2024 Environmental, Social and Governance Report

DualityBio
映恩生物

Stock Code: 09606

CONTENTS

About This Report

Report Overview

The 2024 Environmental, Social, and Governance Report (Stock Code: 09606.HK, hereinafter referred to as "this Report") of DualityBio (hereinafter referred to as "the Company" or "we") prioritizes process management, emphasizes the materiality, quantifiability, balance, and consistency of the Report, and systematically elaborates on the Company's philosophy, actions, performance, and commitments towards sustainable development. We hope that by publishing this Report, we can respond to the concerns of stakeholders, strengthen communication and interaction with them, enhance recognition of interests, emotional connection, and value alignment, and continuously promote economic, environmental, and social sustainability.

Reporting Scope

Scope of Business in the Report: This Report covers DualityBio and all subsidiaries with a scope consistent with the annual report. For details about the Company's business, please refer to the Company's prospectus.

Reporting Period: The content of this Report covers the period from January 1, 2024, to December 31, 2024 (hereinafter referred to as the "Reporting Period" or "this year"). To enhance the completeness of the Report, some content is provided beyond the above scope.

Report Release Cycle: This Report is the first Environmental, Social, and Governance report published by DualityBio.

Source of Report Information

The information and data in this Report are sourced from official documents, internal statistics, and relevant public information about DualityBio. The monetary amounts mentioned in this Report are denominated in RMB unless otherwise specified.

Reporting Principles

Materiality: Through our stakeholder communication mechanism, we distribute materiality assessment questionnaires to stakeholders to understand their key concerns regarding the Company's sustainable development and to identify material topics relevant to the Company. For details, please refer to the "Materiality Assessment" section of this Report.

Quantifiability: The application of the principle of quantifiability is mainly reflected in the calculation and disclosure of the Company's key environmental and social performance indicators. For details, please refer to Appendix 1: Key Performance Table.

Balance: To ensure a comprehensive reflection of the Company's sustainable development practices to stakeholders, the Company has objectively and completely disclosed its work in environmental, social, and governance aspects.

Consistency: This Report adopts data statistics methods consistent with the *Appendix C2 Environmental, Social, and Governance Reporting Guide of the Main Board Listing Rules* of the Hong Kong Exchanges and Clearing Limited (HKEX). Any changes in the scope of data disclosure are explained after the key performance table.

Report Preparation Standards

This Report is prepared in accordance with *Appendix C2 Environmental, Social, and Governance Reporting Guide of the Main Board Listing Rules* of the HKEX. Readers can refer to *Appendix 2: Index Table of HKEX ESG Reporting Guide* for quick reference.

Report Assurance Method

All content disclosed in this Report has been reviewed and approved by the Board of Directors of DualityBio. The Board of Directors of DualityBio commits to supervising the Report's content to ensure there are no false or misleading statements or significant omissions.

2024 Performance Highlights

Commercialization Process

1 product is expected to be launched soon

Product-related Performance

The Company holds **39** active patents and **54** registered trademarks

Established a highly innovative and differentiated pipeline of **12** proprietary ADC candidates, including **7** clinical-stage ADCs, **2** next-generation bispecific ADCs expected to enter the clinical stage in 2025-2026, and a number of other preclinical ADCs

Duality Bio has built a rich pipeline of innovative ADCs, including multiple clinical-stage programs. Seven global clinical trials are being conducted across more than **230** clinical trial centers in **17** countries, enrolling over **2,000** patients, with **50%** of participants from the United States, the European Union, Australia, and other regions outside of China

Environmental Performance

The Company continued to strengthen the climate governance responsibilities of the Board of Directors and the ESG Management Committee

No major environmental risk incidents occurred in 2024, nor were there any violations of environmental protection laws or regulations

Financial Performance

Revenue in 2024 was approximately RMB **1.94** billion, a year-on-year increase of about **8.66%**

The Company was successfully listed on the Main Board of the Hong Kong Stock Exchange on April 15, 2025

Social Performance

The employee training coverage rate reached **100%** in 2024, with a total of approximately **2,600** training hours

The Company established a comprehensive occupational health and safety system, with **0** lost days due to work injury

We participated in the Stock Code for Charity Scheme, donating RMB **3** million to the HKEX Foundation

Our innovative ADC assets have attracted leading global biopharmaceutical companies. To date, we have established several global partnerships, including collaborations with BioNTech, BeiGene, Adcendo ApS, GSK, and Avenzo Therapeutics, Inc., with a total transaction value exceeding USD **6** billion

Corporate Governance Performance

The internal documentation and collaboration system have been certified under the **ISO 27001** Information Security Management System

The human resources management system has obtained the Level 3 Certification for Security Protection and has also been certified under the **ISO 27001** Information Security Management System

There were **NO** confirmed information security and privacy leakage incidents

There were **NO** significant legal events related to corruption, bribery, monopoly, extortion, blackmail, fraud, or money laundering brought against the Company

About DualityBio

Since its establishment in 2019, DualityBio has been focused on the innovative R&D and commercialization of clinical-stage antibody-drug conjugate (ADC) drugs. By continuously optimizing its proprietary ADC technology platform and actively collaborating with global partners to deepen synergistic innovation, it aims to make innovative therapies accessible to more patients worldwide.

Company Introduction

As a key leader in the global ADC field, DualityBio focuses on the clinical needs of patients with cancer and autoimmune diseases. Harnessing the advantages of independent R&D and commercial layout, the Company continuously promotes the independent R&D and commercialization of ADC innovative drugs, creating new possibilities for safeguarding patient health.

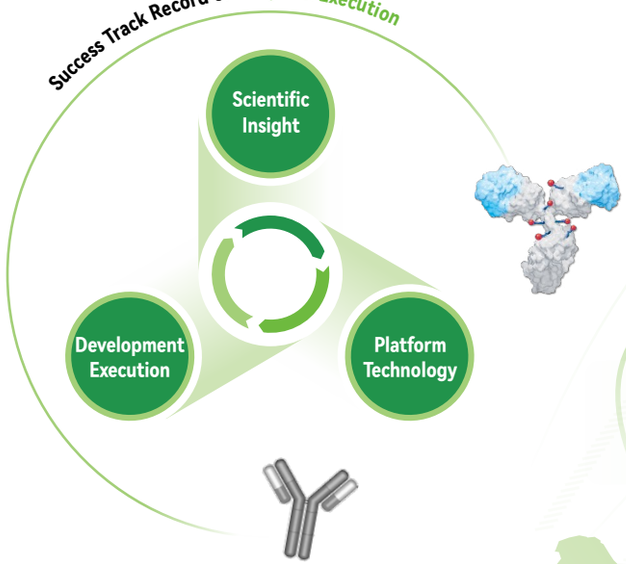
Leveraging our know-how and execution capabilities, we build a team of experienced drug development experts and continuously optimize four global innovative ADC technology platforms. Based on clinical data, we gradually advance the research and application of new-generation ADC therapeutics, such as novel payloads and bispecific formats, significantly improving treatment outcomes for clinical patients. As of the end of the Reporting Period, All of our clinical-stage assets had obtained investigational new drug (IND) approvals from both the United States Food and Drug Administration (the "FDA") and the National Medical Products Administration of the People's Republic of China.

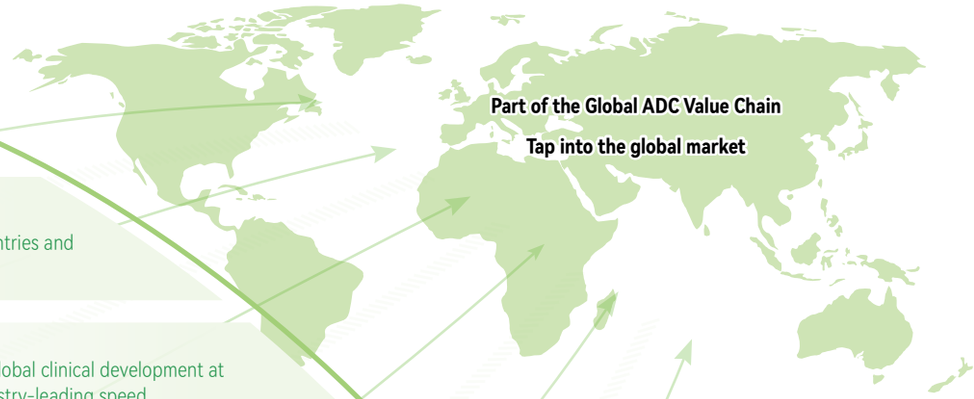
We are also looking beyond our home market, building a network of strategic partnerships on the foundation of organic growth. By leveraging both internal resources and external collaborations, we are accelerating the commercialization of our drug candidates. As of the end of the Reporting Period, InnoRNA has established partnerships through out-licensing and collaboration agreements with global leaders such as BioNTech SE (BioNTech), BeiGene, Ltd. (BeiGene), Adcendo ApS (Adcendo), GSK plc (GSK), Avenzo Therapeutics (Avenzo) and 3SBio Inc. These efforts not only enrich pharmaceutical pipelines with high-quality ADC therapeutics but also contribute valuable R&D and commercialization expertise to global drug development.

Moving forward, DualityBio will continue to implement its corporate development strategy, accelerating the R&D and commercialization process of innovative drugs in the clinical stage. Relying on a diversified technology platform and a top-notch research team, we will deepen global partnerships, fully unleash innovative potential, and continuously build international competitiveness in key areas such as drug R&D, clinical development, registration applications, and commercialization layout, leading technological breakthroughs in the ADC field and promoting the improvement of global clinical treatment levels.

Hybrid Model to Unlock the Global Potential of Our Assets and Platform

Chart a clear path to global presence with value-creating integration and strategic partnership





Part of the Global ADC Value Chain

Tap into the global market

7 clinical-staged assets
7 ongoing global MRCTs across 17 countries and 230+ trial sites

Execution of global clinical development at industry-leading speed

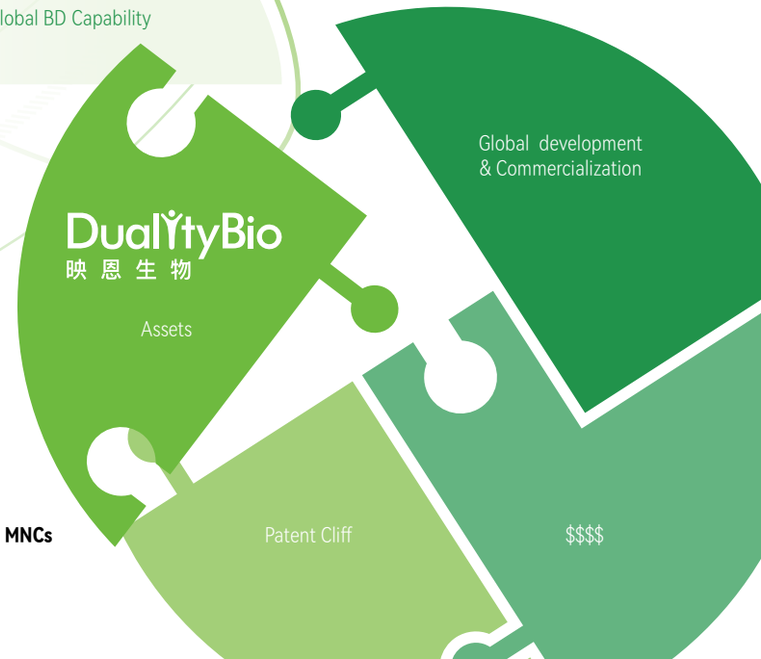
Differentiated clinical design

Strong global BD Capability

Platform validated with 2,000+ global pts

IND enabling speed

Multiple next-generation preclinical ADC candidates



Development History

2024

- Human Epidermal Growth Factor Receptor 2 (HER2) ADC Global Phase 3 Trial FPI in HER2-LOW BC
- HER2 ADC (DB-1303) Phase 3 Trial FPI in HER2+ BC
- B7-H3 ADC (DB-1311)Global Phase 2 Trials FPI
- NMPA BTD for HER2 ADC (DB-1303)
- FDA FTD & ODD for B7-H3 ADC (DB-1311)
- FDA FTD for TROP2 ADC (DB-1305)
- B7-H3 x PD-L1 BSADC (DB-1419) FDA IND Approval
- First-in-human study for Autoimmune ADC (DB-2304)
- B7-H3 ADC (DB-1311) Data Read-out

2023

- DB-1303 FDA Fast Track Record Designation
- DB-1303 Ph2 Clinical Trial 1st Patient in
- DB1310 and DB1311 FDA IND Approval and China IND Approval
- Entered into an Exclusive License and Collaboration Agreement with BioTech to develop, manufacture and commercialize DB-1303 and DB-1311, excluding the Greater China region
- Entered into an Exclusive License and Collaboration Agreement with BeiGene to Develop, Manufacture and Commercialize DB-1312 worldwide
- Entered into an Exclusive License and Collaboration Agreement with BioTech to develop, manufacture and commercialize DB-1305, excluding the Greater China region[1]
- DB-1303 FDA Breakthrough Therapy Designation

2022

- B+ Round Financing
- Suzhou R&D Center Launching
- Successfully Selected as a "Gazelle Cultivation Enterprise" in Suzhou

2021

- B Round Financing
- DB-1303 FDA IND Approval

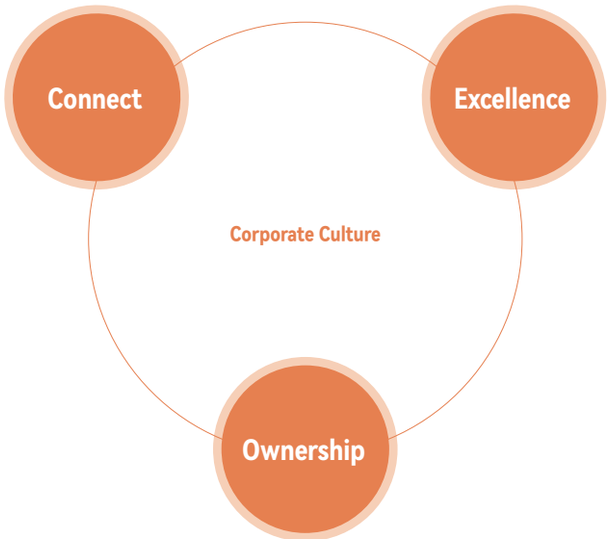
2020

- Founding of Duality Biologics (Suzhou) Co., Ltd. and Establishment of a Next-generation ADC Platform
- A Round Financing
- Submission of a Patent Priority Application of Self-developed Small Molecule Toxin ACD Platform
- Title of "Leading Talent in Science and Technology" by Suzhou Industrial Park Awarded to Dr. Zhu Zhongyuan

[1] The Greater China region includes Mainland China, Hong Kong and Macau.

