Innovent
信达生物制药

2024
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

CONTENTS

01 EXCELLENT GOVERNANCE

02 ENJOYING GOOD HEALTH

03 HIGH QUALITY AS KEY

04 PEOPLE FIRST

05 EMBRACING ECOLOGY

About This Report

Overview

This Report is the seventh environmental, social and governance ("ESG") report issued by Innovent Biologics, Inc. ("Innovent", the "Company", "we" or "us"), which focuses on the disclosure of information on the environmental, social and governance performance of the Company for the period from 1 January 2024 to 31 December 2024 (the "Reporting Period"), with some content tracing back to earlier years or extending into 2025 to ensure the completeness of information.

Preparation Basis

This Report is compiled with reference to the "Environmental, Social and Governance Reporting Code" as set out in Appendix C2 of the Rules Governing the Listing of Securities (the "Listing Rules") on The Stock Exchange of Hong Kong Limited (the "Stock Exchange" or the "HKEX"), the Implementation Guidance for Climate Disclosures under HKEX ESG reporting framework as well as Morgan Stanley Capital International ("MSCI") ESG Ratings.

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

Reporting Scope and Boundary

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

Data Source and Reliability Assurance

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

Confirmation and Approval

As confirmed by the management, this ESG Report was approved by the Board of Directors (the "Board") on 26 March 2025.

Availability of and Feedback to This Report

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

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

Email: ir@innoventbio.com

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

Chairman's Statement

Dr. De-Chao Michael Yu

Chairman of the Board,
Executive Director and Chief Executive Officer

To Our Colleagues and Business Partners:

In 2024, the global biopharmaceutical industry faced both opportunities and challenges brought by technological innovation and policy shifts, alongside evolving global health needs and a redefinition of ESG values. As a leading biopharmaceutical company in China, Innovent has consistently demonstrated strategic foresight in keeping pace with the times, building a closed-loop value system that merges innovation-driven growth with sustainable development. Throughout the year, we remained committed to our mission, "to empower patients worldwide with affordable, high-quality biopharmaceuticals," and stayed true to our original aspiration, "Start with Integrity, Succeed through Action." We deeply integrated social responsibility into our business practices, actively responded to the United Nations Sustainable Development Goals (SDGs), strengthened our governance structure, improved operational efficiency, advanced high-quality innovation, promoted diversity and empowerment among employees, and strived for low-carbon development—firmly honoring our commitment to sustainable growth. Today, I am honored to share how we have embedded ESG principles into the fabric of our organization, enabling us to continuously create multidimensional value for shareholders, employees, patients, and society.

Building Enduring Excellence through Lean Governance.
Robust governance is the strategic cornerstone of sustainable business development. In 2024, we further refined our ESG governance framework by appointing an additional female executive director and improving Board diversity to ensure agility in responding to global changes and challenges while maintaining steady operations. As the highest authority in our ESG governance system, the Board reviews our ESG strategies and performance annually to ensure Innovent remains a leader in ESG within the industry. In 2024, Innovent's MSCI ESG rating was upgraded to AAA—a testament to the international recognition of our governance capabilities and a catalyst for continued improvement.

Driving Inclusive Healthcare through Innovation.
Bridging geographic and economic gaps through innovative therapies remains our unwavering goal. We firmly believe that true innovation must combine scientific rigor with inclusivity, continuously improving drug accessibility and affordability for patients worldwide. To date, 15 products have been officially approved, 3 assets are under NMPA review, 4 assets are in Phase III or pivotal clinical trials, and 15 additional molecules are in early clinical development. We have expanded our global rare disease R&D efforts, receiving 13 orphan drug designations across 6 therapies. All this has benefited a cumulative 3.5 million patients. SYCUME® (teprotumumab N01) became China's first IGF-1R antibody approved for the treatment of thyroid eye disease, ending a 70-year period of no available therapies for this condition in China and reshaping the treatment landscape. To ease the financial burden on patient families and broaden access to the health benefits of scientific advances, six products were included in China's National Reimbursement Drug List (NRDL), with SINTBILO® (tafolecimab injection) becoming the first domestically developed PCSK9 inhibitor to be listed. Eight products were included in Huimin Insurance programs, and patient assistance initiatives have benefited over 200,000 individuals, with donated medicines valued at over RMB 3.6 billion. Additionally, we continue to support rural education and volunteer initiatives, ensuring that social responsibility practices extend and enhance value creation.

Delivering Life-Changing Quality.
High-quality is a foundational principle at Innovent and the key to fulfilling our mission. Patient-centricity drives our adherence to internationally recognized quality standards throughout the entire product lifecycle—from R&D to commercialization and post-market management. We improve animal welfare, protect clinical trial participants' rights, and align production quality with international standards, all driven by our culture of quality to ensure safer, more effective medicines for patients. Amid complex external environments, we collaborate with industry partners to raise sector-wide standards and maintain a resilient and sustainable dual-sourcing supply chain. Our responsible marketing practices prioritize patient rights and transparency.

Empowering Talent and Igniting Potential.
A thriving talent ecosystem fuels innovation. At Innovent, we recognize employees as the cornerstone of our success and are committed to cultivating a fair, inclusive workplace. In 2024, we achieved our workforce diversity target, with women making up 51% of our team and increasing representation in management and senior roles. Our key talent retention rate reached 96.8%, and employee satisfaction exceeded 98%. For three consecutive years, the "Innovent Beginning" Campus Recruitment Program offered over 2,100 job opportunities to new graduates from nearly 20 provinces, earning us recognition as one of Suzhou's "Top 100 Talent Attraction and Development Enterprises". We established a comprehensive performance evaluation system and a competitive compensation structure, while our career development and training programs support employees at various stages of their careers. Through digital empowerment, our E-learning platform achieved 98% learning coverage and won the "Outstanding Digital Learning Operations Award".

Safeguarding the Green Future with a Commitment to Sustainability.
Green development underpins high-quality growth. We consistently uphold eco-friendly development, protecting natural resources and ecosystems while actively supporting global climate action. In 2024, we conducted climate risk assessments to comprehensively evaluate the potential operational impacts of climate change and implemented measures to reduce our business activities' climate impacts. We integrated green, low-carbon principles across all areas of production and operations, established a comprehensive EHS (Environmental, Health and Safety) governance structure, built an ISO 14001 environmental management system, and set clear targets to steadily improve our environmental management performance. In 2024, we reduced energy consumption per unit of product by 29% compared to 2023. Through innovative technologies and manufacturing processes, we continuously improved resource efficiency while reducing pollution and greenhouse gas emissions. Our packaging innovations reduced annual plastic use by approximately 40 tons, further lowering the environmental impact of our operations and contributing to sustainable development.

Looking ahead, with a clear strategic roadmap, 2025 marks Innovent's transition into a new era of sustainable growth and global innovation. As we progress toward becoming a world-class biopharmaceutical company, we understand that true sustainability lies in harmonizing business with social value. We extend our gratitude to our partners for their trust and to our employees for their dedication. Together, let us forge a resilient, compassionate healthcare ecosystem and usher in an era where biotechnology transforms lives.

I invite you to explore this Report to learn more about our efforts and achievements in ESG, and our enduring commitment to sustainable development.

Sincerely,
Dr. De-Chao Michael Yu
Chairman of the Board,
Executive Director and Chief Executive Officer

About Innovent

Profile

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

Innovent places high importance on new drug research and development as well as the construction of related technology platforms. Innovent has developed a fully-integrated multi-functional platform encompassing early-stage R&D, clinical development, production, and commercialization. This end-to-end integration enables seamless collaboration across functional teams at critical points in a drug candidate's lifecycle—accelerating development timelines, improving the likelihood of success, and reducing overall development costs.

Innovent has 15 approved products on the market. These include: TYVYT® (sintilimab injection), BYVASDA® (bevacizumab injection), SULINNO® (adalimumab injection), HALPRYZA® (rituximab injection), Pemazyre® (pemigatinib tablets), Olverembatinib tablets, Cyramza® (ramucirumab injection), Retsevmo® (selpercatinib capsules), FUCASO® (equecabtagene autoleucel injection), SINTBILO® (tafolecimab injection), DUPERT® (fulzerasib tablets), Jaypirca® (pritobrutinib tablets), DOVBLERON® (taletrectinib adipate capsules), limertinib tablets and SYCUME® (teprotumumab N01 injection). An additional 3 assets are under NMPA NDA review, 4 assets are in Phase III or pivotal clinical trials, and 15 more molecules are in early clinical stage.

The Company has also entered into over 30 strategic collaborations with Eli Lilly and Company, Roche, Sanofi, Adimab, Incyte, MD Anderson Cancer Center, and other international partners. While developing innovative drugs and growing as an enterprise, Innovent adheres to a people-centered development philosophy rooted in responsible economic progress. Over the years, we have actively fulfilled our social responsibilities and remained steadfast in our commitment to providing innovative medicines to healthcare providers, patients, and their families. In addition, The Company has initiated and participated in numerous public welfare and patient assistance projects, helping more patients benefit from life science breakthroughs and access high-quality biopharmaceuticals. By the end of 2024, Innovent's Patient Assistance Project has supported over 200,000 patients, with total drug donations valued at RMB 3.6 billion. Innovent remains committed to fostering collaboration in advancing the biopharmaceutical industry, enhancing drug accessibility, and people's pursuit for better health and quality of life.

Corporate Culture

Innovent's mission, to empower patients worldwide with affordable, high-quality biopharmaceuticals, guides our corporate culture and informs our development strategy, which is to discover new medicines through innovation and deliver them through our global platforms. In addition to offering high-quality biopharmaceuticals that are accessible to providers and patients, we aim to be an inclusive, transparent and diverse place of work and education for our employees. We hope that by working together with all relevant parties, we can make Innovent a platform that can realize the dream of "saving lives and improving the quality of life".

Mission
- To empower patients worldwide with affordable, high-quality biopharmaceuticals

Strategy
- To discover new medicines through innovation and deliver them through our global platforms

Vision
- To be a premier global biopharmaceutical company

Core Values
- Integrity, Learning Agility, Dedication, Cooperation

Board Statement

Responsibilities of the Board of Directors
- The Board serves as the highest accountable body for ESG issues and is responsible for leading, coordinating, and overseeing the Company's ESG work. It authorizes the audit committee of the Company ("Audit Committee") to manage ESG-related strategies, targets, and overall implementation.

ESG Leading Group
- The ESG Leading Group, formed by senior management of the Company, is in charge of reviewing and providing insights and resource support for ESG work. This group also facilitates coordination and ensures effective execution of ESG efforts.

ESG Risk Management
- The Company regularly analyzes ESG risks and opportunities in light of external trends, environmental changes, stakeholder feedback, and internal strategic development. Based on this analysis, relevant plans and initiatives are formulated to establish and implement a robust internal control and risk management system that supports effective execution of the ESG strategy.

Priority ESG Topics
- We identify, evaluate, and follow up on key ESG issues raised by stakeholders. During the Reporting Period, a materiality assessment was conducted, and the materiality matrix was updated accordingly.

Milestones during the Reporting Period

January 2024
- The National Reimbursement Drug List (NRDL) (2023 Edition) has officially taken effect, with TYVYT® (sintilimab injection) 's seventh indication included in combination with BYVASDA® (bevacizumab injection) for the treatment of epidermal growth factor receptor (EGFR)-mutated non-squamous locally advanced or metastatic non-small cell lung cancer (NSCLC) that has progressed after epidermal growth factor receptor tyrosine kinase inhibitor (EGFR-TKI) therapy. TYVYT® (sintilimab injection) is the first and only programmed death-1(PD-1)inhibitor included in the NRDL for the treatment of EGFR-mutated NSCLC.

February 2024
- TYVYT® (sintilimab injection) was approved for all indications in Macau.
- Mazdutide (GCG/GLP-1 Dual Agonists) 's first New Drug Application (NDA) was accepted by the National Medical Products Administration (NMPA) for long-term weight management in adults with obesity or overweight.

April 2024
- Pemazyre® (pemigatinib) has been approved for marketing in Macau for the treatment of adult patients with previously treated, unresectable, locally advanced or metastatic cholangiocarcinoma harboring FGFR2 gene fusions or rearrangement.

June 2024
- Results from the CONTINUUM Phase III clinical study were published in The Lancet. This study is the first global Phase III trial demonstrating positive outcomes for a PD-1 inhibitor combined with standard radiotherapy in locally advanced nasopharyngeal carcinoma (NPC) patients.
- Data from the Phase Ib study of sintilimab combined with IBI310 (ipilimumab) as neoadjuvant therapy for resectable Microsatellite Instability High or Deficient Mismatch Repair (MSI-H/dMMR) colon cancer were presented as an oral report at the 2024 American Society of Clinical Oncology (ASCO) Annual Meeting (Abstract #3505).

August 2024
- DUPERT® (fulzerasib tablets, a KRAS G12C inhibitor) was approved as monotherapy for the treatment of advanced NSCLC patients with KRAS G12C mutation who have received at least one prior systemic therapy. DUPERT® is the first KRAS G12C inhibitor approved in China.
- Mazdutide's second NDA was accepted by the NMPA for glycemic control in adults with type 2 diabetes (T2D).

September 2024
- The NDA for picankibart (anti-interleukin 23p19 subunit antibody, R&D code: IBI112) for the treatment of moderate-to-severe plaque psoriasis was accepted by the NMPA.

October 2024
- Innovent and Ask Pharm announce strategic collaboration for the exclusive commercialization rights in Mainland China for Limertinib, a third-generation EGFR TKI for the treatment of lung cancer, to enhance synergistic effects in the oncology pipeline.

November 2024
- SINTBILO® (tafolecimab injection) has become China's first domestic PCSK9 inhibitor included in the National Reimbursement Drug List (NRDL) while Olverembatinib successfully had its new indication added to the 2024 edition of the NRDL.

December 2024
- DOVBLERON® (taletrectinib adipate capsules) was approved for the treatment of adult patients with locally advanced or metastatic ROS1-positive NSCLC, offering an innovative precision therapy to benefit lung cancer patients with ROS1 mutations while further strengthening the Company's brand and product portfolio in the field of precision oncology.
- Innovent and Lilly expand collaboration through agreement on commercialization rights for Jaypirca® (pirtobrutinib) in mainland China.Approved by the U.S. FDA in January 2023, Jaypirca® (pirtobrutinib) became the first and only approved non-covalent (reversible) BTK inhibitor.
- TYVYT® (sintilimab injection) received conditional approval from the NMPA for its eighth indication, in combination with ELUNATE® (fruquintinib), for the treatment of advanced endometrial cancer.

January 2025
- Innovent has entered into a global licensing agreement with Roche for IBI3009 (a DLL3-targeting antibody-drug conjugate).

February 2025
- NMPA accepted NDA and grants priority review designation to innovent's ipilimumab injection, China's first domestic CTLA-4 inhibitor, in combination with sintilimab as neoadjuvant treatment for colon cancer.

March 2025
- China's first IGF-1R SYCUME®(teprotumumab N01 injection) received approval, filling a seven decade treatment gap for thyroid eye disease (TED).

Key Performance during the Reporting Period

Excellent Governance

AAA -level
MSCI ESG rating achieved, positioning us at the forefront of China's biotechnology industry

100 %
of employees and the Board participated in business ethics training

100 %
of suppliers have signed the "Commitment to Compliance" (< 合規承諾書 >)

Enjoying Good Health

37
high-quality valuable assets in our product pipeline

6
drugs or assets granted for orphan drug designation

13
orphan drug designations granted

205 million
in total value of newly donated drugs

31,200
additional patients benefited

> 240,000
individuals reached through patient education and public welfare programs

- New drugs of SINTBILO® (tafolecimab injection) , as China's first domestically developed PCSK9 inhibitor, and a new indication of Olverembatinib have been included in the NRDL (2024 Version)

High Quality as Key

100 %
of production sites in operation in China have been GMP certified

All in-house commercialized products have implemented a dual source of supply

100 %
of employees have completed responsible marketing training

People First

51.0 %
female representation among employees worldwide

44.2 %
female in management

96.8 %
retention rate of key talent

98 %
employee satisfaction rate achieved

100 %
production sites in operation received the ISO 45001 occupational health and safety management system certification

Embracing Ecology

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

1
internal environmental management system audit implemented

1
external environmental management system audit implemented

20
environmental impact tests and environmental impact assessments completed

29 %
energy consumption reduced compared with last Reporting Period (per unit of Production)

22 %
fresh water use reduced compared with last Reporting Period (per unit of production)

51,100 tons
of water recycled in total

100 %
of employees received training on hazardous waste management and environmental protection knowledge

40 %
hazardous waste generation reduced compared with 2022 (per unit of production)

17.9 %
air emission reduction (VOCs) reduced compared with 2022 (per unit of production)

Awards and Recognitions

Excellent Governance

AAA
MSCI ESG Rating

Top 100 Enterprises in China's Pharmaceutical Industry 2024
China National Pharmaceutical Industry Information Center

Jiangsu Science and Technology Award - Enterprise Technology Innovation Award
Jiangsu Provincial Department of Science and Technology

Jiangsu Provincial Five-Star Cloud-Adoption Enterprise Certification
Industry and Information Technology Department of Jiangsu

Smart Factories in Suzhou
Suzhou Industry and Information Technology Bureau

Initiating Organization of the Suzhou Industrial Park ESG Alliance
Suzhou Industrial Park Administrative Committee

Top 20 Manufacturing Enterprises in Suzhou Industrial Park
Suzhou Industrial Park Administrative Committee

Suzhou Top 100 Private Enterprises
Suzhou Federation of Industry and Commerce
Suzhou Science and Technology Bureau

2024 High-Quality Development Award for Major Industrial Projects
Shanghai Hongqiao Business District Administration Committee

2nd Place in ESG (Environmental, Social, and Governance) Excellence—Healthcare, Pharmaceutical & Biotechnology Sector (2024)
Institutional Investor Research

2nd Place in Best Investor Relations—Healthcare, Pharmaceutical & Biotechnology Sector (2024)
Institutional Investor Research

Enjoying Good Health

2024 Suzhou Top 100 Innovative Private Enterprises
Suzhou Federation of Industry and Commerce
Suzhou Science and Technology Bureau

2023 China Public Welfare Enterprise[1]
China Philanthropy Times

Healthcare Public Welfare Promoter
Organizing Committee of the Chinese Physicians Assembly for Humanity Conference

China Pioneering Drug Innovation Award
Tonacea

[1] This award was received in 2024

People First

Universum 2024 Most Attractive Employer
Universum

Top 100 Talent Attraction and Development Enterprises in Suzhou
Suzhou Industrial Park Administrative Committee

AAAAA-Rated Labor Security Credit Unit in Suzhou Industrial Park
Suzhou Industrial Park Human Resources and Social Security Bureau

Excellent Digital Learning Operation Award
Shanghai Shidai Guanghua Education Development Co., Ltd

Embracing Ecology

2024 Suzhou Industrial Park "Social Responsibility Enterprise for Safety Production"
Suzhou Industrial Park Work Safety Association

2024 Safety Month "Outstanding Enterprise Organization Award"
Office of Safety Production Committee of Suzhou Dushu Lake Science and Education Innovation District

Annual Advanced Entity in Ecological and Environmental Protection
Emergency Management Bureau of Suzhou Dushu Lake Science and Education Innovation District

01

EXCELLENT GOVERNANCE

Innovent adheres to the core philosophy of integrity in business operations. By establishing robust corporate governance and compliance management capabilities, we effectively mitigate external risks and ensure sustainable corporate development. We continuously refine our risk management systems and uphold stringent business ethics standards to guide employees in conducting responsible business conduct. Committed to transparency, we foster open communication with stakeholders, building a strong corporate reputation and brand image. We look forward to collaborating with all partners to create a stable and sustainable business ecosystem for the long term.

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

ESG Governance

In response to global challenges like climate change and global public health issues, Innovent actively embraces corporate social responsibility. While maintaining stable business development, we integrate ESG principles into our corporate strategy to continuously contribute to human well-being. We have built a comprehensive ESG framework around five strategic pillars, strengthening our ESG governance to tackle global sustainability challenges and deliver long-term sustainable value to our industry and customers.

Board Diversity

To ensure high-quality decision-making with diverse perspectives, we implemented the "Board Diversity Policy" (< 董事會成員多元化政策 >). This policy guides our multidimensional evaluations of board candidates—considering gender, culture, industry experience, and professional expertise—to foster a well-rounded leadership team. In 2024, Innovent appointed Ms. Zhang Qian as an executive director. As of the end of the reporting period, our Board comprised eight directors: three executive directors and five independent non-executive directors, among whom there were 2 female directors.

The Board has established four committees, the Audit Committee, the Remuneration Committee, the Nomination Committee, and the Strategy Committee. All committees have at least 1 female chair or member.

As of the end of the Reporting Period

The Board of Directors consisted of **8** directors

including **3** executive directors, **5** independent non-executive directors, **2** female directors

ESG Governance Structure

To ensure that sustainability considerations are fully integrated into daily operations and decision-making, we have established a four-tier ESG governance framework comprising the Board, the Audit Committee, the ESG Leading Group, and the ESG Working Group. This structure clearly defines responsibilities and reporting mechanisms at each level, ensuring the orderly and efficient implementation of ESG initiatives across the Company.

Board of Directors	• Takes ultimate responsibility for ESG matters as the highest decision-making body for ESG management • Reviews and approves ESG-related strategies, targets, policies, and approaches • Monitors and reviews ESG performance and the progress of goals • Reviews and evaluates ESG-related opportunities, risks, and materiality issues • Reviews and approves disclosures of ESG information
Audit Committee	• Assists the Board in guiding and formulating the Company's ESG-related strategies, goals, and policies • Monitors and reviews the progress of ESG implementation • Reviews and supervises ESG information disclosure • Regularly reports to the Board
ESG Leading Group	• Composed of senior management members from all relevant departments • Identifies and reviews ESG-related opportunities and risks, provides insights on key ESG issues, and ensures ESG strategic objectives are closely integrated with the Company's strategic objectives • Provides decision-making and resource support on ESG-related issues to ensure the implementation of ESG objectives and policies • Reports to the Audit Committee and conducts external communication
ESG Working Group	• Drafts key ESG issues and objectives • Undertakes the implementation of ESG issues • Collects and organizes ESG information and compiles disclosure report • Identifies and manages ESG-related risks • Reports to the ESG Leading Group

ESG Governance Structure of Innovent

Communication with Stakeholders

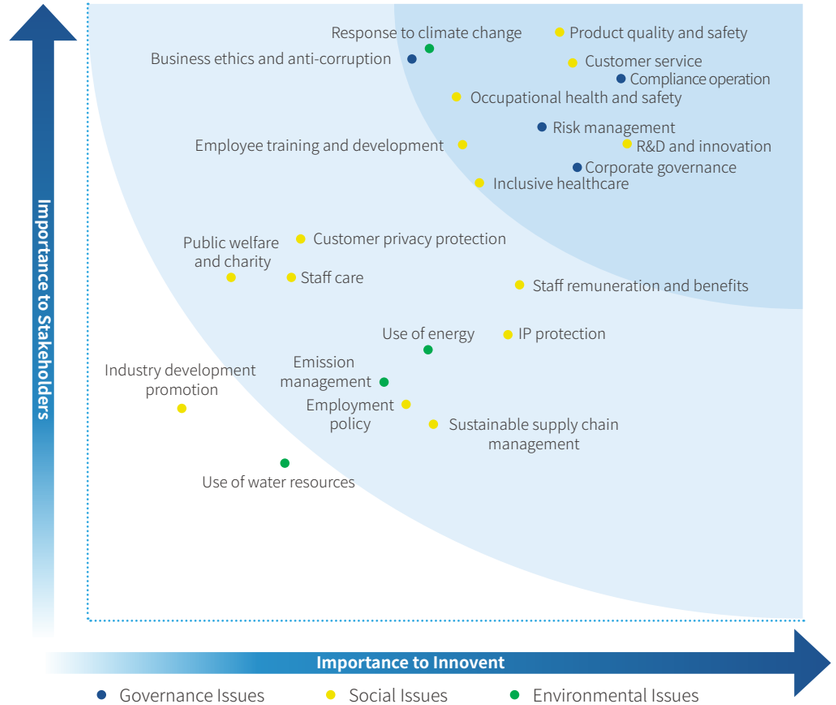
We prioritize stakeholder engagement. Under the leadership of the Board of Directors, our ESG Task Force—led by senior executives—has implemented a comprehensive communication and feedback mechanism covering shareholders, consumers, clients, employees, government authorities, suppliers and partners, as well as communities and the public. This allows us to gain a comprehensive understanding of stakeholder expectations and concerns, which in turn provides critical insights toward continuously improving our ESG management.

Stakeholders	Issues of interest	Communication channels and mechanisms
Shareholders	• R&D and innovation • Compliance operation • Risk management • Corporate governance • Business ethics and anti-corruption • Product quality and safety	• IR Calendar • Strengthening online interaction • Conducting offline interaction • Convene general meetings and results release • Regular information disclosure • Improve global R&D and innovation capabilities • Optimize cooperation platforms
Consumers and clients	• Product quality and safety • Customer privacy protection • Intellectual property ("IP") protection • Customer service	• Establish a sound quality management system • Customer satisfaction survey • Customer seminar • Strict protection of intellectual property rights • Implement responsible marketing systems
Employees	• Employment policy • Staff training and development • Staff compensation and benefits • Staff care • Occupational health and safety	• Pay attention to employee diversity and a sense of belonging • Establish a staff communication mechanism • Fair employment • Strengthen staff training and talent development • Optimize salary system • Focus on equity incentives and employee benefits • Protect employees' health and safety
Government	• Compliance operation • Business ethics and anti-corruption • Emission management • Energy use • Water use • Industry development promotion • Response to climate change	• Government symposium • Government-business correspondence • Execution of related policies • On-site inspection and work reports • Regular information disclosure
Suppliers and partners	• Sustainable supply chain management • Compliance operations • Business ethics and anti-corruption	• Supplier assessments • Supplier training and support • Industry exchange meeting • Hospital-enterprise matching conference
Communities & the public	• Public welfare and charity • Inclusive healthcare • R&D and innovation • Emission management	• Strengthen school-enterprise collaboration • Carry out social welfare and voluntary activities • Community environmental initiatives

Stakeholder Concerns and Communication Channels

ESG Materiality Issues Analysis

Innovent regularly conducts ESG materiality assessments to clarify the focus of ESG management and effectively respond to stakeholder expectations and demands. A comprehensive analysis was conducted and the assessment process included synthesis of the Company's strategy, peer benchmarking, seeking expert advice, investigating domestic and international policies, stakeholder survey, and analyzing industry trends. As a result, 22 material issues were identified and prioritized according to their materiality to the Company and external stakeholders for formulating a material issues matrix.



Material Issues Matrix of Innovent

Five Pillars	Issues of high importance	Issues of medium importance	Issues of low importance
Excellent Governance	Compliance operation Business ethics and anti-corruption Risk management Corporate governance	Customer privacy protection IP protection	None
Enjoying Good Health	Inclusive healthcare R&D and innovation	Public welfare and charity	Industry development promotion
High Quality as Key	Product quality and safety Customer service	Sustainable supply chain management	None
People First	Occupational health and safety Employee training and development	Staff care Staff remuneration and benefits Employment policy	None
Embracing Ecology	Response to climate change	Use of energy Emission management	Use of water resources

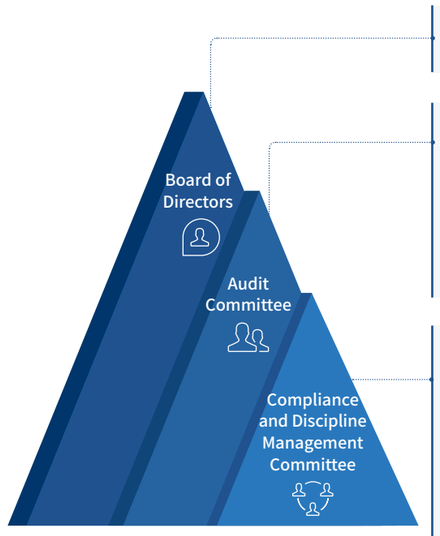
Material Issues of Innovent

Compliance Operations

Innovent is dedicated to fostering a trustworthy and compliant business environment. We have built a comprehensive and sound governance framework that aligns business ethics, compliance standards, and stakeholder expectations. By continuously strengthening our compliance management, we reinforce our reputation and brand image, creating a transparent, integrity-driven, sustainable and harmonious ecosystem for shared success. Together with all parties, we aim to achieve shared development and a win-win future.

Our Governance

We strictly comply with the "Anti-Unfair Competition Law of the People's Republic of China"(< 中華人民共和國反不正當競爭法 >) and the "Anti-Money Laundering Law of the People's Republic of China"(< 中華人民共和國反洗錢法 >), as well as other domestic and international laws and regulations in all operating locations, continuously improving our compliance management system to ensure stable operations. Our compliance management system ensures stable operations, with oversight from the Board of Directors as the highest authority, guaranteeing all activities comply with legal and internal standards.



