LOKNA

Environmental, Social and Governance Report

2025



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Report Cover Figure: Dr. Li Xue, a scientist from Laekna

About This Report

Overview

This report marks Laekna, Inc.'s (hereinafter referred to as "Laekna" "the Company" "We") third Environmental, Social, and Governance (ESG) Report, showcasing the achievements and commitments of the Company in these critical areas.

Reporting Methodology

This report adheres to the *Environmental, Social, and Governance Reporting Code (ESG Code)* outlined in Appendix C2 of the *Main Board Listing Rules* of the Stock Exchange of Hong Kong Limited (hereinafter referred to as the "Hong Kong Stock Exchange"). Concurrently, our ESG report aligns with the guidelines set forth by the *Global Reporting Initiative's Sustainability Reporting Standards 2021 (GRI Standards 2021).* Additionally, it reflects our Company's current developmental stage and the practical aspects of our ESG activities. The compilation of this report adheres strictly to the reporting principles of materiality, quantitative, balance, and consistency as set out in the *ESG Code.*

Scope and Boundary

This report covers the environmental and social performance of Laekna and its subsidiaries during the period from January 1, 2025, to December 31, 2025 (hereinafter referred to as the "Reporting Period"). To ensure comprehensive disclosure, we have included relevant information that, where necessary, precedes or follows the designated REPORTING PERIOD.

Data Sources and Reliability Commitment

The data and cases in the report are primarily sourced from the Company's statistical reports and pertinent documents, and elaborated on following the principles of "materiality, quantitative measurement, balance, and consistency" as described further below, to disclose performance of the material issues. Continuous updates and optimization of the disclosure indicators will be provided in subsequent reports.

Materiality

Laekna uses the stakeholder engagement mechanism and materiality assessment matrix to identify corporate and social responsibility issues that are material or relevant to the Company and its stakeholders.

Balance

Laekna presents its work in the environmental, social and governance aspects in a fair and objective manner in this report.

Quantitative Measurement

Laekna embodies the quantitative principle by disclosing measurable key performance indicators.

Consistency

Laekna will adopt a consistent approach to data disclosure and data comparison across time periods covered by the report and will note the changes in statistical methods and key performance indicators and any other relevant factors affecting a meaningful comparison.

Our Board of Directors pledges that there are no false records or misleading statements in this report, and we assume full responsibility for its authenticity, accuracy, and integrity.

Confirmation and Approval

This report was approved by the Board of Directors on March 18, 2026 after confirmation by the Environmental, Social, and Governance committee (hereinafter referred to as the "ESG committee").

Access to and Feedback on this Report

In line with environmental sustainability efforts, this report is not printed in paper format.The electronic version of this report is available for download on the website of Hong Kong Exchanges and Clearing Limited (www.hkexnews.hk) and that of Laekna (https://www.laekna.com).

A Letter From Our CEO

Dear Readers,

This is Laekna's third *Environmental, Social and Governance (ESG) Report.* I am proud to share that, over the past three years, with the strong support of our employees, investors, partners, experts, and stakeholders, our ESG efforts have achieved "progressive acceleration": continuously gaining momentum and building up steadily through accumulated efforts.

As a **science-driven** biopharmaceutical company, **our innovative internal discovery research is also in a phase of "progressive acceleration".** In the ActRII (Activin Type II Receptor) pathway field, we presented, for the first time to the industry, the mechanism of action of our muscle-growth and fat-reduction therapies and the first-in-human study data for LAE102 at the American Diabetes Conference in 2025, based on preclinical and clinical data from three of our proprietary programs – LAE102, LAE103, and LAE123. Within our small molecule drug pipeline, from LAE118, LAE120 to LAE122, LAE124, LAE125, multiple drug candidates from Laekna's laboratories have successively entered pivotal study stages.

In terms of new drug accessibility, our pivotal clinical studies are also experiencing "progressive acceleration" – patient enrollment for the Phase III trial of our potent oral AKT inhibitor, LAE002 (afuresertib), was completed in just 18 months. Our cross-departmental team, with efficient execution, is striving to save precious time for patients with advanced breast cancer. LAE002 (afuresertib) is now in its final sprint before the New Drug Application submission. Our strategic licensing agreement with Qilu Pharmaceutical is expected to accelerate its availability, benefiting more patients and jointly addressing health challenges.

In the realm of corporate social responsibility, our public welfare initiatives are in "progressive acceleration" – we not only keep our vision focused on distant regions, extending our reach to central and western areas, but also care for our local communities. Our contributions go beyond financial and material donations to include dedicating our time. Following the establishment of the "Children's Science Creation Center Classroom" at Taiping Town Central Primary School in Jingchuan County, Gansu Province in 2023, Laekna scientists formed a volunteer think tank. They recorded educational science videos, providing simple and clear answers to children's questions, such as "Where do new medicines come from?". At the "Huai'ai ∞ Cycle Charity Store" in Shanghai's Huangpu District, 22 Laekna employees volunteered their lunch breaks to serve as "One-Day Store Managers."

It is noteworthy that last year, Laekna received several ESG-related awards, and our ESG ratings have continued to expand and improve, demonstrating that our efforts are increasingly being seen and recognised.

In 2026, Laekna will mark its 10th anniversary. The drug development process often totaling a decade or more, at this moment, we in the "acceleration phase" are reaching a critical inflection point – LAE002 (afuresertib) is poised for New Drug Application launch, **marking the Company's steady transition from the clinical stage to the commercial stage;** in the metabolic and weight management field, we are delving deep into scientific intricacies to build a differentiated pipeline matrix and **actively embrace globalization,** driving value reconstruction through scientific innovation.

This also requires us to achieve a more systematic leap forward in ESG – continuously pushing the boundaries of innovative medicine, enhancing drug accessibility, creating economic and social value, while maintaining sustainable and compliant operations.

If drug development is a marathon, then ESG building is just the same – I look forward to continuing this journey with all of you: starting steadily, accelerating gradually, and joining forces at critical junctures to forge ahead and surmount challenges together.

Dr. LU Chris Xiangyang
Chairman and Chief Executive Officer
March 2026



About Laekna

HKEX Stock Code: 2105.HK

Patient needs in major disease areas—such as metabolic diseases, oncology, and liver fibrosis—remain the driving force behind our mission. Laekna, a science-driven biotechnology company, is committed to bringing novel therapeutics to patients around the world.