Corporate Culture

DualityBio stays true to its original aspiration of serving patients. Our mission is to "become a global leader in the discovery, development, and commercialization of innovative ADC therapies". The corporate culture of "Connect, Excellence, and Ownership" is deeply rooted in our actions. Together with global partners, we explore innovative paths for ADC drug development and commercialization, making more breakthrough therapies accessible and affordable, and bringing cutting-edge medical achievements to patients worldwide for a better future of human health with innovative drugs.



Our Mission

Become a global leader in the discovery, development, and commercialization of innovative ADC therapies

Awards and Honors

During the Reporting Period, with the innovative capability of DualityBio 's flywheel model and excellent clinical development strategy, DualityBio has received multiple industry qualifications and honors. For instance, DualityBio was honored with the Champion of "Best New Drug Developer" Award at the 2024 World ADC Awards, one of the most prestigious international academic conferences in the ADC field, owing to its globally patented next-generation ADC platform and a robust R&D pipeline of over ten novel drug candidates with "best-in-class" and "first-in-class" potential.

Champion of "Best New Drug Developer" Award at the 15th World ADC Awards

Biocentury BayHelix 2023 R&D Achievement of the Year Award

2024 Top 100 Chinese Biopharmaceutical Front-runners

ADC Innovation Pioneer Enterprise

2023 7th Annual Healthcare Investment Excellence Awards – Best Innovative Pharmaceutical Company of the Year

Global Cooperation

We firmly believe that the synergy generated through collaboration will drive innovation and business development. DualityBio adopts an open and win-win approach and works with external partners to explore cutting-edge technologies and market development trends, including target screening, drug discovery, co-development, and the licensing in and out of specific assets, to jointly promote progress and breakthroughs in the healthcare field.

DualityBio Collaborates with External Partners

CASE

DualityBio is focused on the discovery of novel therapies and technologies, and has established a variety of ADC platforms with a robust pipeline for oncology and autoimmune diseases. At DualityBio, we leverage our proprietary ADC platforms and are willing to collaborate with external partners on multiple dimensions, including target screening, drug discovery, co-development, and licensing in and out of specific assets. We strongly believe that the synergies generated through collaboration will drive innovation and business development.

BIONTECH | GSK | BeiGene | AVENZO THERAPEUTICS | adcendo | 三生制药 3SBIO INC.

The First "Next Wave ADC: Scientific Breakthrough, Global Innovation" DualityBio Scientific Day

CASE

In 2024, DualityBio organized the first Duality "Next Wave ADC: Scientific Breakthrough, Global Innovation" DualityBio Scientific Day, and discussed the latest R&D progress, pipeline development, and other contents in the industry with domestic and foreign industry elites for the transformation and upgrading of the pharmaceutical industry.

In addition, DualityBio actively responds to national strategies. Leveraging our profound technical accumulation and experience, we established and continuously improve translational medicine cooperation mechanisms in collaboration with medical institutions and other third-party organizations. Through collaborative projects, we provide important support and assistance to enhance the research capabilities of hospitals.

Governance

DualityBio always views responsible governance as the key to ensuring the Company's sustainable growth and long-term prosperity. We strictly comply with the legal and regulatory requirements of each business location, continuously improve the comprehensive compliance management system, and uphold high standards of business ethics in practice, ensuring that the Company progresses steadily on the path of sustainable development.

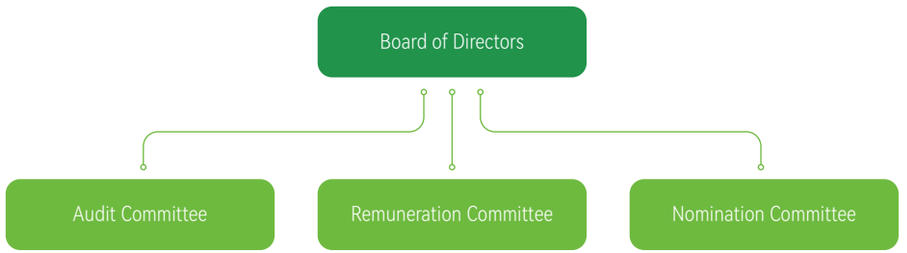
01

Responsible Governance

Establishing a transparent, responsible, and effective governance mechanism is crucial for the sustainable and healthy development of enterprises. DualityBio prioritizes patient safety, adheres to business ethics, implements strict risk management and information privacy protection mechanisms, and strengthens the foundation of corporate governance.

Corporate Governance

DualityBio has established a Board governance structure featuring diverse backgrounds, professional know-how, and an international perspective, promoting collaborative innovation, enhancing the scientific and forward-looking nature of strategic decision-making, and ensuring DualityBio maintains all-round competitiveness in the global market.



DualityBio Corporate Governance Structure

Our Board of Directors consists of eight members, including three executive directors, two non-executive directors, and three independent non-executive directors. We emphasize the diversity of the Board members. During the selection process, the Nomination Committee comprehensively considers and balances candidates' professional backgrounds, knowledge and skills, industry experience, gender, age, cultural and educational backgrounds, among other factors. Currently, our Board members have industry experience in areas such as biosciences, public health, finance, accounting, law, and investment and possess diverse educational backgrounds in biosciences, economics, biomedical sciences, business administration, law, and health economics. In terms of gender diversity, female directors of DualityBio account for one-quarter of the Board.

We also integrate ESG philosophies into corporate strategic decision-making and daily operations and regularly conduct ESG-related training. Through training, we assist Board members in gaining a better understanding of the latest policies, regulations, international standards, and best practices in the ESG field, to enhance their professional capabilities in policy formulation and investment decision-making with a forward-looking perspective.

*For detailed resumes of Board members, please refer to the Company's official website (https://tc.dualitybiologics.com/about/newpath17336633795104/index.html)

Risk Management

DualityBio places great importance on building risk management capabilities and is committed to establishing a comprehensive risk management system. We have clarified the organizational structure and division of responsibilities for risk management, the risk assessment process, and risk response strategies.

Audit Committee

- Supervise risk management and internal control mechanisms

Legal Compliance Department

- Independently and objectively supervise, inspect, evaluate, and report on the implementation of risk management policies and procedures
- Review the effectiveness of risk management

Business Departments

- Incorporate risk management measures into daily operations
- Timely report potential risks that may affect the business to the Legal Compliance Department

DualityBio's Risk Management Framework

We integrate corporate risk management into the Company's strategic and operational processes at all levels, focusing on identifying, prioritizing, assessing, and categorizing all key risk factors that may impact the Company's objectives, continuously monitoring significant risks and control situations, and implementing appropriate risk response measures when necessary to minimize the impact of risks.

Risk Management Process

We enhance employees' risk identification and control capabilities through a comprehensive training system, supporting the Company's sustainable development and long-term success. We regularly organize risk management training to continuously strengthen employees' awareness of risk prevention and response capabilities.

Business Ethics

In strict adherence to the legal and regulatory requirements of all its operating locations worldwide, DualityBio is committed to creating a governance environment that promotes responsible business conduct through systematically implementing business ethics management standards, and deeply integrating compliance concepts into the entire operational process of the enterprise. We have established a compliance governance structure led by the Board of Directors, which includes the Compliance Committee, Legal Compliance Department, and all employees, to ensure that the Company's operations are conducted legally and in compliance.

During the Reporting Period, the Company had no significant legal events related to bribery, monopoly, extortion, fraud, or money laundering that had a major impact on the Company, nor were there any legal cases related to corruption involving the Company or our employees.

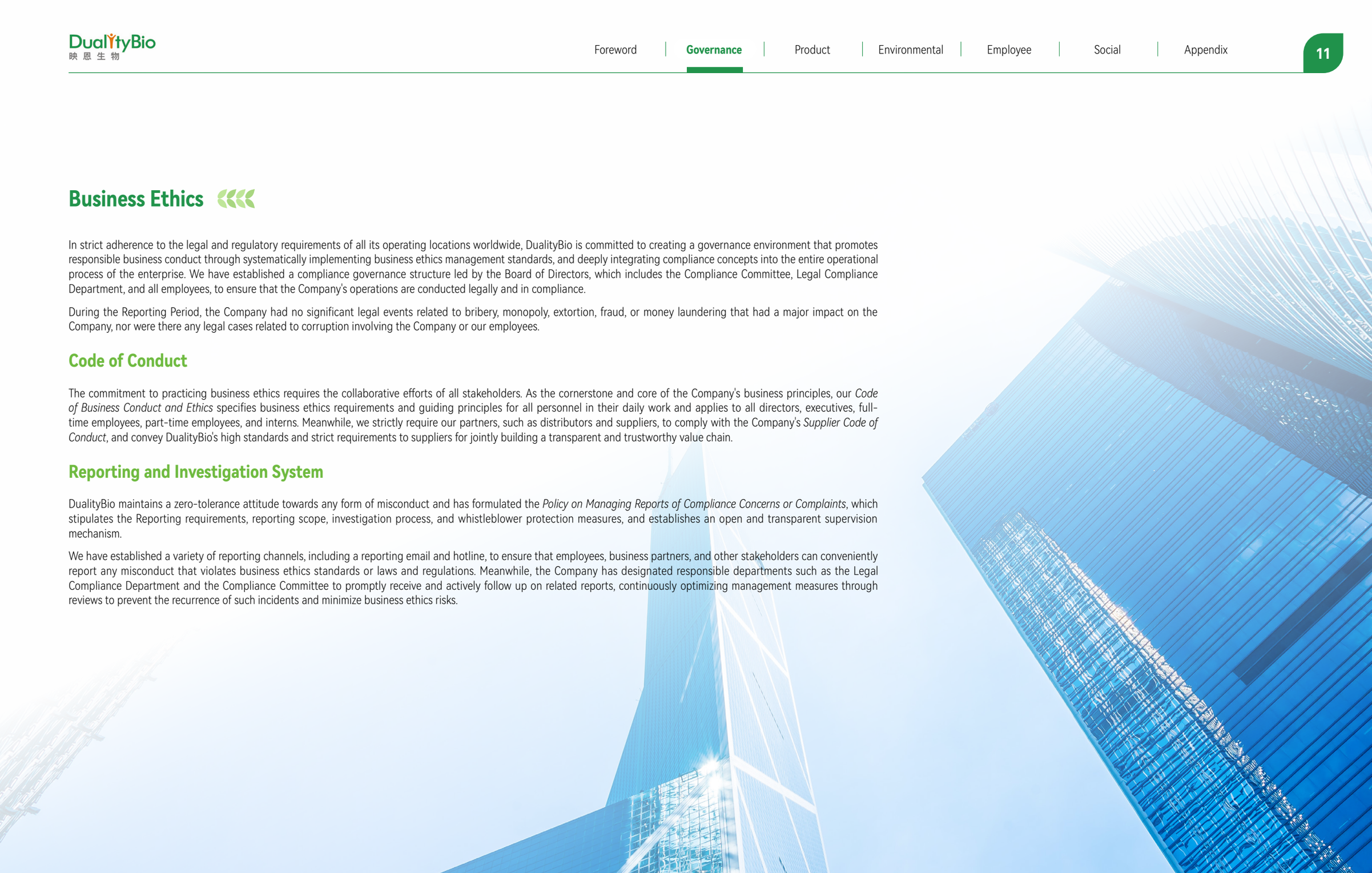
Code of Conduct

The commitment to practicing business ethics requires the collaborative efforts of all stakeholders. As the cornerstone and core of the Company's business principles, our *Code of Business Conduct and Ethics* specifies business ethics requirements and guiding principles for all personnel in their daily work and applies to all directors, executives, full-time employees, part-time employees, and interns. Meanwhile, we strictly require our partners, such as distributors and suppliers, to comply with the Company's *Supplier Code of Conduct*, and convey DualityBio's high standards and strict requirements to suppliers for jointly building a transparent and trustworthy value chain.

Reporting and Investigation System

DualityBio maintains a zero-tolerance attitude towards any form of misconduct and has formulated the *Policy on Managing Reports of Compliance Concerns or Complaints*, which stipulates the Reporting requirements, reporting scope, investigation process, and whistleblower protection measures, and establishes an open and transparent supervision mechanism.

We have established a variety of reporting channels, including a reporting email and hotline, to ensure that employees, business partners, and other stakeholders can conveniently report any misconduct that violates business ethics standards or laws and regulations. Meanwhile, the Company has designated responsible departments such as the Legal Compliance Department and the Compliance Committee to promptly receive and actively follow up on related reports, continuously optimizing management measures through reviews to prevent the recurrence of such incidents and minimize business ethics risks.



Reporting Procedures and Investigation

We have established a standardized reporting process to ensure that all reported information is fully documented. Upon receiving a report, the Legal Affairs Department should accurately record the content of the Report and assess the nature of the Report and the severity of the alleged violation.

If the alleged issue is serious, report the assessment results to the compliance committee as necessary.

Reporting Feedback and Corrective Measures

The Legal Affairs Department will promptly respond to the whistleblower to ensure transparency throughout the process. Depending on the circumstances of each report, the Legal Affairs Department may contact the whistleblower to inform them of the investigation's progress.

For confirmed violations, we will take all necessary corrective and punitive measures.

Whistleblower Protection

We have established a strict whistleblower protection mechanism, ensuring the confidentiality of the identity and information of whistleblowers. Any form of retaliation against whistleblowers is strictly prohibited. If such situations occur, they will be dealt with seriously in accordance with the *Company's Compliance-related Disciplinary Regulations*.

Training and Communication

DualityBio places great importance on business ethics and compliance management, deepening the cultivation of a compliance culture through systematic institutional development. We regularly conduct various types of business ethics and compliance training to continuously improve employees' awareness and create a fair and transparent working environment. In 2024, the Company provided business ethics and compliance training to all personnel, including employees and members of the Board of Directors.

Information Security and Privacy Protection

DualityBio effectively maintains information security and data privacy in all business processes, continuously improving the information security management system to protect the Company's business and stakeholders from threats of theft, fraud, and other information security incidents. Under the supervision of the Board of Directors and the executive management team, we have developed and implemented internal systems such as the *Information Security Management System*, *Information System Account Management Specifications*, and *IT System Emergency Work Guidelines* to effectively identify and prevent potential cybersecurity risks.

To strengthen cybersecurity management and the protective capabilities of business systems, we have undertaken a series of measures to effectively enhance our ability to respond to cybersecurity incidents and defend against external risks. As of the end of the Reporting Period, DualityBio's internal document and collaboration systems have passed the ISO 27001 information security management system certification, the human resources management system has obtained the security protection level 3 certification and has passed the ISO 27001 information security management system certification. During the Reporting Period, DualityBio had no confirmed information security and privacy leakage incidents.

