2024

Responsible Business & Sustainability Report

BeiGene → BeOne

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A Letter from Leadership

On behalf of the entire BeiGene organization, we are pleased to share our 2024 Responsible Business & Sustainability (RB&S) Report.

This was a milestone year for us in many respects. Our total revenues for the year grew to $3.8 billion, an increase of $1.4 billion from 2023, we advanced 13 new molecular entities (NME) into the clinic, and approximately 95% of our clinical trials were executed through our in-house capabilities. Our medicines have achieved regulatory approval in more than 70 countries and regions, and we opened our flagship U.S. biologics manufacturing and clinical research & development (R&D) facility in New Jersey to further support our rapid growth around the world.

2024 was also a year of organizational evolution. We announced plans to rename our company to BeOne Medicines, a change that celebrates our united team of more than 11,000 colleagues as well as our commitment to partnering with patients, caregivers, scientists, healthcare providers, governments and the industry on our shared mission to transform the treatment of cancer.

Patients are at the forefront of everything that we do. Our sustainable in-house model not only harnesses time and cost efficiencies to improve patient access, but it also enables close oversight to enforce our own high standards for product quality and security. We ensure robust data generation to identify effective and safe medicines for all patient populations. We do this through inclusive protocols, expanding the number and location of clinical trial sites, and building relationships on the local level to address any barriers. BeiGene has planned trials or enrolled patients in clinical trials in more than 45 countries and regions, including Australia, Brazil, the European Union, South Africa, Thailand, and the United States. In addition to the benefits of data generation and improving access to patients, the global expansion of our clinical trial operations helps build local capacity and health infrastructure and provides medical education that contributes to the strengthening of health systems around the world.

To further support our mission to expand access, the BeiGene Foundation launched its inaugural round of grants for Access to Cancer Care Program. These grants are dedicated to supporting initiatives that aim to improve outcomes for cancer patients in underserved and high-risk communities worldwide. The BeiGene Foundation and BeiGene also continued their collaboration with The Max Foundation, which has, so far, resulted in the treatment of more than 200 patients in three low- or middle-income countries.

Our commitment to patients also means that we actively collaborate with patient organizations, enabling us to hear and respond to their stories and concerns as well as shape programs and policy innovations. As a result of our ongoing efforts, we launched Test Before Treat in collaboration with the CLL Society last year, an educational campaign about the importance of biomarker testing before and during treatment. Through this campaign, we hope to empower patients and healthcare providers in their shared decision-making.

Our success is a direct result of the dedication of our exceptional team. In 2024, we welcomed more than 2,000 new colleagues. We now operate across six continents with a global workforce of more than 11,000. To support our ever-growing team, we continuously seek to offer exciting opportunities to support their career growth, such as our newly launched Strengthening Experience, Exposure, and Development (SEED) program, which provides colleagues with the opportunity to engage in short-term projects outside their current team or region. We have also intentionally built an inclusive culture where colleagues feel empowered to openly share thoughts and ideas. We believe the sharing of varied experiences and perspectives makes us stronger and drives the creation of innovative solutions for patients.

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A Letter from Leadership

At BeiGene, our commitment to reducing our environmental impact is directly aligned with our mission to improve health and access to care around the world. We acknowledge that nature-related disruptions may impact our ability to deliver essential therapies to patients, and our reliance on specific natural resources underscores the need for sustainable practices. To address these risks, we completed a nature-related preparedness assessment, evaluating nature-related impacts and dependencies across our organization. We also implemented several energy efficiency projects to decrease our impact on the environment. In a significant achievement for our organization, and a testament to our commitment, one of our new offices was recently awarded platinum certification by the Leadership in Energy and Environmental Design (LEED) program. Achievements such as these foster resilience against future disruption and safeguard the long-term, sustainable growth of our organization.

Executing on our mission requires that we operate in an ethical and responsible manner and minimize risk wherever possible. In 2024, we implemented several measures to mitigate risk, including working to expand our network of sourcing partners for key raw materials. We also broadened the scope of our data privacy team to include ethics, positioning us to proactively address emerging regulations and risks surrounding responsible data usage and artificial intelligence (AI). In a significant milestone, we also completed our first Double Materiality Assessment. The assessment evaluated BeiGene's external impacts as well as internal financial risks and opportunities across key sustainability topics. The results will enable us to prioritize our actions and targets in the coming years and ensure BeiGene continues to operate in a responsible and sustainable way.

We would like to take this opportunity to express our sincere gratitude to all our stakeholders, especially our colleagues, for their continued support of our vital work and dedication to our growth. Looking ahead to the rest of 2025 and beyond with our proposed name change to BeOne Medicines, we are at an important inflection point. We are now starting to reap the benefits of our hard work and investments, and we are inspired by what we've accomplished so far. Together, we will continue our work to strengthen our position as a global oncology powerhouse – one that makes a meaningful and positive impact on the world.

John V. Oyler
Chairman of the Board of Directors, Co-Founder and CEO

Ranjeev Krishana
Lead Independent Director, Board of Directors

Our Mission, Vision & Values

MISSION

Build the first next-generation oncology company—one that expands the highest quality therapies to more people around the world—through courage, persistent innovation, and challenging the status quo.

VISION

Transform the biotechnology industry, creating impactful medicines that will be affordable and accessible to far more cancer patients around the world.

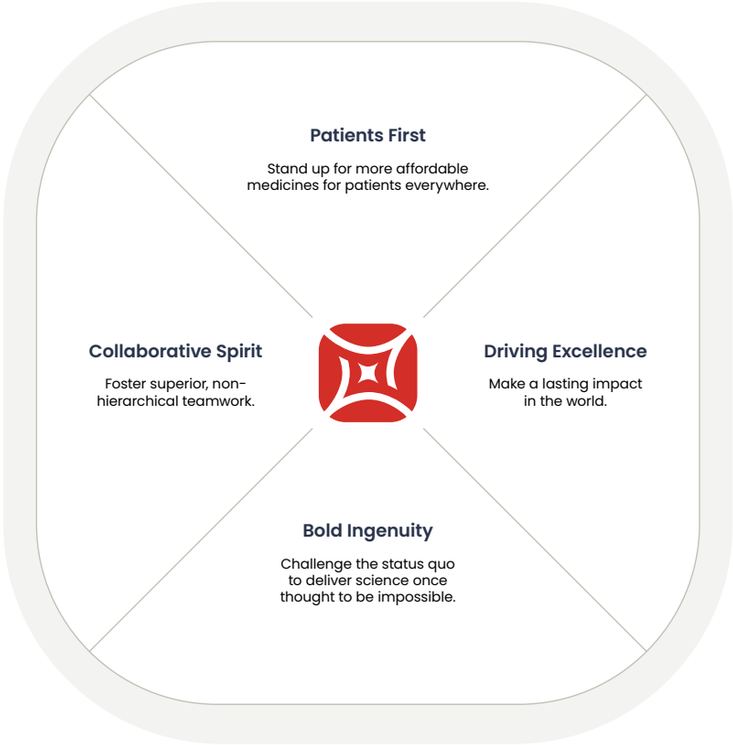
VALUES

Patients First. Stand up for more affordable medicines for patients everywhere, and improve global health and well-being

Bold Ingenuity. Challenge the status quo to deliver science once thought to be impossible, and make bold commitments and deliver against them

Collaborative Spirit. Foster innovative, non-hierarchical teamwork, and respect individual differences

Driving Excellence. Make a lasting impact in the world, and have a sense of urgency and agility to follow the science and deliver for patients while maintaining integrity



BEIGENE BY THE NUMBERS

$3.8
billion in annual total revenue

11,000+
colleagues across six continents

30+
clinical candidates in pipeline

13*
NME advanced into the clinic

70+
countries and regions with regulatory approvals

25,000+
patients enrolled in clinical trials managed by BeiGene to date

1.5M+
patients treated with approved medicines to date

18,000+
volunteer hours logged by colleagues globally

*Of the 13 molecules entered into clinic, 3 were in-licensed.

Our Approach to Responsible Business & Sustainability

Foundational to all the work we do at BeiGene is our focus on RB&S. We remain committed to challenging the status quo, transforming cancer care, and transcending borders to enable access to more patients around the world. We understand that executing our mission requires us to operate in an ethical and responsible manner, invest in operational efficiencies, and minimize risk wherever possible to ensure long-term growth.

In this chapter, we share our RB&S approach, including:

- Guiding Principles
- Our RB&S Strategy
- Double Materiality Assesment
- 2024 Goals & Progress

Guiding Principles

To support our goal of operating as a responsible and sustainable organization that has a positive impact on our patients and society, we have aligned our strategy and goals with international frameworks that advance the ideals of a prosperous and sustainable economy and planet.

UNITED NATIONS GLOBAL COMPACT & SUSTAINABLE DEVELOPMENT GOALS

The United Nations Global Compact (UNGC) is a voluntary strategic effort that supports and guides organizations in their alignment of operations and strategies with universal principles of human rights, environmental protection, and labor standards. BeiGene supports the UNGC's Ten Principles and has been a signatory of the UNGC since 2022.

To learn more about progress on our goals, see **2024 Goals & Progress**.

GOAL

Develop a strategy that aligns with the United Nations Global Compact's guidance on human rights by 2025

Our Responsible Business & Sustainability Strategy

We launched our RB&S strategy in 2021, and we currently focus our efforts on four key areas:

ADVANCING GLOBAL HEALTH
We are focused on developing impactful medicines that will be accessible to more patients around the world.

EMPOWERING OUR COLLEAGUES
We are committed to fostering a culture of innovation and building a global workforce that enables our colleagues to thrive.

INNOVATING SUSTAINABLY
We aim to assess and mitigate our impact on the environment and ensure business continuity.

OPERATING RESPONSIBLY
We operate with integrity, transparency, and discipline to ensure we are meeting the diverse expectations of our stakeholders.

In 2024, we made progress toward goals within each area.

In addition to making progress across all four focus areas, 2024 marked a milestone year as we worked to ensure alignment between our RB&S strategy and emerging sustainability-related regulations around the world. As a global organization, it is crucial that we balance and satisfy the varied needs of our stakeholders, which includes compliance with operational and reporting regulations in the regions where we operate.

Responsible Business & Sustainability Governance

To address important RB&S issues, we established a dedicated RB&S Working Group. Consisting of four Board members and leaders of different functions, including at least one member of the Corporate Planning Team, the working group meets quarterly with BeiGene's RB&S team to discuss and assess pressing topics and emerging issues. In 2024, the RB&S Working Group focused its efforts on preparing for alignment with global reporting regulations, tracking progress on goals, and overseeing the ongoing work to launch the first Scope 3 emissions target.

BeiGene's Executive Director of RB&S leads the strategy and execution of our initiatives. The team works cross-functionally where opportunities for better alignment may exist and partners as needed. Interdisciplinary working groups may also be used to provide input on pressing RB&S issues. Each working group's recommendations are reviewed and approved by functional leaders, members of the Corporate Planning Team, and the RB&S Working Group.

Double Materiality Assessment

We develop our RB&S strategy and key priorities within a strategic framework, guided by the regular identification of material topics. Our approach is firmly rooted in our commitment to increase access to the highest quality therapies for patients everywhere.

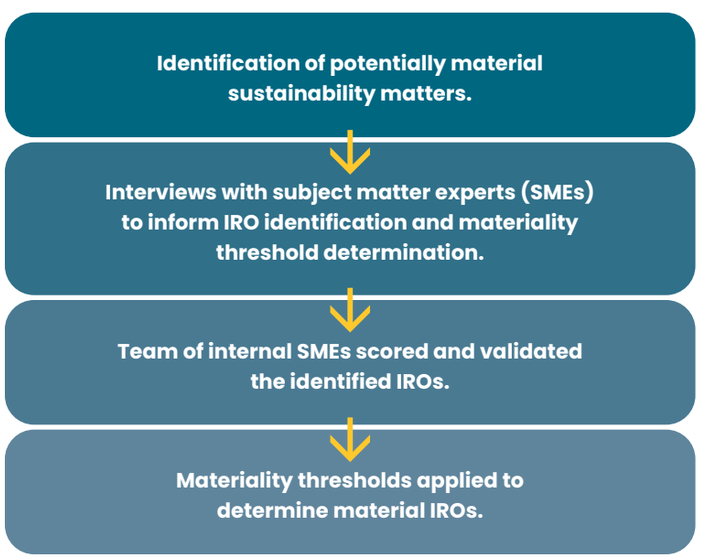
In 2024, we updated our materiality assessment methodology to comply with the new guidelines from the European Union's Corporate Sustainability Reporting Directive (CSRD) and the Shanghai Stock Exchange Science and Technology Innovation Board (STAR Market). The double materiality assessment for BeiGene was conducted in accordance with the European Financial Reporting Advisory Group Implementation Guidance Materiality Assessment. This exercise leveraged the European Sustainability Reporting Standard's (ESRS) AR 16 on sustainability matters, and AR 16 was also used to inform the sustainability factors evaluated in the double materiality assessment scoring tool.

BeiGene developed impact, risk, and opportunity (IRO) statements to identify potentially material topics. Such statements were created based on BeiGene's activities, and activities directly linked to its operations and products, including its value chain. The material IRO identification process and scoring methodology are aligned with the ESRS definitions and requirements.

Our Double Materiality Process

Our approach considered the entire BeiGene value chain. However, as the industry as a whole has recognized, there are challenges associated with full visibility into the value chain down through all tiers. Acknowledging this challenge, we continually strive to improve how we engage stakeholders, as well as how we monitor and track performance.

Throughout this process, we gathered input across the mapped value chain from a range of internal and external stakeholder groups, determined via a stakeholder engagement matrix. Stakeholders were selected based on their areas of expertise and ability to provide insights into each sustainability-related topic area. This ensured comprehensive input across all functions and value chains, and capture of material matters relevant to sustainability.



IDENTIFICATION OF IMPACTS, RISKS AND OPPORTUNITIES

The following inputs were used to inform BeiGene's actual positive, potential, and negative impacts on people and the environment, including impacts on human rights, as well as the financial risks and opportunities relevant to BeiGene's business.

- Issues addressed by stakeholders over the past year
- Topics central to BeiGene's mission
- Current and future applicable regulations
- Reporting standards and frameworks
- Material topics of industry peers
- Industry trends

IMPACT MATERIALITY

Actual and potential positive and negative impacts were assessed based on the learnings from seven interactive workshops with key SMEs and over 180 surveys. The scoring was based on severity, considering factors such as the time horizon, scale, scope, and irremediability, as well as likelihood. In alignment with regulatory and voluntary reporting frameworks, in impacts, risks and opportunities related to human rights impacts, an emphasis on the severity of impacts was considered over the likelihood.

FINANCIAL MATERIALITY

Risks and opportunities were evaluated in accordance with BeiGene's established Enterprise Risk Management framework, which includes scoring for impact, time horizon, likelihood, and vulnerability.

RESULTS VERIFICATION

Materiality results were verified and approved internally by BeiGene's core double materiality assessment team, key internal SMEs, and the RB&S Working Group.

MATERIAL TOPICS

From the original list of 227 IROs identified, 36 were identified as material. They have been grouped into the 15 material topics shown below.

Material Topic	Impact Materiality	Financial Materiality
Biodiversity and ecosystems	✓	✓
Circular economy	✓	✓
Climate change	✓	✓
Pollution - microplastics	✓	
Water and marine resources	✓	✓
Animal welfare	✓	
Corporate culture	✓	
Supply chain management		✓
Clinical trial practices	✓	✓
Health system strengthening	✓	
Brand protection	✓	✓
Responsible R&D	✓	
Patient access	✓	✓
Patient safety	✓	✓
Human capital resources	✓	✓

2024 Goals and Progress

Each year, BeiGene reviews our efforts toward achieving our strategic priorities. In line with the results of our double materiality assessment, our goals reflect only those related to our material topics.

A summary of our progress is to the right.

Focus Area	Goal	2024 Progress
Advancing Global Health	Bring multiple high-quality new molecules from discovery into the clinic on an annual basis	13 molecules* entered clinic in 2024, including 4 ADCs, 2 CDACs, 2 bi-specific antibodies and 1 tri-specific antibody
	Push forward new approvals for our medicines and expand access for underserved populations.	BeiGene medicines gained approval in 14 new countries in 2024
Empowering Our Colleagues	Maintain colleague engagement scores globally versus 2022 engagement scores with a stretch goal of +3% for the 2024 engagement survey	Our planned 2024 engagement survey was delayed to 2025 to accommodate our company transition to BeOne. We will report on this goal once the survey results are complete and compiled.
Innovating Sustainably	Reduce our Scope 1 and 2 emissions by 25% per unit of internally manufactured commercial product by 2026 (with 2021 as a base year)	Our 2024 Scope 1 and 2 emissions per unit of internally manufactured commercial product is 15% lower than our baseline year.
	Set a quantitative Scope 3 emissions goal by 2025	In 2024, BeiGene progressed its efforts to research and set a Scope 3 emissions goal by engaging suppliers particularly on the direct materials side to exchange sustainability practices and set pathway in achieving emission reduction objectives.
	Develop a global product stewardship program	A **Product Stewardship Statement** was developed and published to our website in 2024.
Operating Responsibly	Develop a plan to better align key privacy performance metrics with RB&S practices by 2025	The work towards researching the most impactful targets continued in 2024.
	Develop a strategy to align with the UNGC's guidance on human rights by 2025	The work towards building a strategy continued in 2024.

*Of the 13 molecules entered into clinic, 3 were in-licensed.

Advancing Global Health

Recognizing that cancer knows no borders, BeiGene is committed to addressing the global challenge by striving to develop affordable, impactful therapies that are accessible to patients worldwide.

Our foundation value, *Patients First*, extends beyond the provision of medicine. We are committed to offering comprehensive support to patients, as well as their families, caregivers, and the organizations that advocate for them. We remain focused on ensuring patients' voices are heard, enhancing patient support systems, and contributing to global health discussions aimed at advancing patient care.

In this chapter, we describe how we deliver on our Patients First focus through:

- Our Unique Approach to Innovation and Clinical Development
- Pursuing Broad Access for Our Medicines
- BeiGene Foundation
- Supporting Patients

Our Unique Approach to Innovation & Clinical Development

BeiGene is a leading global oncology company dedicated to transforming cancer care through the development of innovative medicines and strategic partnerships with the global healthcare community to ensure broad and fast access to treatment for patients worldwide.

Supported by one of the largest oncology research organizations in the industry at over 1,100 scientists, we pursue our mission with equal parts passion, persistence, and excellence. In line with our value of *Bold Ingenuity*, our entrepreneurial team remains committed to discovering and developing the innovative medicines that the world's cancer patients need, with our research and therapies targeting the world's most deadly cancers.

To achieve this, we are intentionally built in a responsible way—to broaden global access to innovative medicines through strategic cost and time advantages:

- Leveraging our in-house clinical development capabilities, we can better control quality, speed, and costs while achieving high levels of engagement with site investigators in our clinical trials. We also seek to continually expand the reach of our clinical trials to expedite regulatory approvals in more countries.
- Our commercial strategy is designed to deliver our innovative medicines to the greatest number of patients through innovative strategies. We collaborate closely with health systems globally to expedite the availability of our therapies for patients worldwide.
- Along with improving access to medicines, we continuously aim to enhance how we design clinical trials, engage with patients, and support communities through our strategic partnerships.

CUTTING EDGE RESEARCH

30+ candidates are being evaluated in clinical development, 24 of which were internally developed

Exemplified by our ever-expanding efforts in R&D and clinical development, we are as determined as ever in our pursuit of pioneering therapies and novel combinations in the greatest impact areas. We work to identify new methods and technologies that extend our reach into additional indications and help diversify our platforms for innovation. Some of our notable activities include:

- Bringing cross-disciplinary teams together to collaborate on advancing novel therapies that meet more unmet medical needs of patients.
- Harnessing technologies such as chimeric degradation activating compounds (CDAC), bi-specific and tri-specific antibodies (BsAb/TsAb), antibody-drug conjugates (ADC), and cytokine therapies.
- Applying what we learn across our broad coverage of oncology to explore types of cancers beyond hematology, including priority solid tumor types of lung, breast/gynecologic, and gastrointestinal.

We also recognize that external collaboration is critical for enhancing innovation, which is why we strategically partner with leaders in academia, biotech, and pharma globally.

GOAL

Bring multiple high quality new molecules from discovery into the clinic on an annual basis

PROGRESS

13 molecules* entered clinic in 2024, including 4 ADCs, 2 CDACs, 2 bi-specific antibodies and 1 tri-specific antibody

*Of the 13 molecules entered into clinic, 3 were in-licensed.

Leveraging In-House Manufacturing to Efficiently Develop Enhanced ADCs

BeiGene's innovative 1,100+ member research team tirelessly works toward our shared mission of improving patient outcomes, and we currently have a pipeline that leads the industry in its breadth of novel modality designs. One such modality BeiGene is targeting is antibody-drug conjugates, or ADCs. ADCs are a therapeutic class of molecules that deliver potent cancer-killing drugs directly to tumors. This puts the toxic chemotherapy drugs to work directly on the cancer, minimizing the unwanted impact on healthy tissues. Thus, ADCs hold the potential to offer effective anti-cancer therapies with fewer side effects than traditional systemic chemotherapies. Manufacturing ADCs can be challenging, which makes the discovery process for novel ADCs that much more time intensive. After more than four decades of research, only a handful of ADCs have gained commercial approval. By leveraging our unique in-house R&D and manufacturing, we have the expertise and capabilities to generate many versions of ADCs for research, and to refine them quickly to evaluate additional designs. Our robust platform has enabled high-quality and efficient delivery of single and multi-targeting ADCs to fit different targets and disease biology, and we utilize novel approaches around payload, linker, and conjugation to address shortcomings in the ADC field. We will continuously seek to use our expansive capabilities and expertise to enhance therapeutic efficacy and reduce toxicity for patients.

CLINICAL OPERATIONS EXCELLENCE

45+

We now have enrolled patients or planned trials in more than 45 countries and regions

25,000+

Over 25,000 patients have enrolled in clinical trials managed by BeiGene to date

To fulfill our corporate mission, we have built an internalized global team focused on developing life-changing medicines. In 2024, our clinical operations team was able to execute ~95%* of our clinical trials in-house. By expanding our internal resources and capabilities, we enhance our control over quality, speed, cost, and risk—key factors in delivering innovative, safe, and accessible therapies to patients worldwide.

We are able to accelerate clinical trials due to our extensive geographic reach and our ability to share expertise and insights with markets around the globe. This approach allows us to save on costs and time by:

- Recruiting patients in countries with large patient pools, which allows us to accelerate patient enrollment
- Enrolling patients in a wide range of regions results in lower costs and diverse participation, which also supports the collection of robust data across all patient demographics
- Enabling early study concept review and quick site activation through strong site engagement and partnerships
- Employing our Fast-to-Proof of Concept (PoC) strategy, which has been shown to deliver molecules to the clinic at an industry-leading speed

As of the end of 2024, 100+ clinical trials are ongoing in 42 countries. While we include major countries in our trials including the U.S., Canada, Australia, New Zealand, China, South Korea, and countries across Europe, we also have clinical trial sites in South Africa, Mexico, Argentina, Brazil, and the Middle East. Executing these trials strategically and efficiently enables us to start enrollment quickly, giving us the ability to get medicines to market and to patients in need as fast as possible.

CLINICAL TRIAL EXCELLENCE

We follow a formal, structured process to govern and execute clinical trials for every investigational medicine. Our process maintains the quality of clinical trial results and helps instill confidence among clinical trial participants. For each product candidate, our cross functional Development Core Teams, consisting of team members from clinical development, clinical operations, clinical pharmacology, and regulatory, among other areas, create a Clinical Development Plan (CDP) that identifies and assesses potential patient risks and corresponding mitigation plans. When evaluating the overall benefits and risks of each new therapeutic candidate, we consider current standards of care as well as changing treatment patterns. Each CDP is reviewed by a Development Review Committee made up of senior development leaders from across the company and chaired by either our Chief Medical Officer or our Global Head of R&D.

All CDPs follow strict guidelines for protecting patient safety and privacy according to our internal policies, which meet or exceed regulatory and international standards. All patients participating in our trials are educated on the potential risks and benefits of the investigational treatment and are required to sign an informed consent form. With this approach, patients are empowered to make informed decisions about their participation in a clinical trial.

Our research team deploys multiple investigative techniques when developing new therapies and is committed to conducting responsible, ethical studies and clinical trials. Through our bioethics program, we have developed a framework to guide internal decision-making to help maintain the utmost integrity while in pursuit of our goals. BeiGene is also committed to following our policies and procedures around the humane and ethical treatment of any animals used in our research. For more about our approach to bioethics and animal welfare, see **Our Policies**.

*This figure does not include healthy volunteer studies.

INVESTIGATOR-INITIATED TRIALS (IITS)

BeiGene has a robust program supporting investigator-driven research across molecules, indications, and borders. BeiGene works with qualified investigators interested in conducting research with BeiGene molecules where there is an identified unmet need or gap in existing data. These studies follow local and regional regulations and are unsolicited, independent research studies. All submissions are reviewed and approved by our cross-functional Medical Affairs Internal Review Committee to ensure there is appropriate data to justify the study. If approved, we may provide support by presenting data to ensure the safe use and delivery of the medication as well as financial support and free drug on a case-by-case basis. BeiGene is supporting over 100 IITs in the United States, Europe, Asia Pacific and other markets across the globe.

CLINICAL TRIAL TRANSPARENCY & SHARING OF RESEARCH DATA

Clinical trial transparency and the dissemination of our trial data advance biomedical innovation, broaden awareness of clinical research, and strengthen public confidence in our products and treatments. We proudly adhere to the Biotechnology Industry Organization (BIO) Principles on Clinical Trial Data Sharing. We register Phase 1 through 4 interventional trials, along with applicable non-interventional studies, on publicly accessible platforms such as **ClinicalTrials.gov**, BeiGene's **clinical trials website**, and other similar sites. In addition, we comply with all regional and national regulatory requirements worldwide, as well as with the BeiGene Data Disclosure and Transparency Policy, which is expected to be publicly released in 2025.

BeiGene typically discloses study results between one and three years after the primary completion date (or the study completion/end of study when primary and study completion dates are the same). We disclose these results on applicable websites per regulatory timelines and policy expectations. With some studies, BeiGene may delay* submitting results to protect intellectual property, to aid business development, or to adhere to publication requirements. We also publish clinical study documents on appropriate websites in support of relevant disclosure requirements. For select studies, we summarize the study design, objectives, and results using plain language that people with no medical training or scientific knowledge can understand.

BeiGene voluntarily and responsibly shares data from completed studies. We also provide qualified scientific and medical researchers access to data and supporting documentation for clinical trials in dossiers for medicines and indications after submission and approval in the U.S., China, and Europe. Clinical trials supporting local approvals, new indications, or combination products are eligible for sharing after relevant regulatory approval. BeiGene follows all data privacy and security laws and regulations when sharing data. Additionally, we do not share data that compromises the privacy of study participants.

MEDICAL EDUCATION & RESEARCH

We are committed to working with healthcare professionals worldwide to share scientific knowledge, foster innovation, and improve patient outcomes. This includes presenting research findings at conferences and supporting scientific dialogue globally.

*Delayed submissions for the reasons listed remain in compliance with the regulatory requirements in relevant jurisdictions.

BeiGene Partners With South Central Prevention Coalition in Los Angeles, CA

An important part of our strategy to pursue and promote access involves engagement with underserved communities. BeiGene advanced this work in July when we launched a new partnership with the South Central Prevention Coalition (SCPC), in affiliation with the Charles R. Drew University College of Medicine in Los Angeles, California.