Leveraging our tremendous experience and extensive know-how in disease biology, we have built a pipeline of over 20 internally discovered innovative drug candidates with proprietary intellectual property rights. We keep expanding our global reach through strategic partnerships, fostering collaborative success across regions.



In oncology, we have completed subject enrollment for the Phase III clinical trial of LAE002 (afuresertib, an AKT inhibitor) for breast cancer (AFFIRM-205). We plan to submit New Drug Application (NDA) to the Center for Drug Evaluation (CDE) in 2026, which will mark Laekna's pivotal transition from clinical development to commercialization. Laekna has entered into an exclusive licensing agreement with Qilu Pharmaceutical to further accelerate the delivery of this novel therapeutic to patients across China.

In metabolic diseases, building on our deep expertise and extensive knowhow in the ActRII pathway, we have established a globally competitive, differentiated portfolio comprising LAE102, LAE103, and LAE123. We are rapidly advancing the clinical development of LAE102 in both China and the United States. In the U.S., Laekna has successfully completed the Phase I SAD study, in collaboration with Eli Lilly, to accelerate the global development of this high-quality weight management therapy.

From our laboratory in Zhangjiang Pharma Valley in Shanghai, to clinical trials conducted across China, the U.S., and Australia, our footprint spans the globe. Looking ahead, Laekna will continue to collaborate with international partners to accelerate delivery of novel therapeutics to patients worldwide.

For more information,

Please visit: https://www.laekna.com/ or

https://www.linkedin.com/company/74110713/

Awards & Honors

ESG Rating
Wind



ESG Rating
SynTao Green Finance



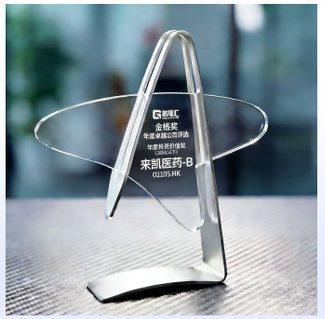
Most Valuable Pharmaceutical Company
Zhitong Finance



Best IR Team Award
Zhitong Finance



Annual Investment Value Award
Gelonhui



Top 10 Rising ESG Performers among Chinese Mid- and Small-Sized Pharmaceutical Enterprises,
E-Pharma Manager



China Public Relations Industry Best Case Competition – Bronze Award, ESG & Corporate Image Category
China International Public Relations Association (CIPRA)



12th Outstanding Public Relations Case – Model Case
Shanghai Public Relations Association (SPRA)



Bright Pearl Program – Elite Talent
(Dr. Chan Chun Yuen)
Pudong New Government, Shanghai



2025 ESG Performance Highlights

Approximately RMB **250** million
R&D expenses

7
Clinical trials covering obesity and cancer fields

Over **20**
Projects in our pipeline

4
Presentations on international scientific conferences

53%
Proportion of new supplier procurement expenditure subject to ESG performance evaluation

100%
Employee training rate

64%
Proportion of female employees

316 hours
Employee volunteering activities

Over **70%**
Employee green commuting (Low-carbon)

ESG Strategy

Laekna has established a three-tier ESG governance structure, supported by procedural mechanisms to ensure its effective operation. This framework enables coordinated advancement of ESG initiatives, aligning with the Company's strategic objective of "Leading in ESG performance within the biopharmaceutical industry".



Governance Cornerstone

Objective

Leading in ESG performance within the biopharmaceutical industry

Strategy

- A listed company perceived by investors as having stable growth,a trust worthy reputation, and minimal risk
- A responsible enterprise committed to sustainable development in both the industry and society
- A company with a well-established ESG management framework, fostering integrated development of economic prosperity alongside environmental and social benefits

Business System

LEGITIMATE	INNOVATION	GREEN	HEALTH	TALENT
L	I	G	H	T

Management Foundation

Board of Directors · ESG Committee · ESG Working Group

01

Striving for Excellence in Governance

Laekna is steadfast in its commitment to the continuous optimization of its corporate governance and management frameworks, with a profound emphasis on compliance operations and internal risk control to ensure scientific and rational decision-making. Concurrently, the Company continues to strengthen its ESG governance and execution capabilities, actively engaging with stakeholders and building trust to support long-term, sustainable value creation for society.

100%

coverage of employee compliance, risk management, and business ethics training

400+

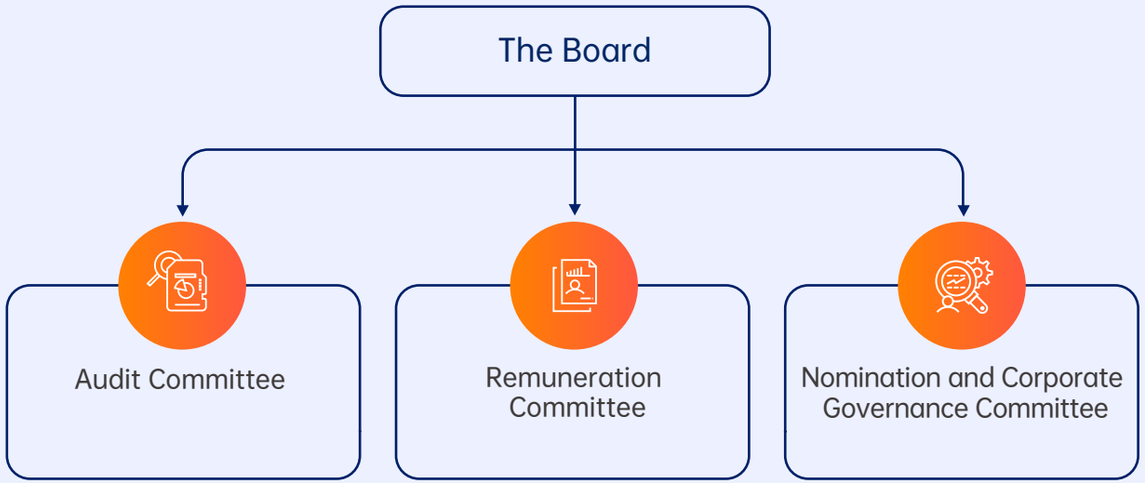
Investment analyst Research sessions and roadshows

Compliance Operations and Regulatory Corporate

The Company prioritises compliance and regulatory governance by instituting effective management systems, structured governance frameworks, and actionable governance strategies. These measures are designed to enhance management efficiency and overall governance capabilities.