Compliance Operation Governance Structure

- Approves business ethics and compliance policies, and supervises their implementation

- Reviews policies and objectives related to business ethics and compliance operations and monitors implementation
- Oversees the rectification of medium/high-risk items and issues
- Debriefs the report made by the management team in terms of business ethics and compliance operations every six months and reports to the Board of Directors

- Spearheaded by senior management, including the CEO, and composed of the heads of compliance, audit, and legal departments
- Establishes policies and objectives for business ethics and compliance operations
- Reviews the enforcement of pivotal policies and targets
- Handles whistleblowing, investigations, and pursuits, conducts compliance audits, and facilitates corrective actions
- Diagnoses potential compliance risks, manages risks and problem items, and takes preemptive actions
- Reports to the Audit Committee on a half-yearly basis

Innovent is committed to upholding the highest standards of business ethics and eliminating any form of corruption. We have established systems such as the "Code of Conduct" (< 合規性行爲准則 >) and the "Conflict of Interest Policies"(< 信達生物利益沖突政策 >) to provide compliance guidance for business activities, ensuring that all employees and partners regulate their behavior. We have published the "Code of Ethics and Business Conduct" (< 商業道德行爲准則 >) on our official website[2], which clarifies the Company's guiding principles and requirements in business ethics for all employees, as well as stakeholders such as customers, suppliers, and partners.

[2] Please refer to Innovent's ESG Website for "Code of Ethics and Business Conduct" (< 商業道德行爲准則 >).

Our Targets

Innovent has established business ethics goals to ensure the effective implementation of business ethics standards. During the Reporting Period, 100% of employees and directors received business ethics and anti-corruption training, and 100% of suppliers and partners signed the "Integrity Practice Commitment" (< 合規承諾書 >) and confidentiality agreement.

Business ethics targets

- Ensure 100% of employees and directors participate in training for business ethics and anti-corruption each year
- Ensure 100% of suppliers sign the "Integrity Practice Commitment" (< 合規承諾書 >) each year

Our Actions

Anti-Corruption and Bribery Audit

Innovent is committed to maintaining the efficient operation of the business ethics management system through a standardized audit and supervision mechanism, thereby safeguarding the rights and interests of all stakeholders. Each year, we conduct comprehensive compliance audits across all operational locations and business departments, assessing the effectiveness of anti-corruption policies and management measures, and reviewing the business ethics behavior of all employees (including board members, senior management, and part-time staff) as well as our business partners. Specific areas of audits include potential conflicts of interest, accepting bribes, misappropriation of funds, or illegal use of company assets, during operations. In 2024, the Company further optimized its risk control matrix by expanding audit coverage to include Key Account Management (KA) teams, Marketing, and Medical Affairs departments, in addition to high-risk areas such as Procurement and Sales. Specialized audits were conducted at least annually across these departments to establish a multi-dimensional compliance oversight framework.

For issues identified during the audit process, the internal audit department reports directly to the Audit Committee of the Board of Directors to ensure that significant issues discovered in the audit can be addressed and rectified in a timely and effective manner.

In addition, we have compiled the "Engineering Audit Guidelines" (< 工程審計指南 >) to guide the effective implementation of audit work at all stages of engineering projects, strictly supervising all violations during the project process, and preventing the occurrence of disciplinary issues.

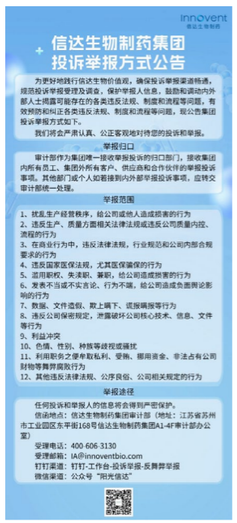
Sites and Sectors	Audit Frequency	Audit Contents
Suzhou site	At least once a year	Procurement audit of all categories, bidding audit, asset management audit, IT audit, R&D expense management audit, etc.
Global research and development center in Shanghai	At least once per month	Engineering audit
Beijing sites	Once a year	Asset management audit, expense audit, and IT audit, etc.
Overseas business	Once a year	Procurement audit, asset management audit, payment of funds, confidentiality of employees, etc.
Hangzhou factory	At least once per month	Engineering audit
Commercialization group	4 times per year	The compliance of marketing activities, medical activities, and hospital-enterprise collaboration programs; the compliance of sales behavior; the authenticity rationality and economization of sales expenses; donation; channel management audit; case collection projects, etc.

Report and Complaint Procedures

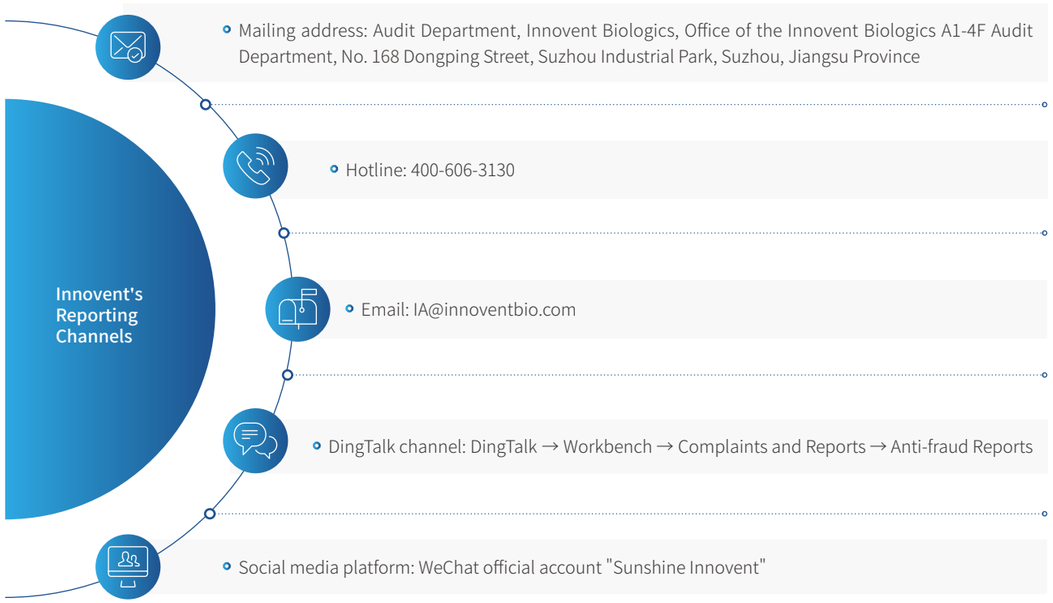
Innovent deeply integrates business ethics into its corporate governance system and has established mechanisms to prevent ethical risks. We have formulated the "Policy and Procedures for Internal Reporting and Investigation Handling" (<內部舉報與調查管理規程>), which clearly defines the scope of reportable matters, departmental responsibilities, and subsequent handling procedures. This framework supports the effective identification and timely intervention of any behavior that may violate business ethics, laws, regulations, or principles of integrity, thereby providing institutional safeguards for maintaining an ethical and compliant work environment. During the Reporting Period, the scope of accepted reports was expanded to include quality-related matters.

We issue monthly company-wide emails outlining available grievance reporting channels and install freestanding complaint displays in high-traffic office areas, ensuring all team members have clear access to formal channels for escalating potential policy violations.

Departments are required to promptly forward any feedback received from employees, customers, suppliers, and partners, or other stakeholders to the audit department for centralized handling. The Company is committed to responding promptly to all reports and providing the whistleblowers with timely updates on the handling progress and final outcomes. Innovent strictly prohibits any department or individual from interfering with reporting activities or compromising the authenticity of statements provided by whistleblowers or witnesses. During the Reporting Period, there were no major violations. All internal and external reports involving potential misconduct were investigated and verified in accordance with established procedures, with appropriate communication, corrective action, and follow-up completed.



Complaint reporting procedure notice board



Protection of Whistleblowers

Innovent enforces a zero-tolerance policy for retaliation and strictly prohibits any form of retaliation against whistleblowers or witnesses. The Company has formulated the "Whistleblower Protection Policy"(< 舉報人保護政策 >)[3] to define the procedures for information handling during investigations and to coordinate cross-functional cooperation with departments such as Legal Affairs, Audit, Human Resources, and Finance. This ensures comprehensive investigations and full protection of the legal rights of both whistleblowers and witnesses.

We respect and protect every whistleblower. Reports could be submitted anonymously, under a pseudonym, or with a real name. Throughout the investigation process, the whistleblower's identity and submitted materials are kept strictly confidential. Without the whistleblower's consent, their personal information will not be disclosed in any form. If disclosure is legally required, we will strictly limit access to the minimum necessary personnel.

Punishment and Accountability Process of Regulatory Violations

To ensure proper handling of reports and complaints, Innovent has established a comprehensive disciplinary review system and compiled relevant regulations such as the "Disciplinary System" (<違紀懲處制度>). Based on the nature and severity of the violation, responsible departments impose penalties and provide ongoing supervision and education to prevent recurrence.

During the Reporting Period

Innovent **did not** have any legal cases regarding corrupt practices that were brought against the Company or its employee

Compliance and Business Ethics Training and Promotion

Innovent values the cultivation of employees' integrity awareness and continuously enhances the compliance and business ethics awareness among employees and partners, striving to foster an honest and fair working environment. The Company delivers tailored compliance training by department to clearly communicate our policies and procedures to every employee.

Compliance Training

To continuously improve the Company's compliance management level, the Compliance Department has launched a systematic training program for both internal employees and external stakeholders.

For internal employees, training content is customized based on job roles and career stages, ensuring that each employee understands the compliance requirements related to their responsibilities. The Company requires new employees to complete "New Employee Compliance Training" within six months of joining, to quickly understand the Company's compliance policies and basic requirements. In addition, the Company provides "Annual Compliance Training" for all employees each year to ensure that everyone maintains a thorough understanding of compliance requirements.

As the Company's commercialization progresses, the Compliance Department has also conducted specialized training for commercialization teams working with healthcare professionals and healthcare institutions, further strengthening the external compliance risk prevention measures.

[3] Please refer to Innovent's ESG Website for "Whistleblower Protection Policy"(< 舉報人保護政策 >).

In 2024

157
customized compliance training sessions were conducted by Innovent's Compliance Department

6,380
participants covered

100%
completion rate for annual compliance training

100%
completion rate for annual conflict of interest training

100%
signing rate for Integrity Practice Commitment

76
anti-corruption trainings were conducted by the Company's Legal Department

5,369
participation was achieved

100%
training participation rate achieved

48
ethical standards trainings were conducted by the Company's Audit Department

6,130
participation was achieved

Additionally, the Company's Legal Department has provided training on anti-corruption and anti-bribery laws and regulations to employees, comprehensively preventing the occurrence of embezzlement and other violations. The Company's Audit Department has conducted training on business ethics standards for all employees, enhancing their understanding of the definitions and boundaries of business ethics.

Business Ethics Standards Training

The Audit Department continues to provide training for all employees and key department staff on business ethics standards, anti-bribery, anti-corruption, information security, and conflict of interest, ensuring that employees have a deep understanding of the Company's business ethics standards and requirements.

During the Reporting Period, Innovent conducted a total of 48 business ethics standards training sessions covering all employees across the Company (including Board members and contract workers). Among these, 31 offline training sessions specifically for all employees in the commercialization team.

48
ethical standards trainings were conducted by the Company's Audit Department

31
offline training sessions specifically for all employees in the commercialization team were held

Integrity Promotion Poster

Business Ethics Management for Partners

In our ongoing commitment to uphold the highest standards of business ethics and compliance, Innovent is committed to building a transparent and honest business environment. Innovent has established a comprehensive mechanism to manage and regulate the behavior of business partners. Before establishing a partnership with any collaborator, we require them to complete an anti-corruption and anti-bribery questionnaire. Furthermore, the signing of the "Supplier Integrity Commitment" (< 供應商廉潔承諾書 >) and confidentiality agreements is required to ensure adherence to legal provisions concerning anti-monopoly and anti-unfair competition.

Due diligence or specialized audits are conducted to reinforce our quality, business ethics and compliance standards, ensuring that we uphold our commitment to a healthy and fair business environment at every stage.

Partner Compliance Training

During the Reporting Period, we conducted annual compliance training for suppliers, regional suppliers, and distributors, covering local anti-bribery and anti-corruption laws and regulations, Innovent's compliance policies, and reporting mechanisms, to ensure that all partners operate in a legal and compliant manner.

Partner Compliance Training

Risk Control

A sound risk prevention and control mechanism is the cornerstone of a company's stable development and the core support for promoting sustainable operations. We established a systematic risk management framework to build Lines of Defense, comprehensively enhancing the Company's ability to identify, assess, and prevent various potential operational risks, thereby safeguarding the long-term sustainable development of the Company.

Our Governance

In 2024, Innovent established a Risk Management Committee composed of department heads from Compliance, Audit, and Legal functions, along with key employees. The committee is responsible for coordinating corporate resources to identify, manage, and address risks across the entire business process—from early-stage R&D and product development to manufacturing and commercialization. The Risk Management Committee reports directly to the Audit Committee under the Board of Directors.

Innovent has established a risk management framework called the "Three Lines of Defense Model". As the highest regulatory body, the Audit Committee regularly monitors and makes decisions on overall risk management matters. The "Three Lines of Defense" reporting path is divided into risk responsibility departments, risk management departments, and risk supervision departments, clearly delineating the relevant responsibilities from frontline operations to senior management, and ensuring unified cooperation in The Company's risk control efforts.

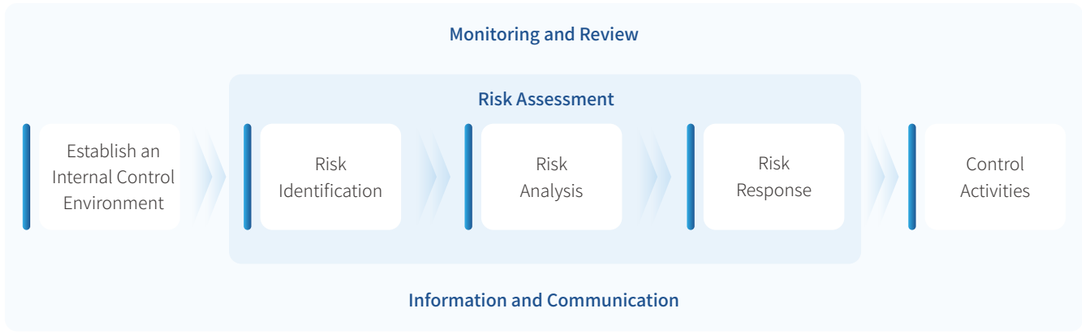
Three Lines of Defense for Risk Management

Our Action

Risk Management

The Risk Management Committee regularly leads comprehensive enterprise risk assessments, establishes a sound risk management system and a clear risk assessment process, evaluates and controls various operational risks, and sets up an early warning mechanism for significant risks. Response plans are regularly optimized and adjusted to ensure effective risk management.

In 2024, Innovent established the Process Management Office, which is responsible for establishing, streamlining, and quality-assessing the company's policies and procedures, ensuring strategic alignment through process standardization. The Process Management Office conducts an annual comprehensive review and update of the company's processes. It coordinates with cross-functional teams —including Audit, Legal, and Compliance— to identify issues and risks during inspections and to develop and implement targeted improvement plans.



Risk Management System

Risk Identification
This step involves identifying events that could potentially impact the Company's operational goals and creating a comprehensive list of risks.

Risk Analysis
In this phase, the level of each risk event is determined by assessing its likelihood of occurrence and the severity of its impact.

Risk Response
For high-risk events, relevant business departments develop specific risk response strategies and control measures, managing these risks within the existing control system.

Risk Management Process

In our risk analysis efforts, we utilize historical data, probabilistic forecasting, and expert insights to assess the likelihood of risk occurrence. Our risk quantification metrics are based on four key dimensions:

Key control measures

Operational regulations and their accessibility and operability

Systematized work procedures

Place the critical control points for formal execution in a systematic work flow to ensure the implementation and enforcement of regulations

Training and support

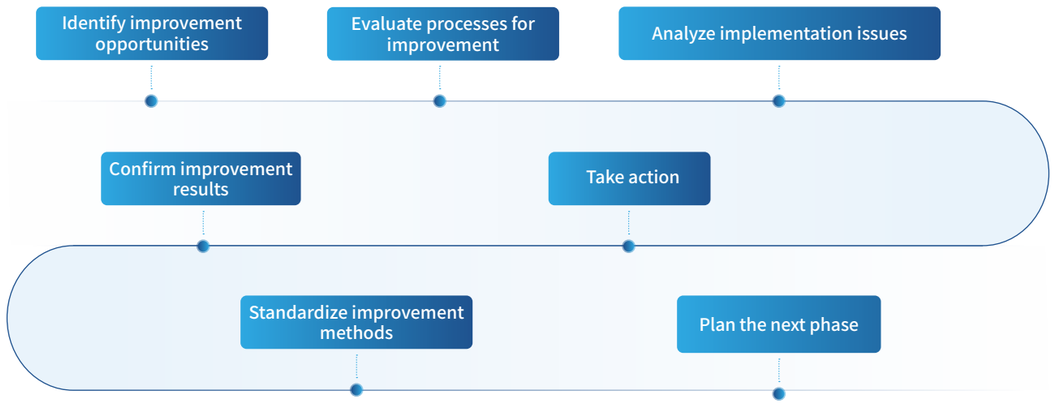
Implement training of business risks continuously and assess external trends and development risks

Monitoring and audits

Formulate monitoring approach and plan, rectify and supervise key issues

Risk Quantification Measurement Factors

We have established a risk monitoring and review mechanism to regularly review identified risk points, identifying potential issues and optimization opportunities, and ensuring that the Company continuously reduces operational risks and improves risk management capabilities.



Risk Monitoring and Inspection Process

During the Reporting Period, we conducted annual risk identification and assessment based on established monitoring and inspection processes. This comprehensive evaluation identified potential risks at the operational level of the Company and formally incorporated ESG risks into the risk management system, thereby reinforcing ESG risk management. Each department formulates risk management improvement plans based on assessment results and continues to monitor and manage potential significant risks.

Customer Privacy Protection and Information Security

Information security and data protection are critical components of compliant business operations. We continuously optimize our information security and data protection management system, strengthen our information security capabilities, and ensure the security and privacy of data for both the Company and its stakeholders. In 2024, Innovent did not experience any data breach incidents.

Our Governance

Innovent strictly follows information security laws and regulations, including "Network Security Law of the People's Republic of China"(< 中華人民共和國網絡安全法 >), "Data Security Law of the People's Republic of China" (< 中華人民共和國數據安全法 >), "Personal Information Protection Law of the People's Republic of China"(< 中華人民共和國個人信息保護法 >), and "General Data Protection Regulation (GDPR)" (< 歐盟通用數據保護條例 >), among other domestic and international information security-related laws and regulations in all operational locations. Our information security framework is aligned with the ISO 27001 Information Security Management System standard.

We have developed management systems and regulations such as the "Information Security Management Manual" (< 信息安全管理手冊 >), the "Information Security Operation Procedures" (< 信息安全運營操作規程 >) and "Business Information Security Management Procedures" (< 業務信息安全管理規程 >) to comprehensively control information security risks in six key areas: business security, vendor management, security operations, information technology systems, development and construction, and IT operations management.

During the Reporting Period, Innovent successfully passed the annual re-certification audit for the ISO 27001 information security management system, covering all core business units and corresponding business facilities, including those related to R&D, biomedical manufacturing, and clinical trial technical services.

Our Action

Information Security Protection Measures

To minimize the risk of information leakage, we have implemented a data classification management system. Based on employees' positions, ranks, and work functions, we apply a tiered management approach by categorizing employees into red, blue, and green zones. Each tier comes with clearly defined policies governing the use of and access to relevant facilities and equipment. In 2024, we completed a comprehensive asset inventory and classification of core information systems, scientifically assessing the significance of each system and its potential business impact. System access rights were optimized accordingly.

In our daily operations, we emphasize proactive data security measures—including technical safeguards, infrastructure enhancements, vulnerability scanning, access controls, and real-time monitoring—to defend against information leaks. Additionally, we continue to refine our incident response procedures to ensure that, in the event of a data security incident, the impact is effectively minimized.

Information Security Incident Handling Process

Internal and External Information Security Risk Evaluation

Innovent has established a routine information risk assessment mechanism, conducting systematic inspections of both internal and external information security risks to ensure timely identification and response to significant potential risks.

During the Reporting Period, we commissioned third-party information security testing for our offices in Shanghai and Hangzhou, using internationally and domestically recognized security standards. A customized testing checklist was developed based on Innovent's specific operational context. The assessment covered five key domains: overall network architecture, network security, host security, cloud security, and physical security. In total, 81 items were tested, with 13 optimization recommendations identified—all of which have since been addressed and rectified.

During the Reporting Period

5
major security areas covered in the third-party information security inspection

81
testing items assessed

13
recommended optimization items resolved

Information Security Training

To enhance employee awareness and capabilities related to information security risk identification, Innovent regularly conducts training sessions. All employees are required to complete foundational courses and annual assessments on information security and trade secret protection. Additionally, we promote awareness of data leakage and fraud prevention through regular email communications.

Information Security Promotion

In 2024, we conducted 21 company-wide email campaigns focused on key topics such as physical intrusion prevention, personnel-related data leaks, commercial espionage, office security, and virus prevention. These campaigns used engaging cartoon illustrations to deliver messages in an accessible and memorable way, continuously reinforcing employees' information security awareness.

Information Security Promotion Email

We also conduct annual information security emergency drills to ensure the Company's preparedness in restoring data and business services in the event of system failures or data breaches, thereby safeguarding business continuity.

Information Security Audit

Information security audits are conducted regularly to ensure the effectiveness of our security management practices. During the Reporting Period, internal sampling audits were conducted across 70 core systems spanning multiple business functions. Twenty risk items were identified during the audit, for which targeted rectification plans were developed and implemented. These efforts have further strengthened the control and monitoring of core sensitive data and optimized overall information security risk management.

During the Reporting Period

Internal system information security sampling audit covering
70
core systems audited across various business sectors

For the
20
risk items identified and fully addressed through rectification plans

IP Protection

Innovative capability is fundamental to enhancing a company's core competitiveness, and strong intellectual property protection is essential for stimulating innovation. Innovent safeguards R&D innovation by establishing a comprehensive intellectual property management system and strengthening the prevention of intellectual property infringement risks.

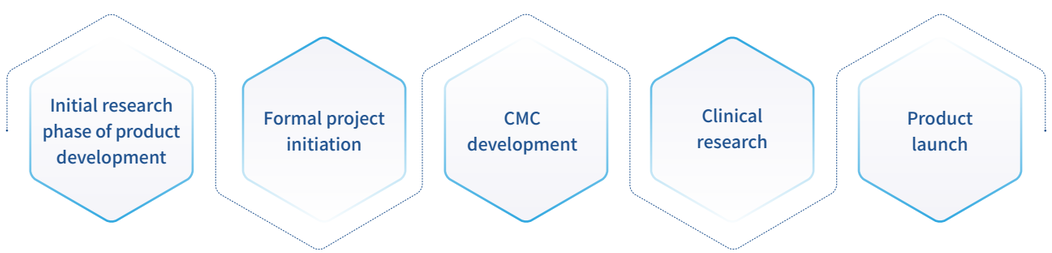
Our Governance

Innovent strictly adheres to domestic laws and regulations, such as the "Patent Law of the People's Republic of China"(< 中華人民共和國專利法 >) and the "Trademark Law of the People's Republic of China" (< 中華人民共和國商標法 >), alongside international treaties and initiatives including the "Patent Cooperation Treaty" (PCT) (< 專利合作條約 >), the "Madrid Agreement Concerning the International Registration of Marks" (< 商標國際注冊馬德裏協定 >), the "WIPO Copyright Treaty" (< 世界知識産權組織版權條約 >), the "Paris Convention for the Protection of Industrial Property" (< 保護工業産權巴黎公約 >), the "Agreement on Trade-Related Aspects of Intellectual Property Rights (TRIPS Agreement)"(< 與貿易有關的知識産權協議 >), and the "Doha Declaration on the TRIPS Agreement and Public Health"(< 多哈健康宣言 >).

We have set up an Intellectual Property ("IP") Department to comprehensively coordinate the Company's intellectual property management work, tracking the intellectual property risk monitoring, strategic planning, and technological innovation identification and assessment throughout the entire lifecycle of R&D projects. In addition, we have developed intellectual property standard operating procedures such as the "Patent Infringement Risk Management Control Measures"(< 專利侵權風險管理控制辦法 >), the "Risk Patent Monitoring Procedures"(< 風險專利監控程序 >), and the "Patent Due Diligence Guide for Introduction Projects"(< 引進項目專利盡職調查指南 >) and have continuously conducted monitoring for external patent infringement prevention, providing sufficient intellectual property support for technological innovation and patent applications. We have also continuously enhanced the Company's independent innovation capabilities and market competitiveness. In 2024, we formulated the "Application Procedure for Patent Term Extension of Pharmaceutical Patents in China"(< 中國藥品專利權期限補償申請流程 >) in accordance with the"Patent Law of the People's Republic of China: Implementing Regulations (2023 Revision)" (< 中華人民共和國專利法實施細則 > (2023 年修訂)) and the "Guidelines for Patent Examination (2023)" (< 專利審查指南 > (2023)) to further standardize the workflow of The Company's pharmaceutical patent protection. In addition, we have prepared the "Regulations for the Management of Intellectual Property Litigation" (< 知識産權訴訟管理規程 >) to ensure that the Company can efficiently and legally respond to intellectual property litigation and effectively protect The Company's legitimate rights and interests.

Our Action

To ensure effective management of intellectual property, we have implemented strict intellectual property risk control at all stages of R&D, ensuring that product development and innovation are executed without infringing on others' intellectual property rights, thereby protecting the results of R&D innovations.



Intellectual Property Management Stages

In terms of the intellectual property clauses in contracts, we have developed corresponding intellectual property protection clauses based on different types of clinical research contracts. We continuously update and optimize these clauses in adherence to the laws and regulations of the operating location. All proposed contracts will undergo a comprehensive review to eliminate potential infringement risks. In addition, we have established a market exclusivity reporting mechanism that aligns with the Company's strategy and conducted intellectual property audits on procurement contracts to assess potential infringement and ownership risks.

At different stages of R&D, we conduct patent risk assessments and develop countermeasures for identified risks.

Innovent Patent Risk Assessment and Exclusion

To continuously strengthen employees' awareness of intellectual property protection and enhance the capabilities of relevant personnel in this area, we regularly hold special training sessions on intellectual property. In 2024, we conducted a total of 20 IP training sessions specifically for employees of the IP Department, covering core topics such as patent examination standards in various countries, patent portfolio analysis, patent search analysis, and sharing of patent invalidation cases, thereby continuously improving the capabilities and knowledge reserves required for departmental operations. In addition, we provided a total of 5 specialized training sessions for all employees, focusing on key content such as exploring patent examination standards for antibody invention patents across different countries. We also integrated the use of databases, to continuously strengthen employees' awareness and skills in IP protection.

Innovent was approved for the Jiangsu High-value Patent Cultivation Project

In 2024, Innovent was selected for the Jiangsu High-value Patent Cultivation Project. As one of the key initiatives under Jiangsu's Intellectual Property Strategy Advancement Plan, this program focuses on strategic emerging industries to help enterprises achieve breakthroughs in core technologies and enhance their global competitiveness. Innovent was among the ten companies approved in 2024. Leveraging this project, the Company will carry out a three-year high-value patent cultivation effort centered on key technologies for chronic metabolic drugs. Additionally, Innovent will establish a robust high-value patent cultivation mechanism, improve R&D efficiency, develop forward-looking patent portfolios, and strengthen patent operation and protection. Through strategic patent portfolio, the Company aims to safeguard its sustainable development.

02

ENJOYING GOOD HEALTH

Innovent regards creating greater economic and social value as its responsibility. Throughout our development journey, we integrate our corporate growth into the broader framework of industry, society, and national progress, ultimately contributing to the advancement of humanity. We are dedicated to ensuring equal access to health benefits brought by technological advancement.

Guided by a deep sense of scientific benevolence, Innovent remains focused on cutting-edge technology and steadfast in implementing a long-term strategy of global innovation. We strive to develop high-quality, affordable biopharmaceuticals that benefit patients worldwide and continuously generate value for society. Adhering to the "patient-centered" principles, we prioritize the well-being of patients and their families, promote inclusive healthcare, and actively fulfill our social responsibilities. We aim to collaborate with partners across various sectors to elevate China's biopharmaceutical industry, enhance accessibility to medicines, and meet people's aspirations for better health, thereby fostering a healthy community for mankind.

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

Inclusive Healthcare

Aligning with the strategy of "driven by innovation, developed through globalization", Innovent continues to focus on frontier research and innovation, strives to develop high-quality, affordable biologic products. The ultimate target is to ensure that more human beings can access cost-effective healthcare products and resources equally. Through deepening international collaboration, we continuously deliver more safe and effective innovative products and therapies, fulfill the unmet medical needs, and safeguard the health and well-being of a greater number of patients.

Our Governance

The ultimate responsibility of inclusive healthcare lies with the Board. Through the Audit Committee, it regularly oversees key matters and progress related to inclusive healthcare. The management of the Company is responsible not only for organizing and leading the implementation of inclusive healthcare but also for ensuring its effectiveness.