Beigene has provided sponsorship support for this partnership in organizing events and educational campaigns. We co-sponsored health information outreach efforts at numerous street medicine and wellness fairs as well as at Taste of Soul Los Angeles, a historic event that draws more than 400k participants annually. During the event staff distributed information about clinical trials while also gathering survey responses about the population's awareness, knowledge, attitudes, and behaviors toward clinical trials. We laid the foundation for local media partnerships with legacy institutions such as KBLA radio, and the Pan African Film & Arts Festival. We co-sponsored "Inform & Invite", the first of its kind forum to bring community based medical doctors, leaders, practitioners, and other stakeholders to the table to discuss strategies addressing common and historic barriers preventing the Black community from accessing and successfully participating in clinical studies. Near-term, we hope to strengthen feedback loops with this underserved community in Los Angeles through clinical participation surveys, focus groups, and a speaker series, becoming more involved in community events and thereby improving opportunity for understanding, access, and participation in clinical trial research.

Together, we are working to address barriers to cancer care through outreach, evidenced-based education, clinical trial enrollment, and other forms of community-based patient support.

ENSURING BROAD PARTICIPATION AND ROBUST DATA IN CLINICAL TRIALS

Cancer has no borders and can impact people from all regions, all demographics, and all socioeconomic backgrounds. As an organization that seeks to transform cancer care, we are committed to ensuring the inclusion of patients of all demographics in our clinical trials. Diverse participation in clinical trials is essential to ensuring the effectiveness and safety of our treatments for a wide range of patients. By understanding how medicines affect all patient populations, the global cancer community can more effectively treat patients in need.

Our cross-functional Global Clinical Development Planning Working Group developed our comprehensive strategy in line with the regulatory requirements established by the U.S. Food and Drug Administration (FDA). To achieve our clinical goals, BeiGene writes and submits inclusive protocols and CDPs to registration-enabling trials. We also conduct clinical trials in areas beyond major health centers. This approach enables us to reach a wide variety of patient populations and can also expedite patient enrollment, potentially reducing time to market.

While our trials are operated globally, we take local barriers to clinical trial participation into account. Given the regional differences and various challenges patients may face, it is often the local effort that can be the most impactful in ensuring the inclusion of all patient demographics. As such, we collaborate and build relationships with patient organizations, community hospitals and groups, academia and others early in our clinical efforts. Learning and addressing the questions patients have about clinical trials as well as the barriers to participation they may face gives us the opportunity to alleviate these challenges.

In line with our commitment to global health access, we continue to be diligent in our efforts to achieve appropriate representation in clinical trials, which will ensure our data is robust and actionable for all patients around the world.

PATIENT ENGAGEMENT IN CLINICAL DEVELOPMENT

Improving patient access is just one goal in our effort to positively impact the lives of cancer patients and their caregivers. BeiGene knows that actively engaging with patients throughout clinical development ensures our therapies meet patient needs, which ultimately supports better outcomes. To this end, we ask patients for their input from the earliest R&D stages through trial development.

The inclusion of patient insights in drug development is a global movement, and one that is embedded in the DNA of BeiGene. Our Patient Engagement Guidebook was developed around this philosophy and details our engagement strategy for incorporating patient insights into all stages of drug development.

Our Early Patient Engagement and Professional Societies team (EPEPS) facilitates and manages all patient engagement for clinical trials. EPEPS collaborates with study teams to identify which programs can benefit from patient engagement. From there, the team creates a plan for collaborating, utilizing measurable success metrics to ensure program accountability. This approach integrates both patient and caregiver insights into our R&D planning.

In support of our clinical and corporate objectives, EPEPS also works with internal and external experts to develop our patient engagement strategy. We seek to ensure that our approach to drug development and commercialization accurately reflects patients' true lived experiences and expectations—a central component of providing patients with meaningful treatment. Notable advancements in our patient engagement strategy included the following:

- We released an EPEPS Patient Engagement Guidebook and conducted over 100 meetings internally on the importance of patient inclusivity in our R&D processes.
- We conducted 13 Hematology Patient and Caregiver Advisory Board meetings to discuss study specific feedback and how to incorporate these insights into future clinical trials.
- We developed our Global Patient Voice R&D Hematology Council. The patient and caregiver led council will provide holistic insights to better serve the patient community, which includes understanding unmet needs regarding clinical trials, access, education, mental health, and demographics.
- We extended our Plain Language Commitment to include our clinical trial materials and study brochures, helping ensure that all decision-making materials are easily understood.

Stitch and WMUK Patient Organization Partnerships

In 2024, BeiGene partnered with **WMUK**, the UK charity for Waldenstrom's macroglobulinaemia, and Stitch to provide a digital platform to support patients during their clinical trial journey. Stitch helps reduce the burden of participation for clinical trial patients by providing digital content, support and reminders associated with their trial in an easy to navigate platform. It also provides an efficient channel for patients to provide feedback on their trial experience in real-time, a critical input as BeiGene looks to continuously improve its clinical trials. While the initial partnership was limited to clinical trials in the UK, BeiGene has since expanded the partnership to trials in France, Greece, Italy and Spain.

> "Engaging with patients and caregivers early helps make clinical trials more inclusive, efficient, and effective. Patient and caregiver insights accelerate the development of medicines that truly meet their needs."

Tricia Mullins, Executive Director, Global Head Early Patient Engagement and Professional Societies

PATIENT SAFETY

Our Global Patient Safety (GPS) team ensures the safe and effective use of our medicines, from clinical trials through post-commercialization use. Led by our Chief Safety Officer, the GPS team includes over 160 physicians, safety scientists, and pharmacovigilance professionals committed to protecting our patients through continuous surveillance of the dynamic benefit/risk profiles of our medicines and risk mitigation.

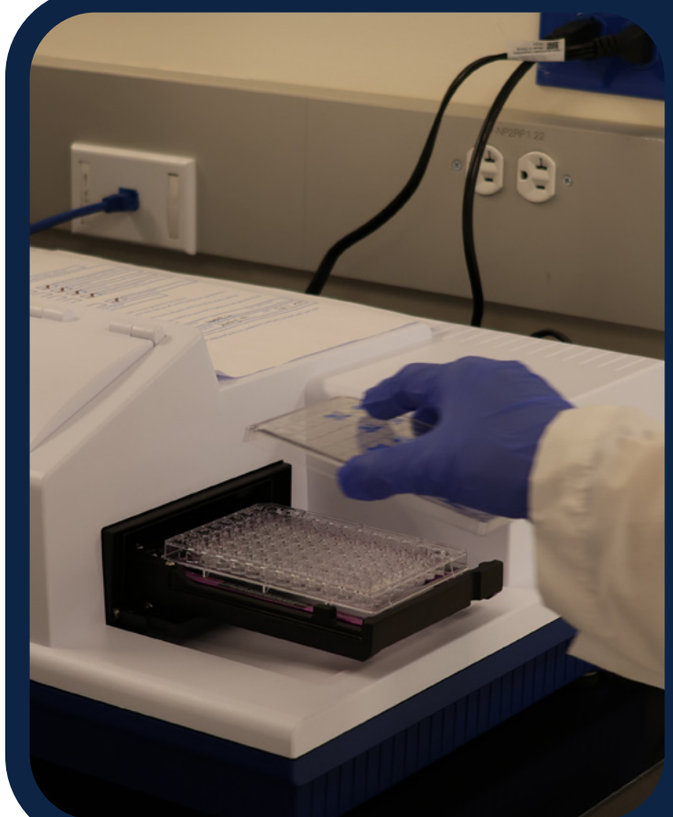
Global Pharmacovigilance Practices require organizations to operate within regulatory, legal, and scientific obligations. Safety decisions remain wholly separate from any commercial considerations, prioritizing patient safety over business gains. GPS continuously assesses product benefits with potential risks and transparently and regularly communicates safety profiles, including new side effects, through communication channels including label updates, risk management plans, and scientific publications to enable prescribers and patients make informed decisions.

GPS complies with all global regulatory requirements and BeiGene safety protocols. We facilitate direct reporting of adverse events from patients, physicians, and caregivers through various channels, including a **webform**, dedicated patient safety email, and live call centers in Europe, the Americas, and Asia Pacific. This demonstrates BeiGene's efforts to promote safety reporting through an accessible experience. In the event of local or global disruptions, GPS maintains an emergency response plan to safeguard routine team functions and activities.

BeiGene's global standard operating procedure and mandatory annual colleague training instruct colleagues on reporting adverse events and drug reactions, special situations, urgent safety measures, and product complaints for all BeiGene-marketed products. GPS also offers on-demand educational seminars and materials and runs periodic campaigns to increase awareness around patient safety topics. Created by pharmacovigilance experts, these resources address the regulatory environment we operate in with best practices, knowledge, and behaviors that enhance patient safety across our organization.

Our team applies rigorous scientific methods utilizing available data, epidemiological techniques, and insights into product-class effects to ensure safety oversight and expertise. At every stage in the product life cycle, our global pharmacovigilance system defines and documents the safety profile of our medicines in strict accordance with our internal standards as well as those set by international and local regulations. To support regulatory filings and continuous product surveillance, we also share communications about our products' benefits and known risks accurately and in a timely fashion via public labeling documents.

In 2024, BeiGene received no critical pharmacovigilance findings from Good Pharmacovigilance Practices (GVP) or other inspections that ensure the safety, quality, and monitoring guidelines established by regulatory authorities are being upheld.



Supporting World Patient Safety Day

On September 17, 2024, BeiGene joined the World Health Organization (WHO) and other institutions in recognizing World Patient Safety Day. The event calls for global solidarity and concerted action by all countries and international partners to improve patient safety.

> "This initiative aligns with our BeiGene value of Patients First. Today we renew our commitment to patient safety and the essential role we all play across the continuum of care in ensuring the well-being of patients."
>
> **Han Ma**, Chief Safety Officer

Pursuing Broad Access for Our Medicines

Our medicines have tremendous potential to meet the needs of cancer patients regardless of their socioeconomic standing or geographic location. To realize that potential, we are working closely with global partners to swiftly expand our footprint in both emerging and established markets.

GOAL

Push forward new approvals for our medicines and expand access for underserved populations.

PROGRESS

- BeiGene medicines gained approval in 14 new countries in 2024
- 45+ marketing authorization applications in multiple indications are under review around the world

1.5 million+

BeiGene approved medicines have treated more than 1.5 million patients since commercialization

Our global strategy to reach more patients includes several methods:

- **Commercial Reach:** Expanding our commercial presence and distribution infrastructure in established and growing markets
- **Accessibility:** Maintaining a flexible, collaborative approach to pricing and reimbursement
- **Support:** Developing assistance programs, which include low- or no-cost medicines to eligible patients, where permissible

EXPANDING OUR COMMERCIAL PRESENCE

Many drug development companies today follow a tiered approach to medicine registration to realize greater economic returns or to protect pricing structures. We opt for a more wide-ranging approach. Early in the commercialization process, we look to register our products in many regions at the same time, including developed and developing markets. We also leverage our broad global clinical trial reach to ensure our studies can be used in regulatory filings across markets.

Our strategy gets results, as BeiGene's two cornerstone therapies have achieved marketing authorization in more than 70+ countries and regions. To maintain our rapid pace of global expansion, we grew our commercial team in 2024 to over 4,000 members.

Expanding reach requires partnership. That's why we collaborate with other patient-centric organizations who share our commitment to access. In 2024, BeiGene had partnerships with six organizations to bring 14 products to patients in China.

One Patient's Journey to Access

Artur is a current beneficiary of the collaboration between The Max Foundation, BeiGene, and the BeiGene Foundation. He lives in Vardenik, Armenia, which is about 80 miles from the capital city of Yerevan. He is 54 years old and married with three daughters.

In the summer of 2019, Artur started experiencing extreme abdominal pain, prompting a visit to a nearby ambulatory center. He underwent testing and was diagnosed with chronic lymphocytic leukemia (CLL). The results from undergoing chemotherapy were not long-lasting, and the disease relapsed in 2022.

Artur's physician then prescribed a different treatment plan, which was extremely expensive. Artur was able to finance this treatment for some time, but his financial situation drastically changed when he was laid off from his job as a truck driver. He was deeply disappointed but knew that he could not give up.

Hope was renewed when Artur learned that a new, chemotherapy-free treatment for CLL was coming to Armenia through The Max Foundation. In May 2024, Artur was able to pick up his first supply of medication.

Today, Artur feels much better with a positive response to treatment. He is physically and mentally stable, with no identified complications.

"Every moment of hope, every act of kindness, I carry with me. Thank you for helping me believe in a future beyond cancer."
-Artur

OUR GLOBAL APPROACH TO ACCESS

Central to our commitment to patients is our commitment to access. Our core value is Patients First. Every day we strive to create high-quality, innovative medicines more quickly, and that are more affordable for patients. It's not enough for innovative drugs to simply exist – it is our mission to make sure patients can access them. We work with cancer communities around the world to learn from their collective expertise as well as to help provide needed support to patients, caregivers, and families.

✦✦✦

Our passion is partnership, and our commitment to patients is resolute.

Our work to enable access to life-changing medicines includes:

- **Inclusive research & clinical trials.** Broad representation in clinical trials and early-stage research is indispensable to the development of safe, effective therapies for every cancer patient. We work alongside patient communities to ensure the participation of all patient demographics throughout the research and development process.
- **Partnering with the global cancer community.** To help promote and advance global health access, we work with patient advocacy organizations (PAOs). We are a founding sponsor of the U.S. FDA's Reagan-Udall Foundation, contributing to its Fellowship in Regulatory Science, Innovation, and Health Equity program. We also collaborate with The Max Foundation to support their work on expanding global access to treatment.
- **Supporting patients & communities.** To complement our therapies, we promote broader well-being in the communities we operate through programs like Test Before Treat, an educational campaign highlighting the importance of biomarker testing to inform quality care. The myBeiGene program offers support and resources to patients, while the BeiGene Foundation works to eliminate barriers to accessible cancer care.

In each market where we distribute BeiGene products, we are committed to our philosophy that every patient who needs them should have access to our medicines. The same conviction underlies **Our Approach to Affordability**, a set of principles which guide our access approach for both new and existing markets. With a wide variety of healthcare systems around the globe all with differing structures and maturity, we respect and understand that there are different challenges in each region where we seek to provide medicines to patients. We remain committed to our mission and strive to find solutions by working with national healthcare systems and private payers and by offering expanded access where appropriate.

A Rising Need, an Urgent Answer

Cancer is an emerging public health challenge in India, with rising cases driven by increased awareness and improved diagnostics. According to the ICMR-National Institute of Cancer Prevention and Research, India has approximately 2.5 million cancer patients, with 700,000 new cases diagnosed and 550,000 deaths each year. In line with our commitment to broad access for patients, Beigene has partnered with Glenmark Pharmaceuticals to bring tislelizumab and zanubrutinib to India to address this growing burden. This collaboration exemplifies our mission to transform cancer care through partnering with the global cancer community to help as many patients as possible.

EXPANDED ACCESS PROGRAMS

BeiGene offers several Expanded Access Programs (EAPs) to enable more patients to benefit from our medicines—especially those with serious or life-threatening conditions who have exhausted all available treatment options and lack access to clinical trials. EAPs provide access to therapies, usually at no charge. We carefully develop EAPs in accordance with all applicable local regulations and ethical standards. To date, our EAPs have treated more than 1,400 patients in 36 countries.

Our EAPs include:

- **Pre-Reimbursement Access Program (PRAP):** PRAPs allow us to expedite access to medications approved by healthcare authorities, increasing their overall availability in various markets in advance of final reimbursement approval where permitted by local laws. In 2024, BeiGene established a new PRAP for patient groups in Australia, Belgium, Malaysia, and Spain, increasing the total number of PRAPs available to patients to 16. To date, our programs have reached over 800 patients.
- **Compassionate Use (CU):** Through BeiGene's global CU programs, patients who lack access to clinical trials and alternative therapies can benefit from our investigational medicines prior to their regulatory approval where permitted by local laws. In 2024, the CU program included three investigational drugs. In total, over 500 patients across 18 countries have benefited from free-of-charge compassionate access.
- **Post-Trial Supply Program (PTS):** The PTS program addresses a critical lapse in care that can occur after a clinical trial. It provides patients who finished a confirmatory BeiGene-sponsored study with continued access to our treatments at no cost. We offer this option until a therapy receives local regulatory approval and becomes available in that region. At present, this is available for three of our medications to patients in 10 countries.

Beyond EAPs, myBeiGene patient support program expands access to our approved medications to eligible patients in the U.S. and Canada through a combination of free medicines, reimbursement and coverage support, and copay assistance. myBeiGene also connects patients with oncology nurse advocates. These providers offer specific advice and guidance for patients and caregivers and link them to essential resources, such as advocacy groups, educational materials, and counseling.

36 Countries

Patients received treatment through EAPs in 36 countries.

1,400 Patients

More than 1,400 patients received treatment through EAPs.

BeiGene Foundation

Despite significant progress in cancer diagnosis and treatment, considerable disparities in access to cancer care remain worldwide. Established as an independent nonprofit organization at the start of 2023, the BeiGene Foundation is dedicated to eliminating these barriers and to help foster accessible cancer care in underrepresented communities around the world. The BeiGene Foundation invests in innovative and transformative solutions that improve and accelerate health outcomes.

Last year marked a milestone for the BeiGene Foundation with the organization's first round of grants for the recently established Access to Cancer Care grant program. Through this initiative, the BeiGene Foundation invests in programs around the world that:

- Improve access to cancer screening and detection
- Improve cancer diagnosis

By addressing key barriers such as low awareness, healthcare literacy, workforce availability, and fear and stigma, the BeiGene Foundation is poised to drive measurable impacts in creating better outcomes for cancer patients in underserved and at-risk communities around the globe.

BeiGene FOUNDATION

> "The work of the BeiGene Foundation builds on our commitment to breaking down barriers to accessible cancer care. Together with our grant partners, we are actively working to make meaningful progress toward improving patient access to cancer screenings, detection and diagnosis among at-risk communities worldwide—paving the way for a future where accessible cancer care is a reality for all."
>
> **Christine Riley Miller**, Executive Director of Global Responsible Business and Sustainability

The BeiGene Foundation has partnered with organizations around the globe to help improve healthcare access. Notable grants from 2024 include:

Global: In May 2024, the BeiGene Foundation made its second grant to The Max Foundation as part of a three-year collaboration with BeiGene to deliver medicine at no cost to patients in low- and middle-income countries. As of the end of 2024, 202 patients with CLL in three countries have received over 50,000 defined daily doses of treatment at no cost as a result of the collaboration.

South Africa: Supporting one year of training for a subspecialist clinical hematologist as part of the South African Clinical Haematology Society effort to train at least 100 clinical hematologists in South Africa and neighboring countries in the next 10 years. The presence of more subspecialists in the region will not only facilitate earlier diagnosis but also improve access for more rural and underserved populations.

Brazil: Working with ABRALE and Instituto Camaleão, awareness campaigns were set up throughout Brazil to help educate patients on the importance of early screening and to demystify existing taboos around leukemia, optimizing early diagnosis and improving outcomes.

Thailand: Supporting the Department of Medical Services Foundation's effort to enable greater access to effective cancer screening and early cancer diagnosis among at-risk and underserved populations through cancer awareness programs, training for health professionals, and information technology.

United States: Partnering with Cancer Support Community (CSC) to help educate and empower patients and caregivers about new developments in cancer screening and improve communication with their healthcare team around this important topic. CSC is a global nonprofit that uplifts and strengthens people impacted by cancer by providing support, fostering compassionate communities, and breaking down barriers to care through education, research, and advocacy.

To learn more about the BeiGene Foundation visit our **website**.

Supporting Patients

PATIENT ADVOCACY

We are committed to our role as leaders and partners in global advocacy for oncology patients. Our high level of involvement with patient organizations at all stages of medicine development and commercialization gives us the unique ability to hear and respond to their stories and concerns, support education that empowers decision-making, and shape programs and policy innovations for patients. Our efforts are focused on addressing the varied healthcare needs of the countries where we operate, many at differing levels of development. Recognizing that challenges patients may face may vary, patient advocacy priorities are tailored to reflect local realities and opportunities.

A key focus for BeiGene is improving patient access to innovative oncology therapies. Efforts include collaborating with healthcare providers, patient organizations, decision makers, and non-governmental organizations to navigate differing healthcare environments and infrastructures while simultaneously advancing access to care. In emerging markets, priorities include establishing foundational relationships with healthcare stakeholders and increasing awareness of cancer care resources. In all regions, we seek to identify and address barriers to treatment access.

GOAL

Spearhead multi-stakeholder solutions that empower patients and disrupt systemic access barriers by 2025

PROGRESS

- New partnership initiated to reach underserved communities with the SCPC of Los Angeles, CA, in order to address barriers to cancer care through outreach, education, clinical trial enrollment, and other forms of community-based patient support
- Following finalization of the Patient Engagement Guidebook, which provides a robust roadmap on where, why, and how best to include patient insights into the pipeline at all stages of drug development, conducted over 100 internal meetings to educate colleagues on the importance of incorporating the patient voice into R&D
- In partnership with the CLL Society, launched Test Before Treat™, a campaign that aims to educate both healthcare providers and patients with CLL and small lymphocytic lymphoma (SLL) about the critical importance of biomarker testing to guide treatment and drive better outcomes in CLL management

Test Before Treat™

BeiGene partnered with the CLL Society in 2024 to launch Test Before Treat™— an awareness campaign in the U.S. that aims to educate healthcare providers (HCPs) and patients with CLL/SLL about the critical importance of biomarker testing both before and during treatment. The objective of the campaign is to highlight how a patient's genetic profile can change over time and how a blood test can provide genetic insights to guide treatment and drive better outcomes in CLL management. Through targeted digital outreach, direct-to-consumer efforts, and tailored, in-office HCP resources, Test Before Treat™ equips both patients and HCPs with tools for shared decision-making, ensuring treatments are aligned with each patient's unique genetic profile.

To learn more about the Test Before Treat™ campaign visit: **CLLTestBeforeTreat.org**.

Recognition for Our Work in Patient Advocacy

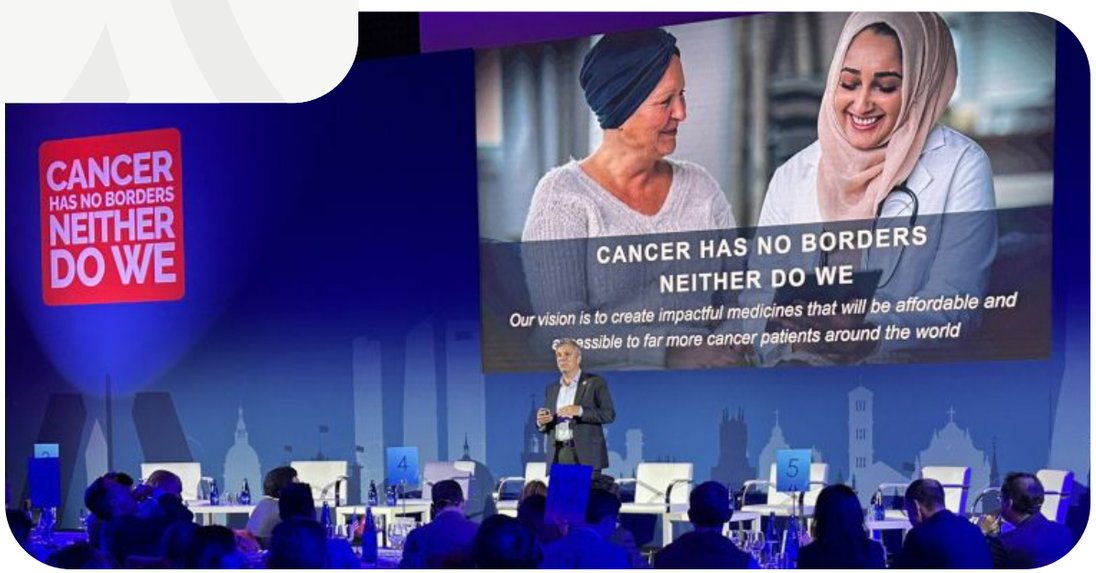
BeiGene received the Lymphoma Research Foundation's 2024 Corporate Leadership Award in the U.S. for our work in patient education, mental health, and advocacy

BeiGene received Excellent Program Award from the Patient Advocacy Committee of China Anti-Cancer Association for our work in engaging patients and HCPs in disease and treatment education.

The program, themed JIYU (Together to Heal), attracted over 100 patients and families to the offline event, along with approximately 30,000 participants joining online.

Our work in global markets relies heavily on the input we receive from patient organizations—groups that provide outreach and educational resources for local patients. BeiGene maintains strong partnerships with global patient organizations, and we are actively building connections with additional groups to guide our work in new regions and markets. These partnerships help ensure that patient insights and feedback inform everything we do, from commercialization programs through the full drug discovery and development process.

An essential aspect of supporting and amplifying patient advocacy is understanding and addressing the unique needs of each patient population. By collaborating with local leaders and our patient organization partners, we gain insights into the capabilities and resources available in each healthcare environment. This collaboration allows us to provide tailored support and investment to meet the specific needs of each market. The result is a more balanced and customized approach to working in various regions to support patients.



The independence of patient organizations is crucial to our success. BeiGene upholds organizational autonomy in accordance with legal, ethical, and industry standards for patient engagement. Our partners retain complete independence in their policy recommendations, patient-orientated activities, strategic planning, and advocacy efforts. Transparency is key in our partnerships, with clear goals and full disclosure of all forms of support, whether financial or otherwise. We do not influence patient organizations to promote any prescription-only medicines. These commitments are detailed in our **Global Policy Position on Partnering With Patient Organizations.**

Reflecting on 2024, we take pride in the progress achieved through our partnerships with various patient organizations. From sponsoring prominent forums and conferences to hosting educational and patient advocacy sessions, these collaborations are integral to our patient-centered approach to oncology. We remain committed to deepening these partnerships and expanding our efforts to drive meaningful impact in the oncology community in the years to come.

- BeiGene sponsored multiple patient-focused events, including the IWMF Educational Forum, the ASH Patient Advocacy Panel, and CLL Table Talks, as well as the CLL Advocates Network's CLL Horizons 2024 Conference, the WMUK/IWMF European WM Patient Summit, and the Digestive Cancers Europe (DiCE) ENTERO Conference. We also provided support for World CLL Day.
- BeiGene hosted educational sessions such as a live Q&A for CLL patients and caregivers in Europe. In China alone, we supported more than 1,600 sessions that benefited over 200,000 patients throughout the year. Looking at the broader scope of our global organization, we strengthened existing partnerships and invested in building new ones, such as those with DiCE, Lung Cancer Europe, and Cancer Patients Europe.
- BeiGene hosted a **symposium** at the TJCC (All Together Against Cancer) Congress in São Paulo, marking a milestone as our first patient advocacy-focused event in Latin America. This event focused on the importance of a patient-centered approach in oncology.

SUPPORTING THE WELL-BEING OF PATIENTS

The challenges faced by cancer patients and their caregivers are not limited to accessing medicines and therapies. They must also navigate the complexities of treatment options, manage care coordination, arrange transportation, and cope with the emotional toll that cancer takes. BeiGene recognizes the magnitude of what patients and their caregivers experience and strives to help support the whole patient throughout the continuum of care.

We work with our partner patient organizations to offer complimentary education on treatment options, clinical trials, and other resources that facilitate the treatment journey and help patients increase their self-management capabilities. We also identified that there was a significant gap in the mental health resources available to cancer patients. To support addressing this issue, we sponsored a 2022 study in collaboration with the Cancer Support Community (CSC), which gathered insights from over 600 cancer patients in the U.S. The findings from this study were instrumental in shaping our Talk About It: Cancer and Mental Health Public education campaign.

Talk About It serves to increase public understanding of the severe effects a cancer diagnosis can have on someone's mental health—and how addressing those effects is a vital part of comprehensive cancer care. The campaign makes important resources readily available to everyone involved in the provision of care, from physicians and nurses to home caregivers, family members, advocates, and patients themselves.

In the program's first two years, we have:

- Established multiple partnerships with North American patient organizations focusing on cancer and mental health (including CSC, Association of Oncology Social Work, and Association of Community Cancer Centers) and are actively working with our global partners to expand the education campaign into Australia, South Korea, Canada, and the European Union (EU).
- Launched and curated a central digital resource for cancer and mental health at **cancerandmentalhealth.com**
- Hosted four Talk About It webinars with more than 300 registrants representing over a dozen patient organizations, HCPs, patients, and caregivers.
- Hosted Facebook Live events featuring moderated discussions on key topics such as mental health, access to care, and patient support. Program highlights included our conversation with U.S Representative, Bonnie Watson Coleman from New Jersey, "Honoring Cancer Survivors and the Importance of Access to Care," as well as "Mental Health Support: A Critical Component to Cancer Care" with Geoff, a CLL patient, and "Addressing the Social Needs of Patients With Cancer," a conversation with Amy Sutton, CEO of Crossroads4Hope.
- Published monthly blogs for the Talk About It website and additional gastric and PAO resources.