Internal Information Security Control

- Access control: Establish and implement information security-related processes for employee account closure, permission changes, account retention, etc., to strictly manage company data accounts
- Data control: Monitor employees' confidential email sending behavior in real-time, and prevent information leakage through important data backups and regular virus scanning and removal

Information Security Audit

- Regularly invite third-party organizations to conduct information security audits, and follow up on rectifications for potential information security risks identified during operations based on the audit results

Data Emergency Drills and Training

- Establish a security risk alert mechanism and corresponding training programs.
- Develop a comprehensive emergency plan for issues related to internal networks, server equipment, application systems, and other relevant faults

Service Provider Privacy Protection

- Require the service provider to obtain information security system certification
- Regularly invite third-party organizations to audit project data storage and other related content

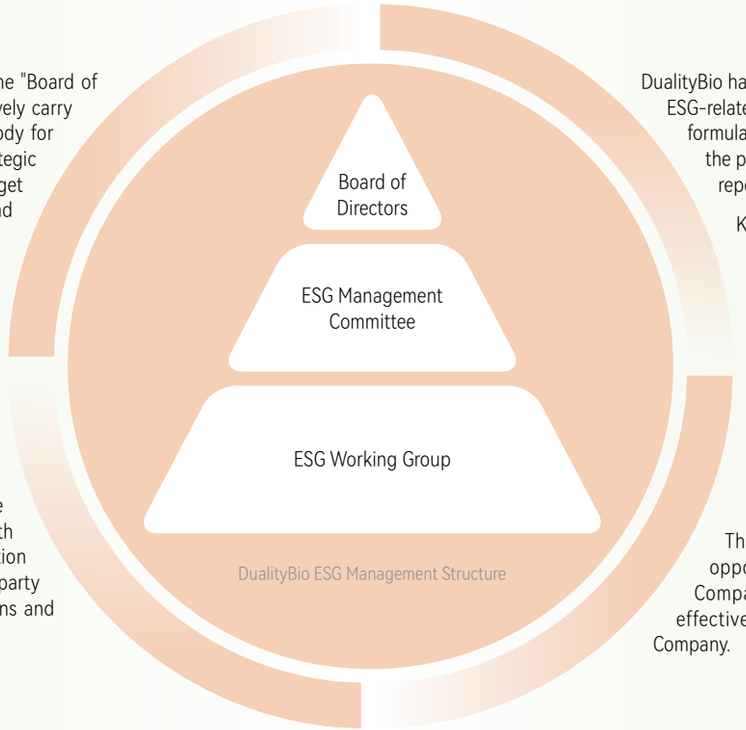
ESG Governance

DualityBio incorporates sustainable development into its operational practices, continuously improving its ESG management system by enhancing supervision, increasing transparency, and ensuring effective management while striving to provide long-term value for all stakeholders.

Board Statement

Board Responsibilities

DualityBio has established a three-tier ESG governance structure consisting of the "Board of Directors - ESG Management Committee - ESG Management Team" to collaboratively carry out ESG management work. The Board of Directors is the highest responsible body for the Company's ESG governance, responsible for reviewing and approving ESG strategic guidelines, and target policies, supervising and reviewing ESG performance and target progress, assessing ESG opportunities, risks, and significant issues, and reviewing and approving ESG information disclosure.



DualityBio ESG Management Structure

ESG Work Execution

DualityBio has an ESG Management Committee, which serves as the regulatory body for ESG-related matters and is responsible for assisting the Board of Directors in guiding and formulating the Company's ESG strategy, goals, and policies, supervising and reviewing the progress of ESG practices, auditing and controlling ESG disclosure information, and reporting to the Board of Directors.

Key personnel from our all business departments form the ESG Management Team. The Team is responsible for drafting key ESG issues, goals, and policies, implementing ESG matters, collecting, organizing, and disclosing ESG information, reviewing ESG opportunities and risks, providing insights on key ESG issues, ensuring that ESG strategic goals are closely aligned with the Company's strategic goals, providing decision-making and resource support for ESG-related issues, ensuring the implementation of ESG goals and policies, and reporting to the ESG Management Committee.

ESG Issue Assessment

We place great importance on identifying material ESG issues through diverse communication channels and regular communication mechanisms, combined with policy and industry trend analysis, to assess material ESG issues. The determination of material ESG issues by the Company is primarily based on independent third-party materiality assessments, with the final assessment results drafted after discussions and approvals by the ESG team and the Board of Directors.

ESG Risk Management

The Board of Directors of DualityBio closely monitors ESG-related risks and opportunities, makes resolutions on ESG-related risks and materiality during the Company's daily operations, and formulates risk response strategies to timely and effectively address ESG risks and mitigate the negative impacts of ESG risks on the Company.

Stakeholder Communication

In the process of stakeholder engagement, DualityBio adheres to providing comprehensive and impartial information to ensure that stakeholders fully understand the evaluation context and provide valuable feedback based on real and objective awareness. Based on the Company's own business characteristics and operational status, and drawing on the experiences and practices of global peers, we have identified key stakeholders including government and regulatory agencies, customers, shareholders and investors, employees, suppliers, industry partners, communities, and the media, and established communication methods suitable for expressing concerns for different stakeholders.

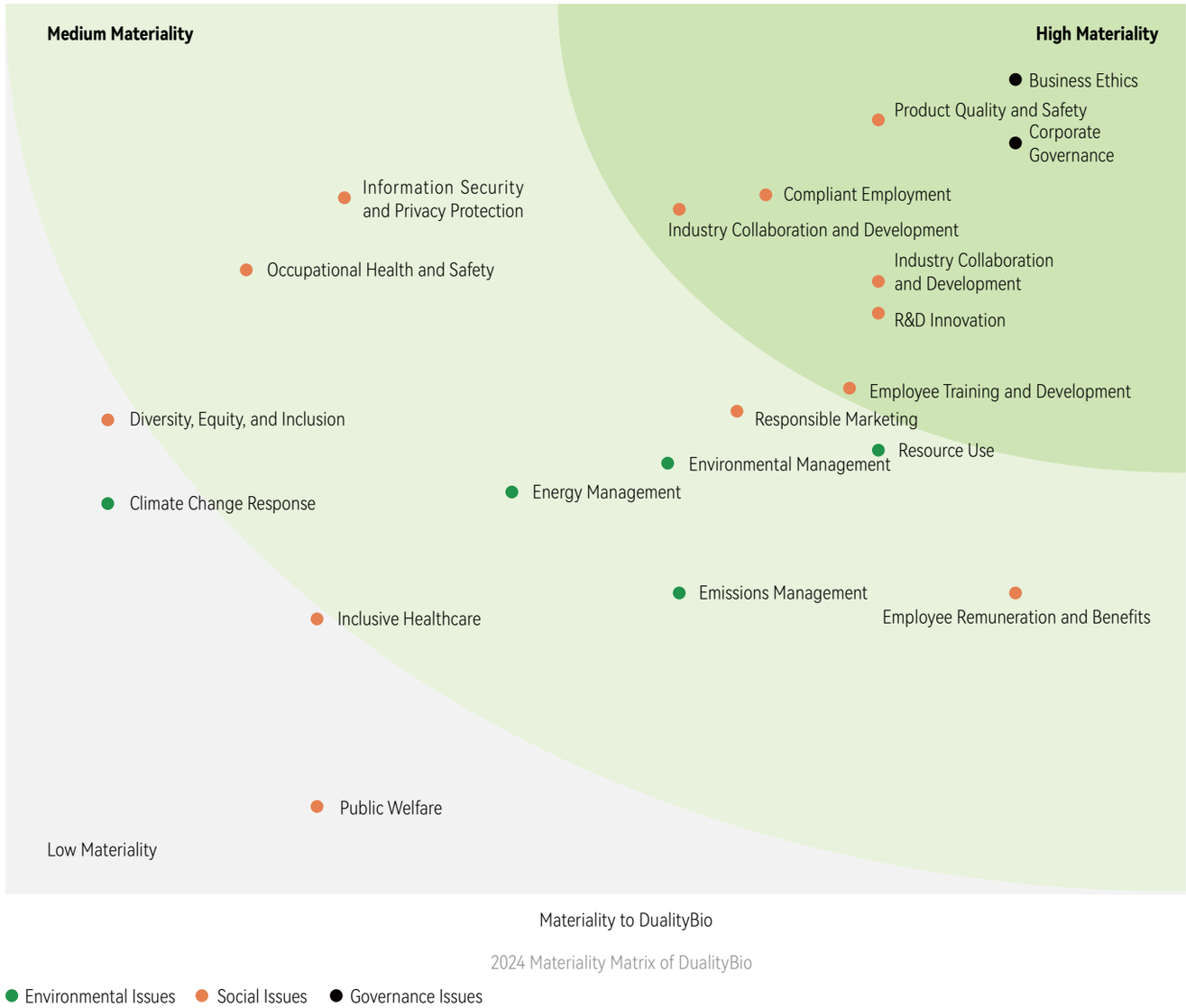
Stakeholder Category	Stakeholders	Issues of Concern	Communication Channels
Government and Regulatory Institutions	National and Local Governments, Market Regulation, Taxation, Environmental Protection, Industry Regulation Institutions, etc.	• Corporate Governance • Business Ethics • Environmental Management • Product Quality and Safety	• Institution Investigation • Official Correspondence • Policy Implementation • Information Disclosure
Shareholders and Investors	Investors in Equity Investment in the Company	• R&D Innovation • Intellectual Property Protection • Product Quality and Safety	• Investor Relations Website • Shareholders' Meeting • Online Communication Meeting • Strategy Meeting • Correspondence • Conference Call • Company Research • Roadshow
Employees	Company Employees	• Employee Training and Development • Employee Remuneration and Benefits • Diversity, Equity, and Inclusion • Occupational Health and Safety	• Employee Management Committee • Employee Activities • Employee Surveys • Employee Training
Suppliers	Raw Material Suppliers	• Product Quality and Safety • Supplier Management	• Supplier Evaluation • Supplier Communication and Training
Industry Partners	Industry Associations	• Inclusive healthcare • R&D Innovation	• Communication and Exchange Visits • Industry Forum
Community and Media	Community Where We Operate, the Public, the Media, etc.	• Community Welfare • Product Quality and Safety	• Volunteer Service • Community Activities • Media Communication Interviews

Material ESG Issues

DualityBio identifies potential material ESG issues in light of business operations, industry characteristics, changes in the internal and external environment, regulatory requirements, industry standards, and consultations with stakeholders. On this basis, the Company prioritizes the identified material issues based on expert opinions, peer experiences, and feedback from management, investors, and employees, guiding DualityBio's long-term ESG development direction.

During the Reporting Period, DualityBio identified a total of 21 material issues, covering key areas such as R&D innovation, product quality and safety, talent development, inclusive healthcare, and climate change response.

Issues of High Materiality	Business Ethics	Industry Collaboration and Development
	Corporate Governance	Intellectual Property Protection
	Product Quality and Safety	R&D Innovation
	Compliant Employment	Employee Training and Development
Issues of Medium Materiality	Responsible Marketing	Resource Use
	Information Security and Privacy Protection	Environmental Management
	Occupational Health and Safety	Emissions Management
	Employee Remuneration and Benefits	Energy Management
Issues of Low Materiality	Climate Change Response	Diversity, Equity, and Inclusion
	Inclusive Healthcare	Public Welfare



Product

We are keenly aware that excellent quality is the foundation for industry advancement and an important guarantee for fulfilling sustainable development commitments. DualityBio adheres to quality as the core, focusing on patient needs, and is committed to providing advanced and diverse high-quality treatment solutions for patients worldwide.

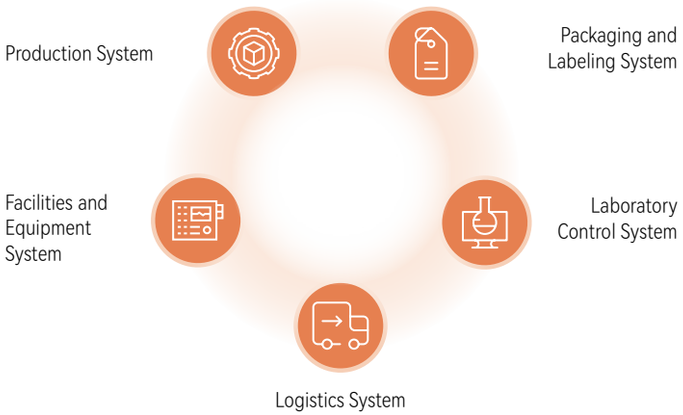
02

Quality Management

As an innovative biotechnology company with social responsibility, DualityBio places patient health needs first by continuously improving the quality management system to provide solid medical guarantees for patients.

Quality Management System

DualityBio strictly follows internationally recognized Current Good Practice (cGxP) standards, establishing quality management systems such as the *Drug Safety System* to ensure high-level quality management throughout the entire lifecycle from drug R&D, technology transfer, and commercial production to product termination. The Company adheres to the core concept of "Quality by Design" (QbD) and has built a systematic and scientific quality management system based on risk.



Quality Management System of DualityBio

We have established a quality management structure composed of senior management, quality departments of all business entities, and functional departments, and clearly defined the responsibilities of each department to ensure the effectiveness and feasibility of quality management at the company level. Our Board of Directors serves as the highest leadership for product and service quality, responsible for overseeing the quality management system. Meanwhile, the Company has an independent quality assurance team responsible for the implementation and operation of the quality management system.

Product Testing

DualityBio has developed a comprehensive internal testing capability. We conduct regular preventive testing for all products or services to address potential or existing quality and safety issues, thereby identifying potential problems in advance and resolving them promptly. We ensure that all products and services meet strict quality standards and effectively manage and mitigate risks related to product quality and safety.