Governance Structure

The Laekna Board of Directors oversees corporate strategy and operations, ensuring competitiveness in a complex market environment.



Board Diversity

A diverse and effective board is essential for our effective operation within a continually evolving business environment. Consequently, Laekna is committed to continuously enhancing its board diversity and effectiveness. Laekna adheres to a diversity policy for the Board, appointing directors based on various factors including gender, age, cultural and educational background, professional qualifications, skills, knowledge, and experience.

In 2025, the Board comprised 8 members, including 3 independent directors and 1 female director. We will continue to refer to shareholder expectations, as well as internationally and locally recommended best practices, to achieve gender diversity balance on the Board of Directors.

During the Reporting Period, Laekna convened 4 board meetings. In these sessions, we solicited professional insights from members and thoroughly deliberated on key corporate matters, such as business collaborations, R&D advancements, and corporate sustainability.



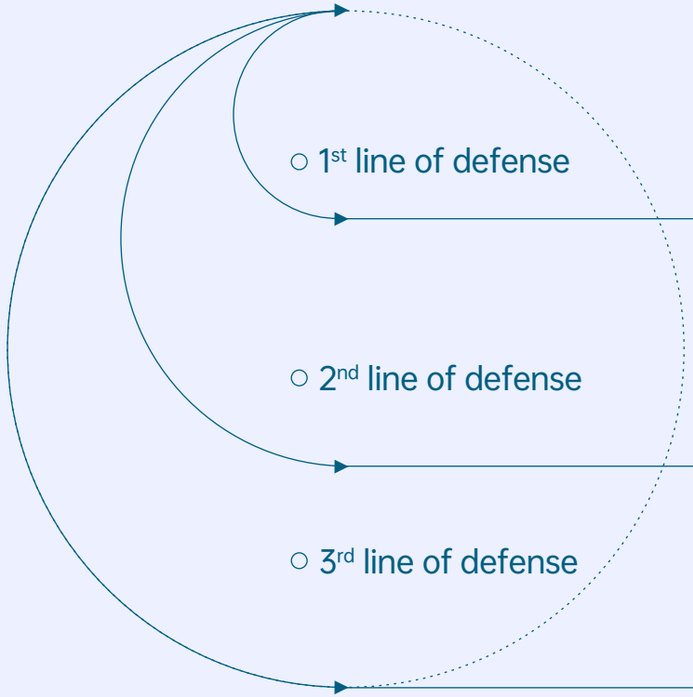


Risk Management and Internal Control

Laekna is committed to maintaining robust risk management and internal control framework. In addition to mitigating business operational risks, the Company incorporates sustainability-related risks into its enterprise risk management, aiming to achieve steady and sustainable growth.

Our Governance

Laekna has established a three-line-of-defense risk management framework, systematically enhancing risk management effectiveness through institution-alised controls, independent oversight mechanisms, and a clearly defined accountability structure.



The company has issued the *Risk Management* and *Internal Audit* policies, clearly outlining risk management procedures and internal audit standards. An independent internal audit function has been established to conduct regular assessments and reviews, with internal audit reports subject to review and approval by the Audit Committee.

Risk Ownership and Execution

Comprises front-line employees and business unit management responsible for identifying, assessing, and managing risks in daily operations.
Collects internal and external risk information, apply qualitative and quantitative assessments, reassess emerging risks, and implement appropriate risk responses.

Risk Control and Monitoring

Establishes and maintains risk control frameworks, supports implementa-tion by the first line, and conducts ongoing monitoring.

Relevant functions ensure timely risk reporting, enforce compliance with internal control requirements, and implement early warning and preventive measures to address internal and external risk factors.

Independent Audit and Oversight

Reports to the Board-level Audit Committee and delivers independent assurance over risk management and internal controls.
Through risk-based audits, reporting, and follow-up reviews, internal audit supports continuous improvement of governance, risk management, and control effectiveness.

Our Action

On the basis of the three lines of defense, we have established a complete lifecycle closed loop for risk management, covering three stages: risk identification and assessment, risk response and risk monitoring and early warning.

Risk Identification and Assessment

Risk identification
Departments continuously collect risk-related information from internal and external sources—such as historical data and forward-looking insights—to advance risk identification.

Risk assessment
Qualitative and quantitative approaches are applied to assess and prioritise identified risks based on their likelihood and potential impact.

Dynamic management and reassessment
Departments continuously monitor risk information, promptly reassess emerging risks, and predict changes to existing risks.

Risk Response

Risk avoidance
For risks exceeding tolerance levels, the Company discontinues or terminates related activities to prevent or mitigate potential losses.

Risk reduction
Cost-effective control measures are implemented to reduce risk exposure and mitigate potential losses.

Risk sharing
Risks are shared through appropriate measures such as outsourcing arrangements and insurance coverage.

Risk acceptance
For risks assessed as acceptable, no additional control measures are implemented.

Integrated response
A combination of internal control measures—including segregation of duties, authorization and approval procedures, system controls, asset safeguarding, budget management, operational analysis, and performance evaluation—is applied to manage risks within acceptable levels.

Risk Monitoring and Early Warning

Daily monitoring
The Legal and Finance Departments strengthen day-to-day risk monitoring to ensure timely communication of business and asset risks with management and relevant departments, enabling prompt adjustments to risk management policies and measures.

Compliance with regulations
All departments adhere strictly to the internal control framework, reducing the likelihood of risk occurrence.

Risk early warning
Proactive preventive measures are implemented to address risks arising from macroeconomic policy changes, industry developments, or potential major natural disasters.

Checks and balances for key positions
Governance mechanisms, including decision-making committees for major matters and authorization and approval procedures, are in place to establish checks and balances and mitigate operational risks.

Our Performance

In 2025, the internal control department of the Company conducted internal control reviews, **with no material deficiencies identified.**

ESG Governance

Three-tiered Governance Structure

Laekna has established a three-tiered ESG governance structure by developing a robust mechanism to ensure the achievement of our sustainability initiatives. This framework is designed to drive the Company toward its strategic ambition of "Leading in ESG performance within the biopharmaceutical industry".