Our Action

Improving Medicine Accessibility

- **Product Pipeline**

Driven by scientific innovation and guided by an unmet medical needs-focused development strategy, Innovent continuously advances its product pipeline. We specialize in the research, development, manufacturing, and commercialization of innovative drugs targeting major diseases, including oncology, autoimmune diseases, metabolic diseases, and ophthalmology. We have established a product pipeline consisting of 37 valuable assets. Among them, 15 products have been approved for marketing, 3 assets are under NMPA NDA review, 4 assets are in Phase III or pivotal clinical trials, and 15 more molecules are in the early clinical stage. With a robust R&D pipeline, Innovent has become the company with the most marketed antibody drugs in China.

37
high-quality valuable assets in our product pipeline

15
products have been approved for marketing

4
assets are in Phase III or pivotal clinical trials

3
assets are under NMPA NDA review

15
more molecules are in early clinical stage

Therapeutic areas	Product pipeline	Marketing Status
Oncology	TYVYT® (sintilimab injection)	Marketed
	BYVASDA® (bevacizumab injection)	Marketed
	HALPRYZA® (rituximab injection)	Marketed
	Pemazyre® (pemigatinib)	Marketed
	Olverembatinib tablets	Marketed
	Cyramza® (ramucirumab injection)	Marketed
	Retsevmo® (selpercatinib)	Marketed
	FUCASO® (equecabtagene autoleucel)	Marketed
	DUPERT® (fulzerasib tablets)	Marketed
	Jaypirca® (pritobrutinib tablets)	Marketed
	DOVBLERON® (taletrectinib adipate capsules)	Marketed
	Limertinib tablets	Marketed
	IBI310(CTLA-4)	NMPA NDA review
	IBI343 (CLDN18.2 ADC)	Phase III or pivotal clinical trials stage
	IBI363(PD-1/IL-2$^{\alpha\text{-bias}}$)	Phase III or pivotal clinical trials stage
Autoimmune	SULINNO® (adalimumab injection)	Marketed
	IBI112 (IL-23p19)	NMPA NDA review
Cardiovascular and Metabolic	SINTBILO® (tafolecimab injection)	Marketed
	IBI362 (GCG/GLP-1)	NMPA NDA review and Phase III or pivotal clinical trials stage
Ophthalmology	SYCUME® (teprotumumab N01 injection)	Marketed
	IBI302 (VEGF/C)	Phase III or pivotal clinical trials stage

We are committed to global orphan drug development, providing highly accessible and high-quality biopharmaceutical solutions to address unmet medical needs worldwide. By expanding access to innovative therapies for rare disease patients, we aim to benefit a broader global population. By the end of the Reporting Period, 6 drugs or assets were granted for 13 orphan drugs designations, with 2 drug candidates for rare diseases in preclinical and clinical development.

TYVYT®	● TYVYT® (sintilimab injection) has been granted 2 orphan drug designation from U.S. FDA for the indication of T-cell lymphoma and esophageal cancer. ● TYVYT® (sintilimab injection) has been granted 1 orphan drug designation by the European Medicines Agency (hereinafter "EMA") for the indication of peripheral T-cell lymphomas.
Pemazyre®	● Pemazyre® has been granted orphan drug designation from the U.S. FDA and MHLW Japan, respectively, for the indication of cholangiocarcinomas.
Olverembatinib	● Olverembatinib has been granted 4 orphan drug designations by the U.S. FDA for the indications of chronic myelogenous leukemia, acute lymphoblastic leukemia, acute myelogenous leukemia, and gastrointestinal stromal tumors. ● Olverembatinib has been granted orphan drug designation by the EMA for the indication of chronic myelogenous leukemia.
Retevmo®	● The product has been granted orphan drug designation by the U.S. FDA for the indication of metastatic NSCLC.
FUCASO®	● The product has been granted for orphan drug designation by the U.S. FDA for the indication of relapsed/refractory multiple myeloma.
IBI343	● The product has been granted orphan drug designation by the U.S. FDA for the indication of pancreatic cancer.
IBI363	● The product has been included in the Second Catalog of Rare Diseases compiled by NMPA for the indication of melanoma.

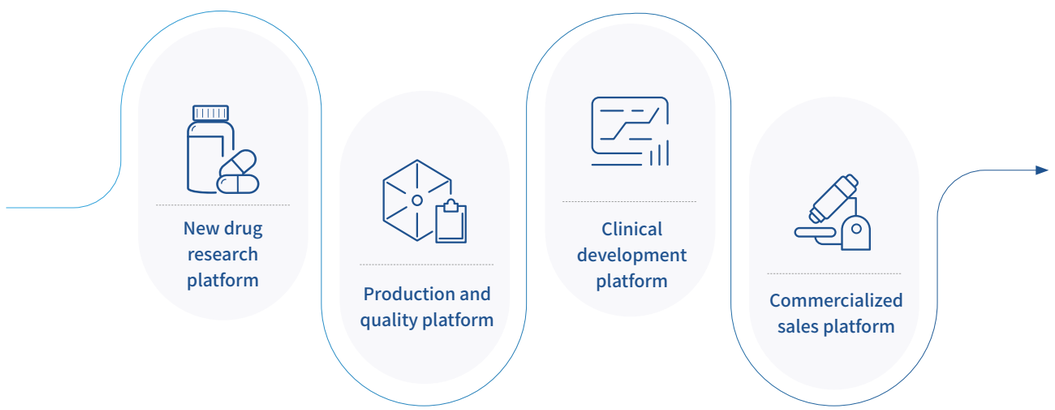
Innovent' Orphan Drug Portfolio Overview

In March 2025, Innovent achieved a historic milestone with NMPA approval of SYCUME® (IGF-1R antibody) as the nation's first targeted treatment of TED, ending a 70-year treatment void in this therapeutic area. As the second approved drug in its class worldwide, SYCUME® demonstrates comparable efficacy to international standards in addressing proptosis and diplopia while being priced at merely 1/15 of the U.S. reference product's cost—a breakthrough that redefines treatment accessibility. This approval catapults China's TED care into the precision medicine era and establishes a new care paradigm combining non-invasive approaches with comprehensive patient support. Innovent is now implementing an end-to-end management system spanning diagnosis through rehabilitation, while preparing global market expansion to address unmet needs worldwide. Through strategic collaborations with medical institutions and NGOs, the Company is transforming this scientific innovation into tangible patient outcomes, fulfilling its mission to deliver both cutting-edge biologics and sustainable healthcare solutions.

R&D Platform

As a leading biopharmaceutical company, Innovent prioritizes innovation and strives to bring solutions to patients worldwide. We continuously enhance our innovative technology platforms, significantly increase R&D investments, and consolidate a globally competitive talent team to sustain innovation and strengthen our core competitiveness.

Centralized on strategic layout and business development needs, we built a high-quality technology platform that spans the entire cycle of bio-innovative drug development, covering new drug R&D, production and quality, clinical development, and commercialized sales, thereby laying a solid foundation for the continuous production of globally competitive innovative drugs.



Building of Fully-integrated Multi-functional Platform at Innovent

AI-driven Drug R&D Platform Development

In 2024, Innovent comprehensively launched a business intelligence development strategy, which integrates AI technology into all aspects of its business to drive intelligent business development. In the R&D field, in the context of global aging population and the rising prevalence of chronic diseases, the demand for new drug development has become increasingly urgent. Traditional drug R&D processes are not only time-consuming but also costly. During the Reporting Period, we partnered with Veson Computation to leverage its WeMol[4] platform in establishing and refining Innovent Academy's computation platform. By building a digitalized, intelligent, and automated AI-powered one-stop drug development platform, we aim to reduce AI implementation and experimental costs, shorten R&D cycles, and improve success rates, ultimately bringing more innovative therapies to patients.

During the Reporting Period, we successfully assembled a high-caliber biopharmaceutical team of nealry 6,000 professionals across drug development, industrialization, and commercialization, with over 1,110 members in R&D, over 2,000 individuals returning from overseas and have experience working in international pharmaceutical companies.

Promoting Global Presence

Guided by our vision of "to be a premier global biopharmaceutical company", Innovent continues to leverage its expertise in healthcare and strong R&D capabilities to drive its globalization process and international strategic layout.

Our sales team is actively expanding both domestic and international market coverage, deepening product penetration to ensure more patients benefit from high-quality medicines. Moving forward, we will further extend our market reach in low- and middle-income countries (LMICs) while collaborating with local governments, partners, NGOs, and other stakeholders to enhance drug accessibility.

In China, the Company has established a selling and marketing team of over 3,300 professionals to actively expand market coverage and penetration in cities and rural areas at all levels, and to promote the implementation of medical insurance, making our high-quality biopharmaceutical products accessible to a broader population. At present, we have 6 medicines (TYVYT®, BYVASDA®, HALPRYZA®, SULINNO®, Olverembatinib, and SINTBILO®) included in China's National Reimbursement Drug List (NRDL), and 8 medicines (Pemazyre®, Cyramza®, Retsevmo®, FUCASO®, TYVYT® , DOVBLERON®, Jaypirca® and DUPERT®) included in the Catalog of Specific Drug Reimbursements under Huimin Insurance Programs, significantly reducing the financial and access burdens for patients and their families. The Company's products have benefited more than 3.5 million patients.

In global markets, we have initiated multicenter clinical trials in the United States, Australia, Japan, and other countries. IBI363 has been granted two Fast Track designations by the U.S. FDA. Additionally, IBI343 has also received Fast Track designation from the U.S. FDA.

Our International Business Unit is deepening expansion in emerging markets, having secured five collaboration agreements with local pharmaceutical companies in Colombia, Mexico, Brazil, India, and Southeast Asia. Through these partnerships, we aim to accelerate drug registration and commercialization. The collaboration portfolio covers both biosimilars and innovative drugs, with a key focus on oncology, addressing the significant unmet medical needs in these regions. We are actively supporting our partners in regulatory submissions and assisting partners in market education and promotion.

Notably, Bevagen® (bevacizumab) has been marketed in Indonesia for over two years and has achieved localized production, approved by the Indonesian Food and Drug Authority (BPOM). This marks Indonesia's first-ever approval of a locally manufactured antibody drug.

Implementation of the Named Patient Program (NPP)

During the Reporting Period, we launched a special patient assistance program and partnered with medical groups in Southeast Asia to implement the Named Patient Program (hereinafter NPP). This initiative enabled the distribution of TYVYT® to Southeast Asian markets at a price more than 50% lower than competing imported products already available locally, while also providing complimentary medication to eligible patients. These efforts have significantly alleviated the financial burden on cancer patients in emerging markets. On top of this, we are actively engaging with partners in other emerging markets to ensure that more patients gain timely access to high-quality medicines.

[4] WeMol is a new-generation molecular digital intelligent computing platform developed by Beijing Zhongda Veson Technology Co., Ltd., targeting fields such as biopharmaceuticals, materials, and chemistry.

Enhancing Medicine Affordability

Fair Pricing

Innovent is committed to improving the affordability of medicines, ensuring that innovative breakthroughs truly benefit a broad patient population. To this end, the Company has established the "Fair Pricing Policy"(< 公平定價政策 >)[5], which is a pledge to adhere to the World Health Organization's (WHO) definition of "fair pricing" and formulating its pricing strategy based on the World Bank's national income classification standards.

When developing pricing strategies, the Company takes a comprehensive approach, considering factors such as the economic development level, national healthcare expenditure, per capita healthcare expenditure, and insurance coverage of different countries and regions. Through the establishment of a scientific and rational pricing mechanism, Innovent proactively aligns with various national healthcare reimbursement policies.

In the Chinese market, Innovent has significantly enhanced patient access to biologic medicines through innovative R&D and scaled manufacturing. Our PD-1 inhibitor is priced at just 1/30th of the U.S. price level, while our core product SYCUME® is available at 1/15th the price of comparable imported therapies. In other emerging markets, Innovent's pricing strategy is designed to ensure that prices are lower than those of comparable original drugs. We aim to enhance the affordability of drugs, offer high-quality yet reasonably priced medicines to patients in emerging markets, and fulfill our commitment: "empower patients worldwide with affordable, high-quality biopharmaceutical".

Per Capita GDP

Assesses the average income and purchasing power of residents in the target country.

National Healthcare Expenditure

Examines the priority and resource allocation of healthcare within the national budget.

Per Capita Healthcare Expenditure

Assesses the financial burden of medical expenses on individuals and households.

Insurance Coverage Accessibility

Determines the proportion of drug costs covered by insurance for patients.

Drug Pricing System

Analyzes drug pricing policies, government controls, and subsidies.

Comparable Drug Prices

Compares the prices of similar drugs in the local market to establish a competitive pricing point.

Market Penetration Rate

Evaluates patient acceptance and market potential.

Cost-Effectiveness Analysis

Determines the balance between drug pricing and health benefits.

Negotiation with Partners

Collaborates with manufacturers, distributors, healthcare institutions, and government health authorities to determine a fair price.

Factors Considered in Innovent's Fair Pricing

[5] Please refer to Innovent's ESG Website for "Fair Pricing Policy"(< 公平定價政策 >).

The Implementation of Medical Insurance

Guided by the "Healthy China 2030", Innovent is committed to driving public health improvement through the development of affordable innovative therapies.

The Company actively supports national healthcare policies by incorporating multiple innovative drugs into the NRDL and expanding market coverage, significantly improving drug affordability. Innovent plays a crucial role in the implementation of reimbursement policies across various regions, ensuring that high-quality biopharmaceutical products benefit a broader patient population. Through these efforts, the Company contributes to improving public health and fulfilling people's aspirations for a better life.

- During the Reporting Period, Innovent's new drug SINTBILO® (tafolecimab injection, an anti-PCSK9 monoclonal antibody) and a new indication for Olverembatinib were successfully included in the NRDL (2024 Version).
- TYVYT® (sintilimab injection)'s seventh indication was included in NRDL in combination with BYVASDA® (bevacizumab injection) for the treatment of EGFR-mutated non-squamous NSCLC patients who progressed after EGFR-TKI therapy. TYVYT® is the first and only PD-1 inhibitor to be included in the NRDL for EGFR-mutated NSCLC.
- SINTBILO® became China's first domestically developed PCSK9 inhibitor to be included in the NRDL, offering a high-quality treatment option for lipid management and improving the overall quality of life for patients with hypercholesterolemia.
- Olverembatinib successfully renewed its previously listed indications in the NRDL, while its new indication was approved through a simplified renewal process.

Empowering Medical Advancement

Training Local Healthcare Workers

Innovent remains focused on the development of healthcare systems in different regions. Through professional training programs, knowledge-sharing sessions, and resource support, the Company actively promotes steady improvements in regional medical standards.

To help malignant tumor patients complete standardized treatment and receive proper care, Innovent launched the Shu Xin Ke Yi Patient Assistance Program, enhancing regional medical capabilities. By the end of the Reporting Period, over 10,000 clinical doctors from nearly 10 medical specialties across 2,768 medical institutions had participated in the Shu Xin Ke Yi Patient Assistance Program. The program promotes multidisciplinary collaboration, improves hierarchical medical services, and enhances healthcare professionals' expertise in immunotherapy. Additionally, the program collaborates with over 350 pharmacies, specialized institutions, and medical professionals to ensure drug accessibility, provide patient education, and enhance access to high-quality healthcare services.

Supporting Local Manufacturers in Enhancing Drug Production Standards

Innovent recognizes that a stable and efficient pharmaceutical supply chain in developing countries is vitally important to address regional health challenges and achieve sustainable development goals. To strengthen supply capabilities and ensure compliance with international regulatory standards, Innovent offers comprehensive supply chain quality support to its partners, including training on international pharmaceutical standards, such as Good Manufacturing Practice (hereinafter "GMP") and Good Clinical Practice (hereinafter "GCP") , development of compliance and quality management systems, Contract Development and Manufacturing Organization (CDMO) management, supplier qualification, and raw material sourcing.

By leveraging technological expertise, Innovent empowers developing countries to enhance drug development and manufacturing capabilities. The Company prioritizes technology transfer and localized production as core strategies. For example, in collaboration with Indonesia's manufacturer of PT Etana Biotechnologies Indonesia (Etana), Innovent completed the license agreement and technology transfer of BYVASDA® (bevacizumab injection), enabling local production that meets international drug manufacturing standards and strengthening Indonesia's public healthcare system.

Promoting Industrial Development

Upholding the task of promoting industrial development, Innovent consistently deepens the synergistic growth with strategic partners. As a key participant in the formulation of industry standards, the Company contributes to the high-quality development of the pharmaceutical sector. By actively participating in international seminars, industry summits, and high-level exchanges, Innovent continues to foster collaborations between enterprises, higher education institutions, and research institutes; effectively integrate high-quality resources in the industry; drive technological revolution with innovation; and propel the sustainable development of the medical and health industry.

The National Thyroid Alliance

In addition, Innovent has led the establishment of a dual-currency venture capital fund called "InnoPinnacle Fund," focusing on investing in leading companies in the fields of innovative drugs, biotechnology, and the upstream segments of the industry chain. By leveraging its industrial strength and unique advantages, Innovent aims to empower the next generation of biopharmaceuticals and breakthrough technologies to address unmet medical needs.

SYCUME® has redefined China's TED treatment landscape as the nation's first and only NMPA-approved non-invasive therapy capable of reversing proptosis. To enhance disease awareness of TED, promote the advancement of treatment paradigms in China, and improve diagnostic and therapeutic standards as well as accessibility with a patient-centered approach, Innovent actively participated in key industry conferences such as the International Thyroid Eye Disease Symposium and the establishment meeting of the Thyroid Disease Committee of the Chinese Preventive Medicine Association. Additionally, Innovent collaborated with the National Thyroid Alliance to publish the *Expert Guidance on Standardized Thyroid Eye Disease Diagnosis and Treatment Centers*, driving the standardization of multidisciplinary collaboration in TED management. These efforts have effectively addressed the long-standing challenges of limited treatment options for Chinese physicians and the lack of accessible therapies for TED patients in China.

Expert Guidance on Standardized Thyroid Eye Disease Diagnosis and Treatment Centers

Innovent Co-hosted Suzhou Biopharma Product Hospital-Enterprise Conference

On December 13, 2024, the Suzhou Biopharmaceutical and Health Industry Task Force, together with the Science and Technology Town Mayor Group and Innovent, co-hosted the first Suzhou Biopharmaceutical Innovative and High-Quality Products Hospital-Enterprise Conference. Innovent facilitated a platform for interaction among the government, enterprises, and hospitals, accelerating the adoption of innovative drugs in hospitals. This initiative strengthened collaboration between hospitals and enterprises and promoted the high-quality development of the biopharmaceutical industry.

Suzhou Biopharmaceutical Innovative and High-Quality Products Hospital-Enterprise Matchmaking Conference

Innovent participates in the Academic Conference of Chinese Medical Association

In August 2024, the 21st Endocrinology Academic Conference of Chinese Medical Association was successfully held at the Suzhou International Expo Center. Breakthrough data from Innovent's innovative products—tafolecimab injection, mazdutide, and teprotumumab N01 injection—were presented in keynote speeches and symposiums, demonstrating the company's deep commitment and cutting-edge capabilities in the field of endocrinology.

In November 2024, the 26th Academic Conference of the Chinese Diabetes Society was held at the Nanjing International Expo Center. Several research findings from Innovent's innovative drug development were showcased at the conference, demonstrating the Company's deep commitment and latest advancements in the field of endocrinology.


Participation in the Academic Conference of Chinese Medical Association

Innovent and ImmVirX initiated a clinical research collaboration to explore the therapeutic potential of sintilimab (PD-1 inhibitor) in combination with IVX037 (oncolytic virus) for refractory cancers.

Innovent and AnHeart Therapeutics announced that the National Medical Products Administration (NMPA) has accepted the second New Drug Application (NDA) for the ROS1 inhibitor taletrectinib adipate, intended for first-line treatment of ROS1-positive lung cancer.

Innovent and IASO Bio strengthened their strategic collaboration to drive innovation in the field of cell therapy.

Innovent and Wecomput partnered to explore AI-driven drug discovery, injecting new momentum into pharmaceutical research and development.

Innovent and SanegeneBio jointly announced the first patient dosing in a Phase I clinical trial of IBI3016 (AGT siRNA).

Innovent and Aosaikang Pharm established a strategic partnership for the third-generation EGFR TKI targeted therapy, limertinib tablets, for lung cancer treatment.

Industry Communication and Cooperation

Innovent and Eli Lilly deepened their collaboration in oncology, reaching a commercialization agreement for Jaypirca® (pritobrutinib tablets) in mainland China.

Innovent and Forlong Bio-technology launched a clinical research partnership to evaluate the potential of sintilimab in combination with an IL-15 superagonist for the treatment of advanced solid tumors.

Innovent participated in more than 140 government seminars or major events, such as the China Biotechnology Innovation Conference and the "Seminar on Jiangsu Province's Leading Position in the Biomedical Industry" organized by the Jiangsu Medical and Health Industry Alliance.

Innovent submitted 17 written feedback proposals to China's national medical regulatory authorities, providing frontline industry perspectives and professional insights to support the formulation and adjustment of national pharmaceutical policies.

Innovent entered into a global licensing agreement with Roche for IBI3009 (a DLL3-targeting antibody-drug conjugate).

Our Performance

Innovent has always placed research and innovation at the core of its strategy, continuously increasing R&D investment and expanding its product pipeline through a diversified approach. This commitment has led to multiple key achievements.

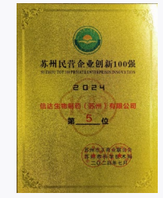
Key achievements

15
innovative drugs have been officially approved for marketing

6
drugs or assets granted for orphan drug designation

13
orphan drug designations granted

The new drug SINTBILO® (tafolecimab injection) and the new indication of Olverembatinib have been included in the NRDL (2024 Version).



Innovent was recognized as one of Suzhou Top 100 Private Enterprises Innovation 2024

Public Welfare and Charity

Innovent remains steadfast in its commitment to "being an enterprise with a strong sense of social responsibility", empowers communities, and fulfills its corporate social responsibilities based on our advantages in resources, technologies, and expertise. The Company actively supports community prosperity by focusing on key areas such as patient quality of life, healthcare accessibility, rural education, and volunteer services, and continuously advances various philanthropic initiatives.

Our Action

Public Welfare Drug Assistance

Guided by its "patient-centered" philosophy, Innovent actively collaborates with non-profit organizations. Through drug donation initiatives, the Company is dedicated to ensuring that an increasing number of patients can benefit from advancements in life sciences, gaining access to and affording high-quality biologic drugs. Innovent has funded several pharmaceutical charity assistance programs, such as the Pemazyre® Patient Assistance Program, the Ai You Xin Sheng Patient Assistance Program, the SINTBILO®-Shu Xin Zhi Xin® Patient Assistance Program, the DUPERT®-Fu Ze Xin Sheng Medical Assistance Public Welfare Program and the BYVASDA®-Shu Xin You Tong Assistance Program. These initiatives have tangibly helped alleviate the financial burden on patients' families, enabling them to enjoy the health benefits brought by scientific progress and extending hope for patients' lives. By doing so, Innovent is turning its mission, "to empower patients worldwide with affordable, high-quality biopharmaceuticals", into a reality.

By the end of the Reporting Period, over 200,000 patients had benefited from patient assistance programs supporting drugs such as TYVYT®, SULINNO®, Cyramza®, Pemazyre®, and SINTBILO®. The total donated drug value exceeded RMB 3.6 billion. In 2024, Innovent continued its patient assistance efforts in developing countries, donating RMB 205 million worth of medicines to benefit an additional 31,200 patients.

BYVASDA®-Shu Xin You Tong Assistance Program

On January 1, 2024, under the support of Innovent, the Quzhou Medical Health and Community Development Foundation launched the "Shu Xin You Tong Assistance Program—Hunan Special Project" in Hunan Province. The program provides free donations of the drug BYVASDA® to help patients with metastatic colorectal cancer, advanced or metastatic non-squamous NSCLC, and other diseases receive timely and effective treatment.

The program offering free medication to patients who meet the eligibility criteria as assessed by project physicians until the program ends or the patient no longer meets the treatment/assistance conditions. By the end of the Reporting Period, a total of 1,216 patients had been benefited, and 13,768 bottles had been donated.

Promotional poster for the BYVASDA®-Shu Xin You Tong Assistance Program

1,216
total patients benefited

13,768
bottles donated

DUPERT®-Fu Ze Xin Sheng Medical Assistance Public Welfare Program

In August 2024, Innovent supported the DUPERT® Fu Ze Xin Sheng Medical Assistance Public Welfare Program initiated by the Quzhou Medical Health and Community Development Foundation. This initiative aimed to reduce the burden on adult patients with KRAS G12C-mutated advanced NSCLC who have received at least one systemic treatment, enabling them to access more precise medical care and improving healthcare accessibility.

The project helps patients reduce the cost of the drug DUPERT® by more than 50%. Additionally, the program offers "Rare Target Tumor Patient Care Services", including disease-related knowledge, regular follow-up reminders, and long-term support to help patients build confidence and return to normal life with optimism. By the end of the Reporting Period, over 760 patients had benefited from the program, and more than 2,500 bottles were donated.

Promotional poster for the Fu Ze Xin Sheng Medical Assistance Public Welfare Program

SINTBILO®-Shu Xin Zhi Xin Patient Assistance Program

On August 23, 2023, with the support of Innovent, the Quzhou Medical Health and Community Development Foundation launched the "SINTBILO®-Shu Xin Zhi Xin® Patient Assistance Program" to help patients with primary hypercholesterolemia or mixed dyslipidemia access timely treatment, alleviate their financial burden, and improve treatment accessibility. The program ran until the end of 2024, with a total of 25,141 patients benefited and 74,982 doses donated.

total patients benefited
25,141

doses donated
74,982

Patient Education

As a leading biopharmaceutical company, Innovent remains committed to the well-being of patients worldwide. In collaboration with partners, we actively organize patient education initiatives so that patients around the globe can better understand their diseases and treatment options, ultimately improving their quality of life.

Innovent Holds Oncology Expert Science Popularization Activities

In 2024, Innovent partnered with the Public Welfare Foundation to launch a comprehensive oncology knowledge-sharing series for cancer patients. We invited plenty of clinical oncology experts to conduct 30 online educational sessions on patient online platforms, reaching 260,000 patients, with an average attendance of approximately 8,600 per session.

Additionally, we hosted over 250 patient education conferences, where local oncology department heads engaged in face-to-face discussions with patients, sharing medical knowledge and patient stories, cumulatively reaching 3,000 patients. These sessions provided emotional encouragement, strengthened patients' confidence in fighting cancer, and enhanced communication and trust between doctors and patients. They also offered valuable psychological support and useful information to help patients navigate their treatment journey.

Rural Education Support

Innovent has always been concerned about rural children and is committed to providing educational assistance to children in rural areas. We have repeatedly collaborated with third-party public welfare organizations to carry out public welfare activities aimed at supporting rural education.

Innovent Organizes the Third Tong Shu Le Juan Public Welfare Activity

In 2024, the third "Innovent Tong Shu Le Juan Public Welfare Activity" was successfully launched by Innovent and Stars Youth Development Center. By organizing company employees to donate unused books, we aim to support rural education and help children in rural areas broaden their horizons.

This time, we collected nearly 2,000 high-quality children's books, which were delivered to three rural elementary schools. The Tong Shu Le Juan Public Welfare Activity has been held for three consecutive years. By the end of the Reporting Period, it had provided high-quality children's books to six rural elementary schools, benefiting nearly 4,000 teachers and students.

Tong Shu Le Juan Activity

Volunteer Service

Innovent actively encourages employees to participate in volunteer activities. By establishing a structure of "volunteer management-volunteer representatives-volunteer members", we engage employees across different sectors and departments in public welfare initiatives, such as free medical consultations and blood donation drives, to give back to society. By the end of the Reporting Period, our volunteer team had grown to 283 members, with a cumulative service time of 2,754 hours.

Innovent Launches the "Caring Station" Project

In 2024, Innovent officially launched the "Caring Station" project, providing free essential services to urban frontline workers. These stations offer drinking water, first-aid kits, common medications, charging stations, sewing kits, and shelter from extreme weather conditions, demonstrating care for essential workers and fostering a more harmonious community environment.

"Caring Station" project

Our Performance

Innovent was awarded the "2024 Healthcare Public Welfare Promoter" and "2023 China Public Welfare Enterprise" awards for its outstanding practice in healthcare philanthropy.

Innovent Received the Public Welfare Honor of "Healthcare Public Welfare Promoter"

The 4th Chinese Physicians Assembly for Humanity Conference was officially held in Wuxi City, Jiangsu Province, in 2024. Recognized for its longstanding commitment to healthcare public welfare and contributions to public health, Innovent and the Company's SINTBILO®-Shu Xin Zhi Xin® Patient Assistance Program was honored with the "Healthcare Public Welfare Promoter" award.

