (2) Treatment technologies and methods for pollutants, the construction, operation status, and implementation results of pollution prevention and control facilities (for example, the reduction in discharge concentration, intensity, or total discharge volume).	4.2.2 Emission Management
	Article 30 (3) Main pollutant reduction targets and specific measures taken to achieve the relevant targets.	4.2.2 Emission Management
	Article 30 (4) The impact of pollutant emissions on employees, local community residents, and other groups.	4.2.2 Emission Management
	Article 30 (5) The circumstances under which significant administrative penalties were imposed or criminal liabilities were pursued due to pollutant emissions during the reporting period, as well as whether there are significant deficiencies in the company's environmental monitoring plans and risk management measures.	4.2.2 Emission Management
	Article 31 (1) Total amount of hazardous waste and non-hazardous waste produced (in tonnes) and intensity (e.g., per unit of revenue, per unit of production, per facility).	4.2.2 Emission Management
	Article 31 (2) Methods of treatment and disposal of hazardous and non-hazardous waste.	4.2.2 Emission Management
	Article 31 (3) Description of waste reduction targets and specific measures taken to achieve these targets.	4.2.2 Emission Management

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No.	Details of Indicators	Chapter
	Article 32 (1) Withdrawal of production and operational activities and disposal of relevant facilities within the scope of the ecological protection red line.	Not involved
	Article 32 (2) Measures taken for protection and restoration of areas surrounding production and operation sites, key ecological function zones on land and at sea, ecological protection red lines, nature reserves, and other areas with significant ecological functions or sensitive and fragile ecological environment, and results achieved.	4.2.1 Environment Management System
	Article 32 (3) Measures taken for protection of wildlife and plants, as well as the protection and restoration of natural habitats, and results achieved.	4.2.1 Environment Management System
	Article 32 (4) Measures taken in relation to protection, sustainable use, acquisition and benefit-sharing of biological genetic resources, monitoring and early warning, and risk management, and results achieved.	4.2.1 Environment Management System
	Article 32 (5) Actions taken to reduce the impact and dependence of the product's entire life cycle on ecosystems, biological species and their habitats, and biological genetic resources, and results achieved.	4.2.1 Environment Management System
	Article 33 (1) Overview of risk assessment for environmental incidents, management measures for preventing related risks, and emergency response plans for sudden environmental incidents.	4.2.1 Environment Management System
	Article 33 (2) The date, location, and duration of the occurrence of significant environmental incidents during the reporting period, the level of the incident, the handling methods and results, the impact on the company and the public, as well as the rectification measures.	4.2.1 Environment Management System
	Article 33 (3) The circumstances under which significant administrative penalties are imposed by relevant departments such as ecological environment due to environmental incidents during the reporting period, or where criminal liabilities are pursued, including but not limited to violations, reasons for penalties, penalty amounts, impacts on the production and operation of the disclosing entity, and the company's rectification measures.	4.2.1 Environment Management System

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No.	Details of Indicators	Chapter
Resource Utilization and Circular Economy	Article 35 (1) Basic information on energy use, including but not limited to total energy consumption (calculated in tons of standard coal) and structure of direct and indirect energy (such as coal, electricity, gas, or oil) classified by type, as well as total energy consumption intensity (calculated per unit of production), etc.	4.2.3 Resource Management
	Article 35 (2) The usage of clean energy, including but not limited to types, total amount, and proportion of clean energy such as wind energy, solar energy, hydropower, geothermal energy, biomass resources, ocean energy, and natural gas.	4.2.3 Resource Management
	Article 35 (3) Energy conservation targets and specific measures, including but not limited to the procurement of energy-saving production equipment, energy-saving lighting equipment, and energy-saving temperature control equipment, the use of waste heat and waste pressure utilization, energy cascading utilization, and specific difficulties in energy use (if any).	4.2.3 Resource Management
	Article 36 (1) The basic information regarding water resource usage during the reporting period, including but not limited to total water consumption (in tons) and consumption intensity (e.g. per unit of production volume), etc.	4.2.3 Resource Management
	Article 36 (2) Water resource conservation targets and specific measures, the recycling of water resource and the specific difficulties in water resource use (if any).	4.2.3 Resource Management
	Article 37 (1) Specific goals and plans formulated to achieve a circular economy.	4.2.3 Resource Management
	Article 37 (2) Specific measures taken during the reporting period to achieve a circular economy, including resource conservation, improving resource utilization efficiency, using renewable resources, preventing and reducing waste generation, and recycling waste.	4.2.3 Resource Management
	Article 37 (2): Specific progress and results achieved by the company during the reporting period in realizing its circular economy objectives, including the recycling and comprehensive utilization of waste (including the volume of waste recycled), the consumption of renewable resources, and the proportion of this consumption relative to the total consumption of the corresponding resources.	4.2.3 Resource Management