Level	Compositions	Primary responsibilities
Decision-making (Board of Directors)	Board Members	• Reviewing and approving annual ESG report • Monitoring the progress of ESG objectives, developing strategies and structures • Providing technical and budget support to implement ESG management initiatives
Management (ESG Committee)	At least 1 Board Director (Chairperson) and 1-3 Senior Executives	• Assisting operational departments in setting ESG objectives • Monitoring the attainment of ESG objectives and providing support • Overseeing ESG report preparation, climate change response, policy compliance, and ESG budget planning
Executive (ESG Working Group)	Department Heads acting as ESG Ambassadors	• Developing and implementing ESG objectives • Reporting on the attainment of phased and annual objectives • Supporting ESG report preparation • Communicating with stakeholders

Board of Directors ESG Training

In December 2025, we conducted ESG training for all board members, covering topics such as the interpretation of the ESG rules of Hong Kong Exchanges and Clearing Limited (HKEX), the latest trends in global climate action, and analysis of ESG best practices in the industry. It further enhanced directors' understanding of the latest ESG developments and equipped them with the knowledge and capabilities needed to oversee the Company's ESG strategy.

Board Oversight

(i) Board Oversight of ESG Issues

The Board assumes ultimate accountability for Laekna's ESG strategy and reporting. As the highest decision-making authority, the Board is responsible for overseeing the Company's ESG landscape, ensuring that robust governance and risk management systems are in place.

(ii) Management Approach, Strategy, and Materiality Assessment

Our ESG management approach is integrated into the Company's core business strategy. The Board oversees a systematic process to identify, assess, and prioritise material ESG issues, including those that present potential risks to our business operations.

(iii) Review of Progress against ESG Targets

The Board is responsible for setting ESG-related KPIs and targets and conducting periodic reviews of the progress made against these targets.

By aligning these sustainability targets with our operational milestones, the Board ensures that our ESG initiatives are not only socially responsible but also intrinsically linked to the sustainable growth of our business. During the Reporting Period, the Board has reviewed the attainment of phased objectives and confirmed that our ESG performance remains on track to support the Company's long-term value creation for shareholders and society.

Materiality Identification and Assessment

Through an annual Materiality Assessment—incorporating stakeholder engagement and "Double Materiality" analysis, Laekna evaluated ESG issues from two perspectives:

The financial materiality assessment assessed factors including cash flow, stock price, financing costs, and business growth.

The impact materiality assessment was assessed based on economic, environmental, and social impacts, with scores assigned by internal and external stakeholders to ensure the objectivity of the results.

ENVIRONMENTAL	01 Climate Change and Carbon Emissions	03 Waste Management
	02 Energy Management	04 Water Resource Management
SOCIAL	05 Supply Chain Management	09 Social Contribution and Public Welfare
	06 Occupational Health and Safety	10 R&D and Innovation Management
	07 Staff Training and Development	11 Information Security Protection and IP Protection
	08 Diversity, Equity, and Inclusion in Workplace	12 Clinical Trial Advancement and Product Safety
GOVERNANCE	13 Compliance Operations and Corporate Governance	15 Business Ethics and Anti-corruption
	14 Risk Management and Internal Control	

Following the annual review and analysis, the industry in which Laekna operates, as well as its internal strategy, business focus, development stage, and organizational structure, remained stable with no material changes during the Reporting Period period. There were also no structural shifts in regulatory trends, key investor concerns, or industry ESG standards. Accordingly, the materiality matrix has not been revised. The identification results from the 2024 analysis are presented below (for more details, please refer to 2024 ESG Report).



Stakeholder Engagement

At Laekna, we maintain active, transparent, and structured engagement with a wide range of stakeholders to ensure our corporate strategy, operational practices, and sustainability initiatives are aligned with regulatory expectations, market standards, and social responsibilities. Through systematic communication mechanisms and responsive management practices, we seek to balance stakeholder interests while supporting long-term value creation. Our stakeholder communication structure is outlined in the table on the right →

Maintaining Investor Relations

Laekna places great emphasis on maintaining communication with both current and potential investors. Leveraging the strengths of diverse communication channels and platforms through one-on-one meetings, group discussions, forum presentations, and online and offline interactions, the Investor Relations (IR) Department strives to establish a long-term and trust-based partnership with investors and shareholders, guided by a transparent, honest, timely, and professional approach.

To further enhance engagement, the Investor Relations Department has expanded communication with investors worldwide, making multiple trips to New York and San Francisco in the United States, London in the United Kingdom, and Hong Kong, China, as well as Beijing, Shanghai, Guangzhou, and Shenzhen to engage in face-to-face exchanges with international investors.

In 2025

Laekna organiszed approximately

400+ research sessions and roadshows with investors and analysts

Stakeholders	Issues of Interest	Laekna's Approach
Government and Regulators	• Laekna's compliance with regulatory policies • Business development, investment updates, financial disclosures, etc. • Selecting industry benchmarks and acknowledging corporate achievements	• Responding to the latest policy guidelines, participating in government-organised seminars and providing corporate recommendations • Regular disclosure of key information and financial results to the public. • Maintaining communication with clinical trial regulators to ensure clinical operations adhere to legal and policy standards
Investors and Shareholders	• R&D initiatives • Corporate governance and ESG management	• Regular disclosure of information • Communicating with stakeholders through private meetings, group discussions, forum presentations, etc.
Researchers, Trial Participants, and Patients	• Clinical trial safety/efficacy and future accessibility of drugs with commercialization potential	• Strictly aligning with the requirements of Good Clinical Practice and Clinical Trial Protocols
Employees	• Inclusive team • Corporate growth • Self/Career development and pathways • Occupational safety	• Maintaining multi-channel communication with employees • Hosting annual employee meeting to exchange feedback between management group and all employees • Organizing team-building activities • Rigorously implementing the Company's internal occupational health and safety policies to ensure that employees work in a safe and healthy environment
Collaborative Research Institutions	• Progress and quality of clinical trials	• Providing support to clinical trials and implementing strict quality control in adherence to Good Clinical Practice
Industry Associations and Peers	• Corporate R&D advancements, operations, and reputation • Collecting corporate recommendations and opinions • Setting direction of industries	• Participating in industry conferences, surveys, consultations, and dialogues to share insights • Supporting industry-initiated public welfare campaigns
Suppliers	• Transparent procurement strategies • Stable long-term partnerships	• Establishing robust supplier evaluation mechanism, complaint management and feedback mechanism to ensure quality standards • Strengthening collaborative partnerships with suppliers
Community	• Fulfilling corporate social and environmental responsibilities	• Engaging with local communities through initiatives related to fire safety, public health, education, and public welfare • Supporting a broader range of social welfare initiatives, including rural revitalization, children' s education, and animal welfare

Business Ethics and Anti-corruption

Integrity is a core value of Laekna. The Company is committed to identifying and addressing potential business ethics risks, with strong ethical principles embedded in its operations.