Light the Night

The Leukemia & Lymphoma Society (LLS) is one of BeiGene's key advocacy partners, and 2024 marked a significant step forward in the partnership between the two organizations. Building on previous years' sponsorships, BeiGene became the National Presenting Sponsor of Survivorship and Hope of LLS's Light the Night fundraising walk series. In total, over 400+ BeiGene colleagues participated in walks across 90+ cities. Team BeiGene raised over $89,000 to date, and when added to our sponsorship, contributed more than $1.5 million to support blood cancer patients, their families, and treatment research.

BeiGene Colleagues Support Basel Cancer League's "Pink October" Initiative

BeiGene partnered with the Basel Cancer League for its annual "Pink October" initiative to raise funds for breast cancer awareness. Our Swiss-based team and their families organized efforts to sell packages with a special "Pink Sablé" pastry from a local bakery, with proceeds going to the Basel Cancer League. This collaboration is part of BeiGene 's ongoing support for cancer patients and their families in the region.

Empowering Our Colleagues

People make our progress possible. Our colleagues' immense talent and unwavering dedication allow us to advance towards our vision of transforming the biotechnology industry and improving access to innovative cancer treatments worldwide. We continually look to enhance our team by attracting top medical and business professionals who share our core values of *Patients First, Bold Ingenuity, Collaborative Spirit,* and *Driving Excellence*. These values, combined with our culture of mutual respect and belonging, empower our people to make a difference and realize our collective goals.

In this chapter, we share our approach to:

- Building Our Team
- Colleague Engagement & Support
- Compensation & Benefits
- Career Development
- A Culture of Belonging
- Colleague Volunteerism
- Health & Safety

Empowering Our Colleagues

Building Our Team

As our needs evolve, so do our global teams. In 2024, we added 2,105 new colleagues across six continents. These additions increased our employee base to more than 11,000 colleagues worldwide. We are proud to include over 1,000 MDs and PhDs among them.

Our ability to attract and expand our global teams stems from our strategic recruitment practices. With a focus on cost efficiency and time-to-fill rates, we tailor our recruitment efforts to meet the needs and dynamics of each region and function. Our tactics include online hiring platforms, internal referrals, job fairs, college campaigns, and partnering with local agencies to reach candidates in different regions. When we hire, we prioritize candidates who demonstrate the right combination of skills, experience, and alignment with our core values. We look for people who share our commitment to patient well-being, thrive in teams, and possess both an unrelenting drive for excellence and a desire to challenge the norm.

We believe that any individual who meets a position's requirements should have the chance to contribute to our mission. By offering flexible remote, hybrid, and part-time opportunities where possible, we are able to appeal to a broader mix of top-tier candidates. This flexibility and dedication to our colleagues' success have enabled us to attract, train, and retain exceptional talent.

As our team continues to grow, we have enhanced our global presence through strategic expansion, underscoring our commitment to becoming a leading force in oncology worldwide. In 2024, we opened new local offices in the United States, Malaysia, South Africa, Argentina, Mexico, Saudi Arabia, and Singapore. Our new facility in Hopewell, New Jersey is a 400,000 square foot manufacturing and administrative facility with over 200 employees. This geographical expansion strengthens our connections with patients and enhances our corporate culture with varied perspectives and knowledge. Our hybrid working style allows our home office network to flourish as well, with thousands of colleagues working in more than 35 countries.

BeiGene's Annual Summer Internship Program

In 2024, our summer intern program saw its largest ever cohort of 51 interns, up from 41 in 2023. The departments at BeiGene with the most interns included Medical Affairs, U.S. Manufacturing, Commercial, and Biostatistics. We hosted 16 interns onsite in Hopewell, New Jersey, to attend the grand opening of our new flagship biologics manufacturing and clinical research and development facility. Additionally, 16 interns participated in our annual speaker series, which included lectures by BeiGene subject matter experts and other industry leaders.

Colleague Engagement & Support

BeiGene's mission to create positive change extends from society to our workforce, where open communication sets the tone. At all levels, we encourage colleagues to seek support and counsel from leaders and to share their unique perspectives during meetings and workplace forums. We want all colleagues to feel supported in their pursuit of professional and personal growth and inspired by their impact on patients' lives.

We recognize that leadership behavior plays a pivotal role in the success of the Work Better, Live Better initiative. In addition to encouraging leaders to model a healthy work-life balance, we have consistently provided training and resources to support them in guiding their teams to establish clear expectations regarding work hours, time off, and deadlines.

ACHIEVING BETTER WORK-LIFE BALANCE

We take colleague feedback seriously and have taken an active approach to promoting colleague work-life balance. Our work-life balance program, "Work Better, Live Better", features three distinct pillars:

1. **Company Focus:** Improving work processes through the adoption of automation and technological solutions
2. **Team Focus:** Setting expectations around meeting effectiveness, roles and responsibilities, and autonomy; understanding what "Work Better, Live Better" means for colleagues; and discovering how managers can support their colleagues' goals related to balance
3. **Colleague Focus:** Giving colleagues resources and training to help them adopt proactive behaviors, realize new efficiencies, and improve their well-being, all while exploring what they need to feel their very best.

Several other initiatives were implemented to reinforce the "Work Better, Live Better" culture throughout the company. For instance, during two designated quiet weeks, management encourages a reduction in meetings and calls, allowing colleagues to focus on completing essential work and personal tasks. Similarly, Focus Fridays aim to minimize distractions by limiting meetings and calls, and quiet hours are observed during local time to promote the opportunity for colleagues to fully disconnect.

GOAL

Maintain colleague engagement scores globally versus 2022 engagement scores with a stretch goal of +3% for the 2024 engagement survey

PROGRESS

Our planned 2024 engagement survey was delayed to 2025 to accommodate our company transition to BeOne. We will report on this goal once survey results are complete and compiled.

BeiGene Named a 'Great Place to Work' in Australia and New Zealand

We're proud to announce that BeiGene Australia was named a 'Great Place to Work' for the third year in a row and BeiGene New Zealand received the honor of being named a 'Great Place to Work' for the first time in 2024.

BeiGene Named a Best Workplace for Innovators

Fast Company magazine ranked BeiGene number 31 on its list of the 100 Best Workplaces for Innovators in 2024. This listing recognizes our commitment to developing and delivering medicines that push boundaries of innovation and make an impact for patients with cancer around the world.

Compensation & Benefits

We prioritize the well-being of our colleagues, which we consider their physical, financial, and social-emotional health, and we deeply value their individual goals and perspectives. That's why we strive to build a community and a culture that offers both professional and personal balance.

Our approach includes rewarding our colleagues' hard work and unwavering dedication with competitive compensation and benefits designed to enhance their well-being. Amid ongoing growth and expansion into new geographies, we carefully review our benefits so they remain competitive and inclusive across all industries and regions. We maintain a total rewards structure that starts with a competitive base salary and gives all colleagues opportunities for annual performance bonuses, equity grants, paid leave, and other benefits, such as healthcare coverage, based on market needs.

We also evaluate our benefits at least annually to ensure we are providing the best possible offerings for our colleagues. We continuously seek to expand our well-being and mental health benefits. In addition, our benefit reviews help us make sure we support our colleagues in all life cycle stages and across all demographics and abilities. Find more details about regional benefits on page 71-72.

To learn more about the benefits that support our colleagues, visit **meetus.beigene.com**.

All colleagues receive annual performance reviews, including peer, 360, and/or managerial reviews. With each review, colleagues can look back on their achievements and contributions and receive qualifying performance incentives. High-performing, high-potential colleagues may have the opportunity to receive additional incentives such as additional cash and/or stock awards for work that drives our success. For meaningful contributions to their respective functions and for colleagues who demonstrated our values in 2024, CEO Year-End Equity Awards were granted to 87 colleagues in January 2025.

Our median employee compensation for 2024 totaled $88,543. This includes annual salary, base pay, annual target cash incentive opportunities, and grant date fair value of equity awards granted in the same year. Our CEO Pay Ratio for 2024 was approximately 235:1, as determined in accordance with the rules of the U.S. Securities and Exchange Commission (SEC).

As a pay-for-performance company committed to equal pay for equal work, we weave inclusive policies, principles, and practices into our culture, processes, and colleague life cycle. Per BeiGene's commitment, we fairly compensate our colleagues based on the work that they perform.

In the U.S., we conduct internal pay equity reviews every two years. To date, our data analyses have revealed no systemic pay equity issues. As our team continues to grow, we will conduct similar audits compliant with local legislation. We will review our processes to ensure fair pay for all global colleagues.

Employee Assistance Program	Program provides work-life and mental health resources for colleagues, including free therapy sessions for colleagues and family members.
Modern Health	Platform offers mental well-being resources such as coaching and therapy, on-demand self-help, and community education and forums. Colleagues and eligible family members have access to six coaching and six therapy sessions per year. This access is virtual and readily available.
Wellness Coach	A resource with mindfulness, meditation, sleep and various wellness programs. Platform allows colleagues to engage in activities and fitness programs through company-wide challenges with gamification for reward opportunities.
ThrivePass	Program provides two types of benefits: the Lifestyle Spending Account allows colleagues to get reimbursed for a variety of expenses related to health and well-being; the Tuition Reimbursement program allows for reimbursement for courses relating to one's career.
Carrot	Program provides help and monetary support for family forming, planning, and hormonal health, meant to meet colleagues at every stage of life.
Care.com	Platform supports colleagues by connecting them with trusted care providers for their children, seniors, and pets. Some countries allow for a back-up care subsidy.
AccessHope	Program provides access to cancer support services for colleagues and family members, including expert second opinions on treatment plans and guidance through treatment to ensure success.

*Programs may vary by region

Career Development

Throughout 2024, we continued our companywide focus on professional development and growth. As part of this effort, we introduced new opportunities for learning where colleagues can acquire new skills and expand their impact as they progress in a rewarding career.

DEVELOPMENT PLANNING

We encourage all colleagues to set and work toward their own professional development goals. We formalize these goals into Individual Development Plans (IDPs) in Workday, our online development platform. Colleagues can work with their managers on plans to achieve their goals, with tactics ranging from on-the-job training to targeted education.

This past year also saw new utilization of BeiGene's Global Competencies, first introduced in 2023. Our Global Competencies outline the knowledge, skills, and behaviors that we believe best contribute to individual and organizational performance. Further, they reflect the ways in which we partner and connect with others to accomplish our work and help us drive a culture of ongoing feedback and development in line with our values. For 2024, we redesigned our learning and development resources around the structure of the Global Competencies, giving us new ways to define what success looks like at every level of BeiGene. Each colleague's IDP now reflects Global Competency priorities, and managers have a readily available toolkit to help identify gaps and encourage employee-led change.

Internal recruitment, promotion, and advancement remained strong throughout 2024. The percentage of positions filled by current colleagues was nearly 10% in 2024. Our continued focus on this front opens new doors for career advancement, aids in long-term retention, preserves institutional knowledge, and ultimately produces a stronger, better-informed workforce.

Global Competencies

Patients First

When we exhibit our values through our competencies, we help get more affordable medicines to more patients around the world

Collaborative Spirit

- Fosters Teamwork
- Provides and Solicits Honest and Actionable Feedback
- Self-Awareness
- Acts Inclusively

Bold Ingenuity

- Demonstrates Initiative
- Entrepreneurial Mindset
- Continuous Learning
- Embraces Change

Driving Excellence

- Results-Oriented
- Analytical Thinking/ Data Analysis
- Financial Excellence
- Communicates with Clarity

EDUCATION & TRAINING OPPORTUNITIES

As BeiGene grows, we aim to ensure that every colleague, regardless of their level, has the opportunity to learn, develop, and thrive. To best support our colleagues' needs, we structure our resources around the 70-20-10 model of professional development. This model is grounded in the belief that job-relevant learning is best supported by a program offering 70% experience, 20% exposure, and 10% explicit education. Our learning and development programs embrace this mindset, building growth pathways aligned with our Global Competencies program and oriented toward effective communication, finely tuned teamwork, and leadership at every level.

The 2023 launch of BeiGene University (BGU) provided a major boost to our learning and development capabilities. A powerful online platform for training and education, BGU allows universal access to personalized, easily updated learning resources. In 2024, BGU welcomed over 7,000 active users, who together logged more than 167,000 activity completions across e-learning courses, videos, books, virtual classes, and more. The platform also supports team-based learning experiences on skills vital to our Global Competencies and lets us host workshops for technical trainings and equally important soft skills. We also added new development resources in 2024, including AI coaching simulators and instructor-led classes offered through BGU and Skillsoft.

Individual colleagues utilize these resources in various ways, collaborating with managers to create IDPs that help them strengthen the skills, knowledge bases, and capacities essential to their unique roles. Certain roles at BeiGene require training on topics such as regulatory compliance, ethical standards, environmental protection, workplace safety, and job-specific technical skills, while other roles focus on more general workplace skills and professional development.

Our mentoring initiative, Mentoring@BeiGene, achieved impressive results during its first full year of operation. We saw 155 pairs of colleagues participate, up from just 25 pairs in our pilot program in 2023. They shared perspectives, lessons, and expertise across oceans, with colleagues from managers up to executive directors. By region, we saw 50 participant pairs from North America, 49 from Europe, 101 from Greater China, and 10 from other countries in the Asia-Pacific region.

> "It is inspiring to hear and learn from mentors. The insights are appreciated and helpful with no judgment or expectations of the counterparty. It's a new light on the road!"
>
> **Mentoring@BeiGene mentee**, early 2024

In September 2024, we formally launched our SEED program after a successful pilot phase. The SEED program provides colleagues with valuable opportunities for growth and development by allowing them to take on short-term projects outside of their current team or region while continuing in their current roles. These short-term projects allow participating colleagues to gain exposure, experience, and development in various areas of the business. Since the program was launched, including its pilot phase, 44 projects have been completed, with 17 currently in progress.

7,000+
active users completed over 167,000 activities across e-learning courses, videos, books, virtual classes, and more in 2024

LEADERSHIP GROWTH

BeiGene also offers advanced leadership development programs, including our Executive Coaching Program which offers a structured approach designed to foster leadership development. This program matches participants with coaches tailored to their development needs. Through assessments and collaboration with coaches and managers, participants identify strengths, goals, and opportunities, receiving feedback and encouragement to implement new actions and behaviors. BeiGene's Executive Coaching Program continues to reinforce our commitment to talent development while aligning with our overarching leadership strategy. All 14 global leaders who participated in the program in 2024 shared high praise, giving an overall feedback score of 4.7 out of 5.

To further our leadership development in 2024, we partnered for the first time with several of our global business units, including Global Clinical Operations, Global Technical Operations, Research & Development, Commercial, and Global Product Safety, to develop customized leadership learning paths based on our functional priorities and individual leader needs. In addition, we gathered and analyzed feedback from the LIFT (Leading Innovation Future Transformation) program, which we piloted in 2023. LIFT is a hybrid in-person/virtual program designed to drive the growth of BeiGene senior leaders and key talent within our organization. We anticipate welcoming new cohorts of leaders for 2025. For more about leadership development, see **Succession Planning**.

BeiGene Hosts Second Annual Development Week

BeiGene hosted our second annual global Development Week in August 2024. More than 3,700 colleagues took part in 82 virtual and in-person sessions worldwide. Led primarily by internal colleagues, the sessions covered various topics in the realm of personal, professional, and technical development, including personal branding, achieving work-life balance, leadership, and financial excellence. We also added new cross-regional sessions, where leaders from different regions came together to share perspectives and best practices.

> "The program provided insightful questions and guidance, helping me adjust my approach effectively."
>
> Executive Coaching Program participant, 2024

A Culture of Belonging

Since our founding in 2010, we have intentionally built an inclusive culture where colleagues with varied experiences and perspectives can come together and create innovative solutions for patients. Our shared mission fosters a sense of belonging for all, which empowers us to achieve breakthroughs for patients.

> "Across the BeiGene enterprise, we are taking specific actions in the workforce, the workplace and the marketplace to live our values.
>
> - Encouraging open communication supports a *Collaborative Spirit.*
> - Welcoming varied perspectives enables *Bold Ingenuity* and *Drives Excellence.*
> - Ensuring patient engagement and broad representation in clinical trials puts *Patients First.*
>
> We educate and communicate through our Coffee & Conversation dialogues, Business Resource Groups, and our ongoing mentor platform. We are proud that everyone on our team, from our leadership team to our researchers, works collaboratively to execute this strategy."
>
> **Julius Pryor III**, Executive Director, Colleague, Culture & Community Engagement

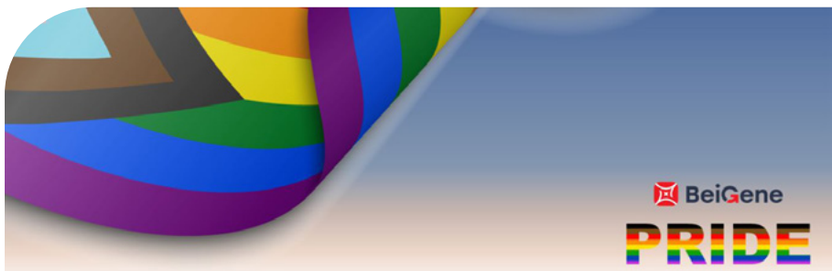
As a scientific organization, we recognize that greater innovation, bigger breakthroughs, and better results for patients are only possible through fostering an environment and culture that reflects and supports the communities of patients we serve and celebrates the unique strengths that each colleague brings to BeiGene.* Through these efforts, our colleagues can feel empowered, coming together in creating innovative solutions for patients.

Our strategy, Belong@BeiGene comprises three areas:

1. **Workforce:** Strengthening our recruitment, development, retention, and succession programs and planning
2. **Workplace:** Supporting everyone in bringing their authentic selves to work through activating company-wide programs and engaging colleagues to put forth novel solutions
3. **Marketplace:** Advancing broad participation and inclusivity in clinical trials and ensuring access to BeiGene medicines in underserved communities

To strengthen our efforts on this front, we continually gather input from our colleagues through initiatives like engagement surveys. BeiGene's Coffee & Conversations events further foster engagement and deepen our collective understanding of the experiences and challenges of our colleagues as well as the patients we serve. Colleagues around the globe can virtually join open discussions, hear personal stories from different perspectives, and broaden their understanding of current issues. Topics covered in 2024 included neurodiversity, mental health, and the importance of broad representation in clinical trials, among others.

In 2024, we proudly launched our first two Business Resource Groups (BRG). BRGs are resource groups that are dedicated to supporting colleagues and encouraging open communication. BRGs and events are open to all colleagues. The launch of BeWISE (Women in Support of Excellence) was at the first annual Women's Summit in March. Since its inception, BeWISE has hosted several high-impact virtual events, launched a mentorship program, and grown to over 80 members. Though BeWISE is based in the Americas, similar groups will be introduced in other regions throughout 2025. On Veterans Day, we were proud to launch our second BRG, which is focused on supporting our colleagues who are veterans. Additional BRGs are expected to be launched in 2025, potentially including, but not limited to, those supporting Black/African American colleagues, Hispanic/Latino colleagues, and the LGBTQ+ community. We believe that a culture of support and inclusion in which colleagues feel empowered to bring their authentic selves and novel ideas to work improves work satisfaction and, ultimately, creates a space where innovation for our patients can thrive.



Pride Month

Pride Month, celebrated annually in June, honors the history, achievements, and ongoing challenges of the LGBTQ+ community. To commemorate Pride Month in 2024, over 150 BeiGene colleagues joined a Coffee and Conversations panel discussion on "Supporting the LGBTQ+ Community and Overcoming Healthcare Challenges." The panelists shared insights on the unique healthcare challenges faced by the LGBTQ+ community and discussed strategies for creating more inclusive healthcare environments.

*https://news.ncsu.edu/2018/01/diversity-boosts-innovation-2018/

Colleague Volunteerism

BeiGene is a purpose-driven company, and we are proud that our colleagues' ambition to help people in need extends beyond their role in the company. The positive impact of BeiGene on the world is greater due to the local achievements of colleagues who participate in our Employee Volunteer Program.

EMPLOYEE VOLUNTEER PROGRAM

We encourage everyone who works with us to engage with their communities in productive, impactful ways that leverage their own unique skills and passions. Since 2023, we have empowered BeiGene employees globally to volunteer for a personal cause through our volunteer paid time-off policy.

To bolster and support their efforts, the company maintains our Be the Change global volunteer platform. Launched in 2023 under the sponsorship of our President and Chief Operating Officer, Dr. Xiaobin Wu, Be the Change provides educational and informational resources on volunteer opportunities, collaborations, and relationships, as well as on how to register for volunteer activities and record volunteer hours.

To motivate ourselves and benchmark our growth as a global team, we set a goal of donating 10,000 volunteer hours in 2024. Our colleagues in many countries rose to the challenge, sharing their skills and enthusiasm with the Dandelion Support Network in Australia, the Basel Cancer League, the Madrid Food Bank Foundation, Shanghai Cancer Recovery Club, the Teddy Bear Cancer Foundation in the U.S. and many other charitable organizations around the world. BeiGene colleagues achieved this goal, participating in more than 18,000 hours of volunteer service in 2024.

Impact Driven by the ANZ Volunteer Group

In 2024, the Australia and New Zealand (ANZ) Leadership Team established a formal Volunteer Group to coordinate volunteer efforts and plan team events, inviting all employees to join. They set strategic goals for 2024, aiming for:

- Over 80% of employees to claim volunteer hours in both Australia and New Zealand
- Increased promotion of volunteering across all regions to bolster community outreach and to increase awareness of the volunteer program with as many employees as possible

The Volunteer Group promoted volunteering in all regions, successfully hosting events across Australia and New Zealand and partnering with nine community and charitable organizations in 2024. These partnerships supported work in areas such as young people with cancer, food security, child and family welfare, the environment, disability support, and more. In 2024, the ANZ Volunteer Group organized 12 team volunteer events, resulting in 89 employees contributing over 350 volunteer hours, a significant increase from the 99 hours logged in 2023 prior to the formation of the ANZ Volunteer Group.

Colleagues shared that their 2024 volunteer experiences fostered an increased sense of connection with colleagues they don't typically work with and brought a sense of pride and accomplishment from collaborating on non-work-related projects. Many also noted that the experience of volunteering as a team has opened them up to seeking out additional volunteer opportunities in their personal lives, outside of the Be the Change program.

Health & Safety

In 2024, BeiGene introduced a new Vision and Mission for our Environmental, Health, and Safety (EHS) program.

- **Mission:** To integrate EHS principles into our business practices and decision-making processes to create a safe and sustainable environment for our employees globally and the communities where we operate.

- **Vision:** We promote and maintain a safe, healthy, secure work environment for our employees globally. We use effective Environmental, Health and Safety programs to identify and manage risk and maintain strong EHS performance.

Our Global Head of Technical Operations and Manufacturing is responsible for overseeing and implementing BeiGene's EHS strategy. This work is supported by the EHS department, which ensures that environmental, health, and safety considerations are seamlessly integrated across our business operations.

At the core of our EHS approach are the ISO14001 and ISO45001 standards, which we use as the foundation for programming, training, new-hire education, and workplace EHS activities. To further improve our EHS program, BeiGene also conducted EHS gap assessments of our facilities globally in 2024 to ensure compliance with the varying regulatory requirements and our own EHS Mission and Vision. We comply with all relevant laws and regulations, including the Environmental Protection Law of the People's Republic of China, Water Pollution Prevention Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, and Regulations on the Administration of Construction Project Environmental Protection.

Our colleagues in China benefit from ongoing trainings at every manufacturing and laboratory facility based on the site EHS training matrix. Trainings target key EHS priorities to limit operational risk and meet internal and external compliance requirements, ranging from confined space entry to contractor management and more.

In 2024, we also created 17 Emergency Action Plans for our non-manufacturing offices, conducted regular safety inspections at offices, implemented new onboarding presentations in all regions, created and launched a comprehensive one-stop-shop for EHS programs on the BeiGene intranet, and introduced a new ergonomics program for all employees.

In pursuit of our EHS Mission of integrating health and safety into business practices, we improved the MyEHS system and expanded it to our Taipei laboratory and all non-manufacturing facilities in 2024. MyEHS supports all EHS concerns and investigation requests, permit management, logging safety violations or unsafe circumstances, sustainability index tracking, and more. This system helps to prevent the occurrence of work-related serious injuries and illness, and to mitigate relevant health risks.

Over the course of 2024, BeiGene biosafety labs in every region obtained their required P2 permits from appropriate health authorities. Other biosafety measures include a standard operating procedure, an oversight committee, pre-assessment for risk, protocols for emergencies, maintenance schedules for equipment, biohazardous waste disposal training, and best practice sharing across our teams and facilities.

Thanks to these robust EHS programs and interventions throughout the company, we saw a lost-time incident rate of just 0.04 in our laboratories and manufacturing facilities.

Alongside our suite of EHS training and programs, BeiGene colleagues promoted a culture of safety with new activities and shared accountability. Some examples include activities related to Earth Day, Occupational Health Week, Environmental Day, Safety Work Month, and Firefighting Day, which included an online EHS knowledge competition.

EHS by the Numbers

17.2M
Achieved 17.2 million safety workhours in manufacturing and laboratories

34
Released 34 global EHS standards with guidance to ensure ongoing compliance with both corporate requirements and relevant local regulatory requirements

Completed regular office inspections at BeiGene's non-manufacturing facilities

30
Completed 30 ergonomic assessments and provide ergonomic guidance to all new office hires globally

One
lost workday

Zero
fatalities

0.04
incident rate at our labs and manufacturing facilities

CUMULATIVE SAFE WORKING HOURS

Beijing and Shanghai's laboratories achieved
5,202,781 safe working hours

Guangzhou's manufacturing facility achieved
7,383,643 safe working hours

Suzhou's manufacturing facility achieved
3,908,094 safe working hours

The BioIsland Innovation Center achieved
487,502 safe working hours

The Taipei laboratory achieved
173,184 safe working hours

The Hopewell manufacturing facility achieved
124,886 safe working hours

BeiGene's Crisis24 Hotline

Across our operations, our Global Security program aims to minimize risk to BeiGene's people, places, and medicines. A key component of this effort is protecting our people, no matter where they are. To that end, we offer access to Crisis24, an app available to all colleagues that provides local emergency contacts, a hotline for emergency assistance, a safety check-in feature during dynamic events, and a crisis signal that allows colleagues to signal for help silently. In September 2024, when Hurricane Helene devasted areas the Southeastern United States, BeiGene colleagues were able to use the app to check in and share their status and locations. Through this hotline, we hope to ensure our colleagues are equipped with the tools necessary to remain safe, no matter where they are located.

Innovating Sustainably

At BeiGene, our commitment to reducing environmental impact is directly aligned with our mission to improve health and access to care around the world. We recognize environmental disruptions may affect our ability to deliver essential therapies to patients, and our reliance on specific natural resources, such as clean water, underscores the need for sustainable practices. By working to minimize our impact while fostering resilience against future disruptions, we will be in a stronger position to provide life-saving medications globally and safeguard the long-term, sustainable growth of our organization.

In this chapter, we share our approach to:

- 2024 Environmental Goals & Progress
- Our Environmental Governance
- Our Environmental Strategy
- Assessing our Impacts & Risks
- Taking Action and Goal-Setting
- Our Environmental Metrics

Innovating Sustainably

2024 Environmental Goals & Progress

GOAL

Reduce Scope 1 and Scope 2 emissions by 25% per unit of internally manufactured commercial products by 2026 (with 2021 as a baseline)

PROGRESS

Our 2024 Scope 1 and 2 emissions per unit of internally manufactured commercial product is 15% lower than our baseline year.