Innovent received the public welfare honor of "2024 Healthcare Public Welfare Promoter"

03

HIGH QUALITY AS KEY

Innovent has always regarded pharmaceutical quality and safety as the cornerstone of its business. The Company has established a comprehensive quality management system that aligns with both Chinese and international standards, ensuring quality management throughout the entire lifecycle of drug development and manufacturing. Continuously striving for excellence, we refine production processes, enhance operational efficiency, and are committed to providing patients with safer, more effective, and high-quality medicines. We actively build a sustainable supply chain system, enhance high-quality services, practice responsible marketing, and tangibly safeguard patients' rights.

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

Product Quality and Safety

Quality is the core competitive strength of Innovent and the foundation for fulfilling our corporate mission. We strictly adhere to internationally recognized quality management standards, legal and regulatory requirements, and ethical principles, placing drug quality and patient safety as our top priorities. A robust quality management system has been established, covering the entire product lifecycle, with high-standard quality control and management measures in place to ensure product safety.

Our Governance

Innovent places great emphasis on quality management and has set up a product lifecycle quality management system that covers drug research and development, clinical research, manufacturing, and commercialization.

For the clinical section, we have also established the Product Development Platform (PDP) Quality Committee, which is responsible for coordinating the quality resources of the relevant departments, identifying and evaluating key risks, regularly reviewing quality data, evaluating the effectiveness of the management system, and promoting the development of quality culture.

The Production Quality Management Committee regularly reviews key performance indicators and quality event trends across factories to identify quality improvement plans and projects. It also participates in ad hoc management meetings to discuss major quality events reported to senior management and to formulate subsequent measures. The Committee continuously oversees and evaluates key initiatives and performance in quality control and responsible marketing to ensure the safe and stable operation of the quality management system.

During the Reporting Period, we focused on key aspects of product quality control, updating and optimizing internal quality management policies such as the "Material Management Procedure"(< 物料管理規程 >), "Quality Risk Management Procedure"(< 質量風險管理規程 >), and "Product Complaints Management Procedure"(< 產品質量投訴管理規程 >). These efforts further enhance the scientific background, precision, and effectiveness of our quality management system.

Our Action

Quality Management System

In adherence to a "quality first" philosophy, Innovent strictly follows standards such as the GCP (< 藥物臨床試驗質量管理規範 >) while aligning with ISO 9001 quality management system requirements. We have built a comprehensive and effective quality management system to ensure that quality control across the entire drug lifecycle meets world-class standards, guaranteeing products' stability, consistency, and compliance.

The Company places significant importance on quality management throughout product R&D and manufacturing. We continuously strengthen the R&D quality management system by implementing a series of improvement measures, including enhancing laboratory compliance, optimizing experimental data management processes, improving the authenticity and reliability of research-phase data, and reinforcing laboratory audit management. These efforts elevate our quality management ability in the R&D phase.

Strengthening laboratory compliance and operational management	∘ To ensure the highest standards of data quality, the Company generates a detailed R&D laboratory inspection plan every month. This enhances the timeliness of experimental record-keeping and the accuracy of sample testing, ensuring the authenticity, accuracy, and integrity of laboratory data.
Enhancing laboratory data management capabilities	∘ By conducting regular reviews of the electronic data management system, audit trail system, and logbooks, we further improve technical management capabilities to enhance data reliability.
Reinforcing quality awareness among R&D personnel	∘ 5S management standards have been established in each area: the laboratories are managed by zones, the experimental supplies are placed following the 3 principles (positioning, quantitative, standardized) and labeled, the responsible person is clearly identified and the daily inspection is carried out. ∘ The public materials, the specific materials and the warehouse are managed by special persons, and the items are accessed following the principle of first-in-first-out. ∘ The implementation of the 5S management standards of the laboratories is regularly inspected within the department. ∘ Through continuous awareness campaigns and corrective actions, laboratory personnel have significantly improved their adherence to 5S management principles.

R&D Quality Management Improvement Measures

We strictly adhere to the GMP requirements and continuously enhance post-marketing product manufacturing quality management in adherence to international standards, ensuring the product quality.

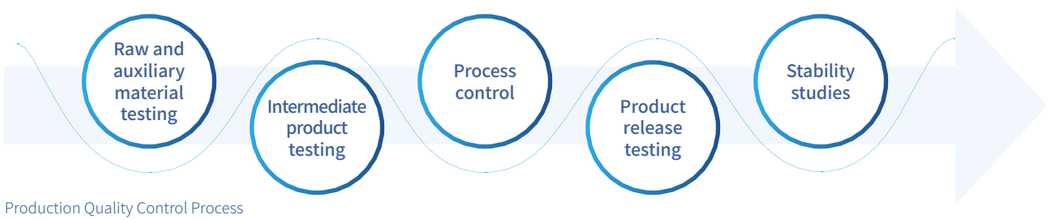
Optimizing internal management processes	∘ A comprehensive review was conducted in alignment with PIC/S regulations to ensure that product quality management meets PIC/S requirements. ∘ Internal management processes were optimized to further enhance product safety and quality assurance.
Establishing quality performance targets	∘ Detailed quality performance targets were set, including repeat deviation rate, overdue action items, CAPA revision frequency, CAPA/change inefficiency rate, recalls/critical complaints, and first-pass yield rate. During the Reporting Period, all quality performance targets met the required standards.
Strengthening CDMO project quality management	∘ A CDMO supplier management and contract manufacturing quality management process was established to ensure full lifecycle quality management of CDMO projects. ∘ Sufficient quality management support was provided at key project milestones to ensure the smooth progress of outsourced projects. ∘ Multiple mock audits were conducted in collaboration with external experts across three CDMO companies, with a total audit duration exceeding 30 days. ∘ Support was provided to help the three CDMO companies pass the NMPA's new drug registration inspections and GMP compliance audits.

Manufacturing Quality Management Improvement Measures

Product Testing and Quality Control

Quality testing and control capability is a critical priority of the full-process management of pharmaceutical products. Innovent has established a robust quality control system, equipped with state-of-the-art testing facilities and advanced analytical capabilities, ensuring comprehensive quality monitoring throughout the entire production process. As of the end of the Reporting Period, Innovent's existing laboratory testing capabilities cover both instrumental physical and chemical testing and microbiological testing, and fully satisfy regulatory requirements as well as the testing needs of the Company's manufactured products.

All operational manufacturing sites of Innovent are equipped with quality control laboratories and dedicated professional testing teams that implement full-process quality monitoring for each batch of products. This includes raw material and excipient testing, intermediate product testing, process control, product release testing, and stability studies. By establishing a quality management framework that spans the entire product lifecycle, we can promptly identify and address potential quality and safety issues, ensuring consistent product quality.



Production Quality Control Process

To mitigate quality risks associated with emerging issues such as extremely high temperatures, Innovent has established clear requirements across various aspects, including production processes, storage, and transportation condition validation, abnormal event alarms and response mechanisms, alarm function revalidation, and stability studies under extreme conditions during the development phase. These measures proactively identify potential emerging risks related to product quality and safety, enabling the formulation of effective control plans.

Production and storage

- Production facilities, warehouses, equipment, and utility cleaning systems have been qualified to support GMP-compliant manufacturing. All materials and products used in production are stored under conditions that meet the requirements of quality standards. Clean systems have been qualified to support cGMP-compliant manufacturing. All materials and products used in production are stored under conditions that meet the requirements of quality standards.

Transportation

- Product transportation methods are validated, and real-time temperature monitoring is implemented to ensure appropriate transport conditions that comply with temperature requirements. In the event of temperature deviations, assessments are conducted based on the "Overtemperature Treatment Operating Procedures"(< 超溫處理操作規程 >). The Quality Department evaluates temperature data and stability conclusions to determine appropriate handling measures for the product.

Abnormal alarm and response mechanism

- The "Equipment or System Alarm Management Procedures"(< 設備或系統報警管理規程 >) have been established to standardize the management of equipment and system alarms. This includes defining principles for identifying critical alarms and setting up handling procedures to ensure the normal operation of equipment and systems.

Preventive testing and stability studies

- Preventive testing and stability studies are conducted on products, including high-temperature stress testing and accelerated/long-term stability studies, providing scientific evidence for determining storage conditions and shelf-life standards. In cases of temperature deviations, stability study results serve as a scientific basis for decision-making and guidance.

Emerging Quality Safety Assessment Requirements

We also place great emphasis on enhancing employees' awareness and capabilities in quality risk management. Regular company-wide quality risk management training sessions are conducted to strengthen employees' understanding and practical skills in managing quality risks.

Innovent Organized Testing Staff to Participate in the Verification of Drug Inspection and Testing Capabilities

During the Reporting Period, we organized testing staff to participate in the inspection and testing capabilities verification program hosted by the Jiangsu Medical Products Administration. With a rigorous work ethic and strong professional expertise, our staff successfully passed the verification.

Verification of testing capabilities

Quality Audit and Certification

Innovent adheres to a rigorous quality certification system, conducting regular internal quality reviews and external audits. To guarantee the effective operation of production quality management, comprehensive quarterly reviews of the factory's GMP quality management system and product quality are carried out. The reviews cover key performance indicators, quality systems, material management, production and testing management, and internal and external audits related to product quality and GMP regulations. Based on these evaluations, the Quality Management Committee conducts in-depth analysis to identify and assess adverse trends, formulate targeted corrective measures, and promptly address quality deficiencies. During the Reporting Period, we manufactured 100 batches of drug substance with a success rate of 100%.

We are regularly subject to quality audits by regulatory authorities and partners to ensure compliance with both international and domestic quality standards while meeting customer quality requirements. During the Reporting Period, all production sites in operation in China were 100% GMP certified. Additionally, the Company completed 6 regulatory inspections by national and provincial regulatory agencies and 3 audits by business partners.

2024 Quality Audit at a Glance

- In February 2024, the Company passed the production license inspection for teprotumumab N01 injection.
- In May 2024, the Company passed the on-site inspection for the manufacturing site change of rituximab injection, along with a GMP compliance inspection.
- In June 2024, the Company passed the registration site inspection and GMP compliance inspection for mazdutide injection and received the GMP compliance notice in July 2024.
- In July, August and December 2024, the Company passed quality audits by three overseas partners respectively.
- In August 2024, the Company passed the production license inspection for picankibart injection.
- In September 2024, the Company passed the registration site inspection and GMP compliance inspection for teprotumumab N01 injection received the GMP compliance notice in March 2025.
- In December 2024, the Company passed a manufacturing supervision inspection for ipilimumab N01 injection.

In 2025, based on ISO 9001, the Company initiated an ISO 13485 gap analysis to establish a quality management system that meets medical device standards. This ensures the safety and efficacy of medical devices and drug-device combination products. The Company successfully obtained ISO 13485 medical devices quality management system certification in April 2025.

Innovent has established a regular audit mechanism for suppliers, conducting management and audits of first-tier material suppliers. Through agreements or contracts with these suppliers, the Company also sets requirements for the management of second-tier suppliers. Based on specific circumstances and in accordance with quality agreements, the Company directly participates in the management and auditing of second-tier suppliers working with strategic partners to assess their quality compliance. During the Reporting Period, Innovent conducted 126 quality audits covering suppliers, manufacturers, and distributors (please refer to the Supply Chain Management section for details).

ISO 13485 Medical Devices Quality Management System Certification

Quality Risk Management

Quality, safety, and efficacy are our core priorities throughout the research, development, production, and application of biologics. We have established a comprehensive quality risk management system throughout the entire process. In adherence to the "Quality Risk Management Regulations"(< 質量風險管理規程 >) and other quality risk regulations, we have systematically implemented quality risk management activities and incorporated quality risk management into hazard identification, risk analysis, risk evaluation, risk control, and risk review at the phases of drug development, technology transfer, commercial production, and product withdrawal.

Drug development phase

- Effectively manage potential risks during product development in adherence to the guidelines for "Quality Risk Management" (< 藥物研發階段質量風險管理 >)
- Provide systematic training for employees to ensure a comprehensive understanding of product and manufacturing processes
- Establish a robust control strategy to manage risks associated with critical quality attributes and define key process parameters

Technology transfer phase

- Assess and manage process and product quality risks that arise during the technology transfer phase, including technology transfer, multi-product co-production, laboratory system, system impact, component criticality impact, and computerized system, etc.

Commercialized production phase

- Assess and manage quality risk during the commercialized operation phase and establish sound control strategies
- Formulate the "Self-Inspection Standard Management Procedure"(< 自檢標准管理規程 >), and conduct regular self-inspections and management reviews of the quality management system

Product withdrawal phase

- Conduct risk assessment during the product withdrawal phase to identify and control risks associated with transitioning patients to alternative therapies

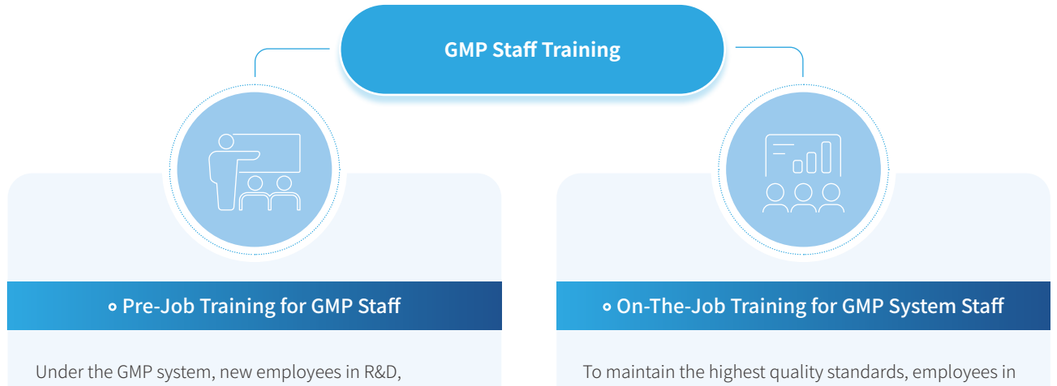
Whole-Process Product Quality Risk Management

During the Reporting Period, the Company conducted 9 self-inspections of the quality management system in the commercialized production phase, covering quality management systems, engineering facility qualification, and validation, laboratory management, and data integrity at Suzhou and Hangzhou operational sites. The self-inspection coverage rate reached 100%, with no critical findings identified. The quality management system operated effectively overall.

Quality Culture Building

Adhering to our quality philosophy of 'Integrity and ownership: doing the right thing and striving to get it right the first time,' we focus on three key aspects: quality culture philosophy, quality culture platforms, and quality culture activities. Our company comprehensively promotes quality culture development, fostering an environment where quality is valued by all employees.

To enhance quality awareness, we carry out company-wide internal training and actively conduct quality culture building activities annually. All employees are required to complete annual training on product complaints and other quality-related topics via the learning platform, and sign the "Quality and Compliance Commitment Letter"（< 質量與合規承諾書 >） to ensure quality and compliance awareness is communicated to every employee, laying a solid foundation for the continuous supply of safe and effective medicines. The GMP system training covers all employees through pre-job and on-the-job training, ensuring that everyone within the GMP framework completes their required training on time.



Pre-Job Training for GMP Staff

Under the GMP system, new employees in R&D, production, quality, and other related departments will participate in theoretical training covering GMP knowledge, production essentials, and quality control methods after joining the Company. This includes, but is not limited to, topics such as EHS training, basic GMP knowledge, GMP system record-keeping standards, basic GMP training (deviation and change control), basic microbiology knowledge, and data integrity. They will also undergo practical operation training to quickly adapt to the job requirements.

On-The-Job Training for GMP System Staff

To maintain the highest quality standards, employees in R&D, production, quality, and other related departments undergo annual training as well as training related to skill enhancement for their respective positions. The annual training demands are based on deviations, internal audits, regulatory updates, and the training needs arising from departmental development and job requirements. This typically includes topics such as GMP knowledge, knowledge of pharmaceutical management laws and implementing regulations, aseptic knowledge, and microbiological knowledge. The training materials also cover practical case studies on deviation handling and corrective and preventive actions (CAPA), as well as training on operational and management processes.

In-person Training Sessions for GMP Staff

During the Reporting Period, Innovent actively conducted training programs. GMP technical experts delivered over 483 in-person training sessions for GMP department employees, covering aspects such as deviations, processes, and manufacturing techniques. Additionally, the CMC Quality Department organized 8 key training sessions, with a total of over 6,000 participants, covering multi-product temperature and humidity validation, cleaning validation, GMP-related sterile knowledge, quality tools, GMP regulations and basic knowledge, data reliability, and microbiological knowledge. These initiatives significantly enhanced employees' quality awareness and standardized product production and testing operations. The pass rate of the written examination after the training reached 100%.

GMP departmental training

Temperature and humidity validation training

During the Reporting Period

483
in-person training sessions for GMP department employees were delivered

8
key training sessions were organized by the Quality Department

6,000+
participants covered

100%
post-training written examination pass rate

Innovent places great emphasis on regulatory compliance education and actively fosters a deep understanding and practical application of quality culture among all employees. The Company systematically trains employees on the "Drug Administration Law of the People's Republic of China" (<中華人民共和國藥品管理法>), the "Provisions for the Supervision and Administration of Drug Manufacturing"(< 藥品生產監督管理辦法 >) and the "Measures for the Administration of Drug Inspection"(< 藥品檢查管理辦法 >), as well as guidelines from international organizations such as International Society For Pharmaceutical Engineering (ISPE) and Parenteral Drug Association (PDA). Senior regulatory experts are invited to provide in-depth interpretations and real-case analyses, clarifying the regulatory requirements for drug development, manufacturing, and sales.

Online Knowledge Quiz

In response to the Jiangsu Medical Products Administration's online knowledge quiz on the "Drug Administration Law of the People's Republic of China"(< 中華人民共和國藥品管理法 >), Innovent encouraged employees to participate by answering questions via the online platform. This helped employees enhance their understanding of GMP regulations, pharmaceutical business management requirements, and drug supervision policies.

To innovate our quality culture platform, we've established a dual-track communication matrix operating both online and offline. Online, we leverage our internal digital publication, official DingTalk account, and email groups to share achievements through engaging graphics and videos. Offline, we foster innovation and enhance the influence of our quality culture through exhibitions, promotional bulletin boards, and structured multi-level meetings.

Quality Culture Wall

"Quality Model" Selection Activity

The management values employees' suggestions and has established a quality incentive mechanism. We hold a "Quality Model" selection activity every half year, which fully mobilizes the enthusiasm of all staff to participate in quality management.

"Quality Model " Selection Activity

In addition, we have strengthened communication with our partners on product quality and safety, actively assimilated industry-leading quality management philosophies, and improved our quality management standards with a commitment to excellence. We maintain regular exchanges with our partners, conducting periodic reviews and audits on quality incidents, quality KPIs, complaints, and other related matters to ensure the high-quality operation of collaborative projects.

Customer Service

In 2024, we optimized the "Product Complaints Management Procedures"(< 産品投訴管理規程 >), which further improved the classification of quality defects and the requirements for complaint response timelines. For complaints that do not require investigation, a response should be completed within 10 days after the initial assessment. For complaints that require investigation, a response should be completed within 10 days after the final investigation. Upon receiving a complaint, the relevant department conducts an initial assessment and classification following standard procedures, carries out an in-depth investigation based on the classification to identify the root cause of the defect, formulates corrective and preventive measures and generates a final report. This ensures that all complaints are closed in a systematic and controlled manner.

During the Reporting Period, a total of 70 customer complaints on commercialized pharmaceutical products were received. All complaints were thoroughly investigated, and corrective and preventive measures were implemented to prevent the recurrence of similar issues.

Product Recall

To practically protect the rights of patients and product safety, Innovent closely monitors the products that have been commercialized, and we have established a complete product recall process. During the Reporting Period, we updated the "Recall Management Procedure"(< 召回管理規程 >) and other internal policies, further defining procedures for handling products with quality issues or safety risks, which involve the conditions for initiating a recall, the level of recall, the recall process, and relevant responsibilities.

- When a potential problem may give rise to a recall, the management assesses and discusses to determine whether to initiate a recall and which strategies shall be associated with the recall.
- Immediately following a decision to recall a product, the Company establishes a recall team, develops a specific recall plan, and executes the recall action. Customers are notified of the recall of the relevant product within a specified timeframe through pre-determined communication methods, and reports are submitted to the local medical products administration.
- During the recall process, the Company reports regularly to the regulatory authorities about the recall.
- The Company carries out an assessment of the reasonableness of the recall after all possible customer responses have been received, implements appropriate disposal, or takes corrective measures corresponding to the level of harm caused by the recalled product.
- Reasonable assessment of the termination of a recall.

Product Recall Process

To ensure the effectiveness of the recall plan, we carry out a mock recall every two years. The procedures are verified through mock recall, and the recall process and results are recorded. During the Reporting Period, the Company completed a mock recall in line with Level III recall expectations, ensuring that all necessary actions were completed within the required timeframe. Corrective and preventive measures have been established and implemented to address any issues identified during the drill.

In 2024, the Company was not involved in any product recalls due to quality and safety issues, nor did it receive any warnings or early warnings from the relevant medical products administration.

Pharmacovigilance

Ensuring patient medication safety is the core task of pharmacovigilance. Innovent has established a comprehensive pharmacovigilance system in adherence to relevant regulations such as the "Pharmacovigilance Quality Management Specification"(< 藥物警戒質量管理規範 >). The Pharmacovigilance Department is responsible for conducting post-marketing pharmacovigilance activities for products in all countries, including low- and middle-income countries. It systematically conducts clinical trials and collects and analyzes post-marketing safety data, promptly identifying and evaluating drug risk signals. The department also prepares and submits safety reports and provides scientific support for product decision-making.

Adverse reaction information collection

- Open a hotline to receive adverse reaction feedback
- Standardize employee reporting responsibilities to ensure timely communication with the pharmacovigilance department
- Regularly conduct literature searches for product safety information
- Monitor company websites and multimedia accounts to collect adverse reaction information
- Promptly handle adverse reaction reports and feedback from regulatory authorities
- Manage post-marketing studies and projects to ensure timely transmission of adverse reaction reports

Adverse reaction report handling

- The pharmacovigilance department promptly enters received adverse reaction reports into the safety database
- Evaluate adverse reaction reports and submit them to regulatory authorities in adherence to regulatory requirements

Pharmacovigilance system and compliance

- Prepare and submit Periodic Safety Update Reports (PSURs) to regulatory authorities
- Continuously improve the pharmacovigilance system
- Implement Good Pharmacovigilance Practices (GVP) to ensure medication safety
- Develop Standard Operating Procedures (SOPs) covering safety committee management, mass incident handling, signal cluster response, drug recalls, regulatory issue responses, and emergency plans

Adverse reaction report analysis and risk management

- Conduct case-by-case analysis and evaluation of received adverse reaction reports
- Perform regular analysis and evaluation to detect and identify new safety signals
- Assess identified safety signals to determine if they affect the risk-benefit balance for patients
- Implement appropriate risk management measures when necessary, such as revising drug labeling

Pharmacovigilance for Post-Market Products

To further enhance the level of pharmacovigilance, Innovent has established quality control indicators for key activities and updates them as necessary based on actual conditions to strengthen pharmacovigilance management.

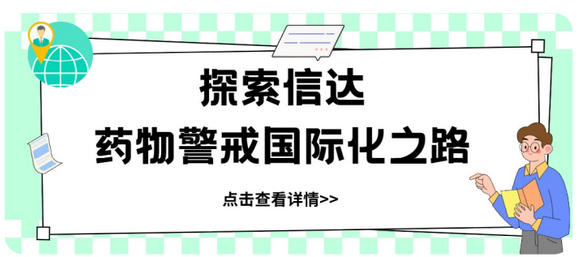
To maintain a high-quality pharmacovigilance system, Innovent continuously works to build and uphold robust pharmacovigilance practices. The Company regularly organizes comprehensive training sessions for all employees and provides specialized training for key departments to continuously raise awareness of pharmacovigilance.

Onboarding training	On-the-job training	Pharmacovigilance physicians training	Clinical study project training
We have put in place a six-month onboarding training program for new staff of the Pharmacovigilance Department to ensure that they are competent in pharmacovigilance work quickly. During the Reporting Period, 11 new employees joined the Pharmacovigilance Department, all of whom have completed the new employee training and assessment.	We provide continuous training programs for pharmacovigilance staff to improve their professional skills and awareness. During the Reporting Period, employees in the Pharmacovigilance Department participated in a total of 34 on-the-job training sessions.	We provide training on regulatory processes, safety event assessment, risk management plans, etc. to ensure that they are fully competent. We also organize seminars to enhance the problem-solving skills of pharmacovigilance physicians.	We conduct project-level training for all participants in clinical study projects, including training on clinical trial protocols, researcher manuals, risk management plans, and the use of pharmacovigilance systems.

Pharmacovigilance Training Activity

To strengthen all employees' understanding of Pharmacovigilance and drug safety information, in 2024, we conducted a mandatory training course on the "Pharmacovigilance and Drug Safety Information Reporting Responsibilities" (<藥物警戒及藥品安全信息報告的職責>) for all employees. The training covered over 5,500 participants and included basic concepts of pharmacovigilance, relevant domestic and international regulatory requirements, responsibilities for drug safety information reporting, and post-training assessments. Furthermore, we conducted a total of 36 pharmacovigilance training sessions for relevant employees to ensure the Company's compliance with pharmacovigilance, thereby safeguarding drug safety.

In addition, to enhance the understanding of pharmacovigilance-related knowledge among cross-departmental teams, strengthen cooperation and communication with them, and promote collective learning and growth, the Pharmacovigilance Department established a Pharmacovigilance Section under the Clinical Quality Newsletter. The content covers knowledge sharing, information announcements, frequently asked questions, and case sharing. In 2024, in line with the actual business needs, 8 column articles were published to ensure that cross-departmental teams and the pharmacovigilance department can better support pharmacovigilance compliance together, thereby ensuring the safety of medicines.



Article in Pharmacovigilance Section

Training Course on Pharmacovigilance and Drug Safety Information Reporting Responsibilities in Innovent

Animal Welfare

Innovent adheres to research ethics and upholds the highest ethical and scientific standards for animal welfare protection during the whole process of drug research and development, ensuring the welfare of laboratory animals.

Our Governance

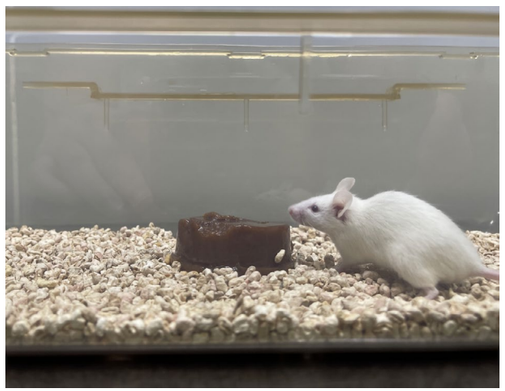
We strictly abide by the "General Principles for the Well-being of Experimental Animals"(< 實驗動物福利通則 >) and other relevant national standards. Innovent established the Experimental Animal Ethics Committee and Experimental Animal Management Committee for animal welfare-related work.

To ensure the legality and compliance of animal experiments, Innovent applies its principles and regulations on animal ethics and animal experiments. Under the supervision of the Experimental Animal Management Committee, we strictly follow our administrative regulations such as "Regulations on the Administration of Experimental Animals of Innovent Biologics (Suzhou) Co., Ltd."(< 信達生物制藥（蘇州）有限公司實驗動物管理條例 >) and "Regulations on the Work of Innovent Experimental Animal Ethics Committee"(< 信達生物制藥實驗動物倫理委員會工作條例 >) when conducting animal tests. In 2024, we further developed the Animal Facility Usage Manual (< 動物房使用手冊 >) to enhance the understanding of animal welfare and ethics among personnel directly handling animals and to refine animal experiment management requirements, thereby safeguarding animal welfare.

Our Action

To reduce the use of laboratory animals to a strictly necessary minimum, we have always strictly adhered to the 3R principles of "Reduction, Replacement, and Refinement". In practice, we uphold a scientific and humane approach to using experimental animals by increasing the frequency of feed replacement, modifying feeding methods, and enhancing environmental enrichment, ensuring the comprehensive protection of experimental animal rights. In addition, we continuously explore and develop refined animal experiment techniques to reduce the number of experimental animals and expand alternative solutions.

Innovent implemented Institutional Animal Care and Use Committee (IACUC) verification before proceeding with animal studies, which detailed review all operations related to animal welfare in the experimental proposals, including feeding method and spatial density, observation indexes and measurement methods, end-of-experiment criteria and expected experimental period, endpoint euthanasia implementation, and tissue collection, etc.



Add environmental enrichment items, such as "red houses" or jelly feed, in mouse cages to ensure animal welfare and safeguard the physical and mental health of mice

IACUC application should be submitted before the start of each animal study. Animal experiments can only be performed upon approval.

The responsible staff for animal studies should strictly follow the experimental proposal approved by IACUC, including the number of animals used, the animal model development process, experimental operation procedures, etc.

The animal center orders animals in adherence to the experimental proposals. Random inspection of the use of animals should be carried out to ensure the proper use of animals. The Company establishes a blacklist mechanism to eliminate the waste of animal use.

Regular inspections of animals' health conditions would be carried out by veterinarians. In the case of abnormalities, the responsible personnel would be informed and humane endpoints would be implemented as soon as possible.