Our Governance

Under the supervision and leadership of the board of directors, the Legal Department, Internal Control of Finance Department, and Human Resources Department collaborate to oversee Laekna's business ethics issues. The Human Resources Department and Legal Department jointly act as supervisory bodies, working to raise employees' ethical awareness and effectively mitigate potential corruption risks.

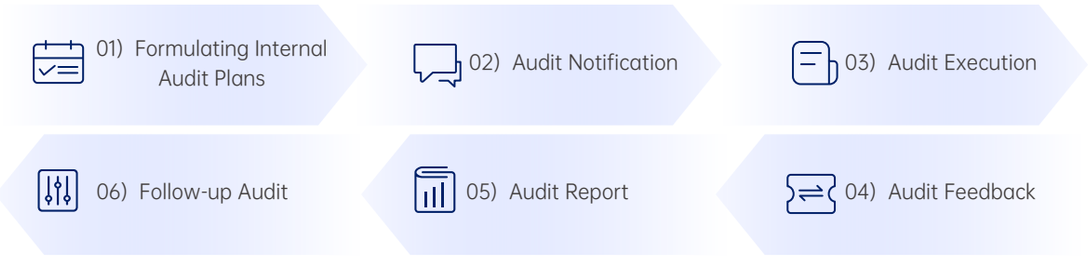
Laekna has established a set of business ethical standards, including *Conflict of Interest Management, Anti-Fraud Measures,* and the *Employee Handbook,* which sets out clear behavioral requirements across workplace processes and scenarios. Additionally, the *Anti-Fraud Measures* and *Conflict of Interest Management* policies provide specific regulations addressing various forms of corruption and bribery.

Our Action

Regular Audits of Ethical Standards

Laekna conducts comprehensive, risk-driven annual assessments and audits of business ethics standards, with follow-up reviews to verify the implementation and effectiveness of remediation measures.

Additionally, Laekna has formulated policy documents such as *Internal Audit,* which clearly define the internal audit mechanism workflows:



Whistleblower Protection

Laekna encourages employees, business partners, and other stakeholders to report suspected misconduct. All whistleblowers' personal information is protected, and their right to be free from retaliation is safeguarded. Reporting channels, including a dedicated e-mail (whistleblow@laekna.com).

Regular Training on Ethical Standards

Each year, Laekna conducts business ethic training sessions for all employees , achieving full employee[1] coverage. Through such training, Laekna strengthens employees' compliance awareness, promotes the establishment of unified values and behavioral standards within the organisation, and effectively supports the construction of the Company's risk prevention system.

Our Performance

During the Reporting Period:

0 corruption-related legal cases involving the Company or Laekna's employees has occurred

100% of employees completed the annual training on business ethics and anti-corruption

1. All employees including full-time, part-time and contractors

02

Innovation-driven

Guided by the mission, "Let Health be Your Choice," Laekna's R&D team is committed to bringing innovative therapies to patients with metabolic diseases, cancer, and liver fibrosis worldwide.

Approximately RMB 250 million R&D expenses

69% R&D personnel ratio

7 clinical trials

Over 20 projects in our pipeline

Management of R&D and Innovation

Our Governance

Scientific-driven innovation is a strategic cornerstone for Laekna, essential to driving our long-term vision and success. Our core management team possesses outstanding track records, leadership capabilities, and deep expertise in their respective fields, providing the breadth and depth of insight necessary to effectively oversee and guide Laekna's R&D and Innovation.

Under comprehensive governance structure, Laekna has implemented a series of standard operating procedures (SOPs), covering new project initiation, Preclinical Candidate (PCC) declarations, initiation of Investigational New Drug (IND) application studies, and the commencement and advancement of clinical trials to ensure the effectiveness of the Company's R&D progress.

Our Target

Drawing on our deep know-how and extensive expertise in drug discovery, we are consistently expanding our pipelines to address unmet medical needs and are committed to progressing at least one drug candidate into the clinical stage each year.

Our Action

Innovative R&D Mechanisms

Laekna has established a structured R&D management approach to support the effective execution of its overall R&D strategy. This approach is underpinned by a seasoned management team and an innovation-driven product development model, enabling the orderly advancement of drug candidates and the development of a risk-mitigated pipeline with clinical and commercial potential.

Seasoned Management Team

Leveraging our in-house R&D capabilities across the full spectrum from early-stage drug discovery to clinical development, the team manages preclinical identification, clinical execution, regulatory management, and drug production. Focused primarily on addressing critical unmet medical needs in areas of metabolic diseases and oncology, the expertise drives the effective advancement of our research and development activities.