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No.	Details of Indicators	Chapter
Rural Revitalization and Social Contribution	Article 39 The disclosing entity shall disclose the details of supporting rural revitalization during the reporting period, including but not limited to the following: (1) If the disclosing entity has a high proportion of business in rural and poverty-stricken areas, it should disclose the specific details of how the company integrates support for rural revitalization and the consolidation and expansion of poverty alleviation achievements into its corporate strategies, in conjunction with the development of its business operations.	5.3.3 Rural Revitalization
	Article 39 (2) Based on the business development in rural and poverty-stricken areas, disclose the specific measures taken to support the development of rural characteristic industries and support local employment, and other specific measures to support rural revitalization efforts.	5.3.3 Rural Revitalization
	Article 39 (3) Specific results achieved, including the total investment amount during the reporting period, the scope and number of beneficiaries, and the impact on the company's brand and business development, etc.	5.3.3 Rural Revitalization
	Article 40 The disclosing entity shall disclose the basic information regarding its contributions to the public and society during the reporting period, including but not limited to specific details regarding public welfare and charity activities, volunteer activities, and the amounts of funds invested, personnel, time, effects achieved, and impacts on the company's brand and business development.	5.3.1 Medical Accessibility 5.3.2 Patient Education Activities 5.3.3 Rural Revitalization

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No.	Details of Indicators	Chapter
Innovation-driven Development and Technology Ethics	Article 42 (1) The strategy and objectives for technology innovation, and if the amount of investment is involved, the relevant funding arrangements and safeguards shall also be disclosed.	3.3.1 Innovations Achievement
	Article 42 (2) Specific details of technology innovation, including the construction of the R&D innovation management system, participation in R&D innovation and technological cooperation projects, the amount of R&D investment and its proportion of main business income, the number of R&D personnel and their proportion, the number of invention patents applied to the principal business, etc.	3.3.1 Innovations Achievement
	Article 42 (3) Progress and results of R&D, professional qualifications and important awards received, including the number of invention patent applications and grants during the reporting period, the number of valid patents, the recognition status as a high-tech enterprise, and the status of awards received from national science and technology awards, etc.	3.3.1 Innovations Achievement 3.3.2 Intellectual Property Protection
	Article 42 (4) The role of technology innovation achievements and their application in promoting the development of new quality productive forces, as well as their impact on the economy, society, environment, and stakeholders.	3.3.1 Innovations Achievement
	Article 43 (1) Fields of scientific research, technology development and other scientific activities, and the ethical standards of science and technology to be followed.	3.3.3 R&D Ethics
	Article 43 (2) The provisions regarding technology ethics in the internal management system and their implementation status, as well as the establishment and operation of the technology ethics (review) committee (if any).	3.3.3 R&D Ethics
	Article 43 (3) Violations of technology ethics, including the basic details of the relevant behaviors, the details of penalties imposed by competent authorities, internal investigation and handling and accountability situations, as well as the rectification measures taken (if any).	Not involved
	Article 43 (4) Description of internal and external training conducted on technology ethics and public science promotion.	3.3.3 R&D Ethics

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No.	Details of Indicators	Chapter
Suppliers and Customers	Article 45 (1) Basic information regarding supply chain risk management, including but not limited to the company's established supply chain risk management objectives and specific plans, supply chain risk response mechanisms, measures, and implementation effects.	2.3.2 Supply Chain Risk Management
	Article 45 (2) Measures to ensure the security of its supply chain and strengthen supply chain advantages through mergers and acquisitions, technology innovation, and other means and the positive effects achieved.	2.3.2 Supply Chain Risk Management 2.3.3 Supply Chain ESG Management
	Article 46: If the balance of accounts payable (including notes payable) of the disclosing entity at the end of the reporting period exceeds RMB30 billion or accounts for more than 50% of total assets, it shall disclose the amount of overdue unpaid payments at the end of the reporting period and the proposed solutions to be taken. If the disclosing entity or its holding subsidiaries publicly disclose information regarding overdue payments owed to small and medium-sized enterprises through the National Enterprise Credit Information Publicity System, they should disclose the amount of overdue payments owed to small and medium-sized enterprises, the payment terms set for small and medium-sized enterprise suppliers, the reasons for the formation of overdue accounts receivable, whether litigation or arbitration is involved, and disclose the solutions. The Exchange encourages other disclosing entities to refer to the provisions of the previous two paragraphs for disclosure.	Not involved
	Article 47 (1) The establishment, implementation, and specific measures of the product and service quality management system and regulations.	3.1.1 Quality Management System