GOAL

Set a quantitative Scope 3 emissions goal by 2025

PROGRESS

In 2024, BeiGene progressed in our efforts to research and set a Scope 3 emissions goal by engaging with newly onboarded suppliers and existing strategic suppliers to directly collect their climate data.

GOAL

Develop a global product stewardship program

PROGRESS

A **Product Stewardship Statement** was published on our website in 2024. The statement codifies our product stewardship approach and was developed in collaboration with colleagues in EHS, Procurement, Supply Chain, Legal, and those with responsibility for product packaging around the world.

Our Environmental Governance

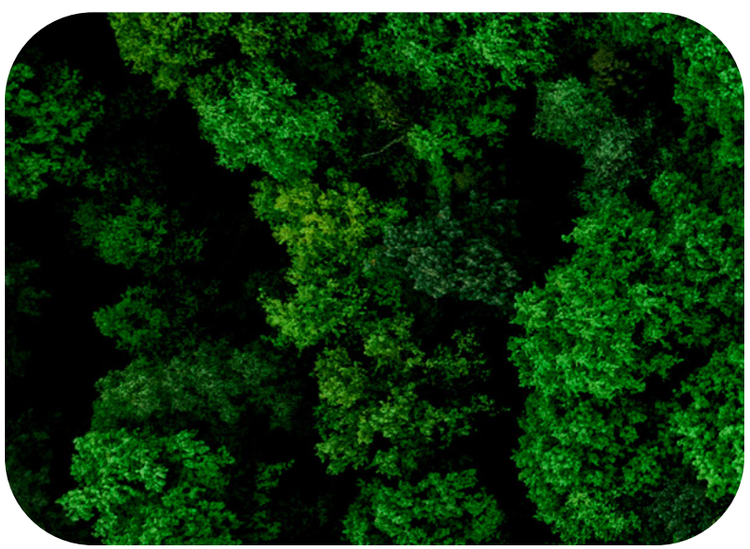
BeiGene has delegated responsibility for environmental-related issues at the Board level through the Board's participation in the RB&S Working Group. Over the previous two years, the RB&S Working Group has reviewed and approved our climate-related risk assessment and strategy, our nature-related preparedness assessment, and our quantitative Scope 1 and 2 reduction target.

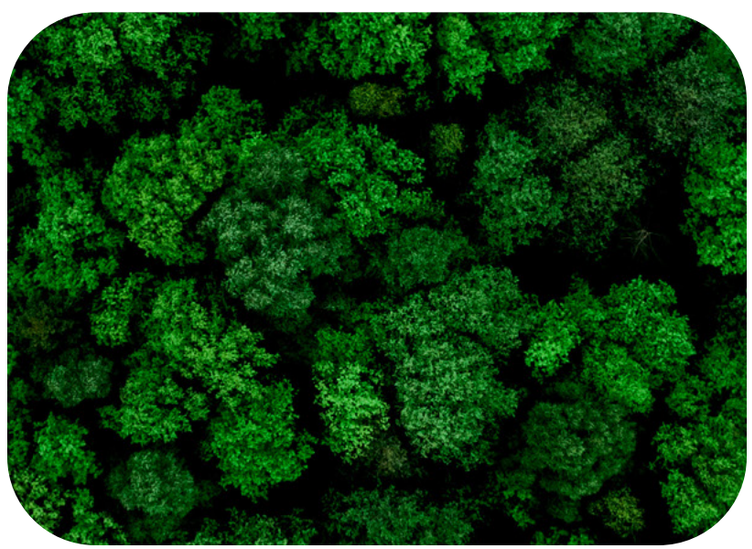
With the number of emerging sustainability regulations worldwide, the RB&S Working Group has also been focusing its efforts on ensuring BeiGene's strategy evolves to meet new and evolving regulatory demands. For more information on our RB&S Working Group, please see **Responsible Business & Sustainability Governance**.

ENTERPRISE RISK MANAGEMENT (ERM) OVERSIGHT

In 2022, we completed our first Task Force on Climate Related Financial Disclosures (TCFD) aligned climate risk assessment. Since that time, our ERM team has strategically integrated climate-related risks and opportunities into its governance framework, ensuring that climate considerations are embedded in our risk management processes and decision-making structures, where appropriate. For each of six identified climate sub-risks, there are corresponding risk owners who are responsible for developing mitigation plans, activities, timelines, and budget allocations. The process has helped to transform our operations and practices, and to further our contingency planning for incorporating climate resilience into our business operations. For more information, see **Enterprise Risk Management**.

Forecasting the financial impact of climate-related risks across our company poses a variety of challenges, due to factors such as the embedded uncertainties in climate models, challenges related to data granularity and quality, and lack of industry-wide alignment on the methodology for calculating transitional risk. Nevertheless, our climate assessment identified financial trends for each climate scenario that helps us better understand and communicate potential impacts to our business revenue (see Unmitigated Financial Risk or Opportunity chart). We continue to collect data to help refine our financial projections and better inform our planning and decision-making.





Our Environmental Strategy

We continue to evaluate the potential long-term opportunities and risks to our business from climate and weather-related events. For example, our plans to expand production and build additional facilities may heighten our exposure to certain financial risks, such as rising energy costs, the introduction of carbon pricing mechanisms, and increasing compliance expectations. We may also experience disruptions to our manufacturing, R&D, and supply chain functions. These risks include higher material and transportation costs due to scarcity and supply chain disruptions, extreme weather events threatening our facilities and distribution channels, and fluctuating availability of materials crucial for discovering, developing, and manufacturing medicines.

However, we also recognize significant opportunities to enhance the resiliency and reputation of our business. In the coming years, the decisions we make to address climate challenges will play a key role in the consideration of more sustainable, resilient, and cost-effective energy sources. These efforts may also help us optimize procurement practices, increase supply chain reliability, and accelerate the shift toward materials and suppliers that are more efficient and pose less risk to the business.

To measure and mitigate our risks and capitalize on key opportunities to strengthen the business, BeiGene's environmental strategy includes the following steps:

1. **Understand** our current impacts and conduct risk assessments as deemed necessary at the local and enterprise levels.
2. **Integrate** and operationalize findings to develop mitigation plans at the enterprise level.
3. **Set goals** while continuing to ensure alignment with relevant regulations and the needs of our business and stakeholders.
4. **Implement** practices to achieve goals and ensure regulatory compliance.

BeiGene's Fleet Strategy

Beyond our facilities, our global emissions also include those from our fleet, including vehicles used by our commercial sales team and is comprised of vehicles in the EU, U.S., and other major regions of operation. In 2024, we established a global fleet strategy (ex-JAPAC) to achieve cost efficiency as well as colleague well-being and environmental sustainability. Our strategy includes the optimization of our current fleet across our regions to align with corporate goals, through the development of an emissions reduction roadmap and the requirement of minimum safety features for all new vehicle orders.

Assessing Our Impacts & Risks

CLIMATE RISK ASSESSMENT

In 2022, we conducted our initial assessment of climate-related risks and opportunities across our business in alignment with the TCFD and regulations from the Hong Kong Star Exchange. Utilizing high-resolution climate forecasts by Jupiter Intelligence, this assessment evaluated more than 90 offices, warehouses, and production facilities owned and operated by BeiGene. Each location received a score noting its overall exposure to 10 acute and chronic climate hazards—including sea level rise, extreme weather events, and wildfires. In addition to physical climate-related risks, this assessment also looked at transition risks covering topics such as policy and legal, market, reputation, and technology.

We conducted internal stakeholder engagements including surveys, interviews, and workshops to identify vulnerabilities. This engagement served as an input for scenario analysis, supporting the identification of exposure through physical risk or industry research for transitional risks, and mitigative measures for both physical and transitional risks.

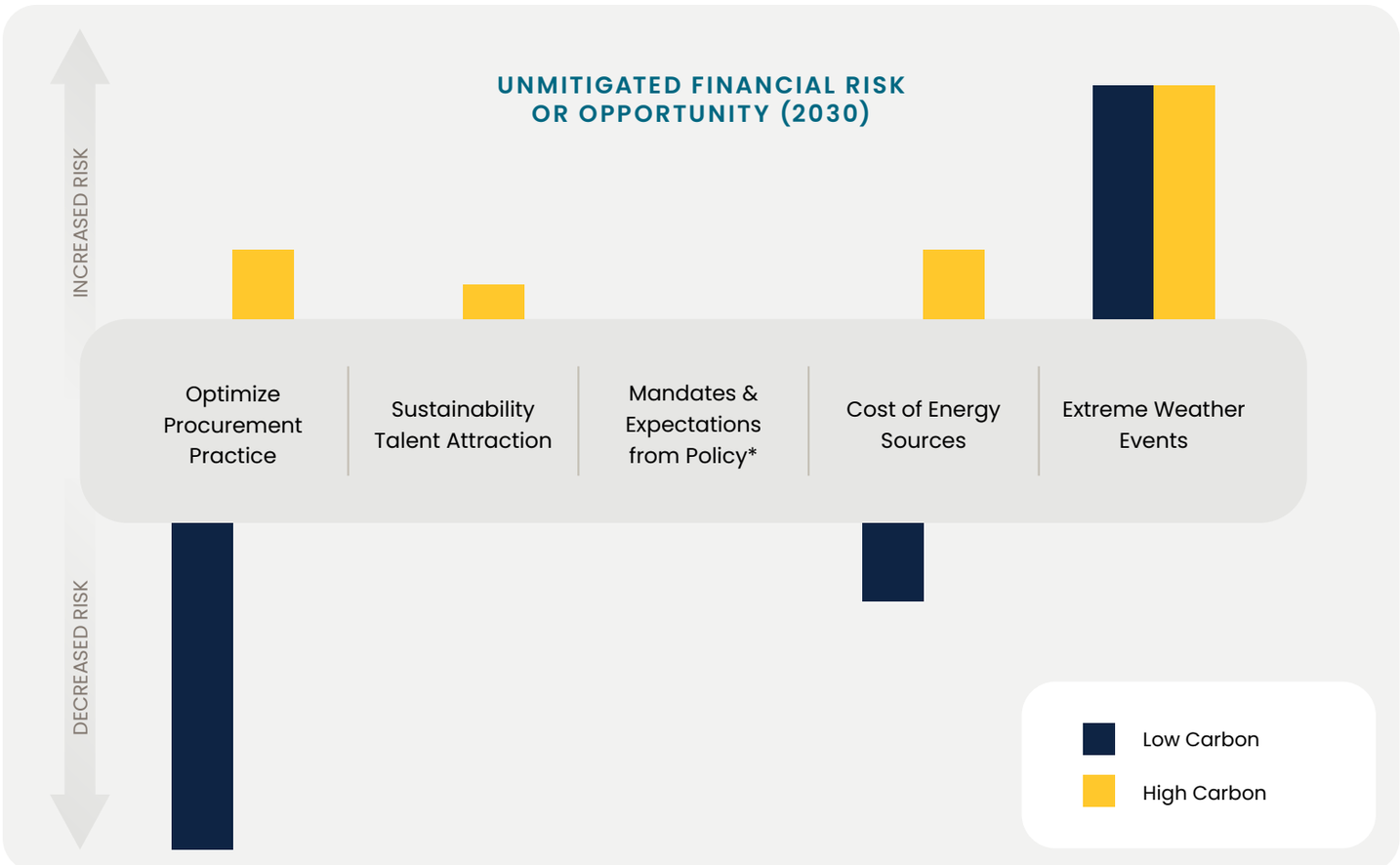
In alignment with ERM, the insights from the engagement as well as the climate risk assessment were used to determine the magnitude and likelihood, calculating the risk score for prioritizing the potential risks. This process enabled us to identify the most significant climate risks and opportunities for BeiGene across three time horizons: Short-term (present–2030), Medium-term (2030–2040), and Long-term (2040–2050).

As part of the assessment, we developed two climate scenarios—High Carbon and Low Carbon—and evaluated risks and opportunities that could emerge in both. In the "Low Carbon" scenario, ambitious measures are implemented, including the introduction of policies and the deployment of technologies, that substantially mitigate the effects

of climate change and limit global warming to levels that prevent the most severe consequences of climate change. In the "High Carbon" scenario, decarbonization continues at its current pace.

Our assessment identified and prioritized the six most significant climate-related risks and opportunities that BeiGene may encounter in the coming years under each scenario. These insights have informed our risk management strategies, as well as our financial and strategic planning.

As we prepare to comply with pending regulations worldwide, we intend to refresh this assessment and broaden the analysis.



RISK EXPOSURE (2030)

Type	Risk / Opportunity	Critical Timeframe	High Carbon	Low Carbon
Risk & Opportunity	Optimize **procurement practices** for emissions reduction	Short	Medium	High
Risk & Opportunity	Expectations and mandates to comply with increasing **climate-related policies**	Short	Medium	High
Risk	**Attracting & retaining talent** through sustainability commitments and advancement of broader ESG goals	Short	Medium	High
Risk & Opportunity	**Investor & institutional stakeholder expectations** on managing climate-related impacts	Short	Medium	Medium
Risk & Opportunity	**Cost of energy sources** (fossil fuels)	Short	High	Medium
Risk	**Extreme weather impacts** (e.g., wind, severe storms) on production facilities	Short	High	High

*No impact

NATURE-RELATED PREPAREDNESS ASSESSMENT

As a global oncology company, we recognize that the conservation of biodiversity and natural resources are essential to ensure the long-term supply of raw materials and to protect health. For these reasons, BeiGene conducted a nature-related preparedness assessment in 2024 based on the Taskforce for Nature Related Financial Disclosures and the Science Based Targets Network (SBTN) frameworks. This assessment encompassed the evaluation of nature-related impacts and dependencies, including examination of our own worksites and select supplier sites that may be located in or near areas of high biodiversity risk and those vulnerable cyclones, extreme heat, flooding, and landslides. Additionally, this assessment focused on the relevance of various activities to determine the top impacts and dependencies, based on the SBTN framework.

The assessment showed that BeiGene's direct operations primarily depend on nature for clean freshwater and natural materials for use in manufacturing processes, and impact nature through the release of pollutants into air, water, and soil. The scope of BeiGene's nature impacts and dependencies grows wider when considering our upstream value chain. These upstream impacts include greenhouse gas (GHG) emissions from production, reliance on land and water, and the potential pollution of soil and water. Given our indirect role, BeiGene is committed to continuing our Supplier Engagement Program, through which we engage with our suppliers to understand their practices and encourage them to lessen their environmental impact (see more on page 44).

Additionally, we understand that overuse of natural resources, as well as the generation of waste and pollution are key drivers of biodiversity loss. BeiGene already tracks and publishes its water consumption and waste generation data (see pages 46-47 for more information). We look forward to continuing and improving this practice.

Following the completion of our first nature-related preparedness assessment, BeiGene's teams are working cross-functionally to determine our next steps.

Nature-Related Impacts and Dependencies

DIRECT OPERATIONS:

Impacts
Water pollution, soil pollution.

Dependencies
Water use

UPSTREAM VALUE CHAIN:

Impacts
GHG emissions, water pollution, soil pollution, solid waste

Dependencies
Water use, land use

Taking Action and Goal-Setting

As our environmental strategy has evolved, so have the mechanisms established to ensure accountability in its implementation. From setting formal emissions reduction targets to developing mitigation plans, these efforts demonstrate our commitment to advancing sustainable practices. They also reflect our focus on ensuring long-term operational resilience.

SCOPE 1 & SCOPE 2 REDUCTION STRATEGY

Our Scope 1 and Scope 2 goal supports ongoing efforts to improve the energy efficiency of our operations, establishing a basis for further advancements beyond 2026. As our business continues to grow rapidly, using production intensity instead of an absolute target better reflects our efforts toward reducing emissions. Since setting our Scope 1 and 2 emissions reduction goal, we have focused on incorporating energy conservation and efficiency efforts into our operations.

Multiple projects have recently been completed, including the opening of our flagship center for U.S. biologics manufacturing and clinical R&D in Hopewell, New Jersey. Opened in July 2024, this facility incorporates energy efficient designs, such as the use of recycled water in cooling towers and boilers, and motion sensors for indoor lighting, with the capability to add a rooftop solar array in the future. At our Guangzhou, China manufacturing facility we installed rooftop solar panels, which have already generated over 1.8 million kWh of renewable electricity to power our facility.

GOAL

Reduce our Scope 1 and 2 emissions by 25% per unit of internally manufactured commercial product by 2026 (with 2021 as the base year)

PROGRESS

Our 2024 Scope 1 and 2 emissions per unit of internally manufactured commercial product is 15% lower than our baseline year.

New Office Earns LEED Platinum Certification

BeiGene's new Shanghai Xintiandi office project has earned the prestigious LEED Platinum certification, recognizing its superior environmental and sustainability standards. The 7,800-square-meter office, completed in Q4 2024, houses various functions and accommodates up to 1,000 employees. This certification highlights BeiGene's commitment to green practices and responsible business while meeting stringent LEED criteria across design, construction, and operations.

BeiGene Energy Efficiency Projects

In 2024, we completed 27 energy conservation initiatives at four R&D and manufacturing facilities resulting in an estimated reduction of over 5,000 MWh of electricity consumption, which translates to a reduction of over 4,000 tonnes of CO2e. These initiatives reflect our commitment to reducing energy consumption and minimizing associated greenhouse gas emissions within our operations. The energy efficiency projects encompassed a range of actions, including control system optimizations, pump replacements, condensate water reuse, and HVAC updates.

SCOPE 3 REDUCTION STRATEGY

GOAL

Set a quantitative Scope 3 emissions goal by 2025. To advance this goal, engage with top suppliers most likely to contribute to Scope 3 emissions.

PROGRESS

Initiated a supplier engagement program in 2024, involving 13 suppliers over 200 hours, and covering approximately 23% of our 2023 Scope 3 Category 1 emissions

In 2021, our baseline measurement year, Scope 3 emissions comprised 88% of our total GHG footprint. Recognizing the significance of this emissions category, we committed in 2022 to setting a target for reducing Scope 3 emissions by 2025 and launched a series of initiatives to enhance the capacity of our organization and value chain. These efforts include promoting climate considerations in our procurement functions, advancing supplier engagement on climate-related topics, evaluating potential cost-saving opportunities, and mitigating risks related to regulatory compliance and stakeholder pressures.

In 2024, we launched a revamped supplier engagement program focused on increasing engagement and building a more resilient supply chain. BeiGene's procurement team met with top suppliers, based on emissions and spend, for a series of workshops to discuss risk management, regulatory compliance, data collection and calculation, and more. In total, we spent over 200 hours engaging with 13 key suppliers throughout the year. We estimate that the suppliers we engaged with in 2024 accounted for approximately 23% of our 2023 Scope 3 Category 1 emissions.

Additional supplier engagement initiatives in 2024 included:

- Developing webinars and materials for training the BeiGene procurement team on sustainability topics such as Greenhouse Gas Accounting, Target Setting, and Abatement.
- Meeting individually with category managers to evaluate their supplier relationships and collaborate on the best engagement practices.

PRODUCT STEWARDSHIP

As a global oncology company on a path to sustainable profitability, we recognize the benefits of product stewardship, including, ensuring continued access to the materials we need and utilizing operational efficiencies to reduce emissions and costs.

In 2024, we developed a formal **Product Stewardship Statement** in order to codify our current strategy and guide our future efforts. The statement details our product stewardship approach and was developed in collaboration with colleagues in EHS, Procurement, Supply Chain, Legal, and others with responsibility for product packaging around the world.

Innovating Our Packaging

In 2024, BeiGene made strides in reducing the environmental impact of its products while minimizing costs and ensuring patient safety. BeiGene will begin the conversion of our BTK-inhibitor from a capsule to a tablet in all regions outside China in 2025, which will decrease the bottle size by 70%. This switch will allow the medicine to be shipped with reduced temperature controls, likely reducing energy needs, GHG emissions, and costs during transport.

Our Environmental Metrics

Over the past year, BeiGene has continued expanding global operations to deliver cutting-edge medication to patients worldwide. At the same time, we continue to uphold our commitment to innovating sustainably, and we are refining our operations to maintain responsible business growth.

We acknowledge that our progress toward certain goals may fluctuate annually as our company grows, with the expansion of facilities and increased production. In light of this, we are committed to collecting and sharing comprehensive data on our sustainability initiatives, not only to track our progress but also to ensure accountability to both our internal teams, regulatory requirements, and our stakeholders.

GHG EMISSIONS

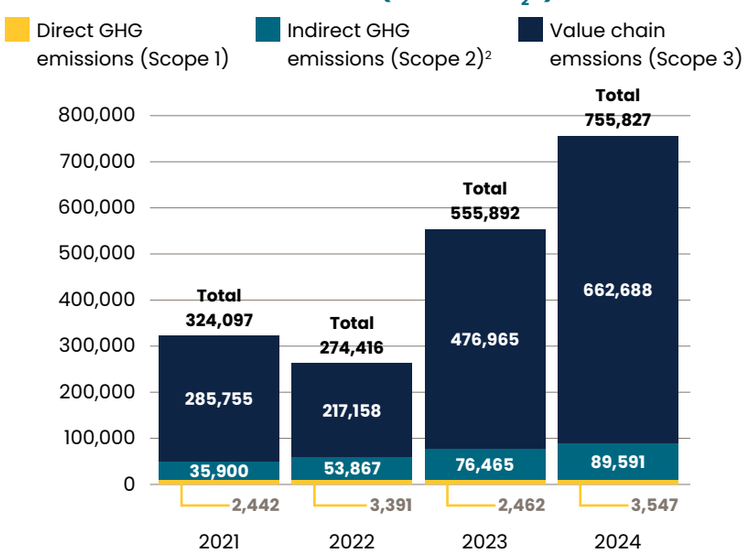
In 2024, BeiGene's Scope 3 emissions accounted for almost 88% of our total emissions, followed by Scope 2 at 12% and Scope 1 at less than 1%.

Since our baseline year of 2021, BeiGene has seen annual decreases in Scope 1 and Scope 2 emissions intensity. When setting our Scope 1 and 2 reduction goal, we considered BeiGene's business activities, such as future expansions, which could lead to fluctuations in emissions as new facilities come online. In 2024, the square footage of our facilities increased by over 80% with our new facility in Hopewell, NJ and expansions at our Guangzhou and Suzhou sites. Despite this significant increase in capacity, our Scope 1 and 2 emissions grew only 18% year over year. Our team also continued to identify operational efficiencies. As a result of inventory optimization, total production volume decreased by 6% from 2023. Our total emissions increase of 36%, driven by the growth of our operational footprint and coupled with an outlier year of reduced internally manufactured commercial product, resulted in an increase in our emission intensity. We anticipate a return to production growth in the coming years, and we remain committed to driving energy and carbon efficiencies across our facilities to continue progress towards target achievement.

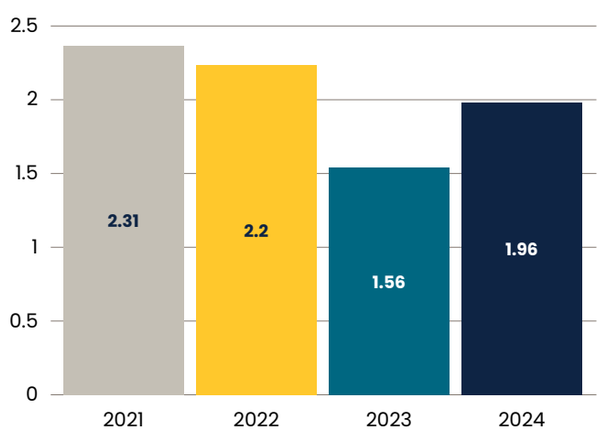
Compared to 2023, BeiGene's Scope 3 emissions increased by 39% in 2024, primarily due to a 51% growth in the Purchased Goods and Services category, which accounts for 76% of our 2024 Scope 3 emissions.

Growth in Scope 3 emissions can be attributed to increased accuracy in mapping the distribution of BeiGene's products, a rise in spend towards purchased goods and services to support BeiGene's business growth, and an increase in business travel as BeiGene continues to expand in-person collaboration following the Covid-19 pandemic. Additionally, in 2024, BeiGene collected and incorporated investment data into its Scope 3 emissions calculations to enhance the completeness of our Scope 3 emissions reporting.

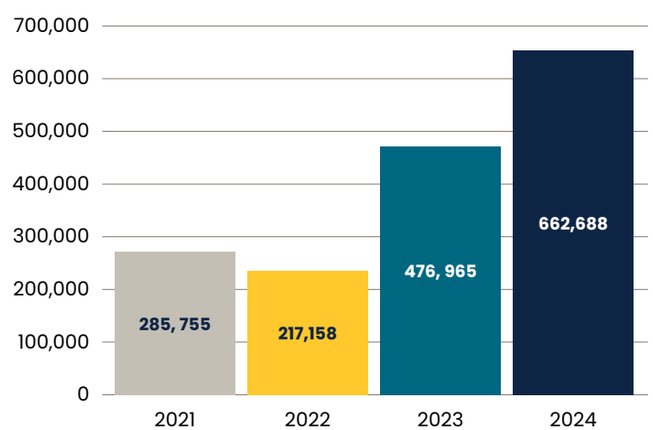
GHG Emissions (tonnes CO_2e)[1]



Scope 1 and 2 GHG Emissions per kg of Commercial Product (tonnes CO_2e)[3]



Scope 3 GHG Emissions (tonnes CO_2e)

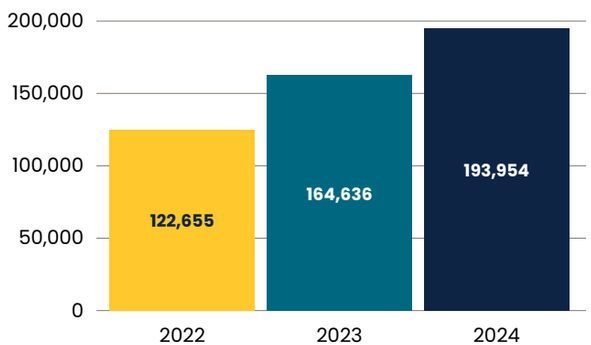


(1) Due to rounding, numbers may not sum to total.
(2) Scope 2 emissions are market-based emissions.
(3) Commercial product refers to net weight of commercial products, not including packaging.

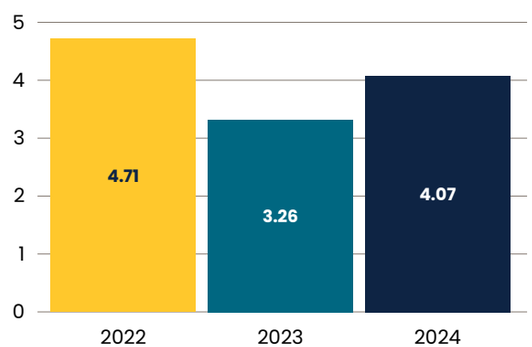
ENERGY CONSUMPTION & INTENSITY

In 2024, BeiGene's total energy consumption increased by 18% and energy intensity increased by 25% compared to 2023 due to expansions at both of the Guangzhou and Suzhou facilities, the addition of the Hopewell facility, and the decrease in production. As previously noted, BeiGene expects a reduction in energy intensity in the upcoming years as production is expected to grow and our energy efficiency efforts continue.