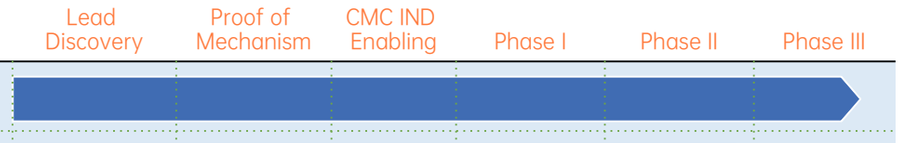
As of December 31, 2025

59 R&D and innovation personnels (including pre-clinical research and clinical research), including 11 holding doctoral degrees and 30 holding master's degrees accounting for 69% of the total number of employees in the Company



Our Pipeline

	Product	Mono / Combo	Target	Indications
Cancer	LAE002	+ Fulvestrant (China) + Elacesrant (US)	AKT+ER	2L-3L Locally Advanced or Metastatic HR+/HER2-BC
		+ LAE001/ Prednisone	AKT+CYP17A	2L-4L mCRPC
		+ Paclitaxel	AKT+Chemo	2L-6L PROC
		+ LAE005 + Nab-Paclitaxel	AKT+PD-L1+Chemo	2L-3L TNBC
	LAE001		CYP17A/CYP11B2	1L mHSPC
	LAE118		PI3Kα mutants	Cancer
	LAE120		USP1	Cancer
	LAE119		PARP1	Cancer
	LAE111		LILRB1-LILRB2	Cancer
	LAE112		FGFR2b	Cancer
	LAE113		TIGIT-PVRIG	Cancer
Metabolic/ Fibrosis	LAE102		ActRIIA	Obesity
	LAE103		ActRIIB	Sarcopenic obesity and Muscle related diseases
	LAE123		ActRIIA-IIB	Severe diseases
	LAE124		Amylin	Obesity
	LAE125		Apelin	Obesity
	LAE105		aHSC	Liver Fibrosis
	LAE104		aHSC	Liver Fibrosis
	LAE106		TGFß	Fibrosis



Black: Biologics

Blue: Small Molecules

Global Rights Exclusively Licensed

Internally Discovered

Innovation-driven Development

Leveraging our know-how and R&D approach, Laekna has implemented an innovation-driven product development model that integrates innovation with business development.

Preclinical Candidate (PCC)

- LAE123 (ActRIIA/IIB dual antagonistic monoclonal antibody)
- LAE124 (a small molecule dual amylin and calcitonin receptor agonist)
- LAE118 (PI3K α pan-mutant selective inhibitor)
- LAE120 (USP1 inhibitor)

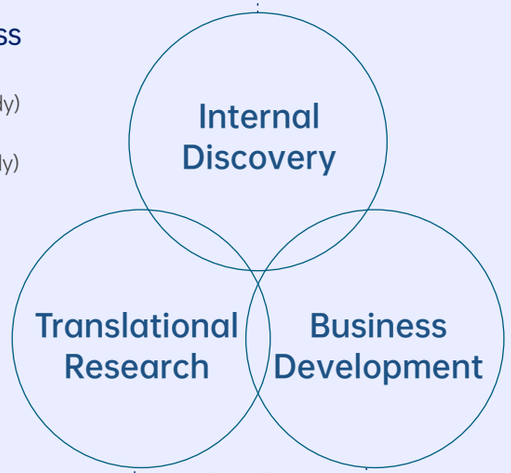
Significant Clinical Progress

Metabolic diseases

- LAE102 (ActRIIA monoclonal antibody) in Obesity, Phase I U.S. and China
- LAE103 (ActRIIB monoclonal antibody) in Obesity, Phase I Australia

Oncology

- LAE002 (afuresertib, AKT inhibitor) in HR+/HER2- breast cancer, Phase III China (AFFIRM-205)



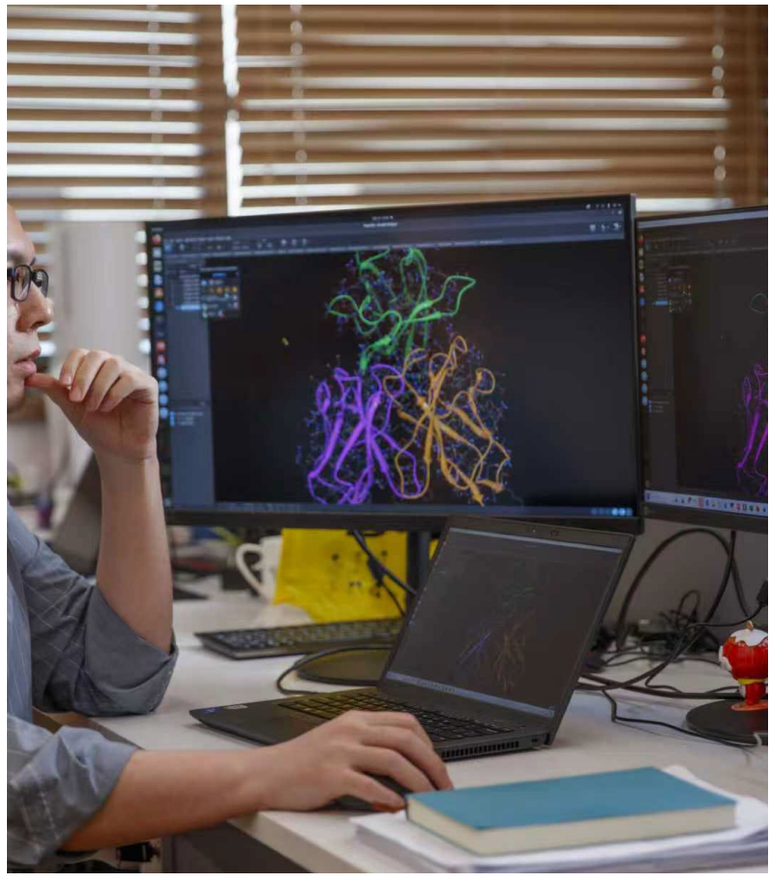
Three-Engine

Collaborate with Partners

- Entered into an exclusive licensing agreement with Qilu Pharmaceutical to accelerate the commercialization of LAE102
- The US SAD study of LAE102, in collaboration with Eli Lilly, demonstrated positive results

Established Proprietary Platforms

To further accelerate innovative R&D, Laekna has leveraged advanced technical capabilities to establish distinctive platforms, including a macromolecule conditional specific binding screening platform and an AI-assisted drug design platform. These platforms have greatly enhanced the efficiency of Laekna's drug development and the R&D process.



Innovative R&D Achievements

During the Reporting Period, Laekna's R&D team continues to achieve notable milestones and presented the latest advancements at major international scientific conferences.

Presentations at International Scientific Conferences

AACR Annual Meeting — April 2025

- Poster presentation of LAE118 (a novel PI3K α pan-mutant selective inhibitor)
- Poster presentation of LAE122 (a novel WRN selective inhibitor)



American Diabetes Association (ADA) 85th Scientific Sessions — June 2025

- Announced preclinical research results for LAE102, LAE103, and LAE123, elucidating mechanisms related to muscle regeneration and fat mass reduction; presented the results of the first-in-human (FIH) study for LAE102.