Initiatives to Safeguarding Animal Welfare

To minimize the risks faced by animals and employees, the Company actively organizes training programs on animal welfare. To raise employees' awareness of animal welfare and to ensure that animals are well managed and cared for, we conduct specialized training for new employees involved with laboratory animals and organize relevant employees to attend external training for learning from advanced practices.

Onboarding Training

Onboarding training is conducted for new employees involved with laboratory animals, which lasts for 3 months. The content of training mainly consists of animal experimental skills training, animal ethics training, and complete animal experiment process training and ensures comprehensive knowledge and skill acquisition.

External Training

During the Reporting Period, a total of 24 employees participated in and completed external training programs with certification. Additionally, the animal facility conducts biannual animal welfare training sessions for all experimental personnel to reinforce their understanding of animal welfare.

Clinical Research

Ensuring subject safety and promptly identifying safety risks in products and clinical trials are the primary objectives of pharmacovigilance. We regard the health and safety of trial participants as a top priority and conduct clinical trials in strict accordance with the most rigorous international regulatory standards and the highest ethical principles to fully protect the rights and safety of subjects.

Our Governance

Innovent has set up a Pharmacovigilance Department to coordinate and supervise clinical research matters, formulate, and improve various regulations, workflows, trial protocols, and work plans for clinical research, and provide technical guidance for the timely evaluation and reporting of safety information during clinical trials.

In 2024, Innovent's Clinical Quality Department established the PDP Quality Management Committee, chaired by the Head of Product Development and co-chaired by the leaders of primary clinical departments, with representatives from clinical department management serving as committee members.

Guided by its clinical quality mission of "Patient-Centricity with Quality as the Foundation", the PDP Quality Management Committee meets at least quarterly (with emergency sessions as needed) to:

- Consolidate quality resources across clinical departments to enhance cross-functional collaboration
- Proactively identify critical clinical quality risks and implement mitigation strategies
- Regularly review quality datas to assess trends and inform decision-making
- Evaluate the adequacy, completeness, and effectiveness of the PDP quality management system to drive continuous improvement
- Foster a culture of quality excellence to elevate PDP outcomes

Key Responsibilities of the PDP Quality Management Committee

Innovent also established the GCP Compliance Committee to oversee adherence to regulatory requirements across all clinical trials and personnel, ensuring strict compliance with applicable regulations and safeguarding clinical development integrity.

We strictly comply with the GCP （< 藥物臨床試驗質量管理規範 >）and other relevant laws and regulations, and ethical requirements. We have formulated a series of internal systems and procedures to regulate the conduct of clinical research personnel and ensure compliance in research processes.

Our Action

Clinical Research Risk and Safety Management

Safeguarding the safety of subjects and promptly identifying risks are top priorities in clinical trials. During the drug development stage, we thoroughly consider factors such as patient needs and drug safety and obtain approval from regulatory authorities and ethics committees of clinical study institutions before conducting clinical research. During the Reporting Period, we continuously refined the lifecycle risk management mechanism by implementing safety management plans, individual case safety reports, periodic safety reports, and regular safety reviews to monitor and mitigate safety risks during clinical trials.

In addition, we have established a comprehensive clinical study monitoring system. Potential violations identified in the clinical study shall be reported within 24 hours and interim containment action should be taken to reduce the impact. CAPA shall be implemented to prevent the recurrence of violations.

Subjects' Rights Protection

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

During the Reporting Period, we updated procedures on extended dosing, further optimizing drug access for participants after the conclusion of clinical trials to ensure continued therapeutic benefits for trial subjects.

Procedures on extended dosing after clinical study

For each subject, we assess whether they have completed the prescribed treatment as outlined in the protocol, and determine whether continued use of the investigational drug is beneficial. If beneficial, it is considered the starting point for the free drug supply.

The clinical project manager prepares the procedures and documents related to drug supply and continuously collects reports of serious adverse events, promptly notifying the pharmacovigilance department.

Based on the individual subject's condition, the informed consent form is evaluated and signed, and the drug supply is requested.

After the clinical trial ends, all documents generated during the free drug supply phase are organized by the clinical project manager or an authorized clinical monitor and stored separately from the original clinical trial documentation.

Culture of Clinical Research

To raise employees' clinical ethics and awareness, Innovent provides a comprehensive training system for clinical trial staff throughout their careers, continually improving their clinical ethical awareness and skills. Based on the needs of employees at different stages of their careers, personalized training plans are developed and targeted training is provided to enhance their clinical trial competence, clinical ethics, and awareness of their responsibilities. During the Reporting Period, we conducted training and assessments on GCP for all employees involved in clinical research.

All employees signed the "Quality and Compliance Commitment Letter" (< 質量與合規承諾書 >) to ensure that the awareness of quality and compliance is conveyed to every employee.

All Employee Training

Organized by HR, training is delivered through offline classrooms, online webinars, and the online e-learning system, with courses assigned and implemented.

Clinical Section Training

Clinical section training includes system document training and departmental training. During the Reporting Period, we issued system document courses through the e-learning system to more than 35,000 participants. Departmental training is coordinated by the Clinical Quality Department, which develops cross-departmental training plans covering topics such as regulatory updates, clinical quality management systems, and other relevant knowledge.

Clinical Trial Project Training

For clinical trial project training, the clinical project manager develops a project-level training plan before the trial begins. We require that all project team members complete the relevant project-level training before performing any tasks or duties assigned within the project.

Responsible Marketing

We adhere to carrying out responsible marketing activities to protect the rights of both customers and patients. We have established a comprehensive marketing compliance management system to ensure that all product promotion activities are based on scientific evidence and real data. In addition, we continuously conduct compliance training for employees, integrating the concept of integrity management into the Company culture, and striving to set a benchmark for the healthy development of the pharmaceutical industry.

Our Governance

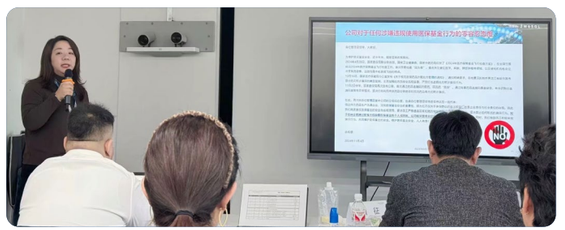
Innovent strictly complies with the relevant laws, regulations, and industry standards of the operating locations. We have issued the "Responsible Marketing Policy"(< 負責任營銷政策 >)[6], and formulated and updated internal documents such as the "Promotional and Educational Materials Review Process"(<PEM 材料審核流程>), "External Material Release Review Process"(< 對外材料發布審核流程 >) and "Process Guidelines on Promotional and Educational Materials"(< 推廣和教育材料流程指引 >) to clarify the requirements for the release of educational materials. Based on compliance requirements, we have established a strict review process to ensure that all marketing materials must be approved by authorized personnel within the Company before they can be released.

Our Action

Innovent insists on the elimination of false promotion and consumer deception in all forms. We implement a strict review mechanism for marketing materials based on their type to ensure their compliance. For corporate publicity materials, we will follow the "External Material Release Review Process"(< 對外材料發布審核流程 >) and the review will be led by the Corporate Publicity Department with the joint efforts of our Business Department, Medical Department, IP, Investor Relationship, Legal Department and Compliance Department to ensure that the materials meet the compliance requirements for external release; for educational and promotional materials, we will review the "Promotional and Educational Materials Review Process"(<PEM 材料審核流程 >), which will be led by the Marketing Department, Medical Department, Legal Department, IP department and Corporate Communication Department, filed and constantly supervised and monitored by the Compliance Department.

Responsible Marketing Training

We regularly provide responsible marketing training for all employees, with a frequency of at least once a year. During the Reporting Period, the Compliance Department offered 157 department-specific responsible marketing training sessions, covering compliance guidelines, medical insurance fund issues, and in-depth analysis of fraud methods, consequences, and prevention measures. A total of 6,380 participants attended the training, achieving a 100% completion rate.



Responsible Marketing Training

157
department-specific responsible marketing training sessions were offered by the Compliance Department

6,380
participants attended the training

100%
completion rate was achieved for the training

[6] Please refer to Innovent's ESG Website for "Responsible Marketing Policy"(< 負責任營銷政策 >).

In addition, for promotional materials, we conduct unannounced inspections from time to time to ensure the accuracy and compliance of advertisements and marketing activities, as well as the legal and regulatory compliance of sales and marketing practices, to prevent compliance risks. Regular audits in terms of responsible marketing are also conducted to identify any irregularity promptly. During the Reporting Period, no administrative penalties or litigation arose from marketing violations.

Responsible Marketing Audit

In 2024, we conducted 1 audit on distributors and pharmacies through on-site visits and data verification to confirm the authenticity of product prices, sales data, and compliance with the quality and regulatory standards of drug storage and transportation, with no anomalies in audit results. We also conducted two audits of academic promotional activities, covering departments such as sales and marketing departments, The audits encompassed all stages of promotional initiatives and associated materials to ensure compliance with regulatory requirements.

Supply Chain Management

Innovent recognizes that effective supply chain management is crucial for our sustainable development. We integrate sustainability principles into our supply chain management, implement responsible business practices in procurement, and collaborate with suppliers to build a mutually beneficial responsible supply chain.

Our Action

Supply Chain Management System

Innovent strictly abides by "The Bidding Law of the People's Republic of China" (< 中華人民共和國招標投標法 >) and other laws and regulations, and has developed and improved supplier management systems including "Supplier Management Procedure" (< 供應商管理流程 >), "Supplier Qualification" (< 供應商准入 >), "Supplier Performance Evaluation" (< 供應商績效考核 >), "Material Suppliers, Service Providers and CDMO Classification"(< 物料供應商、服務商以及合同研發生產商分級 >), "Supplier Classification and Relationship Management" (< 供應商分類和關系管理 >). These systems provide standardized guidance for our supply chain management.

Supplier Qualification Management

Innovent views supplier access as a key focus of supplier management to comprehensively ensure the stability and sustainability of the Company's supply chain. We have established a complete supplier access system, including the "Green Procurement Policy"(< 綠色采購政策 >), "Procurement Management Process"(< 采購管理流程 >), "Supplier Management Process"(< 供應商管理流程 >), "Supplier Operating Management Guidelines"(< 供應商操作管理規程 >), and "Supplier Environment, Health and Safety ("EHS") Audit Management Procedures" (< 供應商EHS 審計管理規程 >), applicable to all suppliers. During the supplier qualification phase, we comprehensively assess suppliers' product quality, cost, timely delivery, technology, and risk resilience, with a particular focus on their ESG performance. We strictly control the basic access thresholds and requirements for suppliers.

Supplier Evaluation and Assessment

Innovent has established a comprehensive supplier evaluation and assessment system and regularly assesses supplier performance. We conduct supplier evaluation and assessment on a quarterly, biannual, or annual basis based on the classification and grading principles. We have established individualized performance indicator weightings for different types of suppliers to ensure the scientific validity and effectiveness of the supplier assessments. After evaluating suppliers, we promptly communicate performance feedback to them. For underperforming suppliers, we provide improvement suggestions and ensure they implement timely corrective actions to meet qualification requirements.

During the Reporting Period, we implemented several special improvement projects for key suppliers in important categories. We also formed a cross-departmental team to guide and supervise CDMO suppliers in project management, quality management, and technical improvements, ensuring product quality meets relevant regulations and standards, and safeguarding the stability of the supply chain.

Supplier Quality Management

To enhance the quality management level of the supply chain and ensure product safety from the source, we have developed key supplier management guidelines such as the "Material Supplier Management Guidelines"(< 物料供應商管理規程 >). These guidelines clarify quality management regulations for material suppliers, service providers, and CDMOs, providing clear guidance for the entire lifecycle management of key suppliers, including screening, access, evaluation, review, and auditing.

Collect supplier quality document

- Make sure the supplier's operation is legal
- Production suppliers should have production conditions and a sound quality system
- Products should meet standard requirements

Collect supplier questionnaires

- Understand the overall conditions and quality management of suppliers
- Identify the risks of suppliers and formulate measures

Perform quality audits

- Perform quality audits on A/B/S1/S2 suppliers
- Ensure that the products provided by suppliers meet relevant regulatory requirements and Innovent's requirements

Sign quality agreements

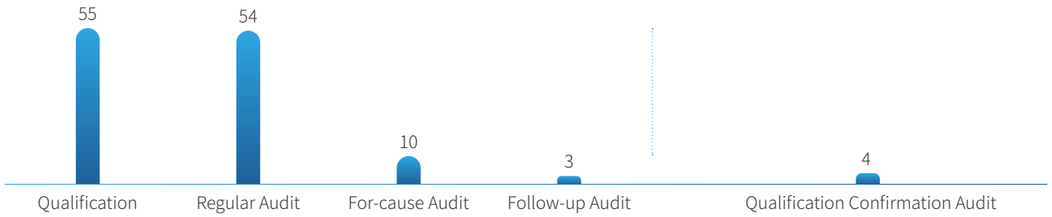
- Sign quality agreements with A/B/S1/S2 suppliers
- Correctly define the roles, responsibilities, scope of services and technical quality requirements of both parties to ensure that both parties reach a consensus

In accordance with the "Material Suppliers, Service Providers and CDMO Classification"(< 物料供應商、服務商以及合同研發生產商分級 >), we have implemented a tiered management mechanism and strategy for key suppliers based on their risk levels and the nature of the materials or services they provide. For A/B-class material suppliers, our quality agreements explicitly require suppliers to promptly notify Innovent of any changes that may impact material quality, enabling timely identification and assessment of the changes' impact on product quality.

We conduct regular audits of relevant suppliers every two to four years. We take CAPA for observations made during audits, guide suppliers in formulating quality system improvement plans, continuously supervise suppliers, and follow up on their response.

During the Reporting Period, we carried out quality audits on all critical and major material, service providers, CDMO suppliers and first-level pharmaceutical sales distributors in accordance with the "Global Quality and Compliance Audit Master Process" (< 全球質量與合規審計主流程 >).

Material Suppliers, Service Providers and CDMO Supplier Audits



Confirmation Audit

122 Quality Audits

Audit Pass Rate

97.6%

GDP Distributor Audits

Quality Audits

4

Audit Pass Rate

100%

We provide annual training related to quality management and ESG management for all suppliers. During the Reporting Period, we conducted various special capability-building training for approximately 170 suppliers. Additionally, we provide one-on-one guidance and training for newly admitted suppliers to enhance their capabilities in registration, questionnaire completion, and quotation processes. These small-scale training sessions are held 190–200 times annually to help new suppliers quickly adapt to our management requirements. During the Reporting Period, the Company deployed over 400 personnel to conduct on-site quality supervision, guidance, and training for 10 critical material suppliers and CDMO suppliers, to enhance the technical capabilities, quality system development, and GMP compliance of critical material suppliers and various CDMO companies.

During the Reporting Period

Approximately 170

suppliers covered by capability-building training

400

times of on-site quality supervision, guidance, and training conducted

Quality Support for Key Material Suppliers

For key active pharmaceutical suppliers, we adopt a CDMO full product lifecycle quality management model to ensure product quality and compliance.

To continuously enhance key material suppliers' quality management capabilities, we collaborate with industry-leading CDMO partners, engaging proactively from the project preparation phase to conduct comprehensive assessments of suppliers' quality systems and technical capabilities. During project execution, we work closely with CDMO partners to regularly review critical GMP documents from key material suppliers and deploy working groups at key stages to provide robust quality management support.

CDMO Supplier Quality Training

Innovent is committed to building strong partnerships with CDMO suppliers through technical exchanges, periodic project meetings, and quality risk reviews, ensuring smooth communication and prompt issue resolution.

During the Reporting Period, we established an on-site support team that conducted a one-month on-site guidance program at supplier facilities. This initiative focused on registration dossier verification, on-site personnel skill enhancement, key topic drills, and process development, supporting partners in improving technical capabilities, quality systems development capacity, project compliance and meeting product registration review requirements. In 2024, with Innovent's support, a startup partner successfully established an international-standard quality management system and initiated collaborations with global pharmaceutical leaders.

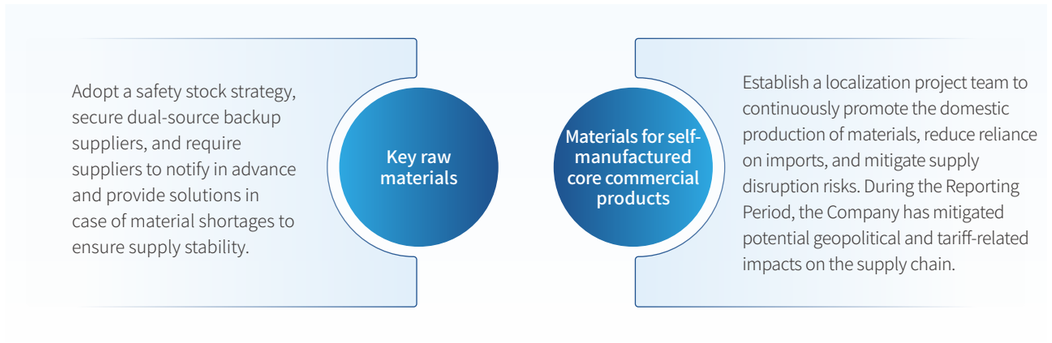
Supply Chain Stability

A stable and reliable supply chain are the foundation of the business seamless operation and competitive advantage. Innovent places great emphasis on supply chain stability management, having established a comprehensive supply chain capacity planning mechanism and process. We have formulated End-to-end Capacity Expansion Plans and Business Continuity Plans (hereinafter "BCP") to ensure the security and continuity of product supply across all steps from material supply, production, testing and release, storage, and distribution.

We have implemented a multiple production lines and dual plants strategy, continuously optimizing the product lines allocation and capacity expansion. Innovent has two plants, Suzhou and Hangzhou plant, both are GMP compliant for their respective products, to fully support both the clinical and commercial products, with a total capacity of 140,000 liters. During the Reporting Period, Hangzhou Plant officially commenced GMP operations, forming a dual-sites manufacturing in Hangzhou and Suzhou that provides mutual backup, further enhancing supply chain stability and resilience.

Suzhou and Hangzhou Production Facilities of Innovent

Dual-source is one of our key strategies for ensuring supply chain stability. Based on a comprehensive risk assessment considering geopolitical, tariff and supply continuity, we implement dual material source strategy to mitigate the supply risk during the supplier selection process. We classify raw materials based on their impact on products, and implement differential management for each class. The Company also increased logistics suppliers to further ensure the stable transportation service. As of the end of the Reporting Period, Innovent has achieved dual-source supply for all its self-manufactured commercial products. Innovent will continue to optimize the dual-source supply strategy to reduce supply chain risks.



Beyond strengthening internal supply chain management capabilities, we recognize the importance of industry collaboration. During the Reporting Period, we actively participated in industry associations and exchange platforms, including the China Federation of Logistics & Purchasing Pharmaceutical Logistics Branch, the Suzhou Industrial Park Trade and Investment Promotion Association, and Ye Yao Quan. Through industry engagement, we explore effective ways to mitigate supply chain risks and work together with industry partners to build a sustainable pharmaceutical supply chain.

Sustainable Supply Chain Management

Innovent is committed to developing a green and sustainable supply chain. During procurement, we prioritize suppliers with strong ESG performance and actively collaborate with suppliers and partners to build a responsible and circular supply chain ecosystem. During the Reporting Period, we strengthened ESG risk management in our supply chain, fully integrating ESG requirements into supplier management. At the supplier access stage, we conduct comprehensive ESG assessments, covering key dimensions such as safety management, environmental protection, health of employees, and business ethics.

In accordance with the Company's relevant procurement access requirements, we conduct audits of suppliers' various qualification requirements. We also carry out spot checks on the products and services provided by our partners on an annual basis. Any products and services that fail to meet the quality standards will be subject to accountability measures. Besides, We have established the "Suppliers EHS Auditing Management Policy"(< 供應商 EHS 審計管理規程 >) to perform audits on key suppliers in areas such as occupational health and safety management, and compliance and reduction of wastewater, air emission, hazardous waste. In the process of cooperation, we sign EHS or quality agreements with suppliers by type and set strict performance requirements for their EHS management. During the Reporting Period, we conducted environmental and occupational health and safety audits for 31 key suppliers.

Strategic core suppliers

Strategic core suppliers are required to provide ESG reports regularly to ensure that their ESG practices meet Innovent's requirements.

General suppliers

General suppliers are encouraged to continuously improve and meet most of the ESG requirements and provide annual ESG progress reports.

New suppliers

We would carry out a comprehensive ESG assessment of new suppliers to ensure they meet Innovent's basic ESG requirements. They are required to provide an ESG audit report.

We place great importance on integrity and compliance in supply chain management. During the supplier access process, we require all suppliers to complete the anti-corruption and anti-bribery questionnaire to ensure adherence to ethical business conduct. Additionally, we sign the Anti-Corruption Pledge (< 反腐敗承諾書 >) and Integrity Pledge (< 誠信廉潔承諾書 >) with suppliers, clearly outlining both parties' responsibilities. These measures ensure that suppliers fully understand our business ethics requirements and strictly prevent integrity risks in the supply chain. During the Reporting Period, the signing rate for the Anti-Corruption Pledge and Integrity Pledge and the completion rate for anti-bribery questionnaires both reached 100%.

During the Reporting Period

100%

signing rate for the Anti-Corruption Pledge and Integrity Pledge, with equal completion rate for anti-bribery questionnaires

In terms of green procurement, Innovent has been consistently deepening its efforts in building a green supply chain. We have formulated the "Supplier Qualification"(< 供應商准入 >) management procedure, which thoroughly incorporates environmental considerations into the supplier management process. During the supplier selection process, we paid close attention to the environmental management capabilities and performance of suppliers, and prioritized suppliers who demonstrate better environmental performance or offer more environmentally friendly products under the same qualification conditions. In addition, the Company encourages suppliers to set energy-saving and emission-reduction targets, develop and implement environmental management strategies and measures, and pursue environmental management system certifications. This initiative aims to continuously enhance their environmental management levels and performance, collectively fostering a green and sustainable supply chain.

04

PEOPLE FIRST

Innovent firmly believes talent is the vital force and core competitive advantage driving our sustainable development. We create a fair, diverse, and equitable working environment for all employees. The company provides robust support for professional growth through comprehensive compensation, benefits, and employee care initiatives, enhancing our employees' sense of belonging while attracting and retaining top talent. We strive to make Innovent a learning organization where employees grow, realize their aspirations, and advance alongside the company's development.

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

Employment Compliance

Innovent upholds a people-first philosophy, striving to enhance employees' workplace experience and create a fair, just, diverse, and inclusive working environment for all employees.

Our Governance

Innovent rigorously adheres to the employment laws, regulations, and principles of China and all countries in which we operate, including the" Labor Law of the People's Republic of China" (< 中華人民共和國勞動法 >), the" Labor Contract Law of the People's Republic of China" (< 中華人民共和國勞動合同法 >), the" Social Insurance Law of the People's Republic of China" (< 中華人民共和國社會保險法 >), the "Universal Declaration of Human Rights" (< 世界人權宣言 >), and the International Labor Organization Convention (< 國際勞工組織公約 >), etc. The Company has formulated human resource management systems such as the "Recruitment and Entry Management Procedures" (< 招聘入職管理辦法 >) and has publicly released the "Human Rights and Diversity Policy" (< 人權與多元化政策 >)[7], with a sound human resources management system, fully guarantee the employment compliance of its employees, suppliers, contractors, and partners, and implement high standards of human rights protection practices.

To further promote the construction of a diverse team, we have established the Remuneration Committee to oversee the protection of employee rights and the advancement of diversity goals.

Our Targets

Innovent is committed to building a diverse talent team to gather a variety of talent for the Company's high-quality development. We have set diversity goals for our employees and regularly track the progress toward these goals. We successfully achieved our diversity management goals, with female employees accounting for 51.0%, female management accounting for 44.2%, female senior management accounting for 31.8% , and the proportion of female candidates for key position in the recruitment process exceeding 40%.

As of the end of the Reporting Period

Female employees account for **51.0%**

Female management account for **44.2%**

Female senior management accounting for **31.8%**

Diversity Targets

- Maintaining at least 40% female representation among employees and executives
- Ensuring female candidates for key positions constitute more than 40% of the pool

[7] Please refer to Innovent's ESG Website for "Human Rights and Diversity Policy"(< 人權與多元化政策 >).

Our Action

Talent Acquisition

Innovent regards talent as its most precious asset. The Company has established a comprehensive recruitment system that encompasses organizational scale assessment, talent demand assessment, recruitment implementation, and employer brand building. We regularly conduct talent inventory and human capital evaluations and industry leaders benchmarking, continuously improving efficiency, increasing talent density compared to our past performance and proactively planning recruitment needs from a forward-looking perspective to ensure the supply of talent for strategic positions and support the Company's strategic goals. During the Reporting Period, in line with our business expansion strategy, we strengthened the recruitment of talent for global strategic positions and formulated an overseas talent recruitment plan. By establishing partnerships with overseas talent agencies, building our own talent pool, and encouraging industry talent referrals, we have prepared a reserve of talent resources to support the Company's globalization strategy. As of the end of the Reporting Period, the Company has accumulated a talent pool of nearly 100,000 individuals, ensuring the speed and quality of our recruitment process.

We continuously broaden our diverse recruitment channels, attracting professionals and management elites in fields such as chemistry, CMC, R&D innovation, and market expansion from various sectors and higher education institutions. We launched campus recruitment initiatives such as "Innovent Beginning" and promoted 30 in-depth school-enterprise cooperations, continuously introducing fresh talent, meeting the growing demand for talent in the Company's vigorous development. As of the end of the Reporting Period, Innovent conducted the Innovent Beginning campus recruitment project for the third consecutive year, holding online and offline presentations and job fairs in over 50 universities across nearly 20 provinces nationwide, hiring over 2,100 new graduates.

During the Reporting Period, Innovent introduced approximately 50 international professionals through various recruitment channels, achieving a 95% completion rate for the annual recruitment plan, with a 98% completion rate for strategic position recruitment plans. In terms of localized recruitment, we successfully hired about 350 local employees in operational locations such as Beijing, Shanghai, Suzhou, and Hangzhou, achieving a localization talent ratio of 40%.

"Innovent Beginning" Campus Recruitment Promotional Poster

Human Rights Protection

Innovent always adheres to the fundamental principles of respecting human rights and ensuring compliant employment practices, firmly opposing child labor and forced labor, and strictly prohibiting any actions that violate human rights during the recruitment and operational processes. In the recruitment process, we strictly implement candidate information verification to effectively prevent the risk of employing child labor. In addition, Innovent strictly adheres to an 8-hour workday, establishes reasonable work and break schedules, sets clear limits on the maximum weekly working hours, and is committed to promoting a balance between work and life and effectively safeguarding employees' rights to rest and vacation. During the Reporting Period, no incident of child labor or forced labor occurred within Innovent. If any violations were to be detected, the Company would immediately cease any labour activities. Any false documents would be considered fraudulent and the Company would have the right to terminate the labour contract immediately.

The Company fully respects employees' freedom of association, strictly complies with the "Law of the People's Republic of China on Trade Unions" (<中華人民共和國工會法>), actively encourages employees to join trade unions, and is committed to building an effective communication bridge between the Company and the union, actively participating in discussions related to employee matters, and widely collecting employee feedback to safeguard their legitimate interests. In addition, we hold annual training on "Human Rights and Diversity Policies" for all employees, fully conveying the Company's commitment and regulations on diversity, and deepening employees' understanding of the policies.

Our Performance

During the Reporting Period, there were no non-compliance events occurred regarding employment. As of the end of the Reporting Period, the Company had 1,502 new employees and 5,659 employees in total. The proportion of female employees has increased by 0.77% compared to last year, the proportion of female management has risen by 1.03%, the proportion of female senior management has risen by 14.88%.

During the Reporting Period, Innovent was awarded various honors in terms of its outstanding human resource management practices and a strong sense of social responsibility.

"Top 10 most attractive employers" by Natural Sciences Students

"Top 20 most attractive employers" by Health/Medicine Students

"Top 100 most attractive employers" by Engineering Students

"AAAAA Labor Security Credit Unit" in Suzhou Industrial Park

Top 100 Talent Attraction and Cultivation Enterprises in Suzhou

As of the end of the Reporting Period

1,502
new employees joined the Company

5,659
employees comprise our total workforce

Employee Development

The continuous growth of our talent pool is key to tackling complex external challenges. Innovent creates a platform for employee development, providing targeted support across different functions and career stages. We implement regular performance evaluations with robust feedback mechanisms while cultivating an excellent team that embodies our core values: 'identifying with Innovent, working diligently, and contributing actively'.

Our Action

Innovent adheres to the talent development philosophy of "making hard workers winners" and is committed to providing employees with ample development space and a fair competitive environment. The Company continuously improves its performance evaluation mechanism to ensure that every employee's efforts are fairly assessed and recognized. In addition, Innovent continuously optimizes its compensation system, fully motivating employees' potential and creativity through competitive salaries and benefits.

Employee Remuneration System

Innovent upholds the principle of equal pay for equal work and has established a diverse remuneration system, which includes fixed salaries, variable payment, and long-term equity incentives. We conduct annual research on industry salary levels and benefit packages to ensure Innovent employees' compensation remains competitive and at the forefront of the industry.