Total Energy Consumption (MWh)



Total Energy Consumption per kg of Commercial Product (MWh/kg commercial product)[1]

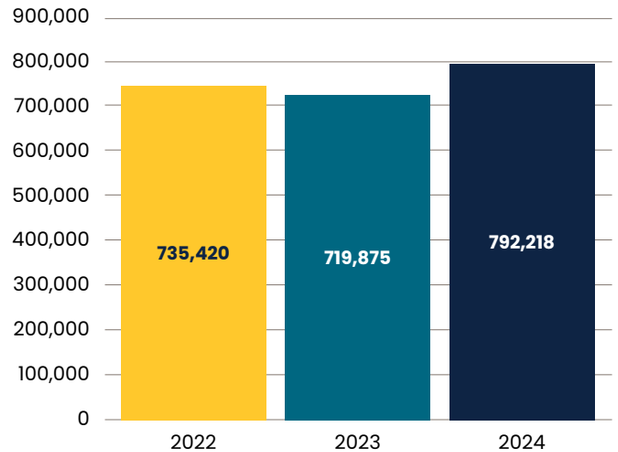


WATER CONSUMPTION

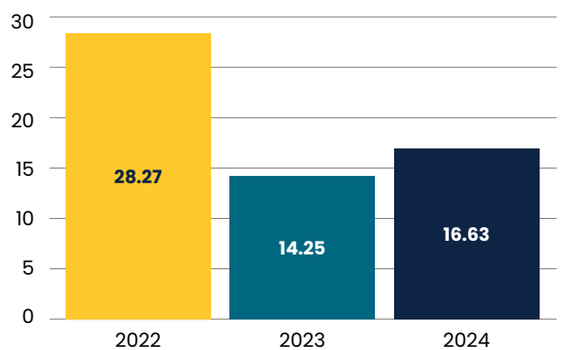
In 2024, our company-wide water consumption increased by 10%. As part of our commitment to the circular economy, BeiGene identified the opportunity for water reuse, and implemented a series of systems across our manufacturing sites in China to repurpose wastewater from process operations. This recycled water is now utilized for cooling towers and afforestation near our sites. BeiGene's total water intensity also increased by 17% due to the previously noted decrease in production in 2024, which we expect to reverse in the coming years.

As we continue to improve the efficiency of our water usage, we are also focused on understanding and mitigating the impacts of our water consumption in the regions where we operate. Our manufacturing facilities in Guangzhou and Suzhou in China, are rated as Medium-High and High, respectively, for overall water risk, according to the World Resources Institute Aqueduct assessment conducted on January 25, 2022. In contrast, our recently opened Princeton West Innovation Campus in Hopewell, New Jersey, is located in a region with a water surplus. By closely examining the water availability dynamics in each of these areas, we can develop region-specific strategies that address their unique challenges and promote responsible water management.

Total Water Consumption (tonnes)



Total Water Consumption per kg of Commercial Product (tonnes/kg commercial product)



(1) Our total energy consumption metrics for 2022 and 2023 have been updated to account for improved calculation methodology.

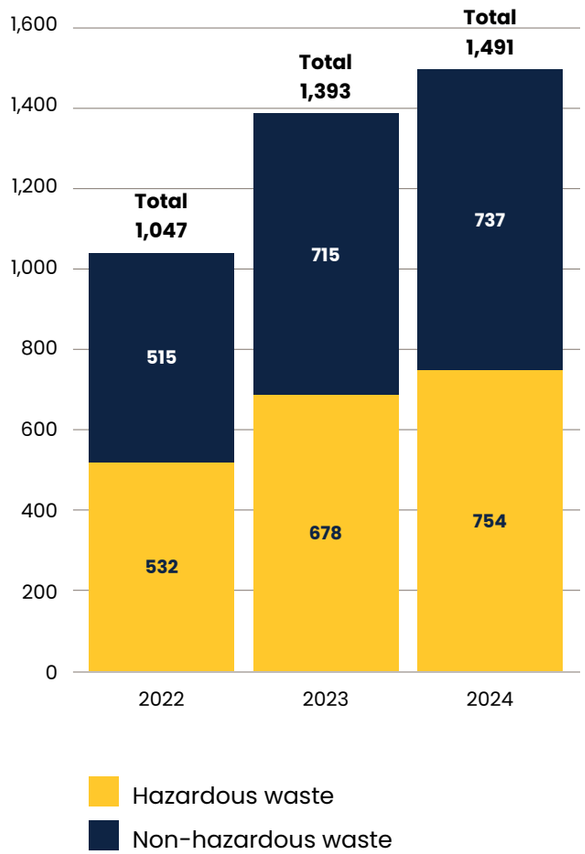
WASTE

In 2024, BeiGene generated a total of 1,491 tonnes of waste, roughly an even split between hazardous and non-hazardous. This represents a 7% increase in total waste volume compared to 2023. Additionally, our waste intensity - the amount of waste generated per kg commercial product - rose by 14% due to lower production levels, which we expect to reverse in the coming years.

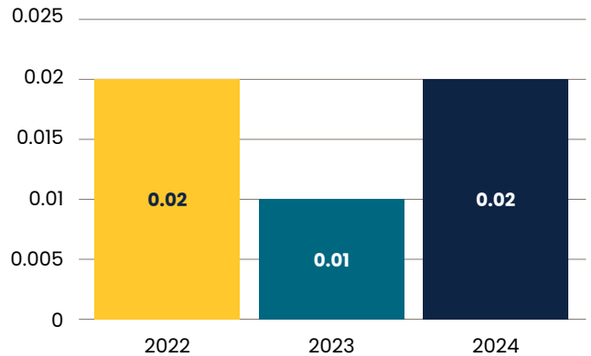
Our non-hazardous waste includes domestic waste from office operations and waste generated during production. Non-hazardous waste from manufacturing and R&D facilities is managed by municipal sanitary stations, while domestic waste from office operations is handled by property management companies. We work closely with these companies to recycle materials such as cardboard, glass, plastic, and paper. All of our operation sites follow waste sorting standards and comply with local laws and regulations.

Hazardous waste generated in manufacturing and laboratories is collected, stored, and disposed of in accordance with applicable laws and regulations. It is then transported to qualified third-party vendors for proper disposal.

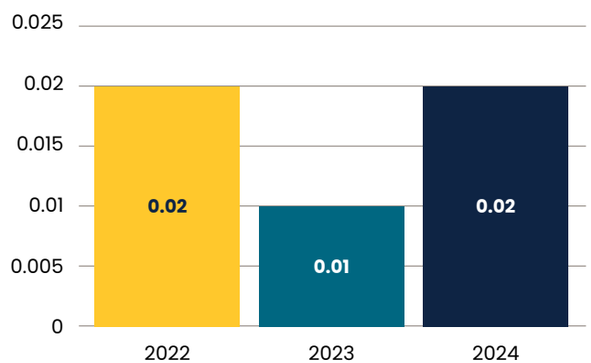
Waste (tonnes)

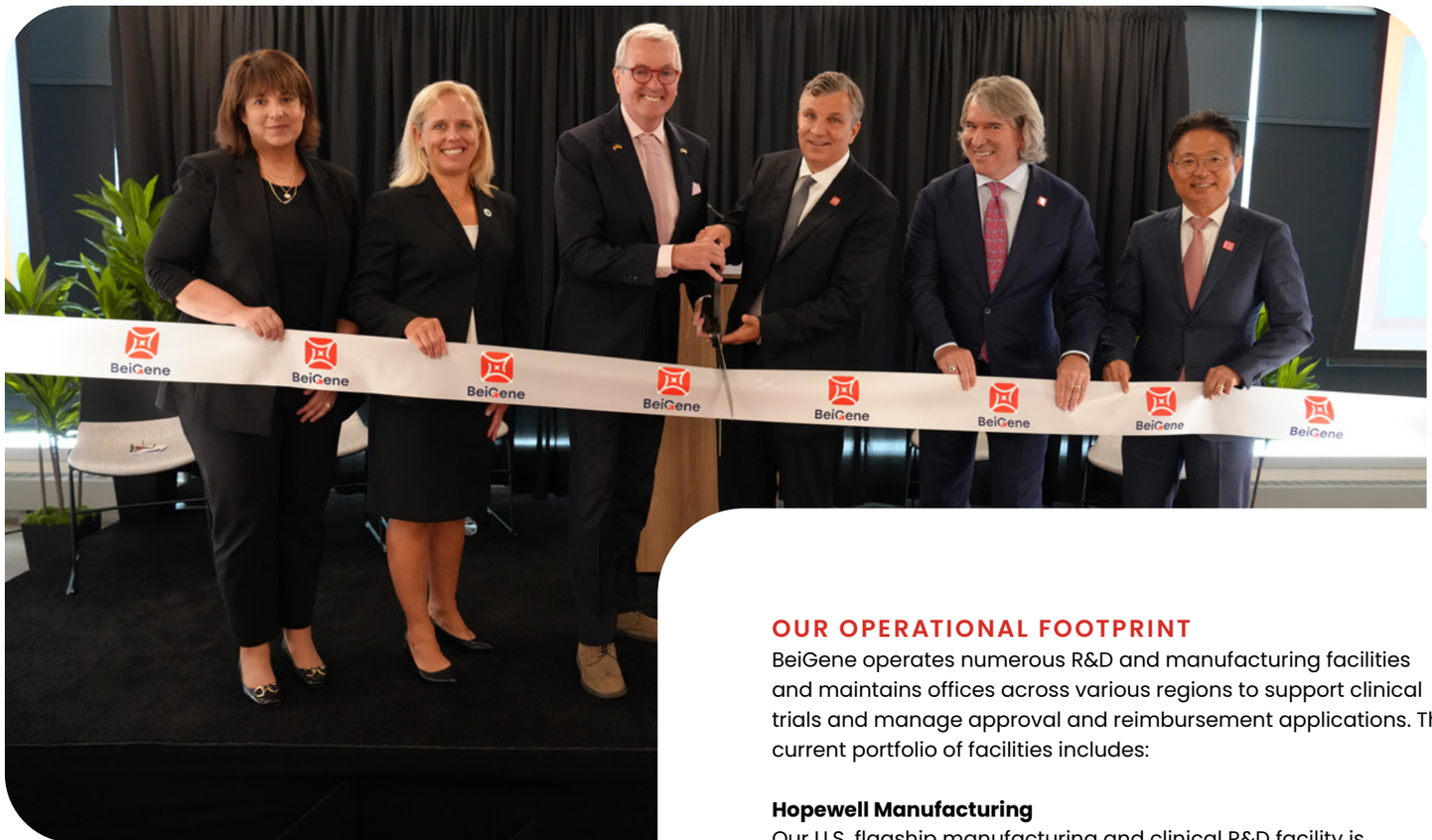


Hazardous Waste per kg of Commercial Product (tonnes/kg commercial product)



Non-Hazardous Waste per kg of Commercial Product (tonnes/kg commercial product)





OUR OPERATIONAL FOOTPRINT

BeiGene operates numerous R&D and manufacturing facilities and maintains offices across various regions to support clinical trials and manage approval and reimbursement applications. The current portfolio of facilities includes:

Hopewell Manufacturing
Our U.S. flagship manufacturing and clinical R&D facility is located on a 42-acre site at the Princeton West Innovation Park in Hopewell, New Jersey. The Hopewell facility is positioned strategically in the Interstate 95 corridor of New Jersey, with a deep and rich talent pool, and has more than one million square feet of developable real estate for potential future expansion to cover our existing medicines and pipeline. This site has 8,000 liters of large molecule biologics manufacturing capacity and offers more than 1 million ft² for potential future expansions.

Beijing R&D
An over 19,800 m² R&D facility, with a pilot scale (approximately 140 m²) manufacturing site for preclinical and clinical trial materials for small-molecule drug candidates, and a 38,000 m² research building are under construction and expected to open in April 2025.

Shanghai R&D
Over 15,474 m² of research labs, with an additional 47,014 m² of research labs on the Zhangjiang campus expected to open in 2025.

Taipei R&D
A 2,138 m² facility of research labs and office space.

Guangzhou BIC
A 41,000 m² BioIsland incubator for new biotechnology businesses.

Guangzhou Manufacturing
Our state-of-the-art commercial-scale manufacturing facility spans approximately 158,000 m² and is dedicated to producing large-molecule biologics and ADC products. The facility currently has 64,000 liters of capacity approved for commercial production. In April 2024, we opened a new campus at this facility equipped with a state-of-the-art ADC production facility while reserving additional land for the next phase of expansion to support our growing pipeline of large molecule medicines and drug candidates.

Suzhou Manufacturing
Our manufacturing facility in Suzhou spans 52,000 square meters and serves as a base for producing small molecule drug products. With an annual production capacity of approximately 600 million tablets and capsules, the facility meets or exceeds the regulatory requirements of the U.S., E.U., and China. It has been operational since the beginning of 2024, supporting the supply of clinical products.

Operating Responsibly

Purpose-driven and anchored in our values, BeiGene aims to build meaningful connections with all our stakeholders through unwavering support of their needs as our business continues to evolve. From our Board of Directors to our colleagues, business partners, and suppliers, we are committed to conducting our business activities with honesty, integrity, and transparency.

In this chapter, we share our approach to:

- Corporate Governance
- Enterprise Risk Management
- Our Policies
- Cybersecurity, Privacy & Data Ethics
- Product Quality Control Systems
- Commitment to Transparency
- Responsible Procurement

Corporate Governance

Long-term success is rooted in good governance. Our structure, policies and commitments promote a responsible, transparent culture to meet the needs of our company, our stakeholders, and, most importantly, our patients. We strive to promote accountability across all business functions and in each of our locations around the world.

Our Board of Directors guides our business strategy and ensures we have strong leadership and appropriate oversight of all our operations. The Board regularly participates in conversations on RB&S topics core to our business strategy, such as risk management, patient access initiatives, and strengthening employee engagement and retention. At least annually, the Board evaluates company performance in relation to our RB&S strategy and goals and reviews our yearly Responsible Business & Sustainability Report. Four of our Board members are also active members of the cross-functional RB&S Working Group, which provides oversight of our RB&S strategy, progress, and goal-setting.

Over 80% of our Board members are independent, in accordance with the rules of the NASDAQ, the Stock Exchange of Hong Kong (HKEX) and the STAR Market.

BeiGene's Board Composition Policy drives the balance of skills and other considerations of our collective Board membership. In line with the policy, our Nominating and Corporate Governance Committee evaluates the Board's size, structure, and composition each year and recommends changes when appropriate. Specifically, the Committee considers a wide variety of characteristics, such as the skills, expertise, perspectives, tenure on the Board, as well as the industry and regional experience of directors and nominees.

Our Board consists of five independent committees:

1. Audit Committee
2. Compensation Committee
3. Nominating and Corporate Governance Committee
4. Scientific Advisory Committee
5. Commercial and Medical Affairs Advisory Committee

RECENT BOARD CHANGES

In January 2024, BeiGene announced the resignation of Thomas Malley from the Board and the appointment of Olivier Brandicourt, MD. Dr. Brandicourt's three-plus decades of experience in the global pharmaceutical industry includes leading multinational growth companies. He currently serves as a Senior Advisor at Blackstone Life Sciences and as a director of Alnylam Pharmaceuticals, Inc., Dewpoint Therapeutics, Inc., and AvenCell Therapeutics, Inc.

In September 2024, Shalini Sharp was appointed to the Board and Audit Committee and the Nominating and Corporate Governance Committee. A leading financial executive with extensive experience in the pharmaceutical and investment banking industries, Ms. Sharp currently serves as a board member of Neurocrine Biosciences, Organon & Co., and Septerna Inc. She previously served as the CFO of Ultragenyx Pharmaceuticals Inc. and Agenus, Inc.

We were saddened to share that our friend and colleague, Donald W. Glazer, passed away in October 2024. As an independent non-executive director and chair of the company's Nominating and Corporate Governance Committee, Mr. Glazer played a pivotal role in BeiGene's founding, and he passionately supported our mission to provide innovative medicines quickly and affordably to patients worldwide.

For more details, please see our latest **Proxy Statement**.

BOARD COMMITTEE COMPOSITION

Name	Independent Director	Audit Committee	Commercial and Medical Affairs Advisory Committee	Compensation Committee	Nominating and Corporate Governance Committee	Scientific Advisory Committee
John V. Oyler*						
Xiaodong Wang, Ph.D.						●
Olivier Brandicourt, M.D.	■	◆	◆			
Margaret Han Dugan, M.D.	■		◆	●		◆
Michael Goller	■				◆	◆
Anthony Hooper	■	◆	●		●	
Ranjeev Krishana	■		◆	◆		
Alessandro Riva, M.D.	■				◆	●
Corazon (Corsee) D. Sanders, Ph.D.	■	◆	◆			◆
Shalini Sharp	■	●			◆	
Qingqing Yi	■			◆		◆

* Chairman of the Board ■ Independent Director ● Chairperson ◆ Member

EXECUTIVE LEADERSHIP

Our Corporate Planning Team (CPT) is comprised of executive leaders tasked with aligning our processes and purpose while ensuring we maximize impact and advance both stakeholder interests and the company mission.

Our CPT consists of the CEO, CFO, COO, General Counsel, Heads of Research & Development, Human Resources, Strategic Partnerships, Business Development, Licensing, and M&A (ex-China), Global Strategic Initiatives and Corporate Operations, and the Strategic Advisor and Special Assistant to the CEO. In July 2024, Aaron Rosenberg joined BeiGene as our new CFO. Prior to taking this role, Mr. Rosenberg was Senior Vice President and Corporate Treasurer of Merck. Mr. Rosenberg also served as Merck's Senior Vice President of Corporate Strategy and Planning, where he led enterprise-wide businesses transformation.

Our standing as a global company seeking to transform cancer care and increase access for patients has enabled us to recruit candidates who are leaders in their fields. Our CPT is comprised of an experienced group of professionals with unique skillsets and backgrounds. Their expertise and varying skills have contributed to our company's relentless innovation and growth.

SUCCESSION PLANNING

As BeiGene has grown, we have intensified our focus on building teams that can nimbly address shifting demands and lay the groundwork for a successful future. To that end, our global leadership succession plan, launched in 2022, includes succession planning training for all members of our executive leadership team. The Nominating and Corporate Governance Committee provides oversight of our executive succession planning.

Developing the next generation of leaders is imperative for our long-term success, and we are currently working with select talent to formalize IDPs that prepare them to take on new roles when the time comes. In 2024, we officially launched LIFT, our global, cross-regional, and cross-functional senior leadership program. Additional details about our executive succession initiatives are highlighted in **Empowering Our Colleagues**.

STAKEHOLDER ENGAGEMENT

To achieve our goals and build a global oncology company, we must understand and respond to the evolving needs and expectations of our stakeholders.

Throughout the organization, our team members engage with and learn from a broad range of stakeholder groups who are invested in the success of our mission. These exchanges have produced invaluable insights that inform individual department strategies and contribute to developing RB&S business goals and programs.

We also strive to be a key participant in the wider healthcare community through our involvement in numerous industry associations and professional networks. These connections provide opportunities to exchange information, share and learn best practices, and contribute to the overall improvement of our industry. To read about additional stakeholder engagement processes, see **Patient Engagement**, **Patient Advocacy**, **Colleague Engagement and Support**, and **Responsible Procurement**.

Stakeholder	Key Methods of Engagement	Desired Outcomes
Our Patients, Caregivers & Healthcare Providers	• Educational content, including videos, forums, and webinars • Fact sheets • Meetings • Newsletters • Website and online channels • BeiGene's "Talk About It" Program • Patient Advisory Boards	• Key learnings regarding challenges for each patient population • Benefits our therapies may provide for patients, caregivers, and healthcare providers • Innovation and collaboration on future treatments • Trust
Patient Advocacy Organizations	• Advocacy conferences • Charitable contributions, sponsorships, and medical education grants • Forums and advisory groups • Meetings • Patient insights into drug development • Education and awareness campaigns • Website and online channels	• Support, education, and resources provided to patients • Better understanding of the unmet needs of our patients • Prioritization of our patients' needs in order to improve oncology-related policies • Incorporation of the patient voice into our R&D efforts • Expanded advocacy for patient organizations' supporting healthcare access for a broad range of populations • Patient transparency
Colleagues	• Company town halls and events • Coffee and Conversations • Surveys • Workshops and professional development courses • Business Resource Groups • Compliance/Whistleblower Helpline • Performance reviews and management	• Retention of key talent • Employee engagement • Employee education and development • Recruitment of high-quality candidates • Employee satisfaction
Suppliers	• Supplier Enablement Help Desk • Online Supplier Network • Webinars • Workshops and meetings	• Innovation and collaboration • Transparency • Risk mitigation for variables such as extreme weather, geopolitical issues, or supply shortages • Achievement of shared goals, such as environmental sustainability
Industry Groups & Professional Services	• Industry conferences • Industry association meetings • Medical education • Professional networks	• Innovation through the sharing of challenges and best practices • Education and awareness of emerging trends
Academic Institutions	• Medical & academic conferences • Relationships with academic medical centers • Professional networks	• Innovation and collaboration • Educational opportunities
Investment Community	• Annual Reports and Proxy Statements • Investor conferences • Medical meetings • Meetings/Events • Other regulatory filings • Press releases and corporate updates • Website and online channels	• Access to management • Education • Transparency
Government Policymakers & Elected Officials	• Compliance program • Quarterly disclosure report • Engagement with industry trade associations and coalitions	• Education of policymakers and legislators • Improvement of public policies for patients and innovators
Local Communities	• Employee volunteerism • Employee charitable giving • Community support	• Employee engagement and satisfaction • Support and resources for local businesses and community organizations • Disaster relief, as appropriate

Enterprise Risk Management

We remain deeply committed to our ERM practices and the evolution of our risk planning.

Led by our Head of ERM, we conduct a company-wide risk assessment approximately every 18 months. This approach gathers input from BeiGene leaders and subject matter experts to identify new and ongoing risks. Upon identification, we assess risks against impact, likelihood, and vulnerability, and we score them to create a weighted risk inventory. We discuss results with executive leadership and adjust as appropriate. We then develop risk management plans that detail processes for mitigating and monitoring each risk, including specific activities, budgeting and timelines. We also perform individual assessments and execute mitigation plans as needed for any risk areas that emerge during the review cycle or between formal assessments.

An essential component of risk management is accountability. We assign each mitigation area to a functional risk owner, who addresses individual aspects of mitigation with support from the ERM team as needed. Additionally, each risk owner is supported by an executive sponsor, who oversees the engagement plan processes. The core ERM team meets regularly and engages with each risk owner at an established cadence to keep mitigation plans on track. The ERM Executive Committee meets quarterly and validates mitigation plans and activities. The Head of ERM reports to the Board's Audit Committee quarterly to discuss progress and periodically reports to the CPT.

The ERM team also works closely with the RB&S team—most recently on the execution of the double materiality assessment and the integration of climate risks into the ERM program. Additional details about the double materiality assessment can be found on page 9 and details about the integration of our climate and business risks can be found on pages 40-41.

Global Compliance Week

BeiGene held its inaugural Global Compliance Week in September 2024 as part of its Global Compliance Culture Awareness Program. Global Compliance Week took place in all countries where BeiGene is active. Colleagues from throughout the company attended a mix of virtual and in-person events designed to foster a culture of integrity and adherence to ethical and regulatory guidelines. The discussions were augmented with a workplace educational campaign, including visuals, lockscreens, and leadership-led content shared through BeiGene's intranet.

Our Policies

BeiGene adheres closely to ethical guidelines at every level of the organization. Strong policies backed by robust procedures help us prioritize patient needs, maintain transparency, conduct business practices responsibly, and build stakeholder trust. As our business expands into new markets globally, we take steps to develop compliance programs aligned with regional requirements. We implement industry-leading standards, partner with organizations that share our values, and support broader healthcare industry efforts and government policies that advance science, drive medical innovation, and work to improve access for patients worldwide.

BUSINESS ETHICS

Our daily interactions are guided by BeiGene's **Code of Conduct**, which sets global standards for how we conduct business activities and interact with one another, as well as with other external stakeholders. The Code of Conduct's provisions are reinforced by regular training, updates, and workforce-wide certification. We take our legal, regulatory, and ethical obligations seriously, striving to advance our operational goals with integrity while upholding the highest standards of compliance, accountability, and ethical conduct. The ethical guidelines in the Code of Conduct address conflicts of interest and confidentiality issues, anti-competitive practices, compliance concerns, privacy, and other important considerations. Our workplace culture reflects these commitments, facilitating ethical hiring and onboarding practices supported by reporting and oversight mechanisms.

We are committed to promoting workplace integrity through comprehensive training and educational initiatives. Since 2022, we have conducted annual BeiGene Code of Conduct certifications, with the most recent session held in Q4 2024. In parallel, we have continued to expand our global compliance culture campaign, including with the growth of the compliance champion network. Additionally, we distribute a compliance-focused newsletter that features valuable guidance, insights from leadership, and engaging video content to reinforce key compliance messages.

ANTI-BRIBERY & CORRUPTION

BeiGene maintains a strong, no-tolerance stance toward corruption and bribery in all forms. We strive to perform at the highest professional standard and conduct our business in an unbiased manner. Our internal activities reflect those commitments. We deliver mandatory Anti-Bribery and Anti-Corruption training for every colleague every other year, most recently in Q3 2024, and provide a customized e-learning module and interactive training sessions delivered in each region by local compliance teams and tailored for each employee's role and responsibilities. BeiGene's **Antibribery and Anticorruption Policy**, which was updated in 2024 to better account for regional nuances and keep pace with BeiGene's global growth, supports these educational efforts.

WHISTLEBLOWER & ANTI-RETALIATION PROTECTION

Our company fosters an open culture where concerns and questions are welcomed without fear of retaliation. Our administrative structures and safeguards reflect that goal, with an updated policy on harassment, discrimination, and retaliation introduced in 2024. Any employee who speaks out for any reason, or who takes part in an investigation or raises any complaint, is fully protected from all retaliatory responses. We provide colleagues with multiple pathways to raise issues, including speaking to management or filing an anonymous complaint via our **compliance hotline and web portal**. Both the compliance hotline and web portal are available in multiple languages and accessible 24 hours per day, every day of the year.

Our onboarding process and ongoing ethics modules include information for new colleagues on how to raise complaints or concerns. In addition, the company maintains a formal **Reporting Misconduct Policy** to govern complaints and investigations. The policy requires a thorough examination of every report by independent staff with appropriate expertise in compliance and human resources procedures. It also mandates suitable disciplinary responses and/or proactive intervention to address the findings of all investigations according to the company's Compliance Investigations and Corrective Actions Standard Operating Procedure. The Board's Audit Committee receives quarterly reports on all significant matters related to complaints and investigations.

ANIMAL WELFARE

Medical research, development, and innovation demand a level of rigor that sometimes makes the use of animal testing models unavoidable. In our research efforts, we remain dedicated to treating all animal test subjects ethically and humanely, and we protect animal welfare through strong policies and robust processes for review and oversight.

BeiGene's research activities begin with a rigorous study design phase where we explore possible alternatives to animal models. When animal test subjects are required, we adhere to the National Research Council's "Replace, Refine, and Reduce" principle and to the specific guidance of BeiGene's **Global Statement on Animal Welfare**. Our statement reflects our unwavering commitment to ethical animal handling and treatment. In recognition of the strength of this approach, BeiGene received accreditation in 2023 by the Association for Assessment and Accreditation of Laboratory Animal Care International.

> "BeiGene is focused on a building best-in-class compliance culture and programs. Ethics and compliance are not just about 'what we do', but 'who we are'. By adhering to the highest standards of ethics and compliance, the company can wholeheartedly fulfill its mission of fighting cancer and helping patients around the world."
>
> **Ji Yang**, Chief Compliance Officer

Cybersecurity, Privacy, and Data Ethics

BeiGene is committed to protecting our patients' and our company's data. We aim to mitigate privacy and cybersecurity risks throughout the company. Each of BeiGene's business functions is responsible for its compliance with data privacy laws and regulations with support from and in alignment with policies issued by the BeiGene Privacy & Data Ethics Office.

BeiGene only collects, uses, and stores the absolute minimum quantity of personal or identifying information legally allowed and necessary for each project, initiative, or process. The company maintains a robust and accessible data governance system designed to ensure compliance with laws on data protection. The system allows us to empower individual subjects of data collection to manage their own information in accordance with local law and implements strict limits on how we manage personal data. We address individual rights requests quickly and respectfully and seek to earn the trust of all our stakeholders — from patients to investors — through the strength and transparency of our approach to data privacy.

BeiGene is certified for ISO 27001: Information Security Management. The certification is renewed every three years through external assessments, with annual audits in between. The ISO 27001 standard was updated in 2024, and BeiGene looks forward to recertification under the new v2022 guidelines in March 2025. In accordance with ISO 27001 requirements, the company maintains a thorough, wide-ranging array of data privacy and cybersecurity policies. Collectively, these policies support our Information Security Program and counteract evolving security threats.

Our Information Security Program aligns with the most recent National Institute of Standards and Technology v2.0 framework, as determined by this year's annual assessment.