Nature Communications — February 2026

Published a paper titled *Afuresertib plus fulvestrant for pretreated HR-positive, HER2-negative advanced breast cancer: a phase Ib trial.* The study results demonstrated that the combination regimen showed promising anti-tumor activity and a well-tolerated safety profile in this patient population.



Innovative R&D Exchanges

Laekna not noly actively advances internal R&D efforts, but also participates in external collaboration and exchange. To date, Laekna has a total of 5 members serving across various specialty committees of the China Pharmaceutical Innovation and Research Development Association (PhIRDA).

Laekna Experts in Specialty Committees of China Pharmaceutical Innovation and Research Development Association (PhIRDA)

CHAU Keith	CFO	Investment Specialty Committee (Newly Appointed)
Dr. WANG Gary	Senior Vice President of Clinical Development	Diabetes and Metabolic Diseases Clinical Drug Research Specialty Committee
CHEN Huimin	Head of Regulatory Affairs	The Medicinal Policy Specialty Committee
Dr. LI Ming	Senior Director of R&D	Drug Clinical Trials Specialty Committee (Newly Appointed)
CAO Nexus	Head of Information Technology	The Medical Digitalization and Innovative Therapies Specialty Committee



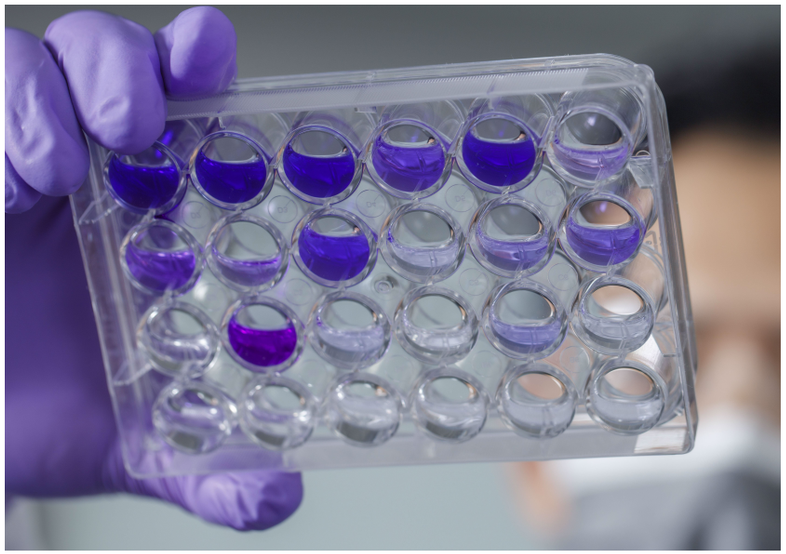
Advancing Clinical Trials and Ensuring Drug Safety

Accelerating Clinical Trials

Advancing clinical trials is always a key priority for Laekna, with continued emphasis on clinical trial safety and progress. During the Reporting Period, seven clinical trials were initiated for LAE102, LAE103, LAE002 (afuresertib) and other drug candidates.

To support effective trial advancement, Laekna developed tailored protocols for each drug candidate. The Company also leveraged genetic testing and other technologies during subject enrollment to improve subject selection and support more targeted therapeutic outcomes.

In addition, Laekna partnered with Principal Investigators (PIs), Key Opinion Leaders (KOLs), leading clinical service providers (CROs, CDMOs, SMOs), and hospitals to share clinical resources and expertise and support efficient trial execution throughout the trial stage.



LAE002 (afuresertib, an AKT inhibitor) — **HR+/HER2- breast cancer, Phase III China（AFFIRM-205）**

Phase III clinical trial completed subject enrollment in December 2025

Plans to release topline results from this pivotal Phase III study in 2026 and submit a NDA to the CDE of the China National Medical Products Administration (NMPA).

LAE102 (ActRIIA-specific monoclonal antibody) — **Obesity , Phase I U.S. and China**

Phase I studies of LAE102 for obesity in China and the U.S., including a SAD/MAD study in China and a SAD study in the U.S. (in collaboration with Eli Lilly)

Preliminary results have demonstrated encouraging trends in lean mass increase and fat mass reduction, and a well-tolerated safety profile

Plans to release the results of the Phase I MAD extension study in China in 2026 and initiate a Phase II clinical trial in combination with GLP-1 agonist.

LAE103 (ActRIIB Monoclonal) — **Obesity, Phase I Australia**

Obtained U.S. IND approval in July 2025.

Initiated a Phase I SAD study in Australia in December 2025 and completed the first subject dosing.

Plans to release topline results from the SAD study in the third quarter of 2026.

Subject Protection

Our Governance

Laekna is committed to fully safeguarding the rights and interests of subjects participating in clinical trials.

- All clinical trials conducted, evaluated, and documented by the Company strictly follow the Good Clinical Practice (GCP) regulations as defined by the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH), and comply with the ethical principles established in the *Declaration of Helsinki*
- Before any clinical trial commences, the trial protocol must be reviewed and approved by an Institutional Review Board (IRB) or Independent Ethics Committee (IEC)
- Where applicable, approval from the relevant national regulatory authorities must also be obtained. Only after all required ethical and regulatory approvals have been obtained may investigators begin clinical trials in accordance with applicable local laws and regulations
- During the trial process, Laekna implements a rigorous medical monitoring system. Most sites undergo medical monitoring, supplemented by regular and ad hoc on-site inspections and ongoing communication with investigators. These measures ensure that adverse events are promptly recorded, managed, and followed up in accordance with protocol requirements, thereby continuously maintaining the safety and protection of subjects throughout the study

Three Core Rights of Subjects

Laekna ensures that three key rights of subjects are fully protected: the right to privacy, the right to informed consent, and the right to voluntary participation. In addition to strict adherence to applicable clinical trial regulations, Laekna provides insurance coverage for enrolled subjects, with trial-related injuries addressed through appropriate compensation or treatment.