Employee Remuneration System

Employee Performance Appraisal and Feedback Mechanism

Innovent has established a comprehensive performance management system aimed at providing strong support for the career development of every employee. We set targeted performance goals for all employees and, through annual and semi-annual performance evaluations along with timely feedback, accurately assess employees' work performance, fully meet their career growth needs, and ensure the fairness and accuracy of the evaluation results. In this process, employees' direct supervisors will engage in one-on-one in-depth communication with employees based on the evaluation results, providing detailed and targeted feedback and improvement suggestions to help employees progress steadily in their careers and achieve rapid growth and self-value increase.

Performance target setting

- Strategy decoding
- Departmental targets
- Personal targets

Performance fulfillment and process coaching

- Process monitoring and coaching
- Phase review and summary

Performance assessment and feedback

- Semi-annual and annual performance assessment
- Performance-based distribution
- Performance assessment and feedback

Application of performance results

- Year-end rewards
- Adjustment to annual salary
- Equity incentives
- Evaluation of excellence
- Promotion
- Training
- Rotation or transfer

Innovent Performance Management System

Employee Incentives

We have established a tiered incentive system containing equity incentives and R&D talent motivation and provide financial rewards to outstanding employees based on performance evaluations. Equity incentives are distributed according to positions and employees' performance, and all employees have the opportunity to participate in the equity incentive program. In 2024, employees participating in the equity incentive plan accounted for 20% of the total number of formal employees.

Equity Incentive Mechanism

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

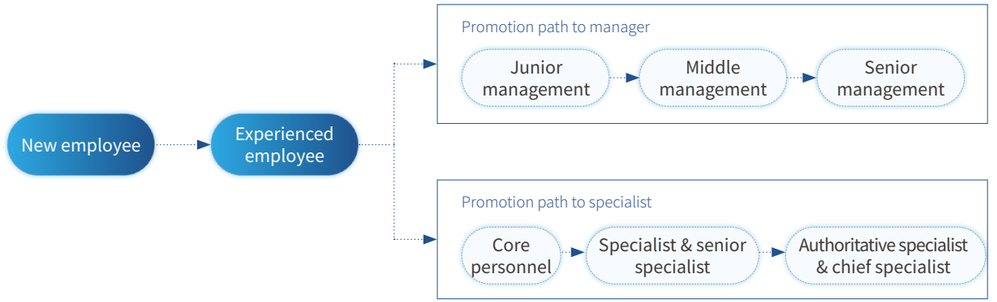
Incentive Mechanism for R&D

- An "Inventor" reward system has been established to provide additional rewards for outstanding R&D personnel and employees who achieve significant innovative results.
- An honor recognition mechanism called "Science Star" and "Dream Chaser" has been established to encourage R&D personnel who make outstanding contributions.

Employee Promotion Channel

Innovent formulated the "Promotion Management Measures" (<晋升管理辦法>) to provide employees with a dual-track promotion mechanism of "Management Track" and "Professional Track", offering equal promotion opportunities and development space for employees in various fields, fully supporting them in choosing a path that suits their career development plans. When internal positions become vacant, we will prioritize the promotion or transfer of internal employees.

In 2024, a total of 665 internal promotions were made at Innovent. Among these, in order to better train cadres for internal promotion, we opened over 90 management position vacancies, and 88 individuals became management personnel through internal competition. In addition, the Company opens up exclusive promotion channels for outstanding fresh graduates to advance to professional positions each year, and 30 alumni from previous campus recruitment programs have been promoted to management positions through these channels.



"Dual-channel" Promotion Paths

During the Reporting Period, we established a professional competency assessment system for the first time, adding competency evaluations to the promotion process of the commercialization team. In 2024, we assessed a total of 60 individuals and promoted 25 of them.

Diversified Talent Development

Innovent is committed to providing diverse learning resources for employees at different levels and functions, precisely meeting their personalized needs. Through a variety of training programs and learning channels, we help employees acquire cutting-edge professional knowledge, enhance their skill levels, and focus on developing leadership abilities. The Company will continue to accompany employees on their career development journey, assisting them in realizing their self-worth and career goals.

Training System

Innovent implements a multi-dimensional training program that combines online and offline methods, as well as theory and practice, based on internal policies such as the "Training Management System" (< 培訓管理制度 >), "Management System for On-the-Job Academic Education of Employees" (< 在職員工學曆教育管理制度 >), and "Innovent Internal Instructor System" (< 信達內部講師體系 >), focusing on core areas such as basic skills, professionalism, and innovation. Additionally, the Company has established a leadership development system tailored to employees at different levels.

In addition, we established an internal trainer system by inviting our employees to become training instructors, building a strong foundation of training mentors, and continuously summarizing training knowledge from the business to provide the most practical training courses for employees.

2024 Innovent Talent Training System

Promoting cultural inheritance, empowering employees and training talent teams by establishing Innovent's talent training system based on the Company's strategy and talent strategy

Position level	Development paths	Appointment requirements

Administration Talent Training System

Senior managers: Cedar Class (masters'speeches, theme seminars, study tours, and visits, etc.)

Middle managers with high potential: Lieutenant Program, Picea Class

Newly promoted middle manager: Innovent Impetus

Junior managers with high potential: Bamboo Class

Newly promoted junior manager: Innovent Future

Employee Training System

New Employees:

- Innovent Beginning -Newcomer Integration 100 Days Program
- Executive Landing & Integration Program
- Overseas Talent Integration Program
- Specialized Training for Management Trainees
- Specialized Training for Graduates

Active Employees:

- Self-study resources for 560 courses online
- Company/departmental thematic learning sharing
- Offline employee general knowledge training

Sector Professional and Skill Training System

Innovent Academy Talents Training

PDP Whampoa Military Academy

CMC Training Center

Commercialization Training Center

Functional Talent Training

High-potential Talent Training System

Key Position Succession Planning

High Potential IDP Program:

- High Potential individuals
- High-potential junior managers
- High-potential middle managers

Innovent integrates the corporate culture with the curriculum system and lecturer system to train strivers who recognize Innovent and are willing to work hard and make contributions.

E-learning online learning platform (covering communication/management/professional skill/hobbies)
Training management system Customized project SOP

Innovent Talent Training System

New Employee Training

To help new employees smoothly integrate into the Company, Innovent has designed training programs such as "Executive Landing", "Innovent Beginning - Newcomer Integration 100 Days Program", and "Overseas New Employee Program" based on different types of new employees. The courses are designed with different training stages, gradually covering the knowledge and skills required for new employees.

New Senior Executives

- Senior Executive Landing and Integration Program
  - Scope: Within 6 months of joining
  - Stages: 6 stages
  - Method: Online + Offline
  - Content:
    - Integration into Innovent's Culture
    - Completion of Key Tasks

Domestic New Employees

- Innovent Sets Sail-100-Day NewEmployee Integration Plan
  - Scope: Within 6 months of joining
  - Stages: 3 stages
  - Method: Online + Offline
  - Content:
    - Step 1-Sensing Innovent
    - Step 2-Experiencing Innovent
    - Step 3 -Integrating into Innovent

Overseas New Employees

- Scope: Within 6 months of joining
- Method: Online Learning
- Content:
  - Innovent DNA
    Innovent First Experience
    Innovent Regulations

Innovent new employee training

In addition, for new graduates, we launched the "Innovative New Talent Program," offering a broad development platform through professional development guidance, a dual-mentorship system, and intensive practical training. During the Reporting Period, we further enhanced the "Innovent Beginning – Newcomer Integration 100-Day Program" by adding content on corporate culture, career planning, and stress management, helping participants transition more smoothly from "students" to "professionals" through deeper cultural understanding and integration.

Innovent Beginning - Commercialization New Employee/Intern Training Program

During the Reporting Period, we launched the "Innovent Beginning" series of training for all newly hired employees in commercialization. Through a three-phase training program, new employees will gradually learn about disease knowledge, product knowledge, sales skills, presentation skills, and the corporate culture of Innovent, helping them quickly integrate into the Company. In 2024, the "Innovent Beginning" Internship / New Graduate Development Program saw a total of over 1,500 participation, with a training satisfaction rate of 100%.

Innovent Beginning Series Training

Active Employee Training

Innovent continuously provides categorized training courses for current employees to fully meet their ongoing learning needs. We tailor training resources for employees in different business sectors such as sales, production and quality, R&D, and clinical, continuously enhancing their growth in professional fields.

Training for Sales Employees

"Innovent" Series Training

We have launched the "Innovent Beginning", "Innovent Future", and "Innovent Impetus" training programs specifically tailored for newly promoted or newly joined grassroots employees, junior managers, and middle-level managers in sales positions. These programs offer targeted training courses designed for personnel at different levels, aiming to assist employees in adapting to their new roles and mastering the necessary knowledge and skills.

In 2024, the "Innovent" series of training programs cumulatively involved over 1,600 participation, with an average satisfaction rate of 100%.



"Innovent" Series Specialized Training

Product Line Training

We conduct product line-related training for all commercial personnel, covering knowledge of disease products, market promotion strategies, clinical promotion case studies, and communication skills. Based on the learning content, knowledge exams are organized to ensure employees fully grasp the material and continuously strengthen their sales expertise and skills. In 2024, 33 product line training sessions were conducted for all sales division employees, amassing a total of over 1,900 participation.

"Voice of the Professionals" Speech Contest

The Company organized a nationwide "Voice of the Professionals" speech contest, with nearly 3,000 sales employees participating. The aim was to continuously foster a culture of professional promotion. In the end, a total of 315 one-star champions, 57 two-star champions, 16 three-star champions, 6 grand final winners, and 2 most popular contestants were selected.

"Voice of the Professionals" Speech Contest

Training for Production and Quality Employees

GMP Training

We organize multiple annual GMP training sessions and conduct separate annual training for key personnel, as detailed in the "Product Quality and Safety" section.

CMC Forum Technical Sharing Sessions

We regularly hold CMC Forum technical sharing sessions and invite internal and external experts to share industry trends and cutting-edge technologies, ensuring employees continuously stay updated with the latest industry information. In 2024, we held a total of 11 sharing sessions.

In 2024

11

CMC forum technical sharing sessions were held

CMC Forum Technical Sharing Session

Employee Training for R&D Positions

Journal Club Activities

For employees in R&D positions, we invite experts from various fields, project leaders, and participants from external conferences every two weeks to discuss and summarize the latest research trends in the industry, helping researchers stay updated on the latest research developments and enrich their knowledge base in drug development. In 2024, we organized a total of 21 internal Journal Club activities.

Journal Club Activity

Employee Training for Clinical Positions

GCP Training

Regular GCP training sessions are conducted. Please refer to section "Clinical Research" for details.

Medical Statistics Regulatory Forum

Regularly organize knowledge sharing related to the management of the entire lifecycle of drugs, enhancing the knowledge and skills of the PDP section and related personnel. In 2024, we organized a total of 4 forum events.

In 2024

4

medical statistics regulatory forum events were held

Managerial and Leadership Development Training

We continuously strengthen the development of our talent pipeline by offering customized leadership courses for managers at different levels. We employ interactive teaching methods such as case studies, field visits, and a combination of training and practical exercises to make the training more contextual and practical. In addition, we have developed a specialized IDP training program for high-potential talents at all levels.

In 2024, a total of 106 management and leadership training sessions were conducted, covering all management cadre levels in the Company.

Management Cadre Training Program

In 2024, Innovent developed 8 training courses based on the cadre requirements of "One Center and Three Tasks" and the cadre competency model, with 4 courses each for grassroots and middle-level cadres. Multiple management and leadership development training sessions were conducted for newly promoted grassroots cadres, high-potential grassroots cadres, newly promoted middle-level cadres, and high-potential middle-level cadres.

Non-commercialization Cadre Training

Development Program for Middle Management and Senior Management Talents

The Company is committed to the cultivation of middle and senior management talents, and has established two major programs, "Cedar Class" and "Picea Class", to build a solid foundation of talents for the sustainable development of the Company, and help middle and senior executives give full play to the value of their positions, and promote the long-term development of the Company.

The "Cedar Class" targets senior management and aims to enhance their vision. In 2024, Cedar Class organized more than 10 activities, including external sharing, company visits and class seminars, to promote the integration and growth of the senior management team.

The "Picea Class" targets middle management, emphasizing practical management skills and business challenges, and strengthens team capabilities through strategic workshops and business discussions in real-world scenarios.

Cedar Class

Picea Class

High-Potential Talent Management and Leadership Training

In 2024, Innovent launched the "Lieutenant" program, comprising the CEO's Lieutenant Program for senior executives and the Department Heads' Lieutenant Program for leaders of various business units. The CEO's Lieutenant Program focuses on cultivating high-potential senior executives, while the Department Heads' Lieutenant Program aims to strengthen the management capabilities of high-potential leaders through three key developmental scenarios.

We also implemented the Individual Development Plan (IDP) to support the rapid growth of high-potential talents through specialized training courses, project experiences, and mentorship. Additionally, we introduced the "Bamboo Class" training program for high-potential talents in the commercialization sector. Through this program, high-potential grassroots cadres trainees were selected based on performance and capability, alongside several outstanding middle-level cadres who served as trainee mentors. Over the course of a year, the program provided structured guidance and development support. The first "Bamboo Class" cohort selected 44 individuals, among whom 4 were promoted during the Reporting Period, establishing a strong talent pool for the organization's future.

The "Lieutenant" program

The "Bamboo Class" program

Employee Continuing Education Programs and External Cooperation

Innovent provides all employees with opportunities for degree enhancement courses and certification, supporting all employees, including contract workers, to improve their professional skills through external training. In addition, Innovent assists employees in applying for professional technical qualification recognition, effectively promoting their long-term career development.

Postgraduate Workstation in Collaboration with the College of Pharmaceutical Sciences, Soochow University

As of the end of the Reporting Period, Innovent had conducted four years of collaboration with the College of Pharmaceutical Sciences, Soochow University on the Graduate Workstation (Innovent Class) project. In 2024, four students from the Innovent Class entered the thesis writing stage, and two students were successfully matched with mentors. We will continue to carry out employee degree enhancement programs to help the Company's outstanding talents grow continuously.

As of the end of the Reporting Period

Innovent has conducted collaboration with the College of Pharmaceutical Sciences, Soochow University for

4 years

In 2024

Innovent Class reached the thesis writing stage with

4 trainees

External Cooperative Training

In February 2024, we invited senior executives from Mindray to share and exchange experiences on internationalization and organizational management with Innovent executives, enhancing the international management capabilities of senior management and preparing for Innovent's globalization development strategy.

In May 2024, the senior management team of Innovent visited ByteDance for a company tour, where we deeply discussed organizational capability building, as well as international organizations and talent management models with the ByteDance executive team, learning advanced management experiences from the enterprise.

On-site Visit Activity

In July and September 2024, we conducted a 4-day team-building training program for middle management and senior management in collaboration with external training organization, aimed at fostering teamwork and promoting integration within the management team during outdoor activities.

Outdoor Team-building Training Activity

In September 2024, we invited an industry renowned executive search consultant to conduct a one-day training course on "Recruitment and Promotion Interview Skills"(< 招聘及晋升面试技巧 >) for our high-potential mid-level staff, helping management personnel enhance their recruitment and interview skills.

Online Learning Platform

Innovent has established an employee online learning platform, E-learning, where employees can log in anytime and anywhere via mobile devices to participate in online learning, live training courses, and online exams. In 2024, Innovent employees actively engaged in platform learning, achieving an average monthly login rate of 89.88% and a learning coverage rate exceeding 98%.

In 2024, Innovent was awarded the "Excellent Digital Learning Operation Award" by Shidai Guanghua for its outstanding digital training practices.

In 2024

Employee online learning platform achieved an average monthly login rate of

89.88%

Learning coverage rate exceed

98%

"Excellent Digital Learning Operation Award"

Internal Trainer System

To provide better training courses for employees, we have formed a team of internal trainers, all of whom are senior staff from Innovent. Through continuous business summarization, we have refined a comprehensive internal training program to convey frontline business cases and practical experiences to employees.

Innovent Internal Trainer Program

In 2024, we have selected and trained 24 outstanding trainers from among the Company's management cadres, of which 14 trainers have formally conducted shared lectures and developed 8 courses and 「14 outstanding management cases」 based on the Company's management philosophy and the lecturers' business experience. During the Reporting Period, a total of 14 training sessions were conducted, covering 361 grassroots and middle-level cadres, with 96.20% of participants believing that the learning content was practically helpful for their work.

Internal Trainer Training Program

Our Performance

In 2024, a total of 9,203 participants attended, accumulating 1,523.5 hours of training, with an average satisfaction rate of participating employees reaching 98.69% and an exam pass rate of 99.5%.

In 2024

9,203	1,523.5	98.69%	99.5%
participants attended the training sessions	cumulative hours of training	average satisfaction rate of participating employees	exam pass rate

Staff Care

Innovent places great importance on communication with employees. By respecting and listening to their voices, we are committed to creating a harmonious and happy workplace environment where every employee can feel a sense of belonging and warmth, thereby inspiring their enthusiasm and creativity to contribute more to the Company's development.

Our Actions

Democratic Management

Innovent consistently adheres to the concept of democratic management and actively fosters an open and inclusive communication atmosphere. The Company listens to employees' voices through various channels to ensure that their suggestions and opinions are fully understood and valued. At the same time, we actively organize employee activities to help employees balance work and life, enhancing their sense of participation and belonging.

In 2024, we received 5,535 online consultations from employees through online channels, and received 11,912 inquiries through the "Smart Inquiry" channel, with all inquiries communicated and resolved promptly. In addition, we collected 59 suggestions and feedback through the "Rationalization Suggestions" channel. After careful evaluation by the responsible parties, 29 suggestions were adopted and implemented.

Online Communication Channels

- DingTalk Workbench- I Have Something to Say
- Reasonable suggestions
- The Company's consulting platform
- Complaints report
- Cloud Community
- Writing to the Chairman

Offline Communication Channels

- Staff meetings
- Dietary committee
- Face-to-face communication with executives
- Employee exit interview
- Thematic discussion meeting
- One-on-one employee communication
- Summary review meeting
- Sharing center communication
- Sharing center communication

Innovent's Employee Communication Channels

CEO Face-to-Face Event

In 2024, Innovent hosted a face-to-face event between the CEO and new graduate employees under the theme "Dreams and Persistence," aimed at strengthening communication between management and young talent. During the event, the CEO engaged in multiple interactive sessions with the graduates, sharing insights on the importance of career planning and encouraging them to set clear, ambitious goals while committing to continuous effort toward achieving them. Innovent also remains dedicated to internal talent development, consistently offering employees diverse pathways to support their professional growth and help them realize their career aspirations.

"CEO and Fresh Graduate Face-to-Face Event"

In terms of talent retention, we actively carry out communication initiatives to enhance the talent work experience and reduce talent turnover rates. We conduct exit interviews with every departing employee to gain an in-depth understanding of their reasons for leaving, collect suggestions and feedback from their perspective about the Company or department, and help improve management in various departments. For key talents, the Company's political commissar will regularly conduct one-on-one communications to understand employees' work situations and development needs and respond to problems promptly.

The Company regularly conducts employee satisfaction surveys to comprehensively understand employees' needs and concerns in their work and life. We conducted the 2024 employee satisfaction survey from multiple dimensions, including employee experience, organizational systems, talent focus, and cultural perception. A total of 2,246 surveys were collected, and the overall employee satisfaction rate reached 98%.

In addition, various formal reporting channels, including emails and a hotline, have been established to ensure that all employees can report violations anonymously and unconditionally. During the investigation process, we strictly protect employees' legal rights in adherence to the "Whistleblower Protection Policy"(< 舉報人保護政策 >). During the Reporting Period, we did not receive any formal written complaints or reports from employees.

Staff Benefits

Innovent strictly complies with the laws and regulations of each operating location, providing employees with basic protections such as insurance and housing provident funds. In addition, we also provide statutory benefits, such as supplemental medical insurance and maternity support. During the Reporting Period, our non-statutory benefits policy achieved full coverage, ensuring that 100% of Innovent employees can enjoy the benefits provided by the Company. In 2024, Innovent Biologics organized Women's Day activities and provided all female employees with a festival allowance.

Statutory Benefits

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

Non-statutory Benefits

Physical and Mental Health Benefits

- Paid annual leave and additional service annual leave (One additional day of annual leave for each year of service at Innovent)
- Supplementary commercial medical insurance and annual health check-ups for employees
- Gym for employees
- Holiday and birthday benefits

Family Benefits

- Establish nursing room and green access for pregnant women in the canteen

Workplace Benefits

- Transport allowance, communication allowance, and meal allowance
- Annual excellence appraisal awards

Financial Support Benefits

- 5 year and 10 year service awards

Scientific Research Awards:

- Inventor Incentive System, "Science Star" award, "Dream Chaser" award, etc.

New Year's Eve Reunion Dinner Event

International Women's Day Event

Dragon Boat Festival Event

Our Performance

In 2024, Innovent achieved significant results in talent management and retention. The Company's overall employee turnover rate was approximately 14%.

Occupational Health and Safety

Innovent is committed to creating a safe and healthy working environment for its employees, continuously optimizing its occupational health control system. Innovent implements strict safety management standards at all operational sites, establishing and continuously improving its occupational health and safety management system, regularly identifying, assessing, preventing, and controlling health and safety risks in business activities to ensure the safety and health of all employees and relevant stakeholders.

Our Governance

Innovent strictly complies with laws and regulations such as the "Civil Code of the People's Republic of China" (< 中華人民共和國民法典 >), the "Safety Production Law of the People's Republic of China" (< 中華人民共和國安全生產法 >), and the "Labor Law of the People's Republic of China" (< 中華人民共和國勞動法 >), as well as regulations on the prevention and control of occupational diseases. The Company has developed management systems such as the "Environmental, Safety, and Occupational Health Management Manual" (< 環境、安全、職業健康管理手冊 >) and the "Occupational Health Management Manual" (< 職業健康管理手冊 >) to ensure the legality of its operations and the health and safety of its employees. We regularly conduct compliance reviews of laws and regulations and continuously optimize the EHS system in adherence to local operational requirements. During the Reporting Period, we optimized and added a total of 23 occupational health and safety management procedures.


bsi.

Certificate of Registration

OHS 758814

...making excellence a habit.

ISO 45001 Occupational Health and Safety System Certification Certificate

The Company places great importance on environmental, health, and safety (EHS) management, establishing an occupational health and safety management structure with the board of directors as the highest responsible body, and continuously implementing various measures of the environmental management and occupational health and safety management system. During the Reporting Period, we carried out the "Comprehensive Participation", "Physical Implementation", and "Manual Safety Management" and the "Last Mile of Safety Management" initiative, resulting in the compilation of a total of 22 types of safety manuals. Meanwhile, we worked on establishing safety management standards, conducted safety operation assessments and improvements at construction sites, and established a higher standard safety management system. As a result, we have been included in the "List of Enterprises with Level 2 Certification for Safety Production Standardization" by the Jiangsu Provincial Emergency Management Department.

During the Reporting Period, 100% of the production sites operated by Innovent passed the ISO 45001 Occupational Health and Safety Management System certification. For the operational production sites that have not been put into operation, we strictly implement relevant management work in adherence to the ISO 45001 Occupational Health and Safety Management System, and actively carry out related certifications.

Our Targets

Innovent is committed to creating a safe and healthy work environment, minimizing the occurrence of safety and health incidents as much as possible. We have set occupational health and safety production goals and regularly track the progress of these targets.

Occupational Health and Safety Production Targets

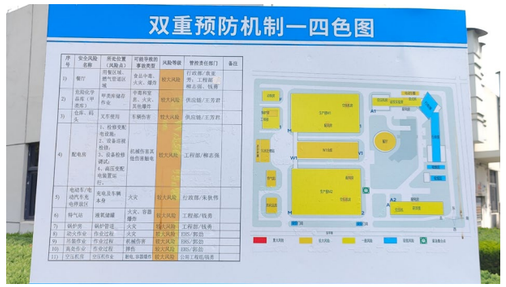
⩽ 0.3	100%	0	⩾ 95%	Passed **Level 2 Safety Production Standardization Audit**
lost workday rate per million working hours	timely closure rate for external inspection findings	occupational disease incidents	accident action item timely completion rate	

Our Action

OHS Risk Management

Innovent has established the "Risk Identification, Assessment, and Control Management Procedure" (<風險識別、評估和控制管理程序>), which defines detailed steps for risk identification and assessment and establishes a scoring system for key risk assessment factors to classify risks in the work environment, thereby strengthening the risk control measures for occupational health and safety.

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



Four-color Hazard Identification Chart

Safety Production Informatization Index System

In 2024, we established the Safety Production Informatization Index System, regularly conducting observations and analyses of safety awareness and behavior, hazard identification, accident conditions, and emergency drills, and taking corresponding control measures based on the analysis and evaluation results.

Safety Production Informatization Index System Diagram

In 2024, the Company developed a series of risk response measures to strengthen occupational health and safety risk management, comprehensively enhancing risk prevention and control capabilities.

Establish Occupational Health and Safety Goals

Establish a systematic safety goal tracking and assessment system to implement a full responsibility system.

Develop Safety Training Plans

Develop an annual training plan and complete 18 courses to strengthen employees' safety skills.

Reduce Workplace Hazards

Continuously improve the working environment, monitor employees' occupational health status, and provide appropriate protective equipment

Establish and Improve Accident Prevention and Emergency Response Mechanisms

Develop detailed emergency response drill plans, equip with necessary emergency supplies and first aid medications, and conduct regular inspections

Safety Inspection

Innovent conducts regular internal and external safety inspections to comprehensively eliminate health and safety risks for employees. During the Reporting Period, we conducted a total of over 30 internal safety inspections, including comprehensive inspections, holiday inspections, seasonal inspections, electrical special inspections, and self-inspections for significant risks.

Comprehensive Safety Inspection

Each district leader conducts a comprehensive safety inspection once a month.

Pre-Holiday Specialized Inspection

A focused inspection is conducted before holidays on fire safety measures, equipment status, duty arrangements for personnel at all levels during the holiday, warehouse materials, and the implementation of emergency plans.

Professional Inspection

A professional inspection of electrical facilities is conducted once a quarter.

Seasonal Inspection

A preventive inspection is conducted each quarter based on the characteristics of the current season's weather, focusing on fire prevention, explosion prevention, rain and flood prevention, lightning protection, heat reduction, and wind resistance.

High-Risk Area Self-Inspection

A self-inspection of safety hazards in high-risk areas of the plant is organized monthly.

External Inspection

Irregular safety inspections by regulatory agencies are accepted.

Types of Safety Inspections

OHS Protection Measures

To ensure the safety of daily production operations, Innovent has established a series of strict occupational safety regulations, as well as procedures for handling hazardous chemicals and special equipment. In addition, we regularly conduct EHS training and employee training to prevent occupational diseases, continuously enhancing employees' awareness of health and safety protection.

Personal protective equipment

Innovent strictly adheres to the "Regulations on the Management of Labor Protective Articles" (< 勞動防護用品管理規定 >) and the "Occupational Health Management Procedures" (< 職業健康管理程序 >), providing frontline production employees with comprehensive safety protective gear, including safety helmets, protective masks, respirators, gas masks, workwear, and protective gloves, ensuring that employees receive comprehensive health and safety protection during work.

Occupational disease prevention

Innovent strictly complies with the "Occupational Disease Prevention and Control Law of the People's Republic of China" (< 中華人民共和國職業病防治法 >) and the "Regulations on the Quality Management of Drug Operations"(< 藥品經營質量管理規範 >), regularly arranging health check-ups for employees engaged in work with occupational disease risks, and providing professional occupational training to enhance the ability of relevant personnel to mitigate occupational hazard risks and prevent potential occupational disease risks. During the Reporting Period, we completed a total of 688 pre-employment, on-the-job, and off-the-job health check-ups.

The Company hires third-party professional organizations every year to monitor safety risk factors in the work environment, ensuring timely detection and handling of potential risks. During the Reporting Period, the engineering department completed wind speed testing for all ventilation facilities to ensure compliance with safety standards. In addition, we have completed hazard monitoring at nearly 350 locations, and the monitoring results all meet national limit requirements.

Special equipment management

Innovent has established the "Regulations for the Management of Special Equipment/Special Operations"(< 特種設備 / 特種作業管理規程 >) in adherence to relevant laws and regulations, clarifying the types of special operations and categories of personnel. We manage the entire lifecycle of equipment through the special equipment cloud platform. The Company strictly complies with regulatory requirements, regularly maintaining and servicing equipment, and retiring it on schedule to ensure safe operation. During the Reporting Period, we optimized the special equipment management system, adding daily, weekly, and monthly inspections, as well as troubleshooting and control work procedures.

All operators of special equipment are required to hold professional operation qualification certificates. The Company regularly organizes training and assessments for special equipment operators to continuously enhance their professional skills and safety awareness. By 2024, the total number of certified personnel for various special operations in the Company reached 350, achieving 100% compliance with certification requirements. In addition, all personnel whose certificates are due for renewal had completed the renewal on schedule.