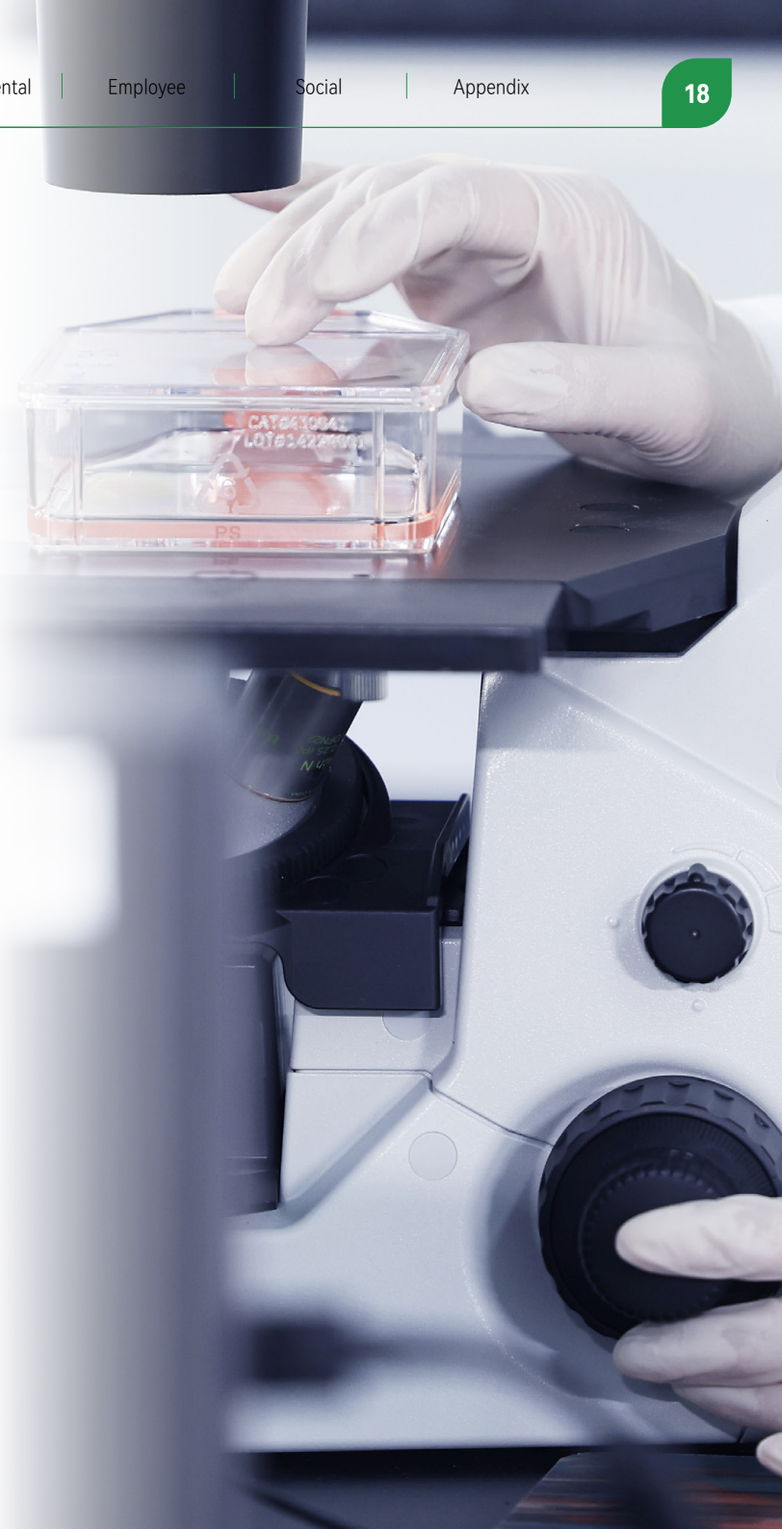
Quality Audit

DualityBio conducts regular quality audits of service providers based on its business model to ensure the effectiveness of the quality management system. During the Reporting Period, the Company developed targeted audit plans for all business types based on the compliance of the quality management system with regulatory and standard elements, conducting multiple quality audits for each service provider. We also invite external quality audits from official agencies, business partners, and third parties for relevant service providers to ensure compliance and effectiveness in quality management. All quality audits and inspections conducted or accepted by DualityBio during the Reporting Period passed or met the required standards.

Quality Culture Building

We have established a quality culture system that covers all employees. We set job-based training requirements, including onboarding training, mandatory continuous training, and enhancement training on functions related to employee quality management to strengthen their product quality and safety management capabilities.

In addition, our suppliers, such as pharmacovigilance service providers, are also required to undergo relevant training based on their tasks. For all such quality management-related training, the Company ensures participation from all employees through face-to-face or online meetings and records attendance to enhance professional capabilities through various training methods.



Clinical Ethics

DualityBio values the trust and contributions of every patient participating in clinical trials for medical research. We consistently uphold our commitment to subjects by conducting clinical research with the highest standards and the most rigorous attitude to ensure that the rights and interests of subjects are fully respected and protected.

Subject Privacy Protection

Subject information management is a core aspect of clinical trials and drug safety monitoring. Before a subject participates in a clinical study, we will sign the *Informed Consent Form for Clinical Research*, ensure that the subjects' right to know, right to free choice, and right to privacy are effectively protected, and all medical information of the subjects is strictly kept confidential. During the entire trial period, subject information is replaced with codes or pseudonyms to ensure their privacy is protected to the greatest extent possible..

DualityBio strictly controls risks related to clinical research, continuously monitors the safety and ethical standards of the study, promotes and implements information management and risk assessment processes such as prospective assessments and risk signal evaluations, and requires the use of risk control plans in clinical research protocols to ensure the safety of subjects enrolled in the study.

Clinical Medication Safety

In accordance with domestic and international regulatory requirements, DualityBio continuously improves the relevant systems and policies for clinical trials and establishes a standardized clinical research process with high standards and strict requirements, laying a systematic foundation for drug development and patient safety.

The Company highly values the safety of clinical medication and strictly follows the norms for clinical drug application. We effectively reduce medication errors through enhanced adverse reaction monitoring and safety risk assessments, ensuring the accuracy and safety of clinical trials. We also continuously raise awareness of rational drug use among medical staff through diverse training programs, such as regular pre-project launch training and annual reinforced training, to safeguard patients' health rights.

Pre-Project Launch Training

Provide training to all participants before trial initiation to raise safety reporting awareness and standardize reporting requirements

Regular Reinforced Training

Conduct annual online intensive training sessions for project teams to reinforce safety reporting concepts based on laws, regulations, and internal policies, and to communicate the latest industry and company requirements promptly

Targeted Training

Offer targeted guidance and training for specific research sites or personnel in response to issues identified in safety reporting

Clinical Drug Safety Training of DualityBio

Animal Welfare

In strict adherence to the standards set by the Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC) International, DualityBio collaborates with third-party organizations to design and implement animal testing protocols, aiming to replace and reduce the use of laboratory animals and validate drug safety and efficacy in ways that minimize impact on animals.

The Company also incorporates animal welfare requirements into its collaborations with suppliers. We require suppliers involved in relevant compliance requirements to obtain international certifications related to animal welfare, and through supplier audits and other means, we work together with suppliers to uphold the highest ethical and scientific standards of animal welfare.

Pharmacovigilance

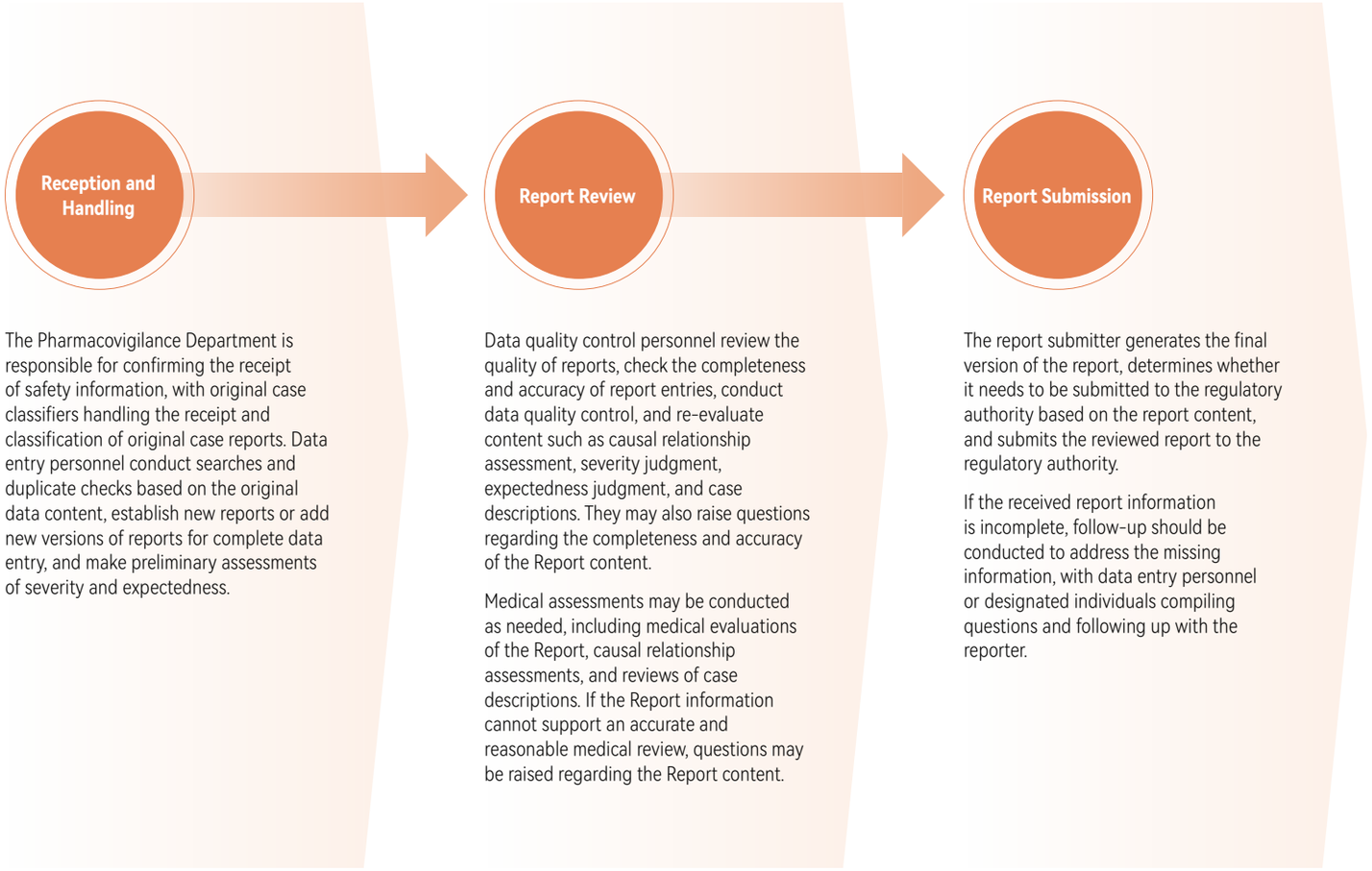
DualityBio practices a sustainable development philosophy of "Quality First, Responsibility Driven", always basing its operations on compliance and focusing on patient safety, establishing a customer service management system that covers the entire product lifecycle and a scientifically rigorous post-marketing safety management mechanism.

Pharmacovigilance Management

In accordance with relevant laws and regulations such as the *Drug Administration Law of the People's Republic of China*, the *Good Pharmacovigilance Practice (GVP)*, the *Good Clinical Practice (GCP)*, and the *Guidelines for Writing the Pharmacovigilance System Master File*, we continuously fulfill the supervisory role of the pharmacovigilance team, establish and improve the post-marketing pharmacovigilance management system, and standardize the lifecycle management of the Pharmacovigilance System Master File (PSMF).

DualityBio has established a Drug Safety Committee responsible for assessing major risks of the Company's products, handling significant or urgent drug events, evaluating risk-benefit ratios, making risk control decisions, reviewing pharmacovigilance plans, and addressing other related major issues. The Drug Safety Committee is chaired by the CEO and includes members from multiple departments. Through regular and ad-hoc meetings, it discusses trends in product safety data, major safety issues, and significant matters related to the annual construction of the pharmacovigilance system, effectively addressing drug safety issues.

The Company also strictly regulates key processes such as the collection, evaluation, reporting, and archiving of adverse information, safeguarding patient medication safety with a scientific approach, and providing reliable data support and decision-making basis for product risk management. To promptly and effectively address inquiries from regulatory agencies regarding post-marketing drug safety, we have established a standardized response process applicable to all relevant personnel at DualityBio and its partner organizations, clearly requiring that relevant personnel forward inquiries to the pharmacovigilance department within one working day of receipt, with designated individuals responsible for recording and coordinating responses. In the event of significant issues, a cross-departmental collaboration mechanism is immediately activated to ensure efficient resolution.



Adverse Event Handling Process

We have established a post-marketing pharmacovigilance business continuity plan that covers employees, interns, third-party dispatched personnel, and partner organizations in relevant functional departments. This plan aims to address interruptions in pharmacovigilance operations and ensure compliance with the responsibilities of the marketing authorization holder and regulatory requirements. Meanwhile, the Company has established a standardized pharmacovigilance vendor management system, requiring vendors to develop and implement safety monitoring plans, strictly manage the entire lifecycle process of Pharmacovigilance Agreements (PVA), and ensure the timeliness, completeness, and traceability of safety data transmission.

DualityBio is committed to continuously enhancing employees' awareness and skill levels in pharmacovigilance. The Company, in line with job requirements, mandates that all employees directly or indirectly involved in post-marketing pharmacovigilance activities at DualityBio participate in training, including onboarding training and advanced training, to strengthen the application of knowledge in practical work and ensure patient medication safety.

Enhancing Team Expertise and Ensuring Compliant Trial Operations | **CASE**

In clinical trials, the timely and accurate submission of safety reports is a key aspect of ensuring participant safety and maintaining trial compliance. To guarantee that adverse events and serious adverse events reported during the trial comply with regulatory and protocol requirements, the Company has organized systematic training on clinical trial safety reporting, providing a comprehensive explanation of domestic and international regulations on clinical trial safety reporting, such as the *GCP* and the terminology definitions and reporting requirements for drug safety reporting in the ICH E2 series guidelines.

Meanwhile, the training introduced in detail the Company's standard operating procedures (SOPs) on internal safety reporting, including the types, time limits, processes, and reporting form-filling specifications of the reports. We provided a hands-on walkthrough using actual reporting forms to help participants become familiar with the reporting procedures and content.

Product Recall

DualityBio strictly adheres to international pharmaceutical regulatory standards and has established a scientific and rigorous recall management mechanism that covers the entire process, including risk monitoring, assessment decision-making, and collaborative execution. By clarifying risk grading standards and response procedures through institutionalized management norms, we guarantee that potential issues can be identified and responded to promptly. On this basis, we strengthen the cross-departmental collaboration mechanism and regularly conduct risk response drills to elevate the team's emergency response capabilities. A linkage mechanism has been established with supply chain partners to ensure the efficiency of risk event handling and the integrity of information transmission.

Meanwhile, we highly value customer communication and interaction. By establishing diversified customer communication channels, we guarantee the timeliness, accuracy, and accessibility of information transmission. In response to customer inquiries, feedback, and major event notification needs, we achieve effective interaction with relevant parties through a multi-level communication mechanism to maintain public health and market trust.

R&D Innovation

DualityBio is devoted to the R&D of core technologies and keeps expanding and optimizing the clinical ADC development pipeline to accelerate the innovation drug development process with utmost effort. We increase our investment in cutting-edge global innovative products and advanced technologies and build a solid intellectual property protection system to lay a strong foundation for the Company's continuous innovative development.