We conduct regular colleague outreach and education to reinforce our cybersecurity policies and procedures. This includes our annual Cybersecurity Awareness Month organized by the BeiGene Global Technology Solutions team. In October 2024, more than 2,000 colleagues attended 12 in-person and virtual events around the world. The trainings covered emerging sources of privacy risk, advice on mitigating cybersecurity and AI threats as well as personal safety recommendations tailored to the most recent issues in information security.

Other channels for raising awareness around data privacy include a quarterly privacy newsletter sent to all colleagues, global data privacy training, which is assigned to all new hires during onboarding and assigned every two years to existing colleagues, and our annual Privacy Day, which the company celebrates every January. Privacy Day aims to build awareness and personal accountability through a range of informal and semi-formal activities that foster deeper understanding of foundational concepts and encourage colleague buy-in on key privacy and data protection principles within our organization and industry.

We regularly review and, if necessary, update our mandatory privacy and data security training to reflect the most recent threats. In 2024, training addressed emerging risks around AI. We augment general training for the global workforce with those for specific departments, functions and regions, such as finance, clinical, R&D, manufacturing, and others.

Patients benefit from privacy and security protections established by our global Privacy Policy and our strong commitment to their rights regarding medical and genetic data.

GOAL

Develop a plan to better align key privacy performance metrics with Responsible Business & Sustainability practices by 2025

Data Ethics: An Expanded Role in Privacy and Security

Driven by the rapid evolution of data-driven technologies, emerging data and technology laws, and our strong commitment to responsible data use, BeiGene expanded the scope of its Privacy Office in 2024, transitioning it into the Privacy & Ethics Office to reflect its broader responsibilities. These new responsibilities emphasize data ethics, which involves ensuring the ethical use of data by prioritizing fairness, transparency, respect for individual rights, and accountability. This approach goes beyond addressing privacy concerns to tackle broader challenges in the responsible use of data. While privacy measures and policies address issues related to personal information, the Privacy & Data Ethics team now serves as a central point of contact for compliance and legal matters arising from the use and management of all types of data across BeiGene's value chain.

The team's responsibilities reflect the Privacy & Data Ethics Office's continued efforts in a landscape of evolving legal requirements and ethical concerns, as new global regulations address changes in data collection, sharing and use. The Privacy & Data Ethics Office's tasks include ensuring responsible use of data-driven technologies like AI throughout the organization, and promoting safe, responsible uses of data beyond legal requirements.

"Expanding the privacy program to include data ethics is essential given our commitment to ethical data practices — especially as AI emerges as a transformative force. We are dedicated to equipping our colleagues with the full potential of AI responsibly, while safeguarding the rights and trust of those we serve."

João Barreiro, Chief Privacy & Data Ethics Officer

AI GOVERNANCE & POLICIES

As AI becomes an increasingly integral, transformative, data-driven technology in the biopharma industry, BeiGene is reinforcing its commitment to data ethics as a foundation for responsible AI adoption. In 2024, we created our first formal AI Policy establishing high-level principles for AI governance, with a focus on accountability, transparency, human oversight, and fairness. Alongside the policy, we established an internal AI Impact Assessment for evaluating the purposes and inherent risk of AI systems in line with regulatory requirements such as the EU AI Act.

To further operationalize our principles on AI governance, we developed an AI Lifecycle Management Standard that outlines specific roles, responsibilities, and actionable processes for the entire lifecycle of AI systems, from development to post-deployment monitoring. The Standard incorporates principles guiding the responsible use of AI and the requirements of legislation and guidelines developing globally.

A new executive-level AI Committee leads the initiative, with representatives from key functions including Global Technology Solutions, Legal & Compliance, Privacy, Human Resources, and Clinical Research. The Committee provides strategic oversight to our AI Working Group and ensures alignment with corporate values and regulatory requirements.

To foster awareness and build AI literacy throughout the organization, Global Technology Solutions, Information Security, and the Privacy & Data Ethics Office collaborated to host BeiGene's inaugural AI Week. The event featured a packed agenda of educational sessions led by internal and external experts, providing insight into the risks and opportunities of AI.

Harnessing AI to Boost Efficiency and Generate Safety Insights to Reduce Risk

Our GPS team leverages AI and similar emerging technologies to enhance patient safety by accelerating the speed at which we synthesize safety insights from data. Operationally, internally developed AI tools identify adverse events in unstructured text and code all events against a standard medical dictionary to support aggregated data analysis. Scientifically, AI supports risk mitigation by quickly synthesizing patient experience narratives through an internally developed tool, enabling faster, data-driven insights by safety physicians and scientists. Integrating AI within existing safety workflows allows the GPS team to focus more on proactive and value-added patient safety measures to safeguard the well-being of patients.

Product Quality Control Systems

We conduct every research study and clinical trial with meticulous adherence to ethical guidelines and best practices for responsible research conduct. The company operates an active, industry-leading bioethics program that helps set the direction of our research and set us apart from other companies by providing input based on the core values of respect for autonomy, non-maleficence, beneficence, and justice.

Each person involved in a BeiGene research and development project — whether a colleague or an external vendor or partner — undergoes bioethics training every year, or more often if standards are updated. The training covers standard operating procedures, key concepts, and essential guidance drawn from the World Medical Association Declaration of Helsinki, the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH), and the BIO Statement of Ethical Principles.

QUALITY ASSURANCE

From the earliest stages of research and development through drug distribution and commercialization, BeiGene colleagues work within an all-inclusive program for quality assurance and quality control. The program fosters a workplace culture characterized by close attention to quality and a high degree of care given to ethical principles and compliance and regulatory requirements. BeiGene's internal benchmarks for success often exceed internationally recognized standards. That's largely due to a strategy that pushes us to strive for excellence in productivity, innovation, and a common culture of quality in pursuit of positive patient outcomes. We hold our external vendors, collaborators, subsidiaries, and partners to the same expectations around patient safety and compliance.

> "All colleagues are committed to ensuring product safety, efficacy, and purity by ensuring the highest standards in our policies and processes. Our in-house model and a dedicated team of Quality professionals located all around the world enable close oversight, which strengthens our ability to fully meet patient and regulatory expectations."
>
> **Richard O'Keeffe**, Head of Global Quality

BeiGene maintains strong alignment between our quality-related goals and our broader corporate strategy. These goals include:

- Fostering a common quality mindset and behaviors across the organization
- Increasing end-to-end collaboration among teams
- No critical findings in our inspections
- Raising awareness of GxP standards to promote quality

QUALITY MANAGEMENT SYSTEMS

We adhere to a Quality Management System (QMS) that meets the requirements set by GxP regulations for all jurisdictions where we supply products. Our QMS aligns closely with structures such as ICH Q10 and E6 and incorporates the requirements and recommendations of Good Laboratory Practice, Good Clinical Practice, GVP, Good Manufacturing Practices, and Good Distribution Practices.

The QMS encompasses critical processes, including deviation management, complaint monitoring, and change control. It is backed by robust risk-based monitoring programs that apply to the whole organization, supported by Quarterly Management Reviews of QMS performance and consistent, ongoing improvements aimed at achieving exceptional results in every business area. We review data across multiple systems to help us predict and prevent quality failures and mitigate defects before they happen.

The BeiGene Quality Compliance auditing program, which draws QMS data on an ongoing basis from research sites, vendors, and other actors, and highlights potential quality issues before they affect performance, provides comprehensive oversight. Our risk management program keeps us focused on the highest priorities in line with ICH Q9.

To bolster the effectiveness of our quality management systems, we completed a restructuring of our Quality team in 2024. There is now a stronger emphasis on cross-team collaboration and interactions between departments. The reorganization helps us ensure that the right colleagues with the right skills work on the right projects.

PROTECTING AGAINST COUNTERFEIT & ILLICIT MEDICINES

BeiGene is an active combatant in the ongoing global struggle against counterfeit medicines. Within our Global Security department, the Global Brand Protection team works collaboratively in service of patient safety and health outcomes, building new solutions targeted at the most recent and pressing threats of counterfeiting, diversion, theft, and illegal resale of our medicines. Our projects are focused across three cross-functional workstreams: Detect, Defend & Educate.

BeiGene's Global Brand Protection Team works in coordination with the Brand Protection Working Group, law enforcement and regulatory authorities to be prepared to identify and take action against counterfeiters. In 2024, BeiGene's Brand Protection Working Group was expanded to include 75 global colleagues in 14 BeiGene departments to assess our status and provide guidance on additional improvements in threat resolution and mitigation.

In 2024, Global Brand Protection participated in an ERM exercise that helped prioritize the function's most significant risks, with large-scale commercial theft and counterfeit medicines entering the legitimate supply chain rating the highest. To mitigate associated patient health and business risks, the Brand Protection Working Group employs a range of strategies:

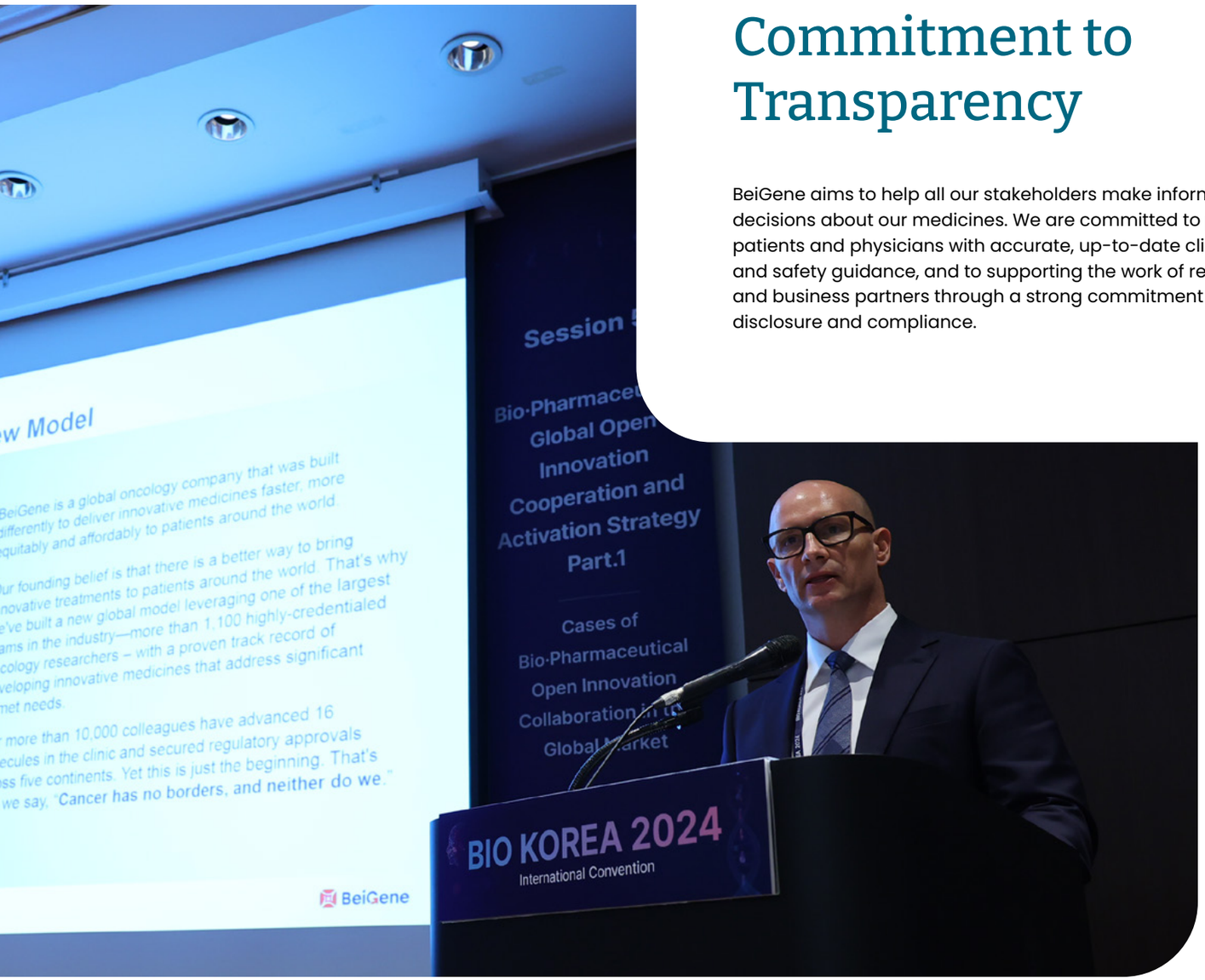
- Utilization of special packaging and printing techniques, including serializing our products, so that illegitimate products are harder to manufacture and easier to detect.
- Monitoring the Internet to identify and take action against suspicious medicine sources.
- Supporting government agencies in identifying and prosecuting sources of illegitimate medicines.
- Working closely with suppliers and customers to ensure our distribution channels are secure.
- Active membership and participation in global industry organizations fighting pharmaceutical counterfeits and other illicit activities such as the Pharmaceutical Security Institute, the Quality Brands Protection Committee, and many others.
- Educating our employees, supply chain business partners and the public regarding steps that can be taken to reduce these risks.

Our focus on patient safety applies to all Brand Protection initiatives. Our supply chain efforts are complemented by patient-focused programs, such as our **Anti-Counterfeiting web page**.

BIOETHICS

BeiGene's R&D teams make use of the most recent and most effective methods in our search for novel therapeutic options. These methods make it possible to study the effects of genetic mutations, gene insertions, and gene knockouts in cells and in animal models. Every scientist and staff member working on these projects receives training in relevant compliance concerns, documentation requirements, and ethical procedures.

BeiGene is committed to following similar ethical approaches with all new and emerging technologies, prioritizing the safety of patients and our colleagues in collaboration with outside experts and other stakeholders.



Commitment to Transparency

BeiGene aims to help all our stakeholders make informed decisions about our medicines. We are committed to providing patients and physicians with accurate, up-to-date clinical data and safety guidance, and to supporting the work of regulators and business partners through a strong commitment to disclosure and compliance.

RESPONSIBLE MARKETING

Our dedication to transparent communication includes robust internal review processes for all BeiGene marketing materials. These processes help ensure that prescribers have accurate and complete understandings of all potential benefits and risks of our medicines, and that they are fully equipped with the information they need to determine whether a BeiGene product is the best option for a patient.

Critical to our commitment to responsible marketing are fair labeling practices. The company's Executive Labeling Committee approves every new medicine label and substantial changes to existing labels, prior to review by regulators or moving to the next stage in commercialization. A parallel process for promotional materials is managed by the Promotional Review Committee, which works to align marketing content with local approvals. Committee members are also responsible for ensuring clinical accuracy and compliance with relevant laws.

We have separate ethical marketing training programs for sales personnel to ensure they understand all relevant policies and regulations.

GOVERNMENT POLICY ADVOCACY

BeiGene regularly engages with the officials and legislators whose decisions most affect our ability to provide patients with innovative and accessible medicines. Our advocacy work is compliant with national, regional, and international legal standards, including the U.S. Lobbying Disclosure Act and similar laws in individual U.S. states. In accordance with the Act's requirements, BeiGene's quarterly disclosures can be accessed through the public lobbying disclosure portals maintained by the **U.S. House of Representatives** and the **U.S. Senate**.

Responsible Procurement

BeiGene seeks out suppliers who share our dedication to patient safety, operational responsibility, and product quality. We select our suppliers through a strict procurement process. In line with our global environmental strategy, we revised this process in 2024 to formalize environmental sustainability as a weighting factor for supplier selection when certain financial thresholds are surpassed. These changes build on other recent updates around improving risk management for third parties and launching a new supplier engagement program. The full scope of our expectations for suppliers are provided in the BeiGene Supplier Code of Conduct — expectations we track through ongoing due diligence, pre-contract screenings, and risk management programs.

GLOBAL SUPPLIER CODE OF CONDUCT

We expect all suppliers to comply with the requirements outlined in our global Supplier Code of Conduct, which we update annually to ensure alignment with our broader business commitments and to keep pace with evolving legal, regulatory, and technological landscapes. The commitments in the Code mirror those BeiGene makes for our own business processes, including quality assurance, safety for workers, and upholding human rights. It also lays out stringent expectations regarding anti-corruption practices. Every new master service agreement we sign requires the other party to accept the Supplier Code of Conduct.

BeiGene's entire Global Procurement Team receives corporate and locally tailored training on our procurement approach and policies. Members of relevant teams, including but not limited to Procurement, Global Supply Chain and Compliance teams, can also engage in additional training focused on environmental best practices, supply chain management, risk assessment, and other topics related to responsible procurement.

BeiGene is a proud member of Procurement Leaders, an organization that connects us to webinars, informational resources, collaboration opportunities, and other tools to support better, faster decision-making for procurement professionals.

"We understand that responsible procurement isn't just about checking boxes—it's about making real, meaningful progress in our sourcing procedures. By evolving how we engage with and assess our suppliers, we're not only managing business risks but also ensuring that our actions support the broader goals of the company."

William Chou, Head of Procurement

SUPPLIER RISK ASSESSMENTS

We expect suppliers to abide by all laws, regulations, and standards regarding healthcare, and those that address financial, labor, health, safety, transparency, and environmental practices. BeiGene has an onboarding and due diligence policy that informs our quality audits of manufacturing-related suppliers. As part of these assessments, we evaluate several RB&S areas, including ethics, employee health and safety, and environmental performance. If we are aware of any behaviors or conditions not in compliance with our standards, we take swift action to communicate the issues, develop mitigation plans with suppliers, and work toward a return to compliance.

2024 was the first full year of operation for our third-party risk management program for all BeiGene suppliers. The program helps our procurement teams identify potential legal barriers to our work with new vendors, such as incomplete incorporation status or if they have been previously subject to disciplinary actions. At this time, the program does not include retroactive review of previously contracted suppliers.

For instances where a prospective supplier qualifies for extended due diligence, we conduct evaluations of the vendor's reputation. These evaluations make use of any legal records and media coverage to identify potential labor infractions, violations of employees' privacy or rights, environmental harms, or other concerns. The process also makes it possible for procurement leaders to stay abreast of rapidly shifting international sanction records through reviews of selected criminal databases, records for regulatory agencies, and records of financial wrongdoing.

The speed and flexibility of the new program both accelerates and simplifies our response to any issues that emerge as we bring new vendors into our supply chain. The system can deliver tailored results based on supplier risk level, supplier size, or a supplier's role in BeiGene's procurement network.

In an effort to improve the level of detail around supplier climate maturity and human capital management status, we created an optional supplier questionnaire as part of the onboarding process. With this questionnaire, BeiGene hopes to gain a better understanding of how our suppliers are responding to external climate- and human capital-related risk factors, while also improving the level of direct data we have over value chain-related emissions.

PROCUREMENT SOURCING

BeiGene has increasingly shifted our raw material vendor selection toward suppliers based in the same countries as the production sites. The change in sourcing concept has helped reduce our environmental impact and resulted in stronger, more flexible supply chains. It has also helped us develop multiple parallel partnerships with high-quality suppliers that display operational excellence. We value our relationships with these suppliers and treat local vendors as critical partners in our business activities. We are proud that developing these local connections yields benefits for regional markets.

BeiGene is also committed to working with suppliers who represent the populations our medications support. Understanding that our work with small and local suppliers can contribute to stronger economic gains for underserved communities while also providing unique solutions, perspectives, and ideas to our business, we are committed to growing our relationships and pursuing innovations in patient health. For additional information, review our **Responsible Procurement webpage**.

Reducing Risk by Expanding Sourcing Partners

At BeiGene, we aim to reduce supply chain risk by seeking to reduce or avoid single and sole sourcing of supplies. Toward this goal, we aim to qualify at least two sources for each of our key raw materials. In 2024, our Procurement team worked to identify potential new suppliers across our key raw materials, assess the viability of supplier candidates, quality test the materials, qualify the manufacturer facilities, and demonstrate that the raw material will meet BeiGene's internal requirements.

GRI & HKEX Index

GRI Index		HKEX Index	Description	Response
General Disclosures				
	GRI 1		Statement of Use	We have reported the information cited in this GRI content index for the period January 1 – December 31, 2024, with reference to the GRI Standards.
GRI 2: General Disclosures 2021	GRI 2-1		Organizational details	**2024 Form 10-K**. See page 6.
	GRI 2-2	HKEX 15: Reporting Boundary	Entities included in the organization's sustainability reporting	About This Report. See page 100.
	GRI 2-3		Reporting period, frequency, and contact point	About This Report. See page 100.
	GRI 2-4	HKEX 14: Consistency	Restatements of information	Improved data collection processes resulted in restatements within the Data Tables. Restated information is noted within footnotes.
	GRI 2-5		External assurance	This report has not been externally assured.
	GRI 2-6		Activities, value chain, and other business relationships	BeiGene is part of sector 3520: Pharmaceuticals, Biotechnology, and Life Sciences, according to the Global Industry Classification Standard (GICS). BeiGene is a global biotechnology company that is developing and commercializing innovative medicines to improve treatment outcomes and access for patients worldwide. We manufacture our medicines in China and is currently constructing a new manufacturing facility in the U.S. BeiGene's upstream value chain primarily consists of the production and transport of the materials needed to conduct R&D activities and to manufacture and package our medicines. In addition, BeiGene relies upon a global network of clinics, hospitals, and other partners to conduct clinical trials. BeiGene's downstream value chain includes distribution partners and a larger network of clinics from which BeiGene's medicines are administered to patients. **2024 Form 10-K**. See page 6.

GRI & HKEX INDEX

GRI Index		HKEX Index	Description	Response
GRI 2: General Disclosures 2021	GRI 2-7	HKEX KPI B1.1	Employees	Data Tables. See page 96. **2024 Colleagues by age:** 30 & Under: 27.7% 31-50: 63.6% 51-65: 8.4% 65 & above: 0.3% **2024 Colleagues by gender:** Female: 58.2% Male: 41.7% Not declared/other: 0.1%
	GRI 2-8	HKEX KPI B1.1	Workers who are not employees	Data Tables. See page 96.
	GRI 2-9		Governance structure and composition	Responsible Business & Sustainability Governance. See page 9. Corporate Governance. See page 50. Additional details on our Board of Directors can be found in our **2025 Proxy Statement**.
	GRI 2-10		Nomination and selection of the highest governance body	Corporate Governance. See page 50. Additional details on the nomination and selection of our Board of Directors can be found in our **2025 Proxy Statement**.
	GRI 2-11		Chair of the highest governance body	**2025 Proxy Statement**.
	GRI 2-12	HKEX 13 (i, ii, iii)	Role of the highest governance body in overseeing the management of impacts	Responsible Business and Sustainability Governance. See page 9.
	GRI 2-13		Delegation of responsibility for managing impacts	Responsible Business and Sustainability Governance. See page 9.
	GRI 2-14		Role of the highest governance body in sustainability reporting	Responsible Business and Sustainability Governance. See page 9.
	GRI 2-15		Conflicts of interest	Additional details on how we manage conflicts of interest for the Board of Directors can be found in our **Corporate Governance Guidelines** in the Investors section on **www.BeiGene.com**.

GRI & HKEX INDEX

GRI Index		HKEX Index	Description	Response
GRI 2: General Disclosures 2021	GRI 2-16		Communication of critical concerns	Whistleblower and Anti-Retaliation Protection. See page 54. **Reporting Misconduct Policy**
	GRI 2-17		Collective knowledge of the highest governance body	Corporate Governance. See page 50. Four of our Board members receive regular updates on RB&S matters through their membership on the RB&S Working Group.
	GRI 2-18		Evaluation of the performance of the highest governance body	The directors are evaluated and appointed/removed by shareholders. The Nominating and Corporate Governance Committee is responsible for establishing procedures for identifying and evaluating board of director candidates, including nominees recommended by shareholders, and overseeing the evaluation of the Board of Directors and management. Further details on our Board of Directors and their nomination structure can be found in our **Nominating & Corporate Governance Charter** and **2025 Proxy Statement**.
	GRI 2-19		Remuneration policies	In April 2024, we restructured our executive compensation structure to include the use of performance share units (PSUs). All executives with the title Senior Vice President and above will have the following compensation mix: • 1/3 PSUs • 1/3 Restricted Share Units (RSUs) • 1/3 Options We also have a **Compensation Recovery Policy** in place, which can be found in Article 97 of our **Form 10-K**. Details on remuneration can be found in our **2025 Proxy Statement**.
	GRI 2-20		Process to determine remuneration	The Compensation Committee of the Board of Directors is responsible for determining remuneration for our executive officers. Details on our remuneration policies and approach for our executive officers can be found in our **2025 Proxy Statement** and **Compensation Committee Charter.**
	GRI 2-21		Annual total compensation ratio	Compensation and Benefits. See page 29.
	GRI 2-22		Statement on sustainable development strategy	A Letter from Leadership. See pages 3-4. Our Double Materiality Process. See page 10. Our Environmental Strategy. See page 40.
	GRI 2-23		Policy commitments	**Policies & Positions** Our Policies. See page 57.
	GRI 2-24		Embedding policy commitments	**Policies & Positions** Our Policies. See page 57.

GRI & HKEX INDEX

GRI Index		HKEX Index	Description	Response
GRI 2: General Disclosures 2021	GRI 2-25		Processes to remediate negative impacts	We are required to carefully monitor the safety of its products from first use in humans through post-commercialization. The company acts upon any potential safety issues identified by patients or others through ethics committees or Institutional Review Boards. Patient Safety. See page 18. Product Quality Control Systems. See page 57. Our Environmental Strategy. See page 40.
	GRI 2-26	HKEX KPI B7.2	Mechanisms for seeking advice and raising concerns	Whistleblower and Anti-Retaliation Protection. See page 54. **2024 Form 10-K**. See page 6.
	GRI 2-27		Compliance with laws and regulations	In 2024, we did not have any material instances of non-compliance in which fines or non-monetary sanctions were incurred.
	GRI 2-28		Membership associations	We are a member of the UN Global Compact as well as relevant industry organizations, including but not limited to the Access to Oncology Medicines Coalition and the Pharmaceutical Product Stewardship Work Group. For more information, visit **Global Transparency**.
	GRI 2-29		Approach to stakeholder engagement	Stakeholder Engagement. See page 52.
	GRI 2-30		Collective bargaining agreements	None of our employees are represented by a labor union or covered by a collective bargaining agreement, except as required by local laws such as in some European countries and Brazil.
Material Topics				
GRI 3-3: Material Topics 2021	GRI 3-1		Process to determine material topics	Our Double Materiality Process. See page 10.
	GRI 3-2		List of materials topics	Our Double Materiality Process. See page 10.
		HKEX 14: Materiality and Quantitative	Disclose the process to identify material ESG factors and if stakeholder engagement is conducted	Our Double Materiality Process. See page 10. Stakeholder Engagement See page 52.

GRI & HKEX INDEX

GRI Index		HKEX Index	Description	Response
Clinical trial practices				
GRI 3-3: Material Topics 2021	GRI 3-3		Management approach	Our Unique Approach to Innovation and Clinical Development. See page 13. Quality Assurance. See page 57. Data Privacy & Cybersecurity. See page 55.
	Non-GRI topic			Our Unique Approach to Innovation and Clinical Development. See page 13. Quality Assurance. See page 57. Data Privacy & Cybersecurity. See page 55.
Health system strengthening				
GRI 3-3: Material Topics 2021	GRI 3-3		Management approach	Pursuing Broad Access for Our Medicines. See page 19. Our Global Approach to Access. See page 20.
	Non-GRI topic			Pursuing Broad Access for Our Medicines. See page 19. Our Global Approach to Access. See page 20.
Brand protection				
GRI 3-3: Material Topics 2021	GRI 3-3		Management approach	Protecting Against Counterfeit & Illicit Medicines. See page 58.
	Non-GRI topic			Protecting Against Counterfeit & Illicit Medicines. See page 58.
Responsible use of new bio-technologies				
GRI 3-3: Material Topics 2021	GRI 3-3		Management approach	Bioethics. See page 58. Supplier Risk Assessments. See page 61.
	Non-GRI topic			Bioethics. See page 58. Supplier Risk Assessments. See page 61.