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No.	Details of Indicators	Chapter
	Article 47 (2) The certifications related to quality management obtained by the company, as well as the certification status of the quality management system for major products and services.	3.1.3 Quality Supervision
	Article 47 (3) Significant liability events related to the safety and quality of products and services that occurred during the reporting period, including the nature of the events (such as administrative penalties), the impacts and damages involved, the amounts, and the response measures taken and their progress (if any).	3.2.1 Customer Service Management
	Article 47 (4) Establishment and implementation of after-sales service and product recall systems, the channels for receiving customer complaints, the handling processes, and the outcomes of such handling.	3.1.2 Full-process Quality Management
	Article 48 (1) Establishment and operation of the data security management system and specific measures, as well as the certification status obtained (if any).	3.2.3 Information Security and Privacy Protection
	Article 48 (3) Establishment and operation of the customer privacy protection system.	3.2.3 Information Security and Privacy Protection
	Article 48 (4) Specific details of customer privacy leakage incidents that occurred during the reporting period, including the impact caused, the amounts involved, the countermeasures taken, and progress (if any).	Not involved

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No.	Details of Indicators	Chapter
Employee	Article 50 (1) The policies and implementation regarding the employment and treatment of employees, including but not limited to details of employments and the creation of flexible employment positions during the reporting period, the composition of on-the-job employees at the end of the period in terms of gender and age, the payment of employee wages and the contribution to employee social insurance during the reporting period, labor disputes, employee turnover, the protection of rights for flexible employees, and the compliance and fairness of recruitment and hiring procedures.	5.1.1 Equal Employment 5.1.2 Welfare and Care
	Article 50 (2) The basic information regarding occupational health and safety, including but not limited to the identification and assessment of occupational safety risks and sources within the company, the establishment and implementation of the occupational health and safety management system, the acquisition of corresponding qualifications and certifications, relevant training situations, the investment amount in work injury insurance and safety production liability insurance, and the coverage rate of personnel, as well as specific details of safety incidents during the reporting period (if any), etc.	4.1.3 Safety Management Initiatives
	Article 50 (3) Basic information on employee career development and training, including but not limited to the company's job position system setup, employee promotion, selection and career development mechanisms, types of employee training, frequency, implementation status, as well as annual training expenditure amount and employee training coverage rate, etc.	5.2.1 Employee Promotion 5.2.2 Employee Training
Sustainable Development Governance Mechanism	Article 52 The Exchange encourages disclosing entities to report on the due diligence conducted to identify and address negative impacts or risks related to sustainable development during the reporting period, based on actual circumstances. This includes, but is not limited to, the institutions or personnel responsible for the due diligence, the scope of the due diligence, the procedures for identifying negative impacts or risks related to sustainable development, and specific measures taken to address these negative impacts and risks.	1.4.2 Stakeholder Communication
	Article 53 (1) Development and implementation of the stakeholder communication system.	1.4.2 Stakeholder Communication
	Article 53 (2) Channels for listening to and providing feedback on stakeholder opinions and suggestions, as well as the implementation status, including communication methods, communication frequency, and communication content.	1.4.2 Stakeholder Communication 2.2.3 Whistle-blowing Management

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No.	Details of Indicators	Chapter
Business Conduct	Article 55 (1) Establishment and operation of the anti-commercial bribery and anti-corruption risk management system, and whether a whistleblower protection policy has been established.	2.2.1 Business Ethics Governance 2.2.3 Whistle-blowing Management
	Article 55 (2) Assessment of risks related to commercial bribery and corruption.	2.2.1 Business Ethics Governance
	Article 55 (3) Total number and percentage of directors, management personnel, and employees who have received training on anti-commercial bribery and anti-corruption.	2.2.2 Business Ethics Training
	Article 55 (4) Specific details of commercial bribery and corruption incidents that occurred during the reporting period, including details of directors, management personnel, and employees who were dismissed or disciplined due to commercial bribery or corruption, investigated by competent authorities, had contracts with business partners terminated or not renewed, as well as specific details of litigation cases against the company or its directors, management personnel, and employees related to commercial bribery or corruption (if any).	2.2.3 Whistle-blowing Management
	Article 56 (1) Establishment and operation of a management system to prevent unfair competition behaviors (such as false advertising, monopolistic practices, infringement of trade secrets, etc.) and specific measures.	2.2.1 Business Ethics Governance
	Article 56 (2) If the company was involved in litigation or received major administrative penalties due to unfair competition practices during the reporting period, it shall disclose details of the litigation, the amount involved in the case, relevant information about the administrative penalties imposed, and the corrective actions taken.	2.2.3 Whistle-blowing Management

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c) FEEDBACK FROM READERS

Dear readers:

Thank you for your interest and support for the sustainable development of RemeGen Co., Ltd.. In order to provide more professional and valuable environmental, social and governance information and further improve its quality, we are eager to hear your valuable voice for the following questions.

1. **Are you satisfied with the Report? Please give your comments.**

2. **Do you think we have completely disclosed our performance in fulfilling our social responsibility?**

3. **Have the information you want to know been disclosed completely?**

4. **Do you have any suggestions to improve the Report?**

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