R&D Capability Building

As an innovative biopharmaceutical company in the clinical stage, DualityBio has successfully established multiple next-generation ADC technology platforms with global intellectual property rights. Leveraging in-depth exploration and research of disease biological mechanisms, a clinical ADC development pipeline covering multiple indications has been built to develop the next-generation novel ADCs for cancer and autoimmune disease patients.

2,000+
Number of patients enrolled

17+
Number of countries conducting global multi-center clinical trials

4
Number of multifunctional platforms

7
Number of ongoing global multi-center clinical trials

6
Number of global partners

USD 6 billion+
Total deal value from multinational pharma licensing partnerships

Through our platforms, we have established a highly innovative and differentiated pipeline of 12 proprietary ADC candidates, including seven clinical-stage ADCs, two next-generation bispecific ADCs that are expected to enter the clinical stage between 2025 and 2026, and a number of other preclinical ADCs.

Product R&D Progress

Duality Biotech is vigorously building a professional and efficient core commercialization team. Various business models such as licensing, collaborative sales, and direct sales were adopted to accelerate our global commercialization process of products and further increase the international influence of our brand.

In 2024, the Company achieved a series of remarkable milestones in the development of ADC therapeutics:

- DB-1303 (HER2 ADC) has entered the late-stage clinical trial phase
- Trop2 ADC (DB-1305) has shown promising efficacy in ovarian cancer and holds potential as a core drug in combination regimens for non-small cell lung cancer (NSCLC), triple-negative breast cancer (TNBC), ovarian cancer (OC), and cervical cancer (CC).
- We are advancing the DB-1310 (HER3 ADC) combination therapeutics to the frontline, aiming to cover a broader population of patients resistant to epidermal growth factor receptor (EGFR) tyrosine kinase inhibitors.
- DB-1311 (B7-H3 ADC) has demonstrated strong efficacy and safety in small cell lung cancer (SCLC), castration-resistant prostate cancer (CRPC), and NSCLC, with plans to initiate registration clinical trials in 2025.
- The bispecific ADC DB-1419 (PD-L1/B7H3 ADC) received FDA IND approval in September 2024.
- DB-2304, the world's first-in-class BDCA2 ADC targeting systemic lupus erythematosus (SLE) and cutaneous lupus erythematosus (CLE), has completed first-in-human dosing in healthy volunteers.

	Program	Target	Indications(lines of treatment)	Mono/Combo[2]	Preclinical /IND-Enabling	Phase 1	Phase 1/2a Phase 2	Phase 3	NCT Number	Commercial Rights	Partners
Oncology	**DITAC - Leading TOP1i ADC Platform**										
	★ DB-1303/BNT323	HER2	HER2-expressing EC (2L+)	Mono					NCT05150691	Mainland China, Hong Kong, Macau	BIONTECH
				Mono					NCT06340568		
			HR+/HER2-low BC (chemo naïve)	Mono					NCT06018337		
			HER2+ BC (2L+)	Mono					NCT06265428		
			HER2+ BC (1L)	+ Pertuzumab					NCT05150691		
			Solid Tumors (OC, CRC, esophageal cancer, etc.)	Mono							
	★ DB-1311/BNT324	B7-H3	SCLC (2L+)	Mono					NCT05914116	Mainland China, Hong Kong, Macau (U.S.: Option to Co-develop and Co-commercialize)	BIONTECH
			CRPC (late line)	Mono							
			ESCC (2L+)	Mono							
			NSCLC (2L+)	Mono							
			Solid Tumors (HNSCC, HCC, CC, melanoma, etc.)	Mono							
	☆ DB-1310	HER3	EGFRm NSCLC (TKI-resistant)	+ Osimertinib					NCT05785741	Global	
			KRASm NSCLC (2L+)	Mono							
			HER2-expressing BC (Post-Enhertu)	+ Trastuzumab							
			Solid Tumors	Mono							
	☆ DB-1305/BNT325	TROP2	OC (2L+)	Mono					NCT05438329	Mainland China, Hong Kong, Macau	BIONTECH
			NSCLC (2L+)	Mono							
			NSCLC, OC, CC, TNBC (multiple lines)	+PD-L1/VEGF bsAb							
			Solid Tumors (CC, TNBC, etc.)	Mono							
	DB-1312/BG-C9074	B7-H4	Solid Tumors	Mono / + Tislelizumab					NCT06233942	/	BeOne
	DB-1314	Undisclosed	Solid Tumors	Mono					/	Global	
	DB-1317	Undisclosed	Solid Tumors	Mono					/	Global	
	DB-1324	Undisclosed	Solid Tumors	Mono					/	Mainland China, Hong Kong, Macau	GSK
	DIBAC - Leading Bispecific ADC Platform										
	DB-1419	B7-H3 x PD-L1	Solid Tumors	Mono					NCT06554795	Global	
	☆ DB-1418	HER3 x EGFR	Solid Tumors	Mono					/	China	AVENZO THERAPEUTICS
	DB-1421	Undisclosed	Solid Tumors	Mono					/	Global	
	DUPAC - Unique Novel MOA Payload ADC Platform										
	DB-1316	Undisclosed	Solid Tumors	Mono					/	Global	
Auto-immune	**DIMAC - Leading Immune-modulating ADC Platform**										
	☆ DB-2304	BDCA2	SLE, CLE	Mono					NCT06625671	Global	

[2] Mono = Monotherapy, Combo = Combination Therapy, IND= Investigational New Drug, NCT = National Clinical Trial, ADC = Antibody-drug Conjugate, HER2 = Human Epidermal Growth Factor Receptor 2, HER2-expressing = HER2 Status of Tumor Cells Identified with a Test Score of IHC 1+ or Above, EC = Endometrial Cancer, HR+ = Hormone Receptor Positive, HER2-low=HER2 Status of Tumor Cells Identified with a Test Score of IHC 1+ or IHC 2+/ISH-, BC = Breast Cancer, Chemo = Chemotherapy, HER2+ = HER2 Status of Tumor Cells Identified with a Test Score of Either IHC 3+ or IHC 2+/ISH+, OC = Ovarian Cancer, CRC = Colorectal Cancer, SCLC = Small Cell Lung Cancer, NSCLC = Non-small Cell Lung Cancer, HER3 = Human Epidermal Growth Factor Receptor 3, EGFRm = EGFR Mutant, TKI = Tyrosine Kinase Inhibitor, KRASm = Kirsten Rat Sarcoma Virus Mutant, CRPC = Castration-resistant Prostate Cancer, HNSCC = Head and Neck Squamous Cell Carcinoma, BTC = Biliary Tract Cancer, TROP2= Human Trophoblast Cell-surface Antigen 2, CC = Cervical Cancer, TNBC = Triple-negative Breast Cancer, PD-L1 = PD-1 Ligand 1, VEGF = Vascular Endothelial Growth Factor, bsAb = Bispecific Antibody, EGFR = Epidermal Growth Factor Receptor, BDCA2 = Blood Dendritic Cell Antigen 2, MOA = Mechanism of Action, SLE = Systemic Lupus Erythematosus, CLE = Cutaneous Lupus Erythematosus, FDA = U.S. Food and Drug Administration, NMPA = National Medical Products Administration of the PRC

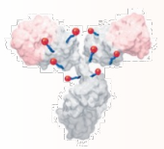
★ Core Products
☆ Key Products
FDA Breakthrough Therapy Designation
NMPA Breakthrough Therapy Designation
FDA Fast Track Designation
FDA Orphan Drug Designation

Innovative R&D Management

We are building a special reward mechanism that encourages and nurtures innovation from top to bottom with a focus on management structure, corporate culture, policies, and talent development. We clarify the incentive measures for innovators through the *Regulations on Rewards and Remuneration for Service Inventions and Creations* to continuously inject momentum into our R&D capabilities.

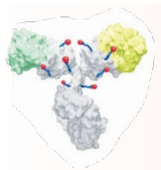
DualityBio has developed into an important innovation engine in the global ADC field through multiple overseas licensing collaborations with global pharmaceutical companies and top innovative drug enterprises. The Company is continuously breaking through the boundaries of ADC technology, and developing next-generation innovative drugs such as bispecific ADCs, ADCs with novel mechanisms of action, and ADCs for autoimmune diseases.

Four Leading ADC Technology Platforms



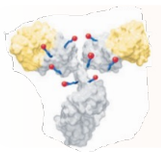
DITAC
Duality Immune Toxin Antibody Conjugate Platform
5 Clinical Assets
3 Preclinical Assets

- ADC platform based on topoisomerase inhibitors
- Widening the therapeutic window
- More than 2,000 patients having shown good efficacy and safety



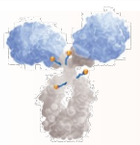
DIBAC
Duality Innovative Bispecific Antibody Conjugate Platform
1 Clinical Asset
2 Preclinical Assets

- Enhanced tumor selectivity and payload delivery
- Functional synergy and interaction of signaling pathways
- Potential to be best-in-class and first-line therapy



DUPAC
Duality Unique Payload Antibody Conjugate Platform
1 Preclinical Asset

- Potential to overcome resistance to Dxd (TOP1i)
- Targeting difficult-to-treat tumor types
- Potentially reshape ADC treatment paradigm



DIMAC
Duality Immune-Modulating Antibody Conjugate Platform
1 Clinical Asset

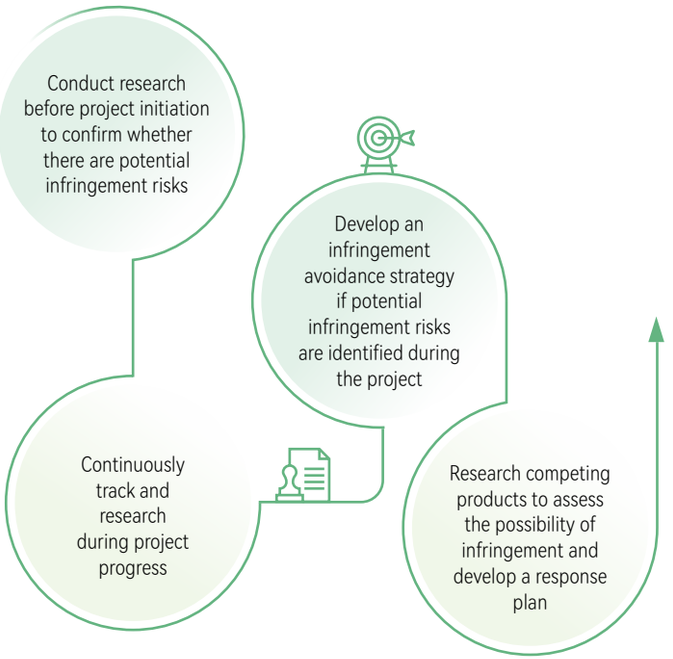
- First-in-class ADC platform for autoimmune diseases
- More precise delivery of immunosuppressants, better safety
- Better efficacy than traditional antibody therapy

Through our platforms, we have established a highly innovative and differentiated pipeline comprising 12 self-developed ADC candidates, which has been recognized by global partners such as BioNTech, BeiGene, and Adcendo, with total deal value exceeding USD 6 billion.

Intellectual Property Protection

DualityBio has established or updated internal management systems such as *Patent Analysis Management* in accordance with national laws and regulations including the *Anti-Unfair Competition Law of the People's Republic of China*, *Patent Law of the People's Republic of China*, *Copyright Law of the People's Republic of China*, and *Trademark Law of the People's Republic of China*, to protect its technological achievements and reduce intellectual property disputes.

The Company understands that intellectual property management is an important guarantee for innovative R&D, and continuously builds and maintains a comprehensive and efficient intellectual property management system. We implement process control for intellectual property risk management, strictly supervise the intellectual property management process, and establish a patent infringement analysis process.



Patent Infringement Analysis Process

Responsible Marketing

DualityBio adheres to a customer-centric principle. We earnestly welcome valuable feedback and constructive suggestions from every customer, actively engage in business cooperation, and convey positive and proactive values to all sectors of society and stakeholders.

We strictly comply with the *Pharmaceutical Industry Standards of the People's Republic of China*, the *Advertising Law of the People's Republic of China*, the *Regulations on the Management of Drug Instructions and Labels*, and the *Interim Measures for the Review and Management of Advertisements for Drugs, Medical Devices, Health Foods, and Special Medical Purpose Formula Foods*, among other laws and regulations. We insist on promoting drugs and medicine in an ethical, scientific, and objective manner, strictly adhering to national laws and regulations regarding product labels, advertisements, etc., to ensure that regulatory authorities, medical cooperation institutions, and patients receive accurate and rigorous product and academic information.

The Company strictly controls the marketing system and establishes procedures such as the *Approval Process for Promotional and Educational Materials* in accordance with compliance requirements, ensuring that all marketing materials must be approved by authorized personnel of the Company before publication. We provide compliance guidance to relevant personnel to ensure that during product promotion, we do not exaggerate product efficacy, promptly inform customers of contraindications and adverse reactions, and ensure that accurate and responsible information is conveyed in communications with customers and other stakeholders.

Accuracy

Promotional and informational materials must be consistent with the nationally approved labeling, avoiding any unapproved promotional content

Clarity

All product information used or communicated externally must be complete and explicit, with no misleading statements

Transparency

Product safety information must be fully disclosed, with no exaggeration of product features or technology, nor any concealment of potential risks

Principles of Responsible Marketing

We regularly provide responsible marketing training for all employees involved in marketing activities, ensuring that the marketing team consistently adheres to compliance requirements in external communications through customized training. All training content is continuously iterated and updated based on industry trends and typical cases to ensure the guidelines remain cutting-edge. During the Reporting Period, DualityBio had no significant violations related to marketing.

Environmental

DualityBio earnestly fulfills its environmental protection responsibilities, committed to the harmonious coexistence and sustainable development of the enterprise and the natural environment. The Company actively responds to global climate change, continuously building an environmental management system and improving resource use efficiency, aiming to minimize environmental burdens.

03

Climate Change Response

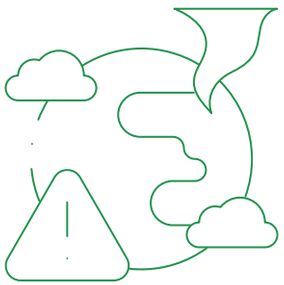
We actively respond to the national "dual carbon" strategy and place great importance on the challenges posed by climate change. DualityBio systematically identifies and assesses climate change-related risks and opportunities, proactively taking measures to effectively manage the impact of climate risks and opportunities on the Company's business.

Governance

DualityBio is keenly aware of the risks and impacts of climate change on stable operations and continuously improves its climate change management system. We have strengthened our governance responsibilities regarding climate change. The Board of Directors oversees the management of climate change responses, and the ESG Management Committee is responsible for formulating and implementing climate change initiatives. Each committee member is accountable for their respective department's efforts in mitigating and adapting to climate change.