GRI & HKEX INDEX

GRI Index		HKEX Index	Description	Response
Animal welfare				
GRI 3-3: Material Topics 2021	GRI 3-3		Management approach	Animal Welfare. See page 54.
GRI 3-3: Material Topics 2021	Non-GRI topic			Animal Welfare. See page 54.
Corporate culture				
GRI 3-3: Material Topics 2021	GRI 3-3	HKEX Aspect B7	Management approach The policies and compliance with relevant laws and regulations that have a significant impacts on the issuer relating to bribery, extortion, fraud, and money laundering.	Business Ethics. See page 53. Anti-Bribery & Corruption. See page 54. We implement anti-corruption control measures and strictly follow relevant laws and regulations against corruption, extortion, fraud, bribery, and unfair competition, such as the Sarbanes-Oxley (SOX) Act, the U.S. Anti-Kickback Statute, UK Antibribery Act, the U.S. Foreign Corrupt Practices Act, and the Law of the People's Republic of China against Unfair Competition.
GRI 205: Anti-corruption 2016	GRI 205-2	HKEX KPI B7.3	Communication and training about anti-corruption policies and procedures	Anti-Bribery & Corruption. See page 54.
	GRI 205-3	HKEX KPI B7.1	Confirmed incidents of corruption and actions taken 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.	Reference page 111 of our **2024 Form 10-K** for information on our legal matters.
GRI 206: Anti-competitive Behavior 2016	GRI 206-1		Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Reference page 111 of our **2024 Form 10-K** for information on our legal matters.

GRI & HKEX INDEX

GRI Index		HKEX Index	Description	Response
Circular economy				
GRI 3-3: Material Topics 2021	GRI 3-3	HKEX Aspect A1, A2 & A3	Management approach	Health and Safety. See page 35.
GRI 301: Materials 2016	GRI 301-1	HKEX KPI A2.5	Materials used by weight or volume	We do not yet collect information outside of packaging materials used for finished products. See Data Tables, pg. 96.
GRI 301: Materials 2016	GRI 301-2		Recycled input materials used	We do not yet collect this information.
	GRI 301-3		Reclaimed products and their packaging materials	We do not yet collect this information.
GRI 306: Waste 2020	GRI 306-1	HKEX KPI A1.6	Waste generation and significant waste-related impacts	Waste. See page 47.
	GRI 306-2		Management of significant waste-related impacts	Waste. See page 47.
	GRI 306-3	HKEX KPI A1.3 & A1.4	Waste generated	Data Tables. See page 96.
	GRI 306-4		Waste diverted from disposal	We do not yet collect this information.
	GRI 306-5		Waste directed to disposal	We do not yet collect this information.
Pollution				
GRI 3-3: Material Topics 2021	GRI 3-3		Management approach	**Global Statement on Product Stewardship** Our Environmental Governance. See page 39. See Circular Economy, GRI 3-3 and GRI 306

GRI & HKEX INDEX

GRI Index		HKEX Index	Description	Response
Climate change				
GRI 3-3: Material Topics 2021	GRI 3-3	HKEX KPI A1.5 & A2.3	Management approach	Our Environmental Governance. See page 39. Our Environmental Strategy. See page 40. Assessing our Impacts & Risks. See page 40.
GRI 302: Energy 2016	GRI 302-1	HKEX KPI A2.1	Energy consumption within the organization	Our Environmental Metrics. See page 45. Data Tables. See page 96.
	GRI 302-2	HKEX A2.1	Energy consumption outside of the organization	We do not currently track this information, but please reference our Scope 3 Inventory on page 99.
	GRI 302-3	HKEX A2.1	Energy intensity	Our Environmental Metrics. See page 45. Data Tables. See page 96.
GRI 302: Energy 2016	GRI 302-4		Reduction of energy consumption	Our Environmental Metrics. See page 45. Data Tables. See page 96.
	GRI 302-5		Reductions in energy requirements of products and services	Not applicable.
GRI 305: Emissions 2016	GRI 305-1	HKEX KPI A1.1	Direct (Scope 1) GHG emissions	Data Tables. See page 96.
	GRI 305-2	HKEX KPI A1.1	Indirect (Scope 2) GHG emissions	Data Tables. See page 96.
	GRI 305-3		Other indirect (Scope 3) GHG emissions	Data Tables. See page 96.
	GRI 305-4	HKEX A1.1-A1.2	GHG emissions intensity	Our Environmental Metrics. See page 45. Data Tables. See page 96.
	GRI 305-5		Reduction of GHG emissions	Our Environmental Metrics. See page 45.
	GRI 305-6		Emissions of ozone-depleting substances (ODS)	Not applicable.

GRI & HKEX INDEX

GRI Index		HKEX Index	Description	Response
Climate change (continued)				
GRI 305: Emissions 2016	GRI 305-7	HKEX A1.1-A1.2	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Apart from GHG emissions, our major air emissions include SO2 and NOx generated from natural gas consumption during production, and a small volume of waste gas generated during laboratory operations. SO2 and NOx emissions are discharged after being processed by waste gas treatment facilities to ensure that SO2 and NOx concentrations meet the emission standards set by the local authority. Waste gas from the laboratories is discharged through fume hoods, and a treatment device has been installed at the end of the ventilation system in each laboratory to ensure we meet emissions standards. We engage qualified testing institutions to conduct regular air emissions discharge testing. In 2024, we did not find any cases in which emissions exceeded the local standards. See Data Tables, pg. 96.
Water and marine resources				
GRI 3-3: Material Topics 2021	GRI 3-3		Management approach	See Circular Economy: Management Approach (GRI 301-3-3). Our Environmental Governance. See page 39.
GRI 303: Water and Effluents 2018	GRI 303-1	HKEX KPI A2.4	Interactions with water as a shared resource	Water Consumption. See page 46.
	GRI 303-2		Management of water discharge-related impacts	Our R&D centers and manufacturing plants are equipped with wastewater treatment facilities, all wastewater discharge is approved by local standards. We conduct monitoring to ensure that the treated water meets national and local standards. The industrial wastewater from the Suzhou plant is 100 percent recycled after being treated. The sanitary sewage from our plants is discharged into the municipal pipelines in accordance with the local standards. We engage qualified testing institutions to conduct regular wastewater discharge testing. In 2024, we did not find any cases in which wastewater exceeded the local standards.
	GRI 303-3		Water withdrawal	Data Tables. See page 96.
	GRI 303-4		Water discharge	Data Tables. See page 96.
	GRI 303-5	HKEX KPI A2.2	Water consumption	Data Tables. See page 96.

GRI & HKEX INDEX

GRI Index		HKEX Index	Description	Response
Biodiversity and ecosystems				
GRI 3-3: Material Topics 2021	GRI 3-3	HKEX KPI A3.1	Management approach	Our Environmental Governance. See page 39. Nature Related Preparedness Assessment. See page 42.
GRI 304: Biodiversity 2016	GRI 304-2		Significant impacts of activities, products, and services on biodiversity	Nature Related Preparedness Assessment. See page 42.
Human capital resources				
GRI 3-3: Material Topics 2021	GRI 3-3	HKEX Aspect B1 & B3	Management approach	Colleague Engagement & Support. See page 28. Global Supplier Code of Conduct. See page 60. Career Development. See page 30. See GRI 2-30.
GRI 401: Employment 2016	GRI: 401-1	HKEX KPI B1.2	Total number and rate of new employee hires and turnover during the reporting period, by age group, gender, and region	Data Tables. See page 96. **2024 Turnover by age:** 30 & Under: 17.6% 31-50: 12.7% 51-65: 13.1% 65 & above: 32.0% **2024 Turnover by gender:** Female: 13.4% Male: 15.5% Not declared/other: 16.0%
GRI 401: Employment 2016	GRI 401-2		Benefits provided to full-time employees that are not provided to temporary or part-time employees	In the U.S., we offer medical, dental, vision, life insurance, and disability insurance; fertility/adoption services; family support services; wellness programs; and a 401(k) retirement plan that has a 6% percent matching. Our PPO health insurance programs also provide coverage for travel and lodging should our employees need to travel to receive the care they need. We also contribute 50 percent of the deductible toward a Health Savings Account with our high-deductible medical plan option. In other parts of the Americas and EMEA, we offer statutory coverages and supplemental coverages, which may include a pension; medical, dental, vision, life and disability insurance; and wellness programs. In China, we provide social insurance, commercial insurance, wellbeing programs which include the Employee Assistance program and festival gifts to all full-time employees. For social insurance, BeiGene contributes to the employee's social security account. Additionally, our comprehensive commercial plan covers medical in-patient benefits with a 100 percent reimbursement, medical out-patient benefits with a 90 percent reimbursement, critical illness insurance, life insurance, accidental insurance, and global travel insurance, among others. In Australia, New Zealand, Singapore, South Korea, Japan, Thailand, and Malaysia we offer both statutory benefit plans and supplemental benefit plans recognized by local practice, including individual medical insurance, home office assistance, flu vaccine support, global travel insurance, and statutory pension plans (where applicable), as well as a defined contribution plan for South Korea and Thailand. In Australia and New Zealand, we also provide commercial life and income protection insurance to employees. Additional programs can also be found in Compensation and Benefits. See page 29.

GRI & HKEX INDEX

GRI Index		HKEX Index	Description	Response
Human capital resources (continued)				
GRI 401: Employment 2016	GRI 401-3		Parental leave benefits	In the U.S., Canada, and EMEA, we offer full pay for a minimum of 12 weeks of parental leave in combination with statutory programs for all parents. In some countries the combination of statutory and BeiGene parental leave may provide longer periods of pay. In China, we follow local regulations, which vary by province. The minimum national requirements include 128 days full paid maternity leave and seven days full paid paternity leave; however, different cities/provinces will have different requirements. In Australia and New Zealand, for all eligible employees who complete 12 months' service in BeiGene, we offer 12 weeks full paid maternity leave on top of the state standard as well as two weeks full paid paternity leave on top of state standard. In the rest of the Asia Pacific (JAPAC), we follow country-specific parental leave guidelines. Data Tables. See page 96.
		HKEX Aspect B1	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	We maintain compliance with relevant laws and regulations related to employment, including, but not limited to, the U.S. Civil Rights Act of 1964; U.S. Americans with Disabilities Act; U.S. Age Discrimination in Employment Act; U.S. Equal Pay Act; U.S. Employee Retirement Income Security Act; Labor Law of the People's Republic of China; Labor Contract Law of the People's Republic of China; Law of the People's Republic of China on the Protection of Women's Rights and Interests; Social Insurance Law of the People's Republic of China; Provision on Minimum Wage of the People's Republic of China; Swiss Code of Obligations; German Civil Code; French Labour Law; Italian Civil Code and its Collective Bargaining Agreements; UK Employment Rights Act 1996; and Spanish Civil Code and its Collective Bargaining Agreements.
GRI 404: Training and Education 2016	GRI 404-1	HKEX KPI B3.2	The average training hours completed by gender and employee category	We do not track training hours per employee at this time. For more information, see Career Development on page 30.
	GRI 404-2		Programs for upgrading employee skills and transition assistance program	Career Development. See page 30. We provide assistance programs to facilitate continued employability for those employees separated from the company.
	GRI 404-3		Percentage of employees receiving regular performance and career development reviews	One hundred percent of our employees receive regular performance and career development reviews.
		HKEX KPI B3.1	The percentage of employees trained by gender and employee category	We do not track training hours per employee at this time. For more information, see Career Development on page 30.

GRI & HKEX INDEX

GRI Index		HKEX Index	Description	Response
Human capital resources (continued)				
GRI 407: Freedom of Association and Collective Bargaining	GRI 407-1		Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	**Supplier Code of Conduct** See GRI 2-30.
Patient access				
GRI 3-3: Material Topics 2021	GRI 3-3		Management approach	Expanded Access Programs. See page 21. Responsible Marketing. See page 59.
	GRI 406-1		Incidents of discrimination and corrective actions taken	Reference page 111 of our **2024 Form 10-K** for information on our legal matters.
	GRI 417-1		Requirements for product and service information and labeling	Responsible Marketing. See page 59.
	GRI 417-2		Incidents of non-compliance concerning product and service information and labeling	In 2024, we are not aware of incidents of non-compliance concerning product and service information and labeling.
GRI 3-3: Material Topics 2021	GRI 417-3		Incidents of non-compliance concerning marketing communications	Reference page 111 of our **2024 Form 10-K** for information on our legal matters.
Patient safety				
GRI 3-3: Material Topics 2021	GRI 3-3	HKEX B6.5	Management approach/description of consumer data protection and privacy policies and how they are implemented and monitored	Patient Safety. See page 18. Quality Assurance. See page 57. Cybersecurity, Privacy, and Data Ethics. See pages 55-56.

GRI & HKEX INDEX

GRI Index		HKEX Index	Description	Response
Patient safety (continued)				
GRI 416: Customer Health and Safety 2016	GRI 416-2	HKEX KPI B6.1	Incidents of non-compliance concerning the health and safety impacts of product and services; Percentage of total products sold or shipped subject to recalls for safety and health reasons	There were no safety or quality related recalls in the reporting year.
		HKEX Aspect B6	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling, and privacy matters relating to products and services provided, and methods of redress	Patient Safety. See pages 18. Product Quality Control Systems. See pages 57-58. Responsible Marketing. See page 59. In addition, we have policies and procedures in place to maintain compliance with the evolving regulatory environment related to product responsibility including, but not limited to, compliance with the ICH Q10 Drug Quality Control System; U.S. Federal Food, Drug, and Cosmetic Act; California Consumer Privacy Act; regulations from the U.S. Food and Drug Administration; EU General Data Protection Regulations ("GDPR"); EU Directive 2001/83/EC; Patent Law of the People's Republic of China; Regulation on the Administration of Human Genetic Resources of the People's Republic of China; and China Personal Information Protection Law.
		HKEX KPI B6.2	Number of products and service-related complaints received and how they are dealt with	Quality Assurance. See page 57.
GRI 416: Customer Health and Safety 2016		HKEX KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	Our commercial success depends on our ability to develop and protect our inventions, proprietary technology, and knowledge. We strictly abide by and keep abreast of the requirements of relevant laws and regulations related to intellectual property rights in the countries and regions in which we operate. We also provide training to employees to raise their awareness of intellectual property protection and BeiGene's policies and procedures periodically. We have filed and continue to pursue patent applications and obtained patents in the U.S., Europe, China, and other countries, relating to our medicines, drug candidates, and technologies. In addition, we have updated our employee inventor remuneration policy to further encourage drug innovation and new drug development, and we comply with all applicable laws and regulations regarding inventor remuneration. Our position is laid out in **Our Global Statement on Patents and Intellectual Property.** We avoid infringing on the valid patents and other intellectual property rights of third parties by conducting Freedom to Operate analyses to make sure that the development and commercialization of our medicines do not infringe others' valid patent rights. In certain cases, we rely on in-licensing opportunities to develop, strengthen, and support our development programs. We conduct intellectual property due diligence for in-license and out-license projects to minimize intellectual property risks. Protecting Against Counterfeit & Illicit Medicines. See page 58. Responsible Marketing. See page 59.

GRI & HKEX INDEX

GRI Index	HKEX Index	Description	Response
Patient safety (continued)			
GRI 416: Customer Health and Safety 2016	HKEX KPI B6.4	Description of quality assurance process and recall procedures	Quality Assurance. See page 57.
GRI 418: Customer Privacy 2016 GRI 418-1		Substantiated complaints concerning breaches of customer privacy and losses of customer data	We did not receive any complaints concerning breaches of customer privacy or losses of customer data. Nor we have experienced any breach in 2024.
Additional HKEX disclosures			
	HKEX Aspect B5 and KPI B5.2	Policies on managing environmental and social risks of the supply chain	Responsible Procurement. See pages 60-61. Supplier Risk Assessments. See page 61.
	HKEX KPI B5.1	Number of suppliers by geographic region	Data Tables. See pages 96-99.
	HKEX KPI B5.2	Practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Responsible Procurement. See page 60-61.
	HKEX KPI B5.3	Practices used to identify environmental and social risks	Supplier Risk Assessments. See page 61.
	HKEX KPI B5.4	Engagement with suppliers to improve environmental performance	Scope 3 Reduction Strategy. See page 44. Supplier Risk Assessments. See page 61.
	HKEX Aspect B2	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	We comply with the applicable laws related to occupational health and safety, such as the workplace safety standards set by the federal U.S. Occupational Safety and Health Administration or state/local safety standards, the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, the Technical Specification for Occupational Health Surveillance, the Law of the People's Republic of China on the Prevention and Treatment of Infectious Diseases, and the Provisions of the State Council on the Investigation of Administrative Responsibility for Major Safety Accidents.

GRI & HKEX INDEX

GRI Index	HKEX Index	Description	Response
	HKEX KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored, and communication on occupational health and safety	We conduct regular safety inspections and internal EHS audits. We have also established an emergency response system to deal with natural disasters, medical emergencies, fire and explosion emergencies, and chemical spills, among others. We carry out relevant emergency drills regularly to ensure that employees are trained on emergency procedures. All first aid specialists in the plants have received professional training delivered by the local Red Cross, and in our manufacturing facility in Guangzhou, China, we employ a full-time nurse on staff. External assessments are periodically conducted at our manufacturing and R&D sites by governmental agencies, including the Environmental Protection Bureau and Police Bureau. When designing new facilities, we employ qualified third parties to evaluate and design safety features to mitigate risks within our facilities and production lines. Each manufacturing facility and R&D site has an EHS committee comprising of leadership and frontline employees to promote a safety culture, review performance scorecards, investigate safety near misses or incidences, and implement corrective actions. Health & Safety. See pages 35-36.
	HKEX KPI B2.1 & B2.2	Work-related injuries and ill health fatalities Total injury rate Lost days due to work injury	Data Tables. See pages 96-99.
	HKEX Aspect B4	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	**Code of Conduct** **Supplier Code of Conduct** Supplier Risk Assessments. See page 61.
	HKEX KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	**Code of Conduct** **Supplier Code of Conduct** Supplier Risk Assessments. See page 61.
	HKEX KPI B4.2	Description of steps taken to eliminate such practices when discovered	**Code of Conduct** **Supplier Code of Conduct** Supplier Risk Assessments. See page 16.

GRI & HKEX INDEX

GRI Index	HKEX Index	Description	Response
	HKEX Aspect B8	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	BeiGene Foundation. See page 22. Employee Volunteer Program. See page 34. Stakeholder Engagement. See page 52.
	HKEX KPI B8.1	Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport)	BeiGene Foundation. See page 22. Employee Volunteer Program. See page 34.
	HKEX KPI B8.2	Resources contributed (e.g. money or time) to the focus area	BeiGene Foundation. See page 22. Employee Volunteer Program. See page 34.

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Topic	Article	Description	Response
General Disclosures			
Corporate Governance	12.1	Internal bodies responsible with management and oversight of sustainability-related impacts, risks, and opportunities	Responsible Business & Sustainability Governance. See page 9. Corporate Governance. See pages 50-52.
	12.2	Professional expertise and capabilities of the internal bodies	**2025 Proxy Statement**
	12.3	Reporting mechanisms to the internal bodies	Responsible Business & Sustainability Governance. See page 9. Corporate Governance. See pages 50-52.
	12.4	Internal bodies role in target setting, strategy execution, and achievement of goals	Responsible Business & Sustainability Governance. See page 9. Corporate Governance. See pages 50-52.
	12.5	Measures and methodologies employed by internal bodies to incorporate sustainability-related impacts, risk, and opportunities into decision making processes	Responsible Business & Sustainability Governance. See page 9. Corporate Governance. See pages 50-52.
Impacts, Risks, and Opportunities	14.1	Sustainability-related risks and opportunities identified and the timeframes within which they will be material	Climate-related risks can be found in the Assessing Our Risks and Impacts section. See pages 40-42. We do not disclose sustainability-related risks beyond climate-related risks.
	14.2	The company's definitions of short-term, medium-term, and long-term periods	Assessing Our Risks and Impacts. See pages 40-42.
	15.1	Methods used to develop strategies to address sustainability-related impacts, risks, and opportunities	Responsible Business & Sustainability Governance. See page 9. Corporate Governance. See pages 50-52.
	15.2	Plans to achieve relevant strategic goals	2024 Goals & Progress. See page 11. Report sections provide more details on the plans to achieve our strategic goals.
	15.3	Assessments regarding sustainability-related impacts, risks, and opportunities	Our Double Materiality Process. See page 10.
		Impacts of sustainability-related risks and opportunities on current period's financial positions	Climate-related risks can be found in the Assessing Our Risks and Impacts section. See page 40-42. We do not disclose sustainability-related risks beyond climate-related risks.

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Topic	Article	Description	Response
Double Materiality Assessment	18.1	Methodology for identifying and assessing sustainability-related impacts, risks, and opportunities	Our Double Materiality Process. See page 10.
	18.2	Priority ranking and ranking standards for sustainability-related impacts, risks, and opportunities	We do not disclose this information.
	18.3	How the sustainability-related impacts, risks, and opportunities are monitored	Responsible Business & Sustainability Governance. See page 9. Corporate Governance. See pages 50-52.
	18.4	Integration of the process for managing sustainability-related impacts, risks, and opportunities into the company's internal management procedures	Responsible Business & Sustainability Governance. See page 9. Corporate Governance. See pages 50-52.
Sustainability Targets		Sustainability targets and related indicators	2024 Goals and Progress. See page 11.
I Environment			
Topic 1: Climate Change Tackling	11.1	Governance structures	Our Environmental Governance. See page 39.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	Our Environmental Strategy. See page 40. Taking Action and Goal Setting. See pages 43-44.
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	Our Environmental Strategy. See page 40. Taking Action and Goal Setting. See pages 43-44.
	11.4	Metrics and goals	2024 Environmental Goals and Progress. See page 38.
	22.1	Assessment of climate change impacts on the business	Assessing our Impacts & Risks. See page 40-42.
	22.2	Uncertainties considered when assessing climate adaptation	Enterprise Risk Management Oversight. See page 39.
	22.3	Company's capacity to adapt to climate change	Our RB&S governance structure ensures that we have the necessary oversight in place to effectively adapt to the impacts of climate change as needed.
	22	Key assumptions and the procedures of scenario analysis	Assessing our Impacts & Risks. See page 40-42.
	23.1	Adjustments made in the company's current and future strategies, business models, and resource allocation to respond to climate risks and opportunities	Taking Action and Goal Setting. See pages 43-44.

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Topic	Article	Description	Response
Topic 1: Climate Change Tackling	23.2	Actions by the company to update the production processes and equipment to directly or indirectly tackle climate risks and opportunities	Taking Action and Goal-Setting. See pages 43-44.
	23.3	Transition plan to address climate risks and opportunities	Taking Action and Goal-Setting. See pages 43-44. A transition plan is not currently in place.
	23.4	The resources allocated by the company to execute the transition plan	Taking Action and Goal-Setting. See pages 43-44. A transition plan is not currently in place.
	23.5	The progress in executing the company's transition plan	Taking Action and Goal-Setting. See pages 43-44. A transition plan is not currently in place.
	24	Scope 1, Scope 2, and Scope 3 GHG emissions	Our Environmental Metrics. See pages 45-48.
	24	Participation in carbon emissions trading	We do not participate in an emissions trading scheme.
	25.1	GHG emissions by Operational units or facilities	Our Environmental Metrics. See pages 45-48.
	25.2	GHG emissions by countries or regions	We do not disclose this information.
	25.3	GHG emissions by type of source (e.g., combustion, processing, electricity, heating, cooling, and steam)	Data Tables. See pages 96-99.
	26	Standards and assumptions used to calculate GHG emissions	We align our GHG emissions accounting with the standards and methodologies detailed in the GHG Protocol Corporate Accounting and Reporting Standard. We engage with a third-party to support the calculation of our GHG emissions. Our GHG emissions are calculated from business activities within our financial and operational control.
	27	GHG emissions reduction practices	Taking Action and Goal-Setting. See pages 43-44.
	27	For each scope level, the amount of GHG emissions directly reduced by emissions reduction measures	Our Environmental Strategy. See page 40. Our Environmental Metrics. See pages 45-48.
	27	Participation in trading activities in relation to the national projects for voluntary GHG emissions reduction and the China Certified Emission Reduction (CCER)	We do not participate in the CCER or any other emissions trading activities.
Topic 2: Pollutant Discharge	11.1	Governance structures	Based on our 2024 CSRD-aligned double materiality assessment, no risks or opportunities relating to this topic were found to be financially material.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	

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Topic	Article	Description	Response
Topic 2: Pollutant Discharge	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	Based on our 2024 CSRD-aligned double materiality assessment, no risks or opportunities relating to this topic were found to be financially material.
	11.4	Metrics and goals	Based on our 2024 CSRD-aligned double materiality assessment, no risks or opportunities relating to this topic were found to be financially material.
	30.1	Types, names, total discharge	Please see our 2024 Annual Report filed with the Shanghai Stock Exchange for this information.
	30.2	Methods employed to treat pollutants	Please see our 2024 Annual Report filed with the Shanghai Stock Exchange for this information.
	30.3	Discharge reduction targets	Pollutant discharge is material to BeiGene from an impact perspective due to the risk of microplastics in our product packaging and manufacturing processes. BeiGene does not currently have targets relating to microplastics.
	30.4	The impact of pollutant discharge on such groups as its employees and local communities	There is no material impact on local communities and colleagues in Guangzhou.
	30.5	Major administrative penalties received by and any criminal liabilities charged against it in the reporting period for pollutant discharge	No major administrative penalties in the reporting period.
Topic 3: Waste Disposal	11.1	Governance structures	Responsible Business & Sustainability Governance. See page 9. Our Environmental Governance. See page 39.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	GRI Index, Circular Economy, GRI 3-3. See pages 66 and 68.
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	GRI Index, Circular Economy, GRI 3-3. See pages 66 and 68.
	11.4	Metrics and goals	We do not have goals relating to waste management or disposal. We use the metrics disclosed in the Data Tables to measure, manage, and oversee our waste management.
	31.1	The total amounts (in metric tons) and density (e.g., per unit of revenue, unit of output, or facility) of hazardous wastes and non-hazardous wastes produced	Data Tables. See pages 96-99.
	31.2	The treatment methods and disposal of hazardous and non-hazardous wastes	Waste. See page 47.
	31.3	Waste disposal targets	We do not have goals relating to waste management or disposal. We use the metrics disclosed in the Data Tables to measure, manage, and oversee our waste management.

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Topic	Article	Description	Response
Topic 4: Ecosystem and biodiversity protection	11.1	Governance structures	Responsible Business & Sustainability Governance. See page 9. Our Environmental Governance. See page 39.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	Nature-Related Preparedness Assessment. See page 42.
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	Nature-Related Preparedness Assessment. See page 42.
	11.4	Metrics and goals	Nature-Related Preparedness Assessment. See page 42.
	32.1	The discontinuation of any production and operational activities and relevant facilities that were in the ecological red zones	Following the completion of our first nature-related preparedness assessment in 2024, we are working cross-functionally to determine next steps.
	32.2	Efforts to protect areas around operational sites	
	32.3	Efforts to protect natural habitats	
	32.4	Efforts to protect biological genetic resources	
	32.5	Efforts to reduce products ecological footprint	
Topic 5: Environmental compliance management	11.1	Governance structures	Based on our 2024 CSRD-aligned double materiality assessment, no risks or opportunities relating to this topic were found to be financially material.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	
	11.4	Metrics and goals	
	33.1	Risk assessments for environmental incidents	Based on our 2024 CSRD-aligned double materiality assessment, no impacts relating to this topic were found to be material.
	33.2	Major environmental emergencies in the reporting period	
	33.3	Major administrative penalties or criminal charges in the reporting period for an environmental incident	

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Topic	Article	Description	Response
Topic 6: Energy usage	11.1	Governance structures	Responsible Business & Sustainability Governance. See page 9. Our Environmental Governance. See page 39.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	Taking Action and Goal-Setting. See pages 43-44.
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	Taking Action and Goal-Setting. See pages 43-44.
	11.4	Metrics and goals	We do not have energy-related reduction goals. We set our first quantitative climate reduction goal at the end of 2023. We annually disclose our energy consumption and GHG emissions data. 2024 Goals and Progress. See page 11. Our Environmental Metrics. See pages 45-48. Data Tables. See pages 96-99.
	35.1	Energy usage	Our Environmental Metrics. See pages 45-48. Data Tables. See pages 96-99.
	35.2	Renewable energy usage	Taking Action and Goal-Setting. See pages 43-44.
	35.3	Energy saving goals and associated energy reduction strategies	Taking Action and Goal-Setting. See pages 43-44. Our Environmental Metrics. See pages 45-48.
Topic 7: Usage of water resources	11.1	Governance structures	Our Environmental Governance. See page 39.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	GRI Index, Water and Marine Resources. See page 70.
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	GRI Index, Water and Marine Resources. See page 70.
	11.4	Metrics and goals	Data Tables. See pages 96-99.
	36.1	Water consumption	Data Tables. See pages 96-99.
	36.2	Water conservation goals and associated strategies	Our double materiality assessment was completed in December 2024. This topic is new to our list of material topics, and we are in the process of determining next steps.