Right to Privacy

Subjects' personal information is anonymised and protected in accordance with *General Data Protection Regulation (GDPR)* and other applicable local regulations. Access in blinded studies is restricted to authorised personnel only.

Right to Informed Consent

Subjects are fully informed of the nature, scope, and potential consequences of the clinical trial in a manner they can understand, and the clinical trial begins only after they have provided written consent.

Right to Voluntary Participation

Participation is entirely voluntary, and subjects retain the right to withdraw from the trial at any time. Subjects' decisions to participate are made based on a full understanding of the trial information.



Excellent Quality and Safety

For Laekna, enduring success is built on two pillars: unwavering quality and customer trust. We have implemented a comprehensive quality management system to ensure product excellence and protect customer interest.

Robust Quality System Safeguards

We have established a quality management framework under the overall responsibility of the CEO, the CEO leads Laekna's Quality Department and provides independent oversight of quality supervision and management.

The Company has also established a quality management system that considers both domestic and international laws and guidelines, comprising key components such as system management, product quality assurance, manufacturing and release control, and product review.

In 2025, to advance the commercialisation process of our products, we have fully adhered to the Market Authorisation Holder (MAH) system and streamlined our internal processes accordingly.

In 2025, the Company comprehensively upgraded its digitalised Quality Management System (QMS) to strengthen product quality and compliance management. The system, compliant with US 21 CFR Part 11 regulations, enables digitalised monitoring across the entire workflow from R&D to manufacture, replacing paper records with real-time electronic data. For core functions such as quality audits, incident management, and document control, the system now integrates key modules including clinical quality issue management, product quality complaint handling, product release, and change control. It provides a complete audit trail for all quality activities. This not only allows teams to focus on higher-value work but also effectively ensures regulatory compliance and data integrity.

Laekna firmly believes that establishing a structured and continuous quality training and engagement system is crucial for the effective implementation of quality standards. We have built a comprehensive quality training system covering multiple areas including laws and regulations, regulatory requirements, management protocols, and production standards. Such trainings are delivered to all employees (including full-time staff and contractors) to reinforce company-wide quality and safety awareness, as well as the capability to fulfil responsibilities, thereby solidifying the MAH liability. In 2025, to enhance employees' professional competencies, we conducted in-depth analysis sessions focused on key regulations such as *Provisions on Supervision and Administration of Drug Market Authorization Holder's Implementation of Main Responsibility of Drug Quality and Safety.* The training, primarily targeting Quality, Production, and Supply Chain teams, translated regulatory requirements into concrete, actionable work protocols and risk control measures. These initiatives effectively enhanced each team's capability to fulfil MAH liabilities in daily operations and further strengthened oversight of contracted manufacturing activities.

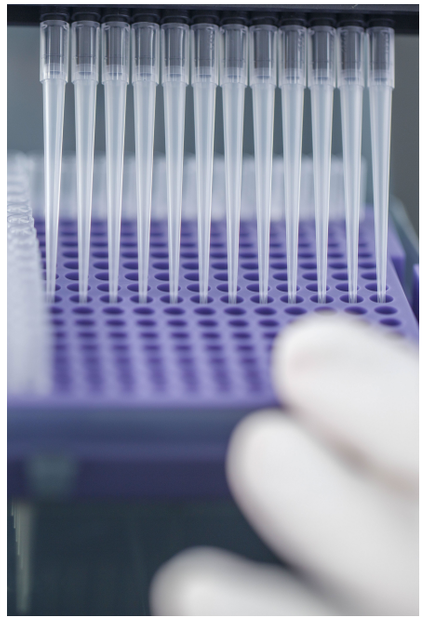
During the Reporting Period, the Company engaged a third-party consultants to audit its internal quality management system, processes, and the LAE002 project. The audit confirmed the robustness and effectiveness of the existing contracted manufacturing quality system.

Comprehensive Product Quality Assurance

Laekna's Quality team oversees the production of investigational drugs for clinical trials. For CDMO[1] Partners (including both CMO[2]s and CDMOs), they must meet the Company's requirements for quality management systems and Good Manufacturing Practice (GMP) compliance, which all are audited to ensure full adherence to Laekna's standards.

Through the execution of Quality Agreements, Laekna proposes requirements for its CMOs' adherence to GMP, management systems, and quality standards, while also implementing procedures to monitor supplier quality performance. We maintain a rigorous supplier qualification process as part of our established quality management system. Through detailed questionnaires and on-site audits of key suppliers and their associated manufacturers and distributors, we ensure ongoing compliance with Laekna's quality requirements, including as we prepare for product commercialisation. During the Reporting Period, 11 supplier audits were completed.

1.CDMO: contract development and manufacturing organization, a company that develops and manufactures drugs for other pharmaceutical companies on a contractual basis.
2.CMO: contract manufacturing organization, a company that serves other companies in the pharmaceutical industry on a contract basis to provide comprehensive services of drug manufacturing.



System Management	Product Quality Assurance	Manufacturing and Release Control	Product Review
Management Review by Quality Council	GxP Regulated Vendor Management	Product Release Procedure	Annual Product Quality Review
Quality System Periodic Review	GxP Vendor Audit Process	Non-Conforming Product Management	Annual Product Quality Report
Internal System/ Process Audit	Technology Transfer Management	Post-Approval Change Control for Pharmaceutical Products	
GxP Deviation Handling Process	Manufacturing Agreement Management	Marketed Product Quality Complaint	
Quality Information Communication and Handling	Clinical and Commercial Production Supervision and Management	Recall Managemen	
CAPA Handling Process			

Product Recall

Laekna's quality management system requires all production and inspection to be conducted in accordance with GMP regulations, with clear product identification, segregation, and full traceability. Potential quality risks are addressed promptly before investigational drugs are administered to trial participants. Products that do not meet quality specification are managed through established recall procedures in accordance with the SOP on Recall *Management Procedure.*

During the Reporting Period, **there were no product recalls.**

Quality Complaint Management

Laekna has implemented a dedicated *Complaint Handling Procedure for Clinical Samples* and *Marketed Product Quality Complaint* to manage quality-related complaints for investigational medicinal products. Following the receipt of a complaint, the Company will initiate a thorough investigation to determine the root cause of the quality issue and will develop corresponding Corrective and Preventive Action (CAPA) to prevent recurrence.