Strategy

Climate change response is becoming a global consensus. DualityBio comprehensively considers factors such as company operations, industry development, and environmental conditions, and has initially formed a list of climate change-related risks and opportunities, and developed response measures based on the *Implementation Guidance for Climate Disclosures under HKEX ESG Reporting Framework*.



Type of Climate Risks		Description of Relevance	Response Measures
Physical Risks	Acute Risks	The increasing frequency of natural disasters such as typhoons, floods, droughts, and extreme weather events like high temperatures may affect the operational stability of the Company's infrastructure (such as production facilities, R&D facilities, etc.), thereby impacting the continuity of the Company's business.	• Regularly conduct emergency drills and strengthen the reserve of emergency supplies • Pay attention to and promptly promote extreme weather safety recommendations and alerts, respond quickly during extreme weather disaster events, and allocate necessary resources to ensure employee safety and business continuity
	Chronic Risks	As the global average temperature rises, the Company needs to use more energy to maintain the required indoor environmental temperature at operational sites.	• Improve the Company's energy management system, enhance energy utilization efficiency, and gradually promote the application of renewable energy to ensure the stability of the production and operation energy supply system, reduce total energy consumption, and lower costs
Transition Risks	Policy Risks	Increasingly stringent climate change policies and regulatory requirements may raise the Company's compliance operating costs.	• Monitor the latest climate-related laws and regulations in operational areas and take necessary energy-saving and carbon-reduction measures • Timely optimize the Company's institutional system to ensure compliance in production and operations
	Technical Risks	The application of low-carbon technologies may require additional financial investment, and existing production and operation models may have compatibility issues with new low-carbon technologies.	• Conduct comprehensive feasibility studies and risk assessments to ensure normal production operations while implementing process optimization and technological innovation • Strengthen independent innovation, fully mobilize the enthusiasm of R&D personnel, and promote the Company's technological transformation
	Market Risks	Changes in raw material prices (such as energy and water) and emission requirements (such as waste treatment) drive production costs up.	• Monitor the raw materials market to ensure timely awareness of raw material price information and changes in energy policies for prompt responses • Optimize supplier management and regularly analyze the risks associated with raw material supply
	Reputation Risks	Stakeholders are increasingly concerned about the Company's actions and the transparency of information disclosure regarding climate change. Failure to disclose or falling short of stakeholder expectations may impact the Company's reputation and investor decisions.	• Adopt diversified energy-saving and carbon-reduction measures to reduce the Company's impact on the environment, and regularly disclose relevant performance through ESG reports and other means to strengthen communication with stakeholders
Opportunities	Energy Sources	Increasing the proportion of renewable energy use can reduce the Company's dependence on fossil fuels, avoid the impacts of fossil fuel price fluctuations, and help the Company build a green and low-carbon brand image.	• Utilize renewable energy through measures such as purchasing green electricity and installing solar photovoltaic facilities, to continuously increase the proportion of renewable energy use
	Resource Efficiency	Through design optimization, process improvement, and equipment upgrades, we can enhance the efficiency of energy, water, and packaging material usage, thereby reducing operational costs.	• Improve energy use efficiency in product R&D and production processes through equipment transformation and optimization of technology and processes to reduce energy consumption intensity and operating costs • Enhance the recycling of water resources to reduce water waste • Reduce the usage of resources (such as water resources and packaging materials) and lower operating costs by improving production processes

Risk Management

DualityBio identifies climate risks and opportunities related to the Company and incorporates climate change into the risk management system, effectively enhancing climate risk management capabilities. The Company is committed to establishing a mechanism for identifying, assessing, and responding to climate change risks and opportunities, and regularly reports relevant performance and target progress to the Board of Directors to enhance its resilience to climate change.

DualityBio analyzes physical risks that may significantly impact business continuity through a sudden environmental event risk assessment report, including scenarios of sudden environmental events, pathways of environmental risk substance diffusion, and potential environmental risk receptors. In addition, the Company has established an emergency management mechanism and reserves relevant emergency resources to ensure timely and effective response and handling of sudden events in the case of extreme weather and other natural disasters.

Risk and Opportunity Identification

Identify and compile a list of climate risks and opportunities that have a significant impact on the Company's business from three dimensions: physical risks, transition risks, and opportunities, and categorize the risks and opportunities

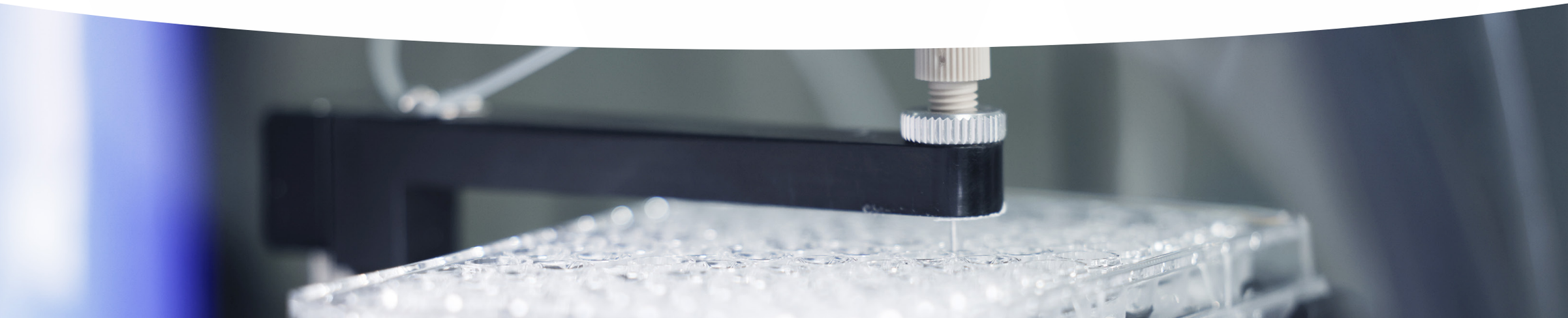
Risk and Opportunity Assessment

Evaluate climate risks and opportunities in light of the Company's operational status, strategic planning, industry characteristics, and stakeholder expectations

Risk and Opportunity Response

Based on scientific predictions such as climate change scenario analysis, develop response measures for risks and opportunities in full consideration of factors such as company operations, geographical conditions, and industry development, and improve the climate change management system

Climate Change-related Risk and Opportunity Management Process



Metrics and Targets

In the face of the severe challenges posed by global climate change, DualityBio regularly discloses the Company's GHG emissions, continuously tracks the progress of climate actions, and actively promotes the establishment of carbon emission management goals to facilitate the Company's sustainable development.

During the Reporting Period, DualityBio's greenhouse gas (GHG) emissions are as follows:

Indicator	Unit	2024
GHG emissions		
Total GHG emissions (Scope 1)	tCO_2e	/
Total GHG emissions (Scope 2)	tCO_2e	350.45
Total GHG emissions (Scope 1 + Scope 2)	tCO_2e	350.45
GHG emission intensity (Scope 1 + Scope 2)	tCO_2e/RMB million	0.18

Climate Change Mitigation Measures

DualityBio actively responds to climate change and emphasizes the importance of energy management and the implementation of energy-saving measures. We comply with the energy management and conservation laws and regulations of the operating location, gradually establish internal energy management systems, and actively take energy-saving measures.

By elevating the Company's energy management level, we comply with energy management and conservation laws and regulations in our operating locations, gradually establish internal energy management systems, and actively implement energy-saving measures.

Daily Energy-Saving Practices

- Adjust the operation of the air conditioning system promptly to ensure normal workshop operations while minimizing energy use.
- Implement a lighting upgrade program by replacing traditional fixtures with energy-efficient LED lights.
- Promote an energy-saving policy that designates the last person to leave the office as responsible for turning off air conditioning and lighting, with clear accountability to prevent energy waste.
- Encourage paperless operations by adopting electronic systems for laboratory records, document approvals, and other workflows.
- Encourage employees to choose green transportation options and provide necessary support such as charging facilities or transportation subsidies as needed.

DualityBio Sustainable Development Deposit Program

CASE

To effectively address the potential risks posed by climate risks, DualityBio is leveraging the Sustainable Development Deposit Program to support the Company's low-carbon transition, mitigate future compliance costs, and contribute to the achievement of China's national "dual carbon" goals. DualityBio has deposited USD 14 million in a sustainable development time deposit, transforming the savings into tangible actions driving global sustainable development and establishing itself as a responsible corporate brand.

Environmental Management

DualityBio strictly complies with the *Environmental Protection Law of the People's Republic of China*, the *Environmental Impact Assessment Law of the People's Republic of China*, and other environmental protection laws and regulations in the operating locations, continuously improving the construction of the environmental management system. Based on the changes in its development stage and operational needs, the Company actively promotes the formulation of internal policies and systems for environmental management, gradually building an environmental governance structure, and plans to proactively accept external supervision and third-party environmental inspections and audits to ensure the effectiveness of the environmental management system.

We have established an environmental risk assessment and emergency management mechanism to ensure effective response and standardized management of environmental risks. DualityBio has developed internal documents such as the *Environmental Emergency Plan*, *Environmental Emergency Resource Survey*, and *Risk Assessment of Sudden Environmental Events*, regularly identifying and assessing potential environmental risks during operations. During the Reporting Period, DualityBio did not have any major environmental risk incidents, nor did it violate any environmental protection laws and regulations.

In addition, the Company has established emergency response cards for sudden environmental incidents in key areas such as R&D, warehouses, and hazardous waste storage, and has organized regular emergency drills for employees to effectively elevate the Company's environmental risk management and emergency response capabilities.

DualityBio Actively Participated in Urban Farming Experience and Charitable Donation Activities | **CASE**

DualityBio actively participated in the urban farming experience and charitable donation event jointly organized by social enterprise Rooftop Republic and the non-profit organization Farm The City. During the event, the DualityBio team took part in hands-on farming activities such as harvesting, sowing, and tree planting, and engaged in in-depth conversations with elderly farmers to better understand the vital role of urban farming in promoting low-carbon development, ensuring food safety, advancing sustainability, and enhancing social well-being. In addition, DualityBio made a charitable donation to Farm The City in support of the organization's long-term development and to promote continued learning and employment opportunities for retirees and elderly farmers. Through these concrete actions, DualityBio demonstrates its commitment to corporate social responsibility and contributes to green and low-carbon development.


FARM THE CITY

感谢状

衷心感谢

DualityBio 映恩生物

关怀本机构可持续发展教育使命，
热心参与社区农庄义工活动，并
慷慨捐赠善款支持项目发展工作。

特此致意

2025 年 9 月 15 日

徐和

创办人，董事

Farm The City Foundation

Resource Management

While promoting stable business development, DualityBio actively explores resource conservation and recycling practices. We are committed to increasing resource utilization efficiency and management levels, and dedicated to building an environmentally friendly, low-carbon development model.

Water Resource Management

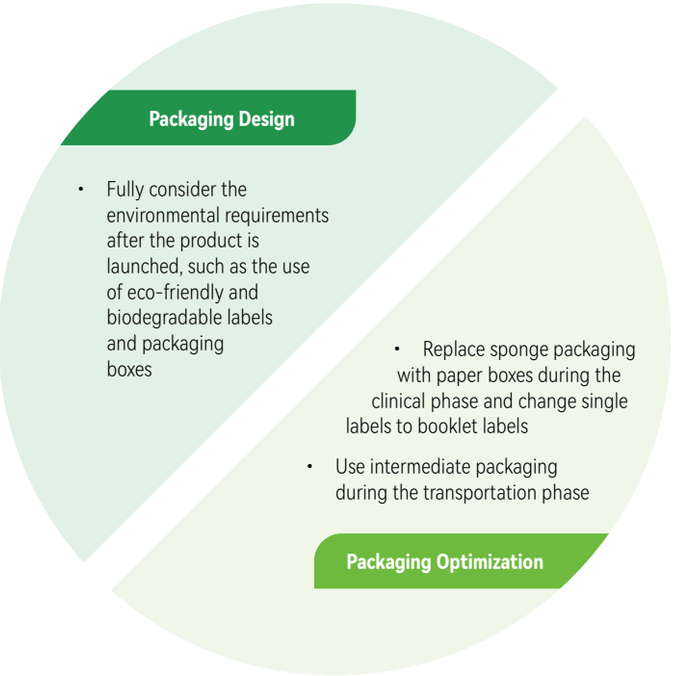
We strictly adhere to relevant water resource laws and regulations such as the *Water Law of the People's Republic of China* in our operating locations, and gradually optimize our water resource management system in line with operational status and development plans to ensure the rational use and effective protection of water resources.

In terms of water resource management, the Company's daily water consumption comes from the municipal water supply, primarily used for laboratory research and daily cleaning, with relatively low consumption. We actively implement water resource management measures and raise water conservation awareness, effectively reducing water waste and improving utilization efficiency.

Water Resource Management Measures of DualityBio

Packaging Material Management

DualityBio actively explores the reduction and recycling of packaging materials to enhance the environmental attributes of products and packaging. In our operations, we focus on optimizing the design of packaging materials and promoting recycling to reduce waste generation.



Packaging Material Management Initiatives of DualityBio

Emission Management

DualityBio continuously strengthens the management of pollutant emissions, ensuring compliance while actively taking measures to enhance environmental management and effectively reduce emissions generated from business operations. We strictly regulate the treatment processes for wastewater, waste gas, and waste, and regularly monitor pollutant emissions. During the Reporting Period, there were no cases of pollutant emissions exceeding the prescribed limits.

Wastewater Management

DualityBio strictly complies with the *Water Pollution Prevention and Control Law of the People's Republic of China* and other relevant laws, regulations, and emission standards in the operating locations, implementing standardized management of wastewater pollutant emissions to effectively control pollution caused by wastewater.

The types of wastewater pollutants from the Company mainly include Chemical Oxygen Demand (COD) and Suspended Solids (SS), which are discharged into the park's wastewater treatment plant through the sewage pipeline for treatment. Meanwhile, we uniformly collect and sterilize the waste liquid generated during the experimental process, and hand it over to a qualified third-party organization for transportation and disposal, achieving standardized management of wastewater pollutants. We hire qualified third parties for wastewater monitoring every year and only discharge the wastewater into the municipal sewage pipeline after the relevant indicators meet the wastewater discharge standards.