Management of hazardous chemicals

The Company has established relevant regulations such as the "Hazardous Chemicals Management Regulations" (< 危險化學品管理規程 >) and the "Highly Toxic Substances Management Regulations" (< 劇毒品管理規程 >) to standardize the entire process of procurement, storage, use, and disposal of hazardous chemicals. In 2024, the Company further improved standardized management, focusing on the management standards for the chemical storage area inventory, the Material Safety Data Sheet (MSDS) database, and the production and posting of warning labels.

In 2024, we comprehensively carried out risk identification and assessment for the storage and use of hazardous chemicals and developed a series of safety control measures, including engineering measures, management measures, labor protection measures, and emergency measures, to effectively identify and mitigate safety risks associated with hazardous chemicals.

Engineering Measures
Install ventilation grounding for explosion-proof cabinets and set up static discharge balls.

Management Measures
Conduct regular safety inspections, develop and implement special emergency plans for hazardous chemical accidents, and conduct on-site disposal plan drills, as well as regular chemical safety management training.

Labor Protection Measures
Equip the site with acid and alkali-resistant gloves, protective face shields, and other labor protection supplies.

Emergency Measures
Post emergency response cards on-site and set up emergency leak materials and fire-fighting equipment.

OHS Culture Development

Innovent actively promotes the construction of Occupational Health and Safety (OHS) culture by conducting a series of targeted training and awareness programs for employees, enhancing their awareness of occupational health and safety, and creating a positive safety culture atmosphere.

Innovent developed and implemented a comprehensive EHS training matrix and plan, successfully launching 18 diverse safety training courses that employees can access anytime and anywhere via mobile devices. The Company provides a three-tier safety education program for all new employees, including company-level, department-level, and position-level training, ensuring that employees fully understand the Company's safety regulations and operational procedures from the beginning of their employment. In addition, we also regularly provide comprehensive safety training for employees, covering emergency response, accident prevention, and health management to comprehensively enhance the safety awareness and on-site risk management level of all employees, and continuously reduce lost-time accidents.[8] During the reporting period, we achieved zero work-related injuries and zero fatalities resulting from occupational incidents.

AED Practical Training

In 2024, we provided employees with practical training on Automated External Defibrillators (AEDs), enabling relevant staff to master the skills needed to use AEDs for emergency rescue, thereby enhancing employees' ability to respond to emergencies and preventing serious workplace injuries.

AED Practical Training

Safety Knowledge Competition

In 2024, we held a safety knowledge competition, ultimately selecting 10 winners from over 200 participants, promoting learning through competition and enhancing employees' safety awareness.

Safety Knowledge Competition

EHS Knowledge Classroom

In 2024, Innovent continuously iterated company-level, departmental, and job-specific safety education courses, implementing a three-tier safety education for new employees. At the same time, we regularly provided EHS Knowledge Classroom sessions for current employees, continuously strengthening the dissemination of knowledge related to environmental health and safety, achieving a 100% coverage rate for employees in the EHS Knowledge Classroom training series.

EHS Knowledge Classroom

[8] A lost-time accident refers to an accident in which an employee is injured due to work-related reasons during the course of work, which results in the employee being unable to work normally on the next working day.

During the Reporting Period, we also organized multiple emergency response drills to continuously enhance employees' awareness of accident prevention and emergency response capabilities.

2
Fire evacuation drills conducted

1,400+
participants

2
Fire extinguishing practical drills conducted

60+
participants

12
Firefighting gear-wearing drills conducted

60+
participants

20+
Forklift accidents, Class A warehouse accidents, special equipment accidents, hazardous materials accidents, confined space accidents, and other special and on-site response plan drills conducted

120+
participants

Emergency Drills in 2024

Fire Evacuation Drill for Rescuing Injured Personnel

Volunteer Firefighters' Practical Firefighting

Extreme Weather Emergency Plan Drill

Emergency Response Plan Drill for Hazardous Chemicals Accidents

Fire Evacuation Drill

Supplier and Contractor Safety

Based on improving our own occupational health and safety management, we also emphasize the safety management of suppliers and contractors. We developed and implemented the "EHS Management Procedures for Contractors and Suppliers" (< 承包商供應商 EHS 管理程序>) to strictly control the construction and operations of suppliers and contractors, and to implement on-site safety supervision, continuously strengthening the safety management of suppliers and contractors.

In 2024, we conducted over 20 safety inspections of contractor construction and issued 6 rectification and penalty notices regarding contractors' non-compliance with construction regulations, all of which have been rectified by the involved contractors. At the same time, there were no safety accidents involving contractors in 2024.

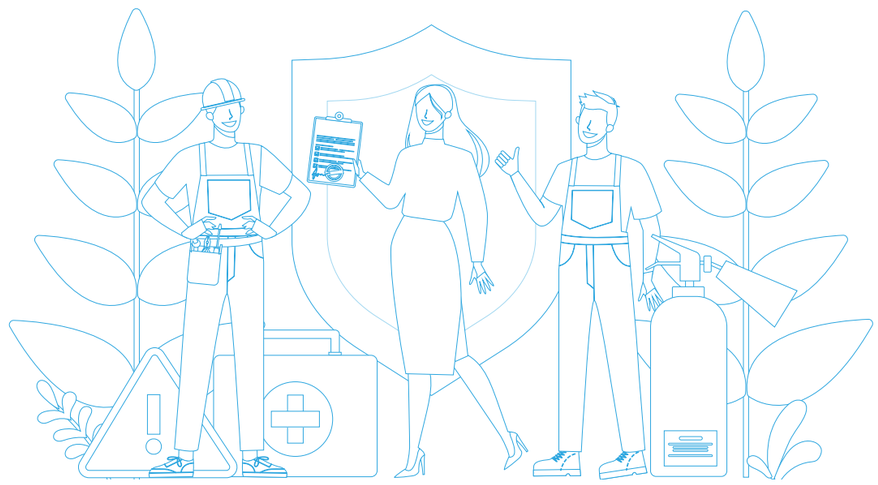
Our Performance

During the Reporting Period, Innovent reported no major safety production incidents or lost-time accidents. We were awarded the 2024 Suzhou Industrial Park "Social Responsibility Enterprise for Safety Production" and "Outstanding Organization Award" in Safety Production Month 2024. We also received a "Letter of Appreciation" from Suzhou Industrial Park Emergency Management Bureau for our safety management Practices.

2024 Suzhou Industrial Park "Social Responsibility Enterprise for Safety Production"

"Outstanding Organization Award" in Safety Production Month 2024

"Letter of Appreciation" from Suzhou Industrial Park Emergency Management Bureau



05

EMBRACING ECOLOGY

Innovent is committed to green development, consistently prioritizing the preservation of natural resources and the ecological environment. Our efforts are focused on optimizing our environmental management system and integrating environmental and resource protection throughout our daily operations, management, and product lifecycle. Additionally, we actively explore ways to enhance resource utilization efficiency and foster a circular economy to maximize resource use. In collaboration with our partners, we address climate change and drive the green, low-carbon transition, contributing to sustainable development.

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

Responding to Climate Change

In response to the global challenge of climate change, Innovent consistently adheres to a sustainable development strategy, actively promoting low-carbon operations and green innovation. The Company is committed to optimizing resource utilization, reducing carbon footprints, and advancing environmental technology innovation, contributing to the achievement of carbon neutrality goals.

Governance

Innovent places a high priority on the management of climate-related risks and opportunities and has integrated climate change-related governance into our overall EHS framework. The Company has established a governance structure comprising the "The Board - EHS Management Committee - EHS Executive Committee - EHS Coordinator Team" to advance the management and implementation of climate-related risks and opportunities. Additionally, we conduct two regular climate change reports annually to advance the management and implementation of climate-related risks and opportunities.

Board of Directors

EHS Management Committee

- Coordinate and supervise the overall EHS performance of the Company.
- Ensure that the factory operations comply with the EHS requirements of Innovent and local regulations
- Review and approve the factories' EHS policies, targets, procedures, budgets, reports and plans

EHS Executive Committee

- Regularly review the departments' EHS-related performance
- Develop corrective measures for significant hazards or issues and track their implementation
- Regularly review laws and regulations, and develop optimization measures in adherence to compliance requirements

EHS Coordinator Team

- Implement EHS routine workflows and promote the development of EHS culture
- Supervise departmental activities to ensure compliance with EHS requirements
- Participate in organizing and assisting with the departments' EHS incident investigation and handling
- Effectively transmit EHS policies, track and promote EHS improvement actions, and collect departmental suggestions and feedback

EHS Governance Framework

To enhance the Company's capability to address climate change, we regularly conduct specialized training on climate change for the Board of Directors, the EHS Management Committee, and leaders of relevant functional departments, enhancing their knowledge and skills in dealing with climate change issues. In the future, Innovent will further develop detailed training plans and conduct relevant training to ensure that relevant personnel are informed about the latest trends in climate change, relevant laws and regulations, and response measures.

Innovent has integrated climate change performance targets into the performance appraisals system of relevant management personnel. To drive continuous improvement in climate-related management and performance, Innovent incorporates energy performance into 5% of the performance appraisals of the CMC manufacturing vice president and engineering director, with evaluation results linked to equity incentives. Executives who do not meet annual energy consumption targets will incur a 5% reduction in their performance evaluation, while those who achieve the targets will receive a 5% performance bonus increase.

In addition, the Company has integrated the oversight of climate-related risks and opportunities into our business strategy and decision-making processes, ensuring that all key areas are promptly addressed and responded to, thereby comprehensively advancing the Company's climate governance and achieving sustainable development goals.

Strategy

We continuously enhance our mechanisms for assessing and managing climate-related risks and opportunities to ensure alignment between strategic goals and the direction of sustainable development. By strengthening our response and adaptation to climate change, we boost our environmental accountability while creating potential competitive market advantages. Based on our business operations, global climate trends, evolving domestic and international legal frameworks, and other external and internal factors, we proactively identify and address risks and opportunities that climate change may pose to our operations in reference to the "Implementation Guidance for Climate Disclosures under HKEX ESG Reporting Framework" (< 香港交易所環境、社會及管治框架下氣候信息披露的實施指引 >) and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). During the Reporting Period, we identified, analyzed, and assessed 11 transition risks, 6 physical risks, and 4 climate-related opportunities.

We continuously monitor changes in climate-related risks and actively respond to global climate policy developments to fully understand their potential impacts on our operations. We chose four distinct climate scenarios to better assess how climate change may affect our business activities in the future. Specifically, we selected RCP[9] 4.5 and NZE 2050[10] as green scenarios, and RCP 8.5 and IEA[11] APS as brown scenarios. This analysis helps us to assess the potential risks and opportunities posed by climate change on our future operations, enabling us to develop flexible and robust strategic plans to address potential challenges and opportunities.

We have conducted comprehensive risk screening and assessments for both transition and physical risks across all our operational sites. Based on green climate scenarios, we performed qualitative and quantitative risk analysis to identify high-risk areas and developed response strategies tailored to our business operations. The identified climate-related risks and opportunities, risk levels, time of impact, and risk response measures are summarized in the table below:

Risk Category	Risk Name	Risk Description	Risk Level	Time of Impact	Risk Response Measures
Transition risks	Policies and regulations	Enhancing GHG emissions pricing	• With the expansion of global and regional carbon pricing systems, rising GHG emissions costs are expected to increase operational expenses. • Geopolitical factors may lead to green trade barriers, such as the carbon border adjustment mechanism (CBAM), impacting our value chain and international competitiveness. • Differences in carbon emission policies across countries and regions may lead to higher operating costs and increased financial uncertainty.	Medium	Long-term	• Regular monitoring of carbon pricing policies and market trends: We closely track and analyze changes in carbon pricing policies across our operating regions and key product markets, ensuring we are up to date on relevant policies and market dynamics. • Developing flexible response strategies: We adjust product pricing, production processes, and supply chain management based on feedback to optimize resource efficiency and reduce carbon emissions, thereby mitigating cost pressures from policy changes. • Enhancing carbon emissions compliance management: We establish a robust carbon emission monitoring and management system to ensure compliance with carbon pricing policies and to potentially gain tax incentives or subsidies. • Establishing long-term goals for carbon emissions: We have set goals related to carbon emissions and will further adjust and strengthen these goals based on future market regulations and business developments to maintain our leadership in sustainable development. • Increasing investment in green technologies: We actively invest in low-carbon and environmentally friendly technologies to promote the green transition of products and production processes, reduce carbon emissions, and lower future expenditures on carbon trading and carbon taxes.

[9] RCP: Representative Concentration Pathway

[10] NZE 2050: The Net Zero Emissions by 2050 Scenario

[11] IEA: International Energy Agency

Risk Category	Risk Name	Risk Description	Risk Level	Time of Impact	Risk ResponseMeasures
Transition risks	Policies and regulations	Strengthening emissions reporting obligations	• As climate change intensifies, regulatory bodies are expected to impose stricter requirements on corporate climate action and environmental disclosures. Many regulators worldwide have already issued guidelines on carbon emissions data and disclosures, indicating that the Company may face more rigorous reporting obligations in the future. • Stricter requirements for GHG emissions data disclosure and verification may be imposed in the future, leading to increased compliance costs. As climate change intensifies, regulatory bodies are expected to impose more stringent oversight on corporate climate response efforts, potentially impacting our operational model and compliance expenses.	Medium	Short-term, medium-term	• Regular disclosure of GHG emissions data: We will continue to regularly disclose Scope 1 and Scope 2 GHG emissions data, ensuring data accuracy and compliance. We also strive to maintain transparency to address increasingly stringent regulatory requirements in a timely manner. • We will gradually conduct Scope 3 data verification and disclosure, identify emission reduction opportunities within the value chain, and address stakeholder concerns. • Enhancing data collection and management: We will further optimize our data collection systems across our global operations to ensure accurate GHG emissions data recording and improve the systematic monitoring and reporting of emissions.
	Technology	Low-carbon technology transition	• With the increase in market demand and regulatory requirements, pharmaceutical companies face stricter environmental standards, particularly regarding carbon emissions and energy efficiency in production processes. To address these changes, companies need to extensively develop and apply green technologies, such as green design, automated production, energy-efficient equipment, and eco-friendly processes, to replace the current high-energy-consumption and high-emission production and operation models. • The development and deployment of low-emission technologies involve significant technological innovation risks. Uncertainties in timing and outcomes may affect our expected returns on these investments. These uncertainties include technology maturity, market acceptance, and cost-effectiveness in applications.	Medium	Medium-term, long-term	• Introducing green design and automated production: We promote green design philosophies by implementing energy-efficient and eco-friendly solutions in product development and manufacturing processes. By adopting automated production, we reduce energy consumption from manual operations and carbon emissions during production. • Optimizing processes: We have improved production efficiency and reduced carbon emissions per unit product by updating cell strains and optimizing production and R&D processes. • Developing green processes and equipment: We increase investment in the R&D of green processes and environmentally friendly equipment. We also explore low-carbon alternatives to reduce energy consumption and carbon emissions at the production source, ensuring our products meet green certification standards. • Strengthening green collaboration with suppliers: We partner with suppliers to develop and procure raw materials and equipment meeting green standards, ensuring environmental compliance throughout the entire product life cycle, from sourcing to end use.
Transition risks	Changes in customer behavior	• The demand for low-carbon medical products overseas is steadily increasing. In the context of globalization, failure to achieve a low-carbon transition may lead to reduced market competitiveness, declining sales, and revenue losses, ultimately impacting long-term competitiveness. • However, compared to other industries, the biopharmaceutical industry is less impacted by market preferences shifting toward low-carbon transitions.	Low	Long-term	• Customer behavior monitoring and analysis: Through the collaboration of our Central Marketing Department and CDMO companies, we monitor and analyze changes in customer behaviors. This ensures a timely understanding of customer demand for low-carbon and sustainable production methods, enabling us to respond swiftly to market dynamics. • Strategic adjustment and low-carbon transition: Based on feedback from customer behavior data, we will regularly adjust our market strategies, particularly in regions with stringent carbon emission requirements such as Europe. This ensures our products meet low-carbon and environmental standards, aligning with customer needs and maintaining our market access and competitiveness. • Promoting green supply chain development: We will progressively improve sustainability and ensure a low-carbon transformation across the entire value chain. This effort encompasses raw material procurement, production, logistics, and other processes, aiming to reduce the carbon footprint of products and enhance market competitiveness..
	Market	Uncertain market signals	• The instability in energy supply caused by climate change (e.g., power or water restrictions) may increase uncertainties in the production process. These uncertainties can hinder timely product delivery, leading to revenue declines and rising default costs. • We have developed comprehensive contingency plans to address energy supply risks, which have minimal impact on the biopharmaceutical industry.	Low	Medium-term, long-term	• Diversified energy supply strategy: We will gradually explore diversified energy supply approaches, increasing the use of renewable energy sources (e.g., solar and wind power) to mitigate risks associated with traditional energy price fluctuations and supply instability. • Flexible production scheduling and inventory management: By optimizing production scheduling and inventory management strategies, we implement reasonable production adjustments and advance stockpiling to maintain production stability and supply capabilities during energy shortages or price fluctuations.
		Rising raw material costs	• We use various types of raw materials and extreme weather events (e.g., heavy rain, drought) may directly impact the production activities of our suppliers, potentially causing reduced output or production halts. This increases the risk of supply disruptions and procurement costs. Instability in supply leads to significant fluctuations in raw material costs, thereby affecting production expenses and placing pressure on our financial management.	Medium	Medium-term, long-term	• Localized procurement: To mitigate transport disruptions and rising costs due to extreme weather and other factors, we actively promote the localization of raw material procurement. By selecting local suppliers, we reduce logistics expenses and lower carbon emissions during transport. • Diverse supplier management: To address raw material supply instability, we will mitigate risks from single-supplier interruptions by increasing supplier diversity, establishing long-term partnerships, and maintaining stock security. • Monitoring market changes and forecasting demand: By tracking raw material market trends in real time, we forecast price fluctuations and make timely procurement decisions, mitigating cost risks caused by market volatility.

Risk Category		Risk Name	Risk Description	Risk Level	Time of Impact	Risk ResponseMeasures
Transition risks	Reputation	Increasing stakeholder concerns about negative feedback	• The capital market increasingly emphasizes sustainability disclosures. Insufficient environmental performance or disclosure may lead to higher financing costs. • Controversial events related to climate change may pose reputational risks to us and lead to stock price volatility.	Low	Medium-term, long-term	• Enhancing compliance in climate information disclosure: We continuously improve the disclosure of sustainability information to provide valuable references for key stakeholders such as our customers and investors. • Enhancing communication and feedback mechanisms with stakeholders: We actively engage with internal and external stakeholders to address their concerns and interests regarding our sustainability information. • Enhancing compliance awareness among employees and management: We conduct regular training on climate change-related regulations and compliance for employees and management, ensuring a comprehensive understanding of climate information disclosure and sustainability requirements, and their integration into daily operations.
Physical risks	Acute risk	Typhoon	• Asset damage risk: Increased frequency and severity of extreme weather events may require us to allocate additional capital expenditures for asset repairs, restoration, relocation, or higher insurance costs to ensure asset safety and continuous operations. • Impact on production and operations: Increased frequency of typhoons, floods, and heavy snow may result in damage to production equipment and the need for repairs, causing interruptions or delays in production processes. This could disrupt product supply and distribution, potentially affecting revenue and market share. • Logistics disruptions and delays: Extreme weather events such as typhoons, floods, and blizzards may cause transport interruptions, communication failures, and damage to power transmission lines, thereby impacting production and supply chains.	Medium	Medium-term, long-term	• Emergency plans and protective measures: We have developed the "Emergency Plans" (< 應急預案 >), which include specific measures to mitigate the impact of extreme weather events (e.g., typhoons). By designating on-duty personnel, we ensure quick response and the implementation of emergency actions during extreme weather, minimizing potential losses to production and facilities. • Risk management standard operating procedures (SOPs): We have established relevant risk management SOPs to identify, assess, and manage risks associated with extreme weather events. Through standard processes and measures, we ensure a systematic approach to addressing potential risks arising from various extreme weather conditions. • Emergency response for clinical trials: We provide a window period for participants and offer remote communication options during extreme weather conditions. Through remote assessment and management, we minimize the impact of extreme weather on trial progress while ensuring the safety of subjects and the smooth execution of clinical trials.
		Flooding		High	Short-term, medium-term, and long-term	
		Extreme cold and snow disasters		Low	Long-term	• Backup energy systems and diversified power supply: We have applied to be designated as a key power supply unit to ensure stable electricity access. We secure power through the city grid and two high-voltage lines from different regions (dual-circuit power supply), effectively reducing the risk of power interruptions. Innovent has never experienced a production halt caused by power outages. • To address potential supply disruptions caused by extreme cold weather, we will enhance material reserves, with a particular focus on the proactive allocation of essential energy and raw materials. This ensures the supply chain remains unaffected by adverse weather conditions and maintains optimal temperatures during product transport.
Physical risks	Chronic risks	Changes in rainfall patterns and extreme weather fluctuations	• Water resource pressure: Changes in climate patterns have altered rainfall, snowmelt, river flows, and groundwater distribution, leading to water shortages in certain regions and increased pressure on water resources. These may impact our water supply for production activities, particularly for water-intensive processes, thereby affecting production efficiency. • Infrastructure construction and increased capital expenditure: Water resource fluctuations may necessitate higher capital investment in infrastructure construction and maintenance to address challenges arising from water scarcity or supply instability.	Medium	Medium-term, long-term	• Water resource management and conservation: We strengthen water resource management, optimize water use efficiency in production processes, and reduce waste. We also explore water recycling and reuse technologies to ensure sustainable operations amid water scarcity.
		Rising average temperatures	• Impact on logistics and transport: As global average temperatures rising, the distribution and transport of certain raw materials and pharmaceuticals may be affected. High temperatures could impact the quality of these materials and products, requiring enhanced temperature control measures and increasing operational costs. • Increase of energy usage: In regions experiencing rising temperatures, we may need to implement additional ventilation and cooling measures to maintain suitable production and workplace environments. This will lead to high energy consumption and operational costs.	High	Long-term	• Backup energy systems and diversified power supply: We ensure power stability through dual-circuit power supply, mitigating the risk of interruptions. • For supply chain transportation and storage, we are equipped with a temperature control system that issues immediate alerts in case of temperature anomalies, ensuring timely resolution. During transport validation, we conduct simulations for the coldest and hottest scenarios to ensure the temperature control system is able to meet requirements under extreme conditions.
		Rising sea levels	• Infrastructure damage risk: If flood control facilities fail to address risks due to rising sea levels, our coastal operational sites may face infrastructure damage or flooding, leading to increased operational and management costs. • The Company has fewer locations in coastal areas that are vulnerable to rising sea levels, with a low level of exposure to related risks.	Low	Long-term	• Disaster emergency plan and recovery mechanism: We develop emergency plans for rising sea levels and flooding, incorporating rapid post-disaster recovery mechanisms to minimize production disruptions and facility losses, ensuring swift operational resumption. • The risk of operational or production interruptions caused by disasters is reduced through multiple operational sites and production bases across different regions.

Type of Opportunity	Opportunity Name	Opportunity Description	Opportunity Response Measures
Resource efficiency	Lower-carbon processes and equipment	We promote low-carbon technology and process transformation and adopt more automated and intelligent production and R&D processes to enhance resource allocation efficiency, achieve long-term cost savings, and improve productivity.	Enhancing resource efficiency: We implement energy and resource efficiency improvement measures to minimize environmental impact and reduce operational costs.
	More efficient production and distribution processes		Adopting new energy vehicles for transport: We encourage transport service providers to use new energy vehicles, reducing carbon emissions during transport.
Energy sources	Low-emission energy sources	We explore fossil fuel alternatives by installing distributed photovoltaic systems and procuring green electricity. These efforts help enhance the use rate of renewable energy, reduce carbon emissions during production, optimize the energy structure, and strengthen our energy supply resilience.	Introducing distributed photovoltaic power generation: We have integrated distributed photovoltaic power generation into our energy optimization plan to supply electricity for office operations, thereby reducing GHG emissions from office area.

Risk Management

To ensure a timely and effective response to climate change-related risks, Innovent has integrated climate risk management into the Company's overall risk management framework. Our key steps in climate risk management are as follows:

Prepare the list of climate risks

- Based on relevant policies issued by regulatory authorities, peer benchmarking, interviews with business departments, and external information retrieval, a preliminary list of climate risks and opportunities is compiled.
- Interviews and discussions are conducted with heads of relevant business departments to further gather input, and the Company's list of climate risks and opportunities is finalized to ensure the comprehensiveness and applicability of climate risk management.

Conduct climate risk assessment

- Through the application of public climate models including the WRI Water Risk Atlas, WRI Floods, and Climate Impact Explorer, we conducted physical risk screening to analyze and evaluate the likelihood of physical risk occurrence and the severity of impacts across operational sites under different scenarios and timeframes, thereby determining the risk levels of identified risks.
- Additionally, by integrating climate change policies at operational locations, industry development trends, and interviews with key department heads, we assessed transition risks that may impact Innovent and established the corresponding risk levels.

Formulate response measures

- Based on the results of the climate risk assessment, the EHS department and relevant business departments jointly discuss and formulate targeted response measures. After approval and confirmation by the EHS Management Committee, the EHS department and relevant business departments are responsible for implementation.

Monitor and inspect

- The EHS department and relevant business departments, in adherence to the Company's risk monitoring and inspection processes, regularly summarize and review the implementation of climate risk response measures. Reports are submitted to the EHS Committee, and response measures are adjusted as necessary based on actual conditions to ensure the orderly and efficient advancement of climate risk management.

Innovent's Climate Risk Management Process

Metrics and Targets

Based on a robust climate risk management framework, Innovent has established clear climate-related targets, continuously monitors progress, and regularly discloses performance metrics to ensure the effective advancement of climate action and risk management efforts.

Our climate targets are achieving a 5% annual reduction in energy consumption per production unit by 2030 and reducing greenhouse gas emissions per unit of production by 10% in 2030 compared to 2020.

Target metrics	Target	Target status in 2024	
Energy consumption	Achieving a 5% annual reduction in energy consumption per production unit by 2030	Achieved	Reduced by 29% (4,285 KWH/Kvials) in 2024 as compared with 2023 (6,018 KWH/Kvials)
Greenhouse gas emissions	Reducing greenhouse gas emissions per unit of production by 10% in 2030 compared to 2020	Achieved	Reduced by 72% (3.9 T/Kvials) as in 2024 compared with 2020 (13.97 T/Kvials)

Additionally, based on external databases, we predict the proportion of our operations located in high-risk exposure areas and assess the overall impact of physical risks on the Company.

Time	Proportion of operations located in high-risk exposure areas							
	Typhoon	Extreme Cold	Extreme Heat	Drought	Flood	Average Temperature Increase	Changes in Precipitation	Sea Level Rise
2030	17%	0%	0%	0%	50%	0%	0%	0%
2050	17%	0%	17%	0%	50%	0%	67%	0%

Environmental Management

Innovent is deeply aware of our environmental protection responsibilities and actively promotes green and low-carbon development. The Company has comprehensively strengthened environmental management, integrating environmental protection concepts into all aspects of production and operations to minimize the negative impact of our activities on the environment and contribute to a greener and more sustainable future.

Our Governance

Innovent continuously optimizes our environmental management system and enhances environmental governance through a standardized and systematic framework to improve overall environmental performance. The Company has established an EHS governance structure to advance environmental management and implementation efforts (please refer to section Responding to Climate Change for details).

Innovent strictly complies with environmental laws and regulations to ensure compliant and standardized operations in all aspects. We have formulated and published the "Environmental Management Policy"(< 環境管理政策 >)[12] on our official website, which covers all key areas of environmental management such as energy conservation, emission reduction, resource management, emission management, and environmental training. We strictly follow the requirements of ISO 14001 and have formulated 65 management procedures and 24 systems or manuals on environmental management, including the "EHS Management Manual" (<EHS 管理手冊 >) and the "Procedures for the Identification of Environmental Factors and Management of Important Environmental Factors" (< 環境因素識別與重要環境管理程序 >), which provide clear and detailed guidance for environmental management activities. Additionally, the Company has implemented a comprehensive accountability system to enhance environmental responsibility awareness at all levels. In 2024, 100% of Innovent's production sites in operation have received ISO 14001 environmental management system certification.

Our Action

Environmental Compliance Audit

Innovent conducts regular internal and external environmental compliance audits to ensure the stable and effective operation of our environmental management system, as well as the implementation of environmental compliance management and performance monitoring. The Company conducts annual environmental compliance audits covering 100% of sites in operation, auditing the validity of environmental protection certificates, the stability of environmental facility operations, emissions of wastewater, air emissions, and hazardous waste as well as the compliance of the Environmental Management System (EMS). During the Reporting Period, 1 internal and 1 external environmental management system audits were implemented. Additionally, in adherence to emission permit requirements and the annual environmental monitoring plan, we have conducted 20 environmental impact tests, all of which met emission standards.