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Topic	Article	Description	Response
Topic 8: Circular economy	11.1	Governance structures	Our Environmental Governance. See page 39.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	GRI Index, Circular Economy. See page 68.
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	GRI Index, Circular Economy. See page 68.
	11.4	Metrics and goals	Our double materiality assessment was completed in December 2024. This topic is new to our list of material topics, and we are in the process of determining next steps.
	37.1	Goals and plans established to achieve a circular economy	Our double materiality assessment was completed in December 2024. This topic is new to our list of material topics, and we are in the process of determining next steps.
	37.2	Actions taken in the reporting period toward achieving a circular economy	Product Stewardship. See page 44. GRI Index, Circular Economy. See page 68.
	37.3	Progress in attaining circular economy objectives in the reporting period	Data Tables. See pages 96-99.
II Society			
Topic 9: Rural revitalization	11.1	Governance structures	Based on our 2024 CSRD-aligned double materiality assessment, no risks or opportunities relating to this topic were found to be financially material.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	
	11.4	Metrics and goals	
	39.1	Support for rural revitalization	Based on our 2024 CSRD-aligned double materiality assessment, no impacts relating to this topic were found to be material.
	39.2	Actions taken to support the specialty industries and local employment in rural areas	
	39.3	Total investment made toward rural revitalization in the reporting period	

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Topic	Article	Description	Response
Topic 10: Contributions to the society	11.1	Governance structures	Based on our 2024 CSRD-aligned double materiality assessment, no risks or opportunities relating to this topic were found to be financially material.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	
	11.4	Metrics and goals	
	40	Contributions to the public and society in the reporting period	Based on our 2024 CSRD-aligned double materiality assessment, no impacts relating to this topic were found to be material.
Topic 11: Innovation-driven	11.1	Governance structures	Responsible Business & Sustainability Governance. See page 9. Advancing Global Health. See pages 12-25. Corporate Governance. See pages 50-52. Enterprise Risk Management. See page 53.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	Our Unique Approach to Innovation & Clinical Development. See pages 13-18.
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	Our Unique Approach to Innovation & Clinical Development. See pages 13-18.
	11.4	Metrics and goals	Our Unique Approach to Innovation & Clinical Development. See pages 13-18.
	42.1 - 42.4	Strategies and objectives for technological innovation, involvement in R&D and innovation projects, R&D progress and achievements	This is a voluntary disclosure. We do not disclose this information.
Topic 12: Ethics of science and technology	11.1	Governance structures	Responsible Business & Sustainability Governance. See page 9. Corporate Governance. See pages 50-52. Cybersecurity, Privacy, and Data Ethics. See pages 55-56. AI Governance & Policies. See page 56. Product Quality Control Systems. See pages 57-58.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	Our Policies. See pages 53-54. Product Quality Control Systems. See pages 57-58.

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Topic	Article	Description	Response
Topic 12: Ethics of science and technology	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	Our Policies. See pages 53-54. Product Quality Control Systems. See pages 57-58.
	11.4	Metrics and goals	Our double materiality assessment was completed in December 2024. This topic is new to our list of material topics, and we are in the process of determining next steps.
	43.1	Fields of the company's scientific and technological activities	Our Unique Approach to Innovation & Clinical Development. See pages 13-18. Cybersecurity, Privacy, and Data Ethics. See page 55-56. AI Governance & Policies. See page 56. Product Quality Control Systems. See pages 57-58.
	43.2	Rules within the company's internal management systems that concern the ethics of science and technology	Cybersecurity, Privacy, and Data Ethics. See pages 55-56. AI Governance & Policies. See page 56. Product Quality Control Systems. See pages 57-58.
	43.3	Any instances of a violation of the ethics of science and technology	We track this information on a local level and are working to develop a system to collect instances on a global basis.
	43.4	Training on ethics in science and technology	Our Policies. See pages 53-54. Product Quality Control Systems. See pages 57-58.
Topic 13: Supply chain security	11.1	Governance structures	Responsible Procurement. See pages 60-61.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	Responsible Procurement. See pages 60-61.
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	Responsible Procurement. See pages 60-61.
	11.4	Metrics and goals	Our double materiality assessment was completed in December 2024. This topic is new to our list of material topics, and we are in the process of determining next steps.
	45.1	Supply chain risk management program	Responsible Procurement. See pages 60-61.
	45.2	Actions to maintain and enhance supply chain security	Responsible Procurement. See pages 60-61.

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Topic	Article	Description	Response
Topic 14: Equal treatment to small and medium-sized enterprises	11.1	Governance structures	Our double materiality assessment was completed in December 2024. This topic is new to our list of material topics, and we are in the process of determining next steps.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	
	11.4	Metrics and goals	
	46	The amount of overdue accounts payable as of the end of the reporting period	Based on our 2024 CSRD-aligned double materiality assessment, no impacts relating to this topic were found to be material.
	46	The amount and details of any overdue payments for SME suppliers	
Topic 15: Safety and quality of products and services	11.1	Governance structures	Patient Safety. See page 18. Corporate Governance. See pages 50-52. Clinical Operations Excellence. See page 14.
	11.2	Planning, tactics, and methods it uses to address the sustainability-related impacts, risks, and opportunities	Patient Safety. See page 18. Clinical Operations Excellence. See page 14. Product Quality Control Systems. See pages 57-58.
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	Patient Safety. See page 18. Clinical Operations Excellence. See page 14. Product Quality Control Systems. See pages 57-58.
	11.4	Metrics and goals	Product Quality Control Systems. See pages 57-58.
	47.1	Product quality management systems and policies	Product Quality Control Systems. See pages 57-58.
	47.2	Quality management-related certifications	Product Quality Control Systems. See pages 57-58.
	47.3	Product safety or quality liability incidents in the reporting period	Patient Safety. See page 18. SASB Index, 250a.3. See page 93.

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Topic	Article	Description	Response
Topic 15: Safety and quality of products and services	47.4	After-sales service and product recall policies	Patient Safety. See page 18. Adverse Event Form. See page 18.
Topic 16: Data security and customer privacy protection	11.1	Governance structures	Corporate Governance. See pages 50-52. Cybersecurity, Privacy, and Data Ethics. See pages 55-56.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	Cybersecurity, Privacy, and Data Ethics. See pages 55-56.
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	Cybersecurity, Privacy, and Data Ethics. See pages 55-56.
	11.4	Metrics and goals	2024 Goals and Progress, Operating Responsibly. See pages 11, 49-61.
	48.1	Data security management systems	Cybersecurity, Privacy, and Data Ethics. See pages 55-56.
	48.2	Data security incidents in the reporting period	GRI Index, Patient Safety, GRI 418-1. See pages 73-75.
	48.3	Customer privacy protection system	Cybersecurity, Privacy, and Data Ethics. See pages 55-56.
	48.4	Privacy breach incidents in the reporting period	GRI Index, Patient Safety, GRI 418-1. See pages 73-75.
Topic 17: Employees	11.1	Governance structures	Corporate Governance. See pages 50-52.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	Empowering Our Colleagues. See pages 26-36.
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	Stakeholder Engagement, Colleagues. See page 52.
	11.4	Metrics and goals	2024 Goals and Progress, Empowering Our Colleagues. See pages 11, 26-36.

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Topic	Article	Description	Response
Topic 17: Employees	50.1	Employment and compensation policies and how they are implemented	Building Our Team. See page 27. Compensation & Benefits. See page 29. GRI Index, Human Capital Resources, HKEX Aspect B1: Employment. See pages 71-73. **Code of Conduct**. Data Tables. See pages 96-99. **2024 Colleagues by age:** 30 & Under: 27.7% 31-50: 63.6% 51-65: 8.4% 65 & above: 0.3% **2024 Colleagues by gender:** Female: 58.2% Male: 41.7% Not declared/other: 0.1% Company personnel who engage third party contractors, vendors, and consultants on behalf of the Company must ensure that they are made aware of and support the principles and requirements set forth in the Code.
	50.2	Occupational health and safety information	Health & Safety. See pages 35-36. GRI Index, Additional HKEX Disclosures, HKEX Aspect B2 and B2.3. See pages 75-77. Data Tables. See pages 96-99. BeiGene China full-time colleagues are covered by Work-related Injury Insurance which is a part of the national social security scheme. Part-time colleagues including students and retirees are covered by Employer's Liability Insurance which has a comprehensive coverage including work-related injuries and workplace safety. Full-time employes are covered by Employer's Liability Insurance.
	50.3	Employee career development and training information	Career Development. See pages 30-32. GRI Index, Human Capital Resources, GRI 404. See page 72. We do not track training hours per employee at this time. For more information, see Career Development on pages 30-32.
III Sustainability-related governance			
Topic 18: Due diligence	11.1	Governance structures	Responsible Business & Sustainability Governance. See page 9. Cybersecurity, Privacy, and Data Ethics. See pages 55-56. Responsible Procurement. See pages 60-61.

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Topic	Article	Description	Response
Topic 18: Due diligence	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	Cybersecurity, Privacy, and Data Ethics. See pages 55-56. Responsible Procurement. See pages 60-61.
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	Cybersecurity, Privacy, and Data Ethics. See pages 55-56. Responsible Procurement. See pages 60-61.
	11.4	Metrics and goals	Cybersecurity, Privacy, and Data Ethics. See pages 55-56. Responsible Procurement. See pages 60-61.
Topic 19: Communications with stakeholders	11.1	Governance structures	Our Unique Approach to Innovation & Clinical Development. See pages 13-18. Colleague Engagement & Support. See page 28.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	Our Unique Approach to Innovation & Clinical Development. See pages 13-18. Colleague Engagement & Support. See page 28.
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	Our Unique Approach to Innovation & Clinical Development. See pages 13-18. Colleague Engagement & Support. See page 28.
	11.4	Metrics and goals	2024 Goals & Progress. See page 11.
	53.1	Stakeholder engagement rules	Stakeholder Engagement. See page 52.
	53.2	Channels for receiving and responding to stakeholder comments	Stakeholder Engagement. See page 52.
Topic 20: Anti-commercial bribery and anti-corruption	11.1	Governance structures	Corporate Governance. See pages 50-52. Anti-Bribery & Corruption. See page 54.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	Corporate Governance. See pages 50-52. Anti-Bribery & Corruption. See page 54. **Code of Conduct**
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	Anti-Bribery & Corruption. See page 54. **Code of Conduct**
	11.4	Metrics and goals	Our double materiality assessment was completed in December 2024. This topic is new to our list of material topics, and we are in the process of determining next steps.

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Topic	Article	Description	Response
Topic 20: Anti-commercial briberty and anti-corruption	55.1	Anti-commercial bribery and anti-corruption risk management system	Based on our 2024 CSRD-aligned double materiality assessment, no impacts relating to this topic were found to be material.
	55.2	Commercial bribery and corruption risks	
	55.3	Board members, management-level staff and other employees who received anti-commercial bribery and anti-corruption training	
	55.4	Commercial bribery and corruption incidents that occurred in the reporting period	
Topic 21: Anti-unfair competition	11.1	Governance structures	Corporate Governance. See pages 50-52.
	11.2	Planning, tactics, and methods it uses to address the sustainability related impacts, risks, and opportunities	Corporate Governance. See pages 50-52. Business Ethics. See page 53. Responsible Marketing. See page 59. **Code of Conduct**
	11.3	Measures and processes to identify, assess, monitor, and manage the sustainability-related impacts, risks, and opportunities.	Business Ethics. See page 53. Responsible Marketing. See page 59. **Code of Conduct**
	11.4	Metrics and goals	Our double materiality assessment was completed in December 2024. This topic is new to our list of material topics, and we are in the process of determining next steps.
	56.1	Measures to prevent unfair competition	**Code of Conduct**
	56.2	Litigation or significant administrative penalties from anti-competitive practices in the reporting period.	Reference page 111 of our **2024 Form 10-K** for information on our legal matters.

SASB Index

SASB Index	Description	Response
210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	BeiGene is part of sector 3520: Pharmaceuticals, Biotechnology, and Life Sciences, according to the GICS. BeiGene is a global biotechnology company that is developing and commercializing innovative medicines to improve treatment outcomes and access for patients worldwide. BeiGene manufactures our medicines in China and, in 2022, broke ground on a new manufacturing facility in the U.S. BeiGene's upstream value chain primarily consists of the production and transport of the materials needed to conduct R&D activities and to manufacture and package our medicines. In addition, BeiGene relies upon a global network of clinics, hospitals, and other partners to conduct clinical trials. BeiGene's downstream value chain includes distribution partners and a larger network of clinics from which BeiGene's medicines are administered to patients. Quality Assurance. See page 57. Clinical Trial Excellence. See page 14. Patient Safety. See page 18. Data Privacy & Cybersecurity. See pages 55-56.
210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: Voluntary Action Indicated (VAI) and Official Action Indicated (OAI)	We currently do not report on this information.
210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Reference page 111 of our **2024 Form 10-K** for information on our legal matters.
240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Expanded Access Programs. See page 21. Our Global Approach to Access. See page 20. BeiGene Foundation. See page 20.
240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	There is currently no BeiGene product on the list.
240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	Reference page 111 of our **2024 Form 10-K** for information on our legal matters.

SASB INDEX

SASB Index	Description	Response
240b.2	Percentage change in: average list price and average net price across U.S. product portfolio compared to previous year	We currently do not report on this information.
240b.3	Percentage change in: list price and net price of product with largest increase compared to previous year	We currently do not report on this information.
250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	**FDA Adverse Event Reporting System (FAERS) Public Dashboard**
250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	**FDA Adverse Event Reporting System (FAERS) Public Dashboard**
250a.3	Number of recalls issued, and total units recalled	There were no safety or quality related recalls in the reporting year.
250a.4	Total amount of product accepted for takeback, reuse, or disposal	We currently do not report on this information.
250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	We currently do not report on this information.
260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Protecting Against Counterfeit & Illicit Medicines. See page 58.
260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Protecting Against Counterfeit & Illicit Medicines. See page 58.
260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	We currently do not report on this information.
270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Reference page 111 of our **2024 Form 10-K** for information on our legal matters.
270a.2	Description of code of ethics governing promotion of off-label use of products	**Code of Conduct** Responsible Marketing. See page 59.

SASB INDEX

SASB Index	Description	Response
330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Building Our Team. See page 27. Career Development. See pages 30-32. Data Tables. See pages 96-99.
330a.2	Voluntary and involuntary turnover rate for: executives/senior managers, mid-level managers, professionals, and all others	Colleague Engagement & Support. See page 28.
430a.1	Percentage of entity's facilities and Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients.	Supplier Risk Assessments. See page 61.
510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Reference page 111 of our **2024 Form 10-K** for information on our legal matters.
510a.2	Description of code of ethics governing interactions with health care professionals	**Code of Conduct** Business Ethics. See page 53. Anti-Bribery & Corruption. See page 54. Responsible Marketing. See page 59. We implement anti-corruption control measures and strictly follow relevant laws and regulations against corruption, extortion, fraud, bribery, and unfair competition, such as the SOX Act, the U.S. Anti-Kickback Statute, OECD Convention on Combating Bribery of Foreign Public Officials, UK Antibribery Act, the U.S. Foreign Corrupt Practices Act, and the Law of the People's Republic of China against Unfair Competition.
000.A	Number of patients treated	Expanding Our Commercial Presence. See page 19.
000.B	Number of drugs in portfolio, and in research and development (Phases 1-3)	See **Pipeline** and **Our Medicines** on our corporate website, **www.beigene.com**.

TCFD Disclosures

In this index, we provide guidance to where we disclose information regarding our strategy, risks, governance and metrics related to climate change and its potential impacts, positive or negative, on our business and our stakeholders. We reference the structure outlined by the Task Force on Climate Related Financial Disclosures and provide information to the extent that it is available and suitable for public dissemination. We also include information regarding short-, medium-, and long-term risks and opportunities presented by climate change, our research on the potential impacts of climate change to our business, and our efforts to engage stakeholders in these discussions.

We continue to explore different climate scenarios to better understand the risks and opportunities across our operations and how they may impact our company now and in the future. Our goal is to make our business more resilient and to recognize and leverage emerging opportunities for growth.

Strategy	For information regarding our strategy to address climate change, please see page 40 in this report.
Governance	For information regarding governance issues related to climate change, please see page 39 in this report.
Risks	For information regarding how we assess and analyze risks related to climate change, please see pages 40-41 in this report.
Metrics	For information regarding metrics related to our performance relevant to climate change, please see pages 45-47 in this report.

Data Tables

Metric	Units	2022	2023	2024
Employees				
Total[1]	Number	9,212	10,473	11,047
By Employment Type				
Full-Time Employees	Number	9,201	10,452	11,013
Part-Time Employees	Number	11	21	34
Contingent Workers[2]	Number	902	1,813	2,470
By Region				
JAPAC	Number	7,463	8,215	8,377
North America	Number	1,329	1,572	1,714
Europe	Number	406	616	814
Middle East & Africa	Number	6	10	32
Latin America	Number	8	60	110

Metric	Units	2022	2023	2024
New Employee Hires				
Employee Hires				
Total	number	3,431	3,218	2,105
By Region				
JAPAC	%	75%	72%	66%
North America	%	16%	16%	19%
Europe	%	9%	9%	12%
Middle East & Africa	%	0%	0%	1%
Latin America	%	0%	2%	3%
Employee Turnover				
Turnover				
Total Turnover	%	18%	14%	14%
Voluntary Turnover	%	11%	8%	8%
Total Turnover by Region				
JAPAC	%	19%	15%	15%
North America	%	19%	12%	15%
Europe	%	4%	4%	6%
Middle East & Africa	%	0%	9%	4%
Latin America	%	0%	0%	7%

(1) Total employees includes full-time and part-time employees.
(2) Internal data tracking systems were centralized in 2024. Based on the update, values for 2022 and 2023 have been updated to reflect more complete data.

DATA TABLES

Metric	Units	2022	2023	2024
Parental Leave				
Employees entitled to parental leave	Number	9,212	10,473	11,047
Employees who have taken parental leave	Number	570	473	286
Parental leave retention rate	Rate	89%	85%	81%
Health and Safety Performance in Lab and Manufacturing Facilities				
Total Incident Rate	rate	0.13	0.05	0.04
Lost Time Incident Rate	rate	0.07	0	0.04
Fatalities	number	0	0	0
Suppliers by Region				
Total Suppliers[1]	number	-	-	6,255
North America	number	-	-	1,494
LATAM	number	-	-	94
Europe	number	-	-	1,325
Middle East & Africa	number	-	-	35
JAPAC	number	-	-	3,307

Metric	Units	2022	2023	2024
Packaging Use				
Total packaging material used for finished medicines	Tonnes	132	200	194
Packaging material used per kg of internally manufactured commercial product	Tonnes/kg of commercial product	0.005	0.004	0.004
Energy Use[2]				
Total energy consumption	MWh	122,655	164,636	193,954
Direct energy consumption	MWh	15,032	10,383	13,668
Natural gas	MWh	11,455	4,041	5,498
Mobile	MWh	3,501	5,901	7,950
Diesel fuel	MWh	76	441	220
Indirect energy consumption	MWh	107,625	154,252	180,286
Electricity	MWh	68,970	98,364	106,907
Steam	MWh	38,655	55,888	73,379
Total energy consumption per kg of internally manufactured commercial product	MWh/kg of commercial product	4.71	3.26	4.07

(1) 2024 is the first year we are reporting the total and regional breakdown of our suppliers.
(2) Our total energy consumption, direct energy consumption, and mobile energy consumption for 2022 and 2023 metrics have been updated to account for improved calculation methodology.

DATA TABLES

Metric	Units	2022	2023	2024
Water Use				
Total water consumption	Tonnes	735,420	719,875	792,218
Production water consumption	Tonnes	673,844	659,463	750,476
Office water consumption	Tonnes	61,577	60,411	41,742
Recycled water	Tonnes	5,010	6,709	98,819
Wastewater	Tonnes	158,496	182,394	248,761
Chemical oxygen demand	Tonnes	7.86	16	12
Ammonia nitrogen	Tonnes	1	0.89	0.47
Water consumption per kg of internally manufactured commercial product	Tonnes/kg of commericial product	28.27	14.25	16.63
Wastewater consumption per kg of internally manufactured commercial product	Tonnes/kg of commericial product	6.09	3.61	5.22

Metric	Units	2022	2023	2024
Greenhouse Gas Emissions				
Direct GHG emissions (Scope 1)	Tonnes CO_2e	3,391	2,462	3,547
Natural gas	Tonnes CO_2e	2,316	826	1,071
Mobile	Tonnes CO_2e	850	1,454	1,908
Diesel fuel	Tonnes CO_2e	22	112	56
Refrigerant loss	Tonnes CO_2e	143	0	437
CO_2 purchased	Tonnes CO_2e	60	71	75
Total GHG emissions per kg of internally-manufactured commercial product (tonnes CO2e/kg commercial product) [Scopes 1 and 2]	Tonnes CO_2e	2.2	1.56	1.96
GHG Emissions - Market Based[1]				
Indirect GHG emissions (Scope 2)	Tonnes CO_2e	53,867	76,465	89,591
Electricity	Tonnes CO_2e	38,560	54,351	60,556
Steam	Tonnes CO_2e	15,307	22,114	29,035
GHG Emissions - Location Based				
Indirect GHG emissions (Scope 2)	Tonnes CO_2e	53,870	76,485	81,095
Electricity	Tonnes CO_2e	38,563	54,371	52,060
Steam	Tonnes CO_2e	15,307	22,114	29,035

(1) In 2024, we updated our methodology for calculating market-based Scope 2 emissions. Our updated figures use a national residual mix emission factor for China, aligning with reporting recommendations from non-profit standard-setting organizations like the GHG Protocol.

DATA TABLES

Metric	Units	2022	2023	2024
GHG Emissions				
Other indirect GHG emissions (Scope 3)	Tonnes CO_2e	217,158	476,965	662,688
1. Purchased goods and services	Tonnes CO_2e	140,499	333,844	505,006
2. Capital goods	Tonnes CO_2e	39,401	97,211	81,940
3. Fuel- and energy-related activities not included in scopes 1 or 2	Tonnes CO_2e	14,250	21,678	24,771
4. Upstream transportation and distribution	Tonnes CO_2e	1,397	1,694	11,940
5. Waste generated in operations	Tonnes CO_2e	276	139	148
6. Business travel	Tonnes CO_2e	11,621	6,380	17,628
7. Employee commuting	Tonnes CO_2e	6,100	7,193	6,507
8. Upstream leased assets	Tonnes CO_2e	3,537	8,701	14,108
9. Downstream transportation and distribution	Tonnes CO_2e	0	0	0.008
12. End-of-life treatment of sold products	Tonnes CO_2e	77	127	53
15. Investments[1]	Tonnes CO_2e	Not available	Not available	588

Metric	Units	2022	2023	2024
Air Emissions				
SO_2 emissions	Tonnes	0.07	0.01	0.13
NO_x emissions	Tonnes	0.4	0.57	0.19
VOC emissions	Tonnes	2.33	2.88	3.39
Waste				
Hazardous waste	Tonnes	532	678	754
Non-hazardous waste	Tonnes	515	715	737
Hazardous waste per kg of internally manufactured commericial product	Tonnes/kg of commericial product	0.02	0.01	0.02
Non-hazardous waste per kg of internally manufactured commericial product	Tonnes/kg of commericial product	0.02	0.01	0.02

(1) In 2024, as part of our efforts to enhance the completeness of our Scope 3 emissions calculations, we improved our data collection and methodology to include Category 15: Investments

About this Report

BeiGene reports on our Responsible Business & Sustainability progress annually. This report covers BeiGene's progress in the fiscal year 2024, which ended on December 31, 2024, and aligns with our financial reporting. The report, published on April 28, 2025, was developed using principles of accuracy, balance, clarity, comparability, completeness, sustainability context, and timeliness and also serves as BeiGene's RB&S Report in accordance with Appendix 27: Environmental, Social, and Governance Reporting Guide of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, Guidelines of Shanghai Stock Exchange of Self-Regulation for Listed Companies No. 1 - Standardized Operation, and Guidelines No 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies – Sustainability Report. This report was also developed in reference to the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-Related Financial Disclosures (TCFD). Published data includes BeiGene's owned and operated facilities for the fiscal years 2022 to 2024 unless otherwise noted. All data are as of December 31, 2024, except where noted. All monetary figures are in United States Dollars (USD). This report was reviewed by internal subject matter experts, BeiGene leadership, and our Board of Directors. Questions or comments about BeiGene's Responsible Business & Sustainability performance or this report may be submitted to **responsibility@beonemed.com**.

Forward-Looking Statement

Certain statements contained in this report, as well as websites or materials cross-referenced herein, other than statements of fact that are independently verifiable at the date hereof, constitute forward-looking statements. Examples of such forward-looking statements include statements regarding our Responsible Business & Sustainability strategy, progress, and goals, as well as BeiGene'e mission and vision; BeiGene's overall growth potential; the potential of, and expectations for, our commercial business and pipeline programs; and our future financial and operating results. Actual results may differ materially from those indicated in the forward-looking statements as a result of various important factors, including BeiGene's ability to make progress toward and achieve its Responsible Business & Sustainability goals and its overall mission and vision; BeiGene's ability to demonstrate the efficacy and safety of its drug candidates; the clinical results for its drug candidates, which may not support further development or marketing approval; actions of regulatory agencies, which may affect the initiation, timing, and progress of clinical trials and marketing approval; BeiGene's ability to achieve commercial success for its marketed medicines and drug candidates, if approved; BeiGene's ability to obtain and maintain protection of intellectual property for its medicines and technology; BeiGene's reliance on third parties to conduct drug development, manufacturing, commercialization, and other services; BeiGene's limited experience in obtaining regulatory approvals and commercializing pharmaceutical products; BeiGene's ability to obtain additional funding for operations and to complete the development of its drug candidates and achieve and maintain profitability, as well as those risks more fully discussed in the section entitled "Risk Factors" in BeiGene's most recent periodic report filed with the U.S. Securities and Exchange Commission (SEC), as well as discussions of potential risks, uncertainties, and other important factors in BeiGene's subsequent filings with the SEC. Except where otherwise noted, all information in this presentation is as of the date of this presentation, and BeiGene undertakes no duty to update such information unless required by law.

The inclusion of information contained in this document should not be construed as a characterization regarding the "materiality" of that information in the context of the U.S. federal securities laws or any other regulatory framework, even where we use words such as "material" or "materiality." Our approach to Responsible Business & Sustainability disclosures is informed by impacts on communities, the environment, and stakeholders such as employees, customers, and suppliers, and, therefore, the inclusion of topics in this report does not indicate that such topics are material to BeiGene's business, operations, or financial condition. Website references and hyperlinks throughout this document are provided for convenience only, and the content on the referenced websites is not incorporated into this report. We assume no liability for any third-party content contained on the referenced websites.

This report contains data and information obtained from third-party studies and internal company analysis of such data and information. BeiGene has not independently verified the data and information obtained from these sources. Forward-looking information obtained from these sources is subject to the same qualifications noted above.

2024

Responsible Business & Sustainability Report

BeiGene → BeOne