Air Emission Management

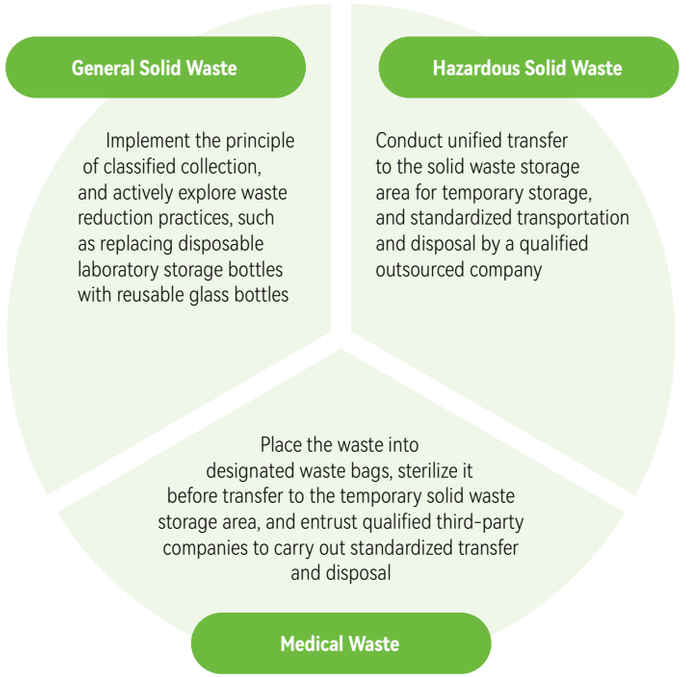
In strict adherence to the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution* and other laws and regulations of the operating location, DualityBio standardizes the treatment and discharge of air emissions in the *Laboratory Management Regulations* to achieve 100% compliant discharge of air emissions.

The main air emissions from the Company are organic waste gases such as total non-methane hydrocarbons generated during the laboratory R&D process. During the R&D process, we collect the air emissions uniformly into a secondary activated carbon adsorption device through facilities or equipment such as biosafety cabinets, fume hoods, and exhaust hoods, ensuring that our air emission concentration meets discharge standards.

Waste Management

DualityBio strictly adheres to the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes and other laws, regulations, and policies of the operating location, formulating the Laboratory Management Regulations to clarify the handling processes and standards for various types of waste, ensuring proper and compliant treatment and disposal of all waste.

Our waste includes general solid waste, hazardous solid waste, and medical waste. We have developed different management and disposal methods for different types of waste to reduce the burden on the ecological environment.



Biological Waste Management Measures of DualityBio

In addition, DualityBio conducts on-the-job training and Subject Matter Expert (SME) training for relevant personnel, and organizes all employees to participate in Environmental, Health, and Safety (EHS) training, effectively enhancing the operational and management capabilities of relevant personnel and improving the Company's standardized waste management.

Employee

DualityBio adheres to a "people-oriented" development philosophy and aims to foster an equal, inclusive, and diverse corporate culture to attract, cultivate, and retain talent, providing momentum for the Company's sustainable development. We place great importance on creating a safe working environment, safeguarding the rights and interests of employees, promoting employee well-being, and empowering employees to realize their self-worth and personal growth.

04

Employee Attraction and Inclusion

DualityBio effectively safeguards the rights and interests of employees, ensuring that every employee can voice their opinions in an environment of equality and respect. The Company places great importance on talent. We provide employees with market-competitive salaries and benefits through a legal, compliant, fair, and just employment system, continuously driving the long-term development of the Company.

Protecting the Rights and Interests of Employees

DualityBio always prioritizes labor rights, ensuring compliance in employment practices. The Company strictly adheres to national laws and regulations such as the *Labor Law of the People's Republic of China* and the *Law of the People's Republic of China* on the Protection of Minors and has established internal management policies including *Employment Policy, Policy on the Prohibition of Child Labor and Forced Labor, Gender Equality Policy*, and *Diversity Policy*, to standardize management processes related to employee recruitment, working hours, holidays, salaries, performance, benefits, training, and promotion, comprehensively safeguarding employees' legal rights and interests.

Employment Policy

- In strict accordance with relevant laws and regulations, the requirements for recruitment, hiring, contract signing, salary and benefits, working hours, occupational health and safety, and other aspects are clearly defined to protect employees' legal rights and interests.

Policy on the Prohibition of Child Labor and Forced Labor

- Child labor is explicitly prohibited, and strict compliance with national regulations regarding the minimum age of workers is enforced.
- Flexible working hours or remote work are supported for some positions, ensuring that working hours and labor intensity comply with legal requirements.

Diversity Policy

- We provide equal employment opportunities, establish a fair and just promotion mechanism, and practice equal pay for equal work.
- We encourage employees to leverage their strengths and specialties, respect and embrace different viewpoints and ideas, and promote collaboration and innovation among teams.

Policies on Protecting the Rights and Interests of Employees

The Company firmly opposes any form of child labor and ensures legal employment practices, ensuring that all employees meet the minimum working age requirements as stipulated by the laws of the country or region where the business operates. During the recruitment stage, we strictly verify the identity information of new employees to avoid employing child labor. At the same time, we respect the wishes of employees and protect their rights and interests to freely choose work and resign.

We uphold the principle of equal employment and strictly prohibit all forms of discrimination. We are firmly opposed to any bias in recruitment, promotion, or compensation based on gender, age, ethnicity, race, nationality, or religious belief, ensuring that all employees enjoy equal rights and development opportunities.

In terms of preventing workplace harassment, DualityBio prohibits any form of employee harassment, or threats, among others, and is committed to treating every employee fairly and justly, effectively safeguarding their legal rights and interests. If employees experience discrimination or harassment, they can report it to the relevant department. If the existence of discrimination or harassment is confirmed through the investigation, disciplinary actions, including termination of employment, will be taken against the individuals involved.

Meanwhile, we promote reasonable working hours for employees, prohibit forced labor, and clarify employees' legal rights such as holidays. During the Reporting Period, DualityBio had no incidents of child labor, forced labor, workplace discrimination, or sexual harassment, and the labor contract signing rate reached 100%.

Diverse Recruitment

In light of the current situation and future development needs of DualityBio, we actively expand recruitment channels to form a talent acquisition network that integrates internal and external efforts, carefully selecting candidates with growth potential. Guided by the core principles of professionalism and rigor, we are dedicated to creating a recruitment strategy and process that involves multi-departmental collaboration to ensure that every candidate undergoes a comprehensive and in-depth evaluation and selecting outstanding talents that align closely with the corporate culture and business needs.

Employee Recruitment Channels of DualityBio

- **Internal Referral**
- **Social Recruitment**
- **Campus Recruitment**

Employee Training and Development

Talent development is a key element for continuous innovation in enterprises. DualityBio values the long-term development of employees and continuously strives in talent development, training, and retention, motivating employees to constantly surpass themselves and achieve a win-win situation for personal value and corporate development.

Talent Development

DualityBio has established a comprehensive talent promotion system, providing employees with diverse career development plans to help them realize their self-worth and growth. The Company offers employees a dual-track development path in professional technology and personnel management, supporting them to delve deeply into their technical fields or focus on management for advancement, thereby laying a solid foundation for the sustainable development of the Company's talent team.

Technical Expertise Pathway

- Encourage employees to stay alert and sharp, harbor a sense of crisis as if they were walking on thin ice, gain deeper insight into industry trends, become industry experts, and pursue global innovation.
- Through continuous training, project participation, and skill certification, employees can continuously improve their professional competence and create higher technical value for the Company.

- We focus on the development of employees' leadership and management skills and encourage potential employees to advance to management positions.
- The Company helps employees master management skills and enhance team collaboration and project management capabilities through leadership training, a mentorship system, and the accumulation of practical management experience.

Personnel Management Pathway

Dual-track Development Path of DualityBio

DualityBio builds a fair and transparent performance evaluation and assessment system, standardizes employee performance management, and motivates employees to create value. The Company has established a comprehensive internal promotion mechanism and provides promotion opportunities for employees who have made outstanding contributions to their work and have significant development potential, to encourage all employees to be proactive and jointly promote the Company's continuous development.

We actively strengthen cooperation with universities to explore the establishment of a more in-depth and comprehensive talent training cooperation mechanism to better meet the Company's demand for professional talents. In 2024, the Company established cooperation and exchanges with institutions including Nankai University, the University of the Chinese Academy of Sciences, Lixin University of Accounting and Finance, and Shanghai University of International Business and Economics, providing relevant internship opportunities and injecting strong momentum into talent training through school-enterprise cooperation.

Employee Training

DualityBio closely aligns employee training goals with the Company's development needs, designs customized training plans, continuously innovates training content and formats, and effectively enhances employees' knowledge levels and work capabilities. The Company organizes various training courses for new employees, current employees, and those who need to change positions or enhance their professional skills, based on the responsibilities of different positions and career development plans, to meet the diverse career development needs of employees.

During the Reporting Period, the training of DualityBio covered 100% of employees, with a total training time of approximately 2,600 hours.

Meanwhile, we encourage employees to pursue higher education, actively support their participation in external learning and exchanges, and provide tuition subsidies for employees studying while working, helping them broaden their horizons, enhance their professional skills, and achieve personal growth.

DualityBio Organized Diverse Training for All Employees CASE

In 2024, DualityBio organized multiple training sessions for all employees, covering basic courses such as Good Manufacturing Practice (GMP) training and compliance training. In addition, each department introduces internal and external resources based on its own business needs to conduct professional skills training, such as innovation technology training in the R&D Department and process optimization training in the Production Department. Through diversified training, the Company provides strong support for employees' career growth and drives the Company's high-quality development.

DualityBio Actively Supported Employees in Participating in External Learning and Exchanges CASE

At DualityBio, scientists in the R&D Department serve as the "brainpower" driving the Company's innovation and growth. Their keen insight into cutting-edge technologies and dedication to in-depth research play a decisive role in shaping the Company's breakthroughs and core competitiveness in drug development. In 2024, DualityBio actively supported its R&D scientists in participating in internationally recognized conferences. These opportunities not only helped broaden their academic horizons and enhance their professional capabilities but also injected powerful momentum into the Company's continuous innovation and technological leadership in drug development, contributing significantly to high-quality corporate development.

At the 2024 American Association for Cancer Research (AACR) Annual Meeting held in Barcelona, Spain, top global experts and cutting-edge advances in cancer research came together. DualityBio's attending scientists engaged deeply in the event's agenda, attentively listening to presentations on tumorigenesis mechanisms, novel therapeutic target discovery, and innovative drug development strategies. They also had meaningful exchanges with peers from around the world, gaining timely insights into the latest trends and progress in cancer research. Similarly, at the Immunology 2024 conference held in Boston, USA, DualityBio delegates actively discussed trending topics such as immune cell function regulation, novel immunotherapy approaches, and the relationship between immunity and disease. These exchanges with international immunology experts provided valuable perspectives and inspiration for the Company's development of antibody-drug conjugates, offering fresh ideas for ongoing innovation.

DualityBio Attended the 2024 AACR Annual Meeting

DualityBio's Scientist Participated in the Immunology 2024

Employee Care and Communication

We are keenly aware that the growth and well-being of employees are the foundation of sustainable development for the Company. DualityBio is gradually building a comprehensive care system and a transparent communication mechanism, integrating the values of respect, trust, and inclusiveness into the organizational framework to enhance employees' sense of belonging to the Company.

Employee Communication

DualityBio is committed to creating a proactive, inclusive, and belonging workplace atmosphere. Through various communication channels such as regular meetings, one-on-one discussions, performance reviews, career development conversations, CEO Lunch, and a dedicated complaint email, we provide opportunities for everyone to express themselves freely and optimize the work environment.

Glowing moment

Innovation is the gene of DualityBio, and every employee is the inheritor of this gene. We regularly reveal and praise employees who have performed well in R&D, collaboration and breakthroughs in our team building and weekly R&D Strategy Review Board (RSRB) meetings, and the management awards them with prizes and highlights.

Performance Interview

The performance interview is conducted once a year to facilitate in-depth communication regarding the performance evaluation results.

CEO Lunch

We regularly organize CEO Lunches every month to listen to employees' thoughts, promptly respond to and address issues that can be resolved on the spot, and record issues that require further investigation to provide feedback on the resolution within a specified timeframe.

Internal Complaint Email

We establish a dedicated internal complaint email address where employees can send emails anonymously or with their real names, detailing the complaint issues, relevant evidence, and desired solutions.

Career Development Communication

Each year, the Human Resources Department organizes career development discussions between employees and their supervisors to understand employees' career development intentions and needs, providing career development advice and resource support to help employees formulate personal career development plans.

We regularly conduct employee satisfaction surveys to understand their thoughts and needs. We highly value employee opinions and continuously optimize our workplace environment based on the feedback and suggestions received. In 2024, we learned from the survey results that employees wish to receive more support in career development planning and professional skills enhancement. Therefore, we further optimized our career development plan and employee recognition program this year to provide a better workplace experience for our employees.

Remuneration and Benefits

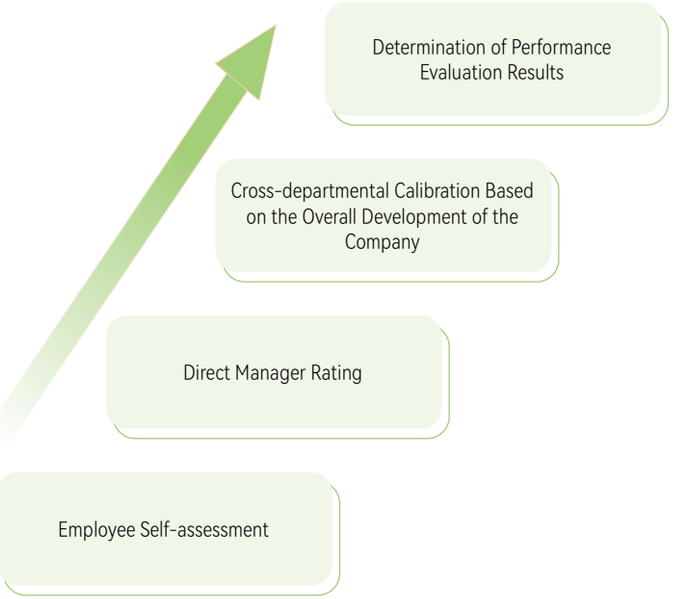
DualityBio adheres to a value-oriented remuneration management principle, providing employees with market-competitive salaries and establishing a comprehensive performance evaluation system to ensure that every employee's contributions are fairly recognized and adequately rewarded.

DualityBio has developed differentiated remuneration and incentive mechanisms that match different functions and positions, effectively motivating employees and retaining top talent. Based on fixed salaries, we have established a remuneration structure of "base salary + performance bonus + long-term incentives", closely linking performance bonuses to performance evaluation results to fully motivate employees and encourage them to create more value. In addition, we have implemented a long-term equity incentive plan that covers core employees, management, and long-serving employees.

Base Salary	Performance Bonus	Long-term Incentives
The base salary is determined based on the employee's position, experience, skills, and market level, with regular remuneration reviews and adjustments.	Annual performance bonuses are awarded based on the Company's overall performance and individual performance, incentivizing employees to achieve their goals.	The Company provides equity incentives for core employees and the executive team to promote mutual growth between employees and the Company.

Remuneration Structure of DualityBio

The Company establishes a comprehensive performance evaluation mechanism to motivate employees to actively realize their self-worth. We established a complete performance management system and officially launched the performance management system (I-Talent) during the Reporting Period to help employees manage their performance more efficiently. The Company conducts a comprehensive evaluation of employees' work performance via a combination of quarterly assessments and annual evaluations.



Annual Performance Evaluation Process

In the development of the remuneration assessment system, the Company determines employees' annual salary adjustments and year-end bonuses based on job value, individual performance, and market levels, in conjunction with performance evaluation results, aiming to ensure fairness, incentivization, and competitiveness of remuneration.

Meanwhile, we are committed to providing a rich benefits program that allows employees to find a balance between work and life, continuously enhancing employee well-being. In consideration of the different customs, practices, legal requirements, and employee needs at our various global operational bases, we offer a diverse range of leave and benefits, including maternity leave, prenatal leave, breastfeeding leave, parental leave, and child care leave.

Occupational Health and Safety

Putting prevention first and regarding responsibility as the foundation, we strengthen our safety defenses through improved institutional norms, enhance training and education, and optimize facility guarantees for a safe, healthy, and compliant work environment for employees.

Workplace Safety

DualityBio strictly complies with applicable occupational health and safety laws and regulations and international standards in the locations where it operates, having established institutional documents such as the *Biosafety Manual* and continuously optimizing its occupational health management system.

The Company regularly conducts safety hazard inspections, including aspects such as safety regulations, basic data, safety education, labor protection supplies, pressure vessels, electrical equipment, and major hazards. For issues that are relatively easy to rectify, we require immediate correction. For issues that are more difficult to rectify, DualityBio identifies risks and quickly takes corrective measures.

We provide comprehensive safety training for new employees and regularly organize all employees to participate in three-level safety education training and emergency drills. We aim to cultivate employees' health and safety awareness, strengthen protective measures, and enhance emergency response capabilities. In 2024, DualityBio conducted laboratory access training, covering safety precautions in the laboratory, biological hazards, standard operating procedures, personal protection, hazardous materials management, and hazardous waste management, fully ensuring employees' occupational health and safety.

Workplace Safety Emergency Drills | CASE

During the Reporting Period, we simulated a hypothetical scenario of a short circuit in the laboratory during emergency drills for personnel evacuation and firefighting operations in the event of a fire, with full participation from all employees.

Occupational Health

To ensure the physical and mental health of employees, DualityBio actively conducts occupational health monitoring to prevent unsafe behaviors and accidents.

- Occupational Disease Hazardous Waste Risk Assessment
- Sign the *Occupational Hazard Factors Notification*
- Conduct pre-employment and in-service health checks for positions related to occupational diseases
- Provide relevant occupational disease protection equipment, such as protective masks, gloves, ear protection, lab coats, goggles, etc.
- Provide relevant emergency facilities, such as emergency shower devices, first aid kits, eyewash equipment, etc.

Occupational Disease Protection Measures of DualityBio

Social

DualityBio actively fulfills social responsibilities. We build a sustainable supply chain, and advance the process of inclusive healthcare, allowing more patients to benefit from advanced medical technologies and treatment options. Meanwhile, we promote industry development and improve the overall level of the healthcare system through innovation, collaboration, and knowledge sharing.

05

Sustainable Supply Chain

Supplier Management

DualityBio has established a *Supplier Management System* that clarifies the standards for supplier access, evaluation, and elimination. We achieve online and standardized supplier qualification review, contract approval, and lifecycle management through a digital management system, ensuring compliance in internal procurement and supplier management.

In the supplier selection phase, the Company has established a multi-dimensional evaluation system to assess supplier risks through three steps: qualification review, risk due diligence, and comprehensive evaluation.

We strictly review service qualifications, compliance records, and industry reputation, and prioritize global and domestic leading service providers to ensure their professional capabilities match business needs.

Qualification Review

We identify potential risks through background checks (such as evaluations from partner clients), compliance reviews (legal and quality audits), and dynamic monitoring (such as the stability of the core team).

Risk Investigation

We conduct supplier evaluations, prioritizing collaboration with suppliers that have leading comprehensive scores.

Comprehensive Assessment

In the supplier management and daily assessment process, DualityBio implements dynamic management, combining supplier empowerment with supplier adjustment.

For core service suppliers (such as CRO/CDMO), annual performance evaluations are conducted to assess service quality through multiple quantitative indicators, and form improvement suggestions or elimination decisions based on the joint inspection results of the business department and quality team.

Dynamic Assessment

We regularly organize supplier communication meetings, specialized training, and on-site audits to share industry norms and technical standards, promoting the synchronization of their service capabilities with the Company's strategic goals.

Capability Enhancement

We establish a dual-track mechanism of "primary supplier + backup supplier", requiring suppliers to submit emergency management plans to reduce the impact of unexpected risks on business continuity.

Dual-track Procurement

Inclusive Healthcare

Sustainable Procurement

At DualityBio, we integrate ESG factors into supply chain management to enhance the resilience of our supply chain against risks, help suppliers improve quality and management levels, and jointly create a sustainable supply chain. The Company advocates for a shared commitment to sustainable development principles with suppliers, requiring them to strictly adhere to principles of sustainable development, anti-commercial bribery, confidentiality agreements, and conflict of interest avoidance while binding their compliance responsibilities through contractual terms.

Currently, DualityBio has incorporated anti-corruption, data security, and other sustainable development issues into the supplier assessment criteria, and through regular compliance training, guides suppliers to strengthen their sense of responsibility, laying the foundation for building an ESG-integrated supply chain management system in the future.

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Breast Cancer Series Public Welfare Campaign Plan | **CASE**

To raise the public's awareness of breast cancer prevention, DualityBio plans to call on the general public to pay attention to women's breast health via popular science lectures, free medical consultations, and publicity activities.

Appendix 1: Key Performance Table

Environmental Performance Table[3]

Indicator	Unit	2024
GHG emissions[4]		
Total GHG emissions (Scope 1 + Scope 2)	tCO_2e	350.45
Direct GHG emissions (Scope 1)	tCO_2e	/
Indirect GHG emissions (Scope 2)	tCO_2e	350.45
GHG emissions intensity	tCO_2e/RMB million	0.18
Wastewater		
Total experimental wastewater discharge	ton	0.96
Wastewater discharge intensity	ton/RMB million	0.0005
Waste		
Hazardous waste[5]		
Hazardous waste transferred	ton	1.00
Hazardous waste intensity	ton/RMB million	0.0005
Non-hazardous waste[6]		
Non-hazardous waste disposal volume	ton	/
Non-hazardous waste intensity	ton/RMB million	/
Water consumption		
Total water consumption	ton	1,019.30
Water consumption intensity	ton/RMB million	0.53

Indicator	Unit	2024
Energy consumption[7]		
Direct energy consumption[8]		
Diesel	ton	/
Gasoline	ton	/
Coal	ton	/
Natural gas	sm^3	/
Indirect energy consumption		
Purchased electricity	'0,000 kWh	65.31
Purchased steam	ton	/
Comprehensive energy consumption		
Comprehensive energy consumption (Direct)	tce	/
Comprehensive energy consumption (Indirect)	tce	80.27
Total comprehensive energy consumption	tce	80.27
Comprehensive energy consumption intensity	tce/RMB million	0.04

[3] The scope of environmental data statistics primarily covers production-oriented enterprises.

[4] The Group's main sources of GHG emissions include purchased electricity, consumption of natural gas, as well as the use of diesel, coal, and gasoline. In 2024, the Group did not generate any Scope 1 GHG emissions in the course of its business operations. Greenhouse gas emissions were solely attributable to Scope 2 GHG emissions arising from the consumption of purchased electricity. The calculation of Scope 2 GHG emissions was based on the national average carbon dioxide emission factor for power generation (0.5366 $kgCO_2$/kWh) as set out in the Announcement on the Release of the 2022 Carbon Dioxide Emission Factor for Power Generation issued by the Ministry of Ecology and Environment.

[5] Types of hazardous waste include waste rubber gloves, waste hoses, waste centrifuge tubes, waste filters, waste disposable protective clothing, ultrafiltration membranes, raw material impurities, filter cartridges, waste activated carbon, organic substances, etc.

[6] Non-hazardous waste is collected and disposed of uniformly by the park, and relevant data is currently unavailable.

[7] Energy consumption at the Group's operation locations in China is calculated in accordance with the General Rules for Calculation of the Comprehensive Energy Consumption (GB 2589-2020), issued by the State Administration for Market Regulation and the National Standardization Administration.

[8] Due to our commercialization process, emissions and energy use are primarily concentrated in laboratories instead of factories. Therefore, direct energy consumption is currently not involved.

Social Performance Table

Indicator	Unit	2024
Supply chain management		
Total number of suppliers	company	1,102
Number of suppliers by geographic region		
Chinese mainland	company	828
Other Region (including China's Hong Kong, Macao, Taiwan)	company	274
Employment		
Total number of employees	person	173
Number of employees by employment type		
Total number of full-time employees	person	163
Total number of part-time employees	person	0
Contracted personnel	person	7
Volunteer worker	person	0
Intern	person	3
Number of employees by region		
Chinese mainland	person	149
China's Hong Kong, Macao, Taiwan	person	1
Overseas regions	person	23
Number of employees by gender		
Male employees	person	68
Female employees	person	105
Number of employees by age		
≤ 30	person	15
30 - 50	person	148
≥ 50	person	10
Number of employees by rank		
Senior management	person	13
Middle management	person	49
General employees	person	111

Indicator	Unit	2024
Employee turnover[9]		
Total employee turnover	%	8.2
By gender		
Male employees	%	1.2
Female employees	%	7.1
By age		
≤ 30	%	1.2
30 - 50	%	7.1
≥ 50	%	0.0
By geographic region		
Chinese mainland	%	5.9
China's Hong Kong, Macao, Taiwan	%	0.0
Overseas regions	%	2.4
Health and safety		
Number of work-related fatalities	person	0
Rate of work-related fatalities	%	0
Lost days due to work injury	day	0
Number of contractor fatalities due to work injury	person	0
Rate of contractor fatalities due to work injury	%	0

[9] The turnover rate calculation did not involve interns.

Indicator	Unit	2024
Training and development		
Percentage of employees trained	%	100
Percentage of employees trained by gender		
Male employees	%	39.3
Female employees	%	60.7
Percentage of employees trained by rank		
Senior management	%	7.5
Middle management	%	28.3
General employees	%	64.2
Number of training hours per employee	hour	15
Average training hours by gender		
Male employees	hour	15
Female employees	hour	15
Average training hours by rank		
Senior management	hour	15
Middle management	hour	15
General employees	hour	15
Product quality and service		
Number of batches of product recalls	time	0
Percentage of product recalls	%	0
Number of customer complaints	case	0
Intellectual property rights		
Number of registered trademarks	number	54
Number of valid patents owned	number	39
Social welfare		
Charitable donation[10]	RMB million	3.08

Governance Performance Table

Indicator	Unit	2024
Business ethics and anti-corruption		
Total anti-corruption training hours of directors	hour	1
Total director enrollments in anti-corruption training	person	3
Total anti-corruption training hours of employees	hour	1
Total employee enrollments in anti-corruption training	case	110
Number of internal violations related to corruption or bribery	case	0
Number of internal violations related to discrimination or harassment	case	0
Number of internal breaches related to customer privacy data breaches	case	0
Number of internal violations related to conflict of interest	case	0
Number of internal violations related to money-laundering or insider trading	case	0
Environmental violations		
Number of administrative penalties or lawsuits due to violations of environmental or ecological laws/regulations	case	0
Amount of fines imposed for violations of environmental or ecological laws/regulations	RMB million	0

[10] As the first release of DualityBio 's ESG report, the ending date for data related to charitable donation is April 30, 2025

Appendix 2: Index Table of HKEX ESG Reporting Guide

Subject Areas, Aspects, General Disclosures and KPIs		Corresponding Sections
A. 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.	Climate Change Response Emission Management
KPI A1.1	The types of emissions and respective emissions data.	Appendix 1: Key Performance Table
KPI A1.2	[Repealed 1 January 2025]	/
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Appendix 1: Key Performance Table
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Appendix 1: Key Performance Table
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Climate Change Response Emission Management
KPI 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.	Emission Management
A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Climate Change Response Resource Management
KPI 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).	Appendix 1: Key Performance Table
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Appendix 1: Key Performance Table
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Climate Change Response
KPI 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.	Resource Management
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not Applicable Due to our current commercialization progress, emissions or energy consumption are primarily concentrated in laboratories rather than factories. Therefore, we currently do not have such types of emissions.

Subject Areas, Aspects, General Disclosures and KPIs		Corresponding Sections
A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environmental Management
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Management
A4: Climate Change		
General Disclosure	[Repealed 1 January 2025]	/
KPI A4.1	[Repealed 1 January 2025]	/
B. Social		
Employment and Labour Practices		
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.	Employee Attraction and Inclusion
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Appendix 1: Key Performance Table
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Appendix 1: Key Performance Table
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.	Occupational Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Appendix 1: Key Performance Table
KPI B2.2	Lost days due to work injury.	Appendix 1: Key Performance Table
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	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.	Employee Training and Development

Subject Areas, Aspects, General Disclosures and KPIs		Corresponding Sections
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Appendix 1: Key Performance Table
KPI B3.2	The average training hours completed per employee by gender and employee category.	Appendix 1: Key Performance Table
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.	Employee Attraction and Inclusion
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Employee Attraction and Inclusion
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Employee Attraction and Inclusion
Operating Practices		
B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Sustainable Supply Chain
KPI B5.1	Number of suppliers by geographical region.	Appendix 1: Key Performance Table
KPI 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.	Sustainable Supply Chain
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Sustainable Supply Chain
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Sustainable Supply Chain
B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Quality Management
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Appendix 1: Key Performance Table
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Appendix 1: Key Performance Table
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	R&D Innovation
KPI B6.4	Description of quality assurance process and recall procedures.	Quality Management
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Quality Management
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.	Responsible Governance
KPI 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.	During the Reporting Period, the Company was not involved in any legal proceedings concerning bribery, monopoly, extortion, blackmail, fraud, or money laundering that had a material impact on the Company, nor were there any concluded legal cases regarding corrupt practices brought against the issuer or its employees.
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Responsible Governance
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Responsible Governance
Community		
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.	5.2 Inclusive Healthcare
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	5.2 Inclusive Healthcare
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	5.2 Inclusive Healthcare

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