Furthermore, before the construction of new plants and the launch of new projects, Innovent conducts environmental impact assessments of the projects to ensure that the impact of production and operations on the environment is controllable and legally compliant. During operation, Innovent carries out regular environmental impact tests in adherence to the latest environmental discharge permit requirements to ensure that all emissions comply with local environmental standards. As of the end of the Reporting Period, Innovent had completed 20 environmental impact assessments, covering areas such as wastewater and exhaust gas monitoring, with no abnormalities detected. In 2024, the Company collected 62 relevant laws, regulations, and standards, conducted detailed identification and evaluation of 7 applicable items, and formulated corresponding improvement measures to ensure compliance at its sites.

Environmental Risk Management

We strictly comply with regulations such as the "Measures for Emergency Management of Environmental Emergencies" (< 突發環境事件應急管理辦法 >) and the "Measures for the Administration of Emergency Plans for Environmental Emergencies in Enterprises and Institutions (Trial)"(< 企業事業單位突發環境事件應急預案管理辦法（試行）>), and formulated and refined the "Emergency Plans for Environmental Emergencies" (< 突發環境事件應急預案 >), the "Emergency Response Management Procedures" (< 應急管理程序 >), the "Hidden Hazard Investigation and Governance Procedures" (< 隱患排查管治程序 >), the "EHS Incident Management Regulations" (< 環境健康安全事故管理規定 >) and other management procedures. We conduct regular inspections to identify potential environmental risks, formulate and optimize risk control measures, continuously strengthen environmental risk management, and enhance the level of environmental risk management. During the Reporting Period, Innovent conducted three specialized supervision and inspection activities targeting waste water, exhaust gas, and other disposal facilities.

[12] Please refer to Innovent's ESG Website for "Environmental Management Policy"(< 環境管理政策 >).

To further improve environmental risk management capabilities, the Company has established the "Potential hazard Inspection Regulation" (< 隱 患 排 查 制 度 >) to ensure that potential environmental risks are promptly identified and addressed. Additionally, Innovent has established an EHS Laws and Regulations Assessment Committee to track updates on EHS-related laws and regulations and assess their impact on our operation.

Weekly

- Collect environmental laws and regulations, and conduct centralized risk identification and evaluation of related work by the legal and regulatory assessment team quarterly.

Quarterly

- Perform legal and regulatory identification and compile an assessment report to ensure that the Company's environmental management system consistently complies with the latest legal and regulatory requirements, maintaining a state of compliance.
- Promptly identify and address potential impacts of regulatory changes on operations.

Yearly

- Conduct compliance assessments for all operational sites to ensure that each site reasonably and effectively fulfills its environmental protection responsibilities.

EHS Laws and Regulations Tracking Measures

1. The exhaust gas from the animal facility has been transitioned from unorganized to organized emission, with the addition of activated carbon adsorption treatment equipment.
2. The ventilation system in the hazardous waste storage area has been equipped with activated carbon adsorption devices to reduce the impact on the surrounding environment.
3. The well openings of the wastewater treatment station have been covered, and strict opening requirements have been implemented to minimize odor impact on the surrounding environment.
4. By introducing compactors to compress and package hazardous waste, the loading efficiency is improved, resulting in a reduction of 60 hazardous waste transport trips and a 50% decrease in the use of ton bags.
5. Activated carbon adsorption devices have been added to the laboratory's clean air conditioning system to reduce the environmental impact of unorganized exhaust emissions.

Environmental Management Measures

We continuously improve our environmental emergency response capabilities, organizing at least one chemical spill emergency drill annually to ensure that relevant departments can respond promptly and orderly in the event of an environmental incident, minimizing the impact of emergencies on the environment. In addition, we actively promote environmental protection knowledge to employees and the public.

World Environment Day Campaign

Innovent conducted environmental-themed activities both inside and outside the factories, actively promoting environmental knowledge and engaging with the public. Within the factory, fun activities such as waste sorting games were organized, with nearly 300 employees participating. Meanwhile, we organized employee volunteers to visit Dushu Lake Community Park to educate the public on environmental protection, distributing eco-friendly bags and encouraging the community to focus on environmental issues and adopt green living habits.

On-site Photos of Innovent's World Environment Day Campaign

Our Performance

To enhance employees' awareness of environmental protection and energy conservation, Innovent provides relevant environmental protection training for all employees, with specialized training for those requiring specific skills and expertise.

Training subjects	Number of relevant employees trained in 2024	Percentage of relevant employees trained in 2024
Hazardous waste management	791	100%
Environmental protection knowledge training	823	100%

Resource Conservation and Emission Reduction

Innovent is committed to improving resource use efficiency, striving to reduce the discharge of three wastes from the resource, and minimizing potential environmental impacts. We have implemented a series of energy-saving and emission-reduction measures, comprehensively advancing energy conservation and consumption reduction in terms of water resource usage and energy consumption. We strictly enforce control measures for the discharge of three wastes and continuously reduce environmental impacts.

Our Target

To further optimize pollutant emissions and resource management, Innovent continuously promotes the implementation of environmental management goals and regularly reviews progress in environmental management.

Target metrics	Target	Target status in 2024	
Fresh Water Use	Achieving a 5% reduction in annual fresh water use per production unit by 2030.	Achieved	In 2024, 683,430 tons of freshwater were used, with a freshwater usage of 64 tons per thousand bottles. Reduced by 22% (reached 64T/Kvials in 2024) as compared with 2023 (82T/Kvials)
Hazardous Waste Generation	Achieving an annual 5% reduction in hazardous waste generation per unit of product by 2030 as compared to 2022.	Achieved	In 2024, a total of 765 tons of hazardous waste were generated. Reduced by 40% (reached 48 KG/Kvials in 2024) as compared with 2022 (32 KG/Kvials)
Air Emission Reduction (VOCs)	Achieving a 30% reduction in air emission generation by 2030 as compared to 2022.	In Progress	In 2024, the emissions of exhaust gases per unit of production were 340 kilograms. Reduced by 17.9% (reached 340 KG in 2024) as compared with 2022 (414 KG)

Our Action

Waste Discharge Management

In daily production and operations, we strictly adhere to three-waste emission standards and comply with internal company regulations such as the "Waste Management Regulations" (<廢棄物管理規程>) and the "Hazardous Waste Operation Procedures" (<危險廢棄物操作規程>). During business activities, we continuously update emission treatment equipments, explore emission reduction methods, minimize the discharge of three wastes, and ensure the compliance with standards to reduce environmental impacts to the greatest extent.

Solid Waste Management

We have established and adhered to internal system documents including the "Waste Management Regulations" (<廢棄物管理規程>), the "Hazardous Chemicals Management System" (< 危險化學品管理制度 >) and the "Hazardous Waste Operation Procedures" (< 危險廢棄物操作規程 >), which clarify the management requirements for various types of solid waste, including classified collection, storage, and disposal, ensuring full compliance during the management of hazardous waste.

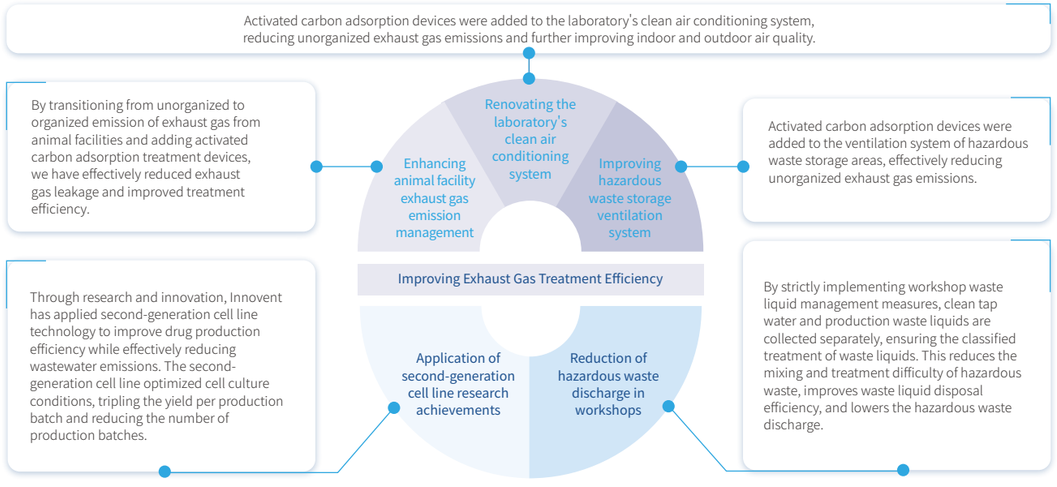
We have established a Hazardous Waste Minimization Committee specialized in controlling the generation and disposal of hazardous waste across all production sites. To further reduce waste generation and minimize emission impacts, we have implemented a series of comprehensive measures across all operation sites.

Hazardous waste management measures

Exhaust Gas and Wastewater Management

Innovent continues to advance our efforts in reducing wastewater and exhaust gas emissions. Based on ensuring compliant treatment and standard-compliant discharge, the Company implements effective prevention and control measures to gradually reduce the intensity of wastewater and exhaust gas emissions.

We have refined the "Standard Operating Procedures for Sewage Treatment Systems" (< 汙水處理系統標准操作規程 >) and conducted real-time monitoring of wastewater discharge in all business operations. We also install and network online monitoring devices at industrial wastewater outfalls and total wastewater outfalls, inspecting and ensuring the normal operation of wastewater treatment facilities and underground wastewater pipeline networks. In terms of exhaust gas management, we optimized the "Standard Operating and Maintenance Procedures for the Exhaust Gas Treatment System" (<廢氣處理系統標准操作維護規程>) in 2024. The Company conducts regular inspections and optimizations of exhaust gas treatment facilities and monitors exhaust gas emissions to ensure that all emissions are effectively collected, treated, and discharged in compliance with regulatory standards.



Energy Management

Innovent is committed to improving energy utilization efficiency and promoting sustainable development. We continuously optimize systematic strategic planning, advancing the intelligence and refinement of energy management. We implement dynamic regulation and optimization adjustments for various facilities and equipment while driving technological innovation to enhance operational efficiency. Through precise monitoring and data analysis, we can promptly identify energy risks, ensure optimal allocation of energy resources, and further improve overall energy efficiency.

Production Areas

- Consolidate the use of functional rooms in different production buildings to reduce the operation of air conditioning and equipment
- Adjust temperature and humidity control limits within a reasonable range to save electricity and steam
- Lower the exhaust pressure of compressed air dryers
- Turn off air conditioning in laboratories and general areas at night

Office Areas

- Operate central air conditioning in general areas at low frequency and shut it down during non-production hours
- Optimize lighting in underground parking lots: reduce the number of lights and switch to motion sensor control
- Add timer controls to the power supply of gym water heaters

Energy Conservation Measures

Water Resource Management

Innovent actively promotes efficient water resource management by continuously improving water-saving technologies and management measures. We optimize water usage in production processes and advance water recycling to enhance water utilization efficiency and minimize water consumption. During the Reporting Period, the primary water resource for Innovent's production and operations was municipal water supply, and the Company didn't encounter any issues related to water resource extraction. In 2024, Innovent recycled a total of 51,100 tons of water.

Temporary M1b buffer solution storage process water tank remodulation

- By extending the replacement cycle of water for injection (from 1 day to 7 days) and eliminating Clean-in-Place (CIP) treatment, we save approximately 300 tons of water for injection and 555 tons of tap water annually. This improvement not only effectively reduces water usage but also enhances water resource utilization efficiency.

Humidity adjustment and control in cleanroom Grade C&D areas

- The lower limit of relative humidity in cleanroom Grade C&D areas has been adjusted to 30%, effectively reducing the use of pure steam. This measure saves approximately 350 tons of tap water annually.

Reuse of evaporated condensate water from the wastewater station

- The reuse scope of evaporated condensate water from the wastewater station has been expanded to the M2 area, achieving an annual water saving of approximately 14,600 tons. This measure significantly improves water resource recycling and reduces reliance on fresh water sources.

Green Packaging

Innovent continues to advance green packaging, striving to reduce the use of packaging materials and increase recycling rates. In 2024, we introduced an automated all-paper packaging process, further enhancing the environmental performance of packaging, reducing plastic usage, promoting packaging reduction and reuse, and fostering the development of a circular economy.

Pre-Filled Syringe Auto-Injector Packaging Line

In 2024, Innovent introduced and successfully launched a pre-filled syringe auto-injector packaging line. This production line covers automatic assembly, labeling, boxing, weight checking, and drug regulatory code association, and is equipped with laser printing, visual inspection, and weight detection functions.

Designed with environmental sustainability in mind, this packaging line adopts all-paper packaging technology, eliminating traditional PET/PVC plastic packaging and enabling the recyclability of packaging materials. After the two production lines are operational, it is estimated that 40 tons of PET/PVC plastic usage will be reduced annually.

Pre-filled Syringe Auto-Injector Packaging Equipment

Green Operations

Innovent actively promotes green operations, consistently adhering to environmental protection principles and striving to achieve resource conservation and environmental protection in daily operations. We advocate for low-carbon office practices and green lifestyles, encouraging employees to embrace environmental principles in both work and life, thereby improving operational efficiency while minimizing environmental impact.

Green Office

Innovent is committed to promoting green office, reducing energy and resource consumption during operations, and actively fostering a low-carbon and environmentally friendly work environment. Through a series of effective measures, the Company optimizes energy management in office spaces, reduces paper waste, and promotes green commuting, aiming to achieve more efficient and sustainable resource utilization in daily work and further advance the Company's green development goals.

Energy Management

- We strictly adhere to internal policies such as the "Plant Small Air-conditioning Maintenance Operating Procedures" (< 工廠小型空調維護操作流程 >), and "Meeting Room Management Procedure" (< 會議室管理流程 >) to ensure efficient equipment operation and reduce unnecessary energy consumption. Innovent has optimized electricity usage in office areas, focusing on reducing energy waste from lighting, air conditioning, and electronic devices.
- We implement an intelligent energy monitoring system, regularly assess energy usage, and adjust energy allocation in office areas based on demand.

Paper Usage Reduction

- We strictly enforce the "Printing and Photocopying Management Procedure" (< 打印和複印管理流程 >) to efficiently manage office equipment, ensuring the necessity of printing and copying and avoiding resource waste. Additionally, we encourage employees to participate in the Company's internal paper recycling program to further reduce paper consumption.
- We continue to promote paperless office practices, encouraging employees to prioritize electronic documents and cloud storage in daily work to minimize paper printing.

Employee Trip Management

- We encourage employees to carpool and share hotel accommodations to reduce transportation and lodging resource consumption.

Furthermore, the Company has gained widespread recognition by implementing the green building concept to create a green office environment.

Innovent Global R&D Center Receives LEED Gold Certification

During the Reporting Period, the Shanghai Global R&D Center, which has been put into operation, successfully received LEED Gold certification from the USGBC (U.S. Green Building Council & Green Business Certification Inc.). The project adhered to international green building standards throughout the conceptual design, engineering design, special design, and construction phases. It systematically improved environmental performance in areas such as energy conservation, emission reduction, low carbon emissions, and healthy space design, creating a healthy, efficient, and green space for employees and the community, showcasing the Company's sustainable management practices and ESG commitment.

Innovent Global R&D Center Receives LEED Gold Certification

We focus on enhancing employees' environmental awareness and regularly conduct energy-saving and environmental protection awareness campaigns. In 2024, Innovent continued to implement green office management, advocating and ensuring practices such as turning off lights when not in use, conserving energy, and cherishing public resources. We diligently follow the principles of conservation, and on-demand electricity use, while also conducting employee-level inspections and reminders to effectively communicate and implement green office concepts and requirements across the entire organization.

Green Office Promotion

We regularly conduct online EHS knowledge sessions covering environmental protection, occupational health, and safety management, helping employees understand relevant regulations, operational standards, and risk prevention measures to ensure daily work complies with related policies and procedures.

Additionally, we post green office promotional posters in office areas to further enhance employees' sense of participation and responsibility, fostering the development of a green and low-carbon work environment.

Green Office Promotion

Paper Recycling

We established a dedicated paper recycling mechanism to classify, collect, and reuse paper that can be utilized again. Through strict screening and cleaning of waste paper, we have effectively reduced paper waste and maximized the reprocessing and reuse of recycled materials, significantly lowering operational costs and promoting the establishment of the concept of resource recycling among employees.

Paper Document Recycling Bin

Biodiversity Conservation

Innovent values biodiversity protection and actively adopts ecological and environmental protection measures to avoid significant impacts on the environment or natural resources caused by business operations. We continuously optimize production processes to reduce the consumption of natural resources, increase the area of green space at our bases, and create eco-friendly operational environments.

- We used low-toxicity greening agents to efficiently safeguard birds and other wildlife.
- We collected testing waste liquids generated in the laboratory that may be harmful to aquatic organisms, avoiding possible adverse effects on aquatic organisms and the environment.
- We updated the "Management Procedure of Pest Control" (< 蟲害控制管理流程 >), clarifying the responsibility of pest-control equipment suppliers. We also conducted 2 pest control trainings.

Biodiversity Protection Measures

Appendix 1: HKEX ESG Reporting Code Index

Environmental, Social and Governance Areas, General Disclosures and Key Performance Indicators (KPIs)			Section
Environmental			
A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	5. Green Ecology: 5.3 Resource Conservation and Emission Reduction
	A1.1	The types of emissions and respective emissions data.	5. Green Ecology: 5.3 Resource Conservation and Emission Reduction Appendix 2: 2024 Statistical Tables
	A1.2	[Repealed 1 January 2025]	/
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	5. Green Ecology: 5.3 Resource Conservation and Emission Reduction Appendix 2: 2024 Statistical Tables
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	5. Green Ecology: 5.3 Resource Conservation and Emission Reduction Appendix 2: 2024 Statistical Tables
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	5. Green Ecology: 5.1 Response to Climate Change
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	5. Green Ecology: 5.3 Resource Conservation and Emission Reduction
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials	5. Green Ecology: 5.3 Resource Conservation and Emission Reduction 5. Green Ecology: 5.1 Response to Climate Change
	A2.1	Direct and/or indirect energy consumption by type(e.g. electricity, gas or oil) in total(kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	5. Green Ecology: 5.1Response to Climate Change Appendix 2: 2024 Statistical Tables
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	5. Green Ecology: 5.3 Resource Conservation and Emission Reduction Appendix 2: 2024 Statistical Tables
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	5. Green Ecology: 5.1 Response to Climate Change
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	5. Green Ecology: 5.3 Resource Conservation and Emission Reduction
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	5. Green Ecology: 5.3 Resource Conservation and Emission Reduction Appendix 2: 2024 Statistical Tables
A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	5. Green Ecology: 5.2 Environmental Management
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	5. Green Ecology: 5.2 Environmental Management

Environmental, Social and Governance Areas, General Disclosures and Key Performance Indicators (KPIs)			Section
A4: Climate Change	[Repealed 1 January 2025]		/
	A4.1	[Repealed 1 January 2025]	/
Social			
B1: Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	4.People First: 4.1 Compliant Employment
	B1.1	Total workforce by gender, employment type (for example, full – or part-time), age group and geographical region.	4.People First: 4.1 Compliant Employment Appendix 2: 2024 Statistical Tables
	B1.2	Employee turnover rate by gender, age group and geographical region.	4.People First: 4.1 Compliant Employment Appendix 2: 2024 Statistical Tables
B2: Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	4.People First: 4.4 Occupational Health and Safety
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	4.People First: 4.4 Occupational Health and Safety
	B2.2	Lost days due to work injury.	4.People First: 4.4 Occupational Health and Safety Appendix 2: 2024 Statistical Tables
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	4.People First: 4.4 Occupational Health and Safety
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	4.People First: 4.2 Employee Development
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	4.People First: 4.2 Employee Development Appendix 2: 2024 Statistical Tables
	B3.2	The average training hours completed per employee by gender and employee category.	4.People First: 4.2 Employee Development Appendix 2: 2024 Statistical Tables
B4: Labour Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	4.People First: 4.1 Compliant Employment
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	4.People First: 4.1 Compliant Employment
	B4.2	Description of steps taken to eliminate such practices when discovered.	4.People First: 4.1 Compliant Employment
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	3. High Quality as Key:3.5 Supply Chain Management
	B5.1	Number of suppliers by geographical region.	3. High Quality as Key:3.5 Supply Chain Management Appendix 2: 2024 Statistical Tables
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	3. High Quality as Key:3.5 Supply Chain Management
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they areimplemented and monitored.	3. High Quality as Key:3.5 Supply Chain Management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	3. High Quality as Key:3.5 Supply Chain Management
B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.	3. High Quality as Key: 3.1 Product Quality and Safety 3. High Quality as Key: 3.4 Responsible Marketing
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	3. High Quality as Key:3.1 Product Quality and Safety Appendix 2: 2024 Statistical Tables
	B6.2	Number of products and service related complaints received and how they are dealt with.	3. High Quality as Key:3.1 Product Quality and Safety Appendix 2: 2024 Statistical Tables
B6: Product Responsibility	B6.3	Description of practices relating to observing and protecting intellectual property rights.	1. Excellent Governance:1.5 IP Protection
	B6.4	Description of quality assurance process and recall procedures.	3. High Quality as Key:3.1 Product Quality and Safety
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	1.Excellent Governance:1.4 Customer Privacy Protection and Information Security
B7: Anti-corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	1.Excellent Governance:1.2 Compliance Operations
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	1.Excellent Governance:1.2 Compliance Operations Appendix 2: 2024 Statistical Tables
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	1.Excellent Governance:1.2 Compliance Operations
	B7.3	Description of the anti-corruption training provided to directors and employees	1.Excellent Governance:1.2 Compliance Operations
B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	2. Enjoy Good Health: 2.1 Inclusive Healthcare 2. Enjoy Good Health: 2.2 Public Welfare and Charity
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	2. Enjoy Good Health: 2.1 Inclusive Healthcare 2. Enjoy Good Health: 2.2 Public Welfare and Charity
	B8.2	Resources contributed (e.g. money or time) to the focus area.	2. Enjoy Good Health: 2.1 Inclusive Healthcare 2. Enjoy Good Health: 2.2 Public Welfare and Charity

Appendix 2: 2024 Statistical Tables

Environmental data statistics

Category	KPIs	Unit	2024
Greenhouse gases	Scope 1: Direct GHG emissions	Tons of carbon dioxide equivalent	47.78
	Intensity of direct GHG emissions	Tons of carbon dioxide equivalent / million revenue	0.01
	Scope 2: Indirect GHG emissions	Tons of carbon dioxide equivalent	14,067.51
	Intensity of indirect GHG emissions	Tons of carbon dioxide equivalent / million revenue	1.49
	Total GHG emissions	Tons of carbon dioxide equivalent	14,115.29
	Intensity of total GHG emissions	Tons of carbon dioxide equivalent / million revenue	1.50
Waste	Total hazardous waste produced	Ton	765.00
	Intensity of hazardous waste produced	Ton/million revenue	0.08
	Total non-hazardous waste produced	Ton	450.00
	Intensity of non-hazardous waste produced	Ton/million revenue	0.05
Wastewater	Domestic wastewater discharged	m^3	170,858.00
	Industrial wastewate discharged	m^3	90,561.00
COD	/	m^3	1.21
Energy	Electricity	MWh	45.80
	Intensity of electricity consumption	MWh/million revenue	0.005
	Heat	KJ	127,663,000,000.00
	Intensity of heat consumption	KJ/million revenue	13,549,619.78
	Natural gas	0'000 standard m^3	2.21
	Intensity of natural gas consumption	0'000 standard m^3/million revenue	0.0002
	Comprehensive energy consumption	Tons of standard coal	4,390.91
	Energy consumption intensity	Tons of standard coal/million revenue	0.47
Water consumption	Tap water	m^3	683,430.00
	Recycled water	m^3	51,100.00
	Intensity of water consumption	m^3/million revenue	72.54
Packaging material	Carton	Ton	66.46
	Small box	Ton	112.20
	Others	Ton	99.00
	Total	Ton	277.66
	Intensity	Ton/million revenue	0.03

Social data statistics

Category	KPIs	Unit	2024
Company workforce	Total number of employees	Person	5,659
Total number of employees/by gender	Male	Person	2,773
	Female	Person	2,886
Total number of employees/by employment type	Full-time employees	Person	5,659
	Part-time employees	Person	0
Total number of employees/by age	30 years old and below	Person	2,659
	31 to 49 years old	Person	2,949
	50 years old and above	Person	51
Total number of employees/by region	Suzhou	Person	1,673
	Beijing	Person	228
	Shanghai	Person	460
	Others	Person	3,298
Total number of employees/by rank	Senior management (Executive Director and above)	Person	66
	Female in senior management	Person	21
	Middle management	Person	209
	Junior management	Person	590
	General staff	Person	4,794
Total number of employees/by ethnicity	Ethnic minorities employees	Person	218
Average service years of employees/ by gender	Male	Year	9.2
	Female	Year	8.45
Total number of new hires/by gender	Male	Person	704
	Female	Person	798
Total number of new hires/by age	30 years old and below	Person	733
	31 to 49 years old	Person	766
	50 years old and above	Person	3
Total number of new hires/by region	Suzhou	Person	427
	Beijing	Person	81
	Shanghai	Person	142
	Others	Person	852

Category	KPIs	Unit	2024
Total number of new hires/by employment type	Full-time employees	Person	1,502
	Part-time employees	Person	0
Total number of new hires/by rank	Senior management (Executive Director and above)	Person	20
	Middle management	Person	36
	Junior management	Person	83
	General staff	Person	1,363
Number of employee Voluntary turnover/by gender	Male	Person	356
	Female	Person	359
Number of employee Voluntary turnover/by age	30 years old and below	Person	374
	31 to 49 years old	Person	336
	50 years old and above	Person	5
Number of employee Voluntary turnover/by region	Suzhou	Person	171
	Beijing	Person	42
	Shanghai	Person	81
	Others (including America and Europe)	Person	421
Employee turnover rate	Employee turnover rate (Executive Director and above)	%	13.58
Employee turnover rate/by gender	Male	%	13.70
	Female	%	13.46
Employee turnover rate/by age	30 years old and below	%	3.77
	31 to 49 years old	%	3.07
	50 years old and above	%	2.40
Employee turnover rate/by region	Suzhou	%	2.77
	Beijing	%	5.04
	Shanghai	%	4.71
	Others (including America and Europe)	%	3.41

Category	KPIs	Unit	2024
Work injury and work-related deaths	Number of work-related fatalities of employees(from 2022 to 2024)	Person	0
	Rate of work-related fatalities of employees	%	0
	Lost days due to work injury	Day	0
	Number of work-related fatalities of suppliers and contractors	Person	0
	Rate of work-related fatalities of suppliers and contractors	%	0
Employee training percentage/by gender	Male	%	100
	Female	%	100
Employee training percentage/by rank	Senior management (Executive Director and above)	%	100
	Middle management	%	100
	Junior management	%	100
	General staff	%	100
Average hours of employee training/by gender	Male	Hour	43.49
	Female	Hour	43.77
Average hours of employee training/by rank	Senior management (Executive Director and above)	Hour	36.18
	Middle management	Hour	59.44
	Junior management	Hour	44.98
	General staff	Hour	42.84
Number of supplier by region	Eastern China	Unit	907
	Southern China	Unit	53
	Central China	Unit	18
	Northern China	Unit	132
	Northwestern China	Unit	3
	Northeastern China	Unit	2
	Southwest China	Unit	13
	Outside Mainland China (including Hong Kong, Macau and Taiwan)	Unit	91

Category	KPIs	Unit	2024
Number of supplier by type	Material	Unit	207
	Fixed asset	Unit	321
	Engineering	Unit	142
	R&D	Unit	148
	Clinical	Unit	85
	Ordinary	Unit	316
Customer complaints	Product and service complaints	Case	94
	Safety and health-related recalls percentage	%	0
Anti-corruption	Number of corruption cases brought against the Company or its employees	Case	0
	Anti-corruption training	Time	76
	Number of anti-corruption training participants	Person-time	5,369
	Participation rate in anti-corruption training	%	100
Number of patent, trademark, copyright and domain name applications in 2024[13]	Number of patent applications domestically	Unit	71
	Number of trademark applications domestically	Unit	182
	Number of copyright applications domestically	Unit	4
	Number of domain name applications domestically	Unit	3
	Number of patent applications internationally	Unit	86
	Number of trademark applications internationally	Unit	9
Number of patents, trademarks, copyrights and domain names approved in 2024	Number of patents granted	Unit	37
	Number of trademarks registered	Unit	110
	Number of copyrights registered	Unit	4
	Number of domain names registered	Unit	3

[13] The patent application data covered in this Report are all compiled based on the filing date as the statistical criterion. For international patent applications, the filing date refers to the international filing date.

Category	KPIs	Unit	2024
Cumulative number of patent and trademark applications	Number of patent applications domestically	Unit	438
	Number of trademark applications domestically	Unit	1,152
	Number of patent applications internationally	Unit	799
	Number of trademark applications internationally	Unit	145
Cumulative number of copyright registrations	Number of copyright registrations domestically	Unit	22
Cumulative number of patents and trademarks approved	Number of patents granted	Unit	235
	Number of trademarks registered	Unit	992
Social welfare	Capital investment of public welfare	RMB 1 million	205
	Time investment of public welfare	Hour	2,754
	Number of volunteers	Person	283


Innovent
信达生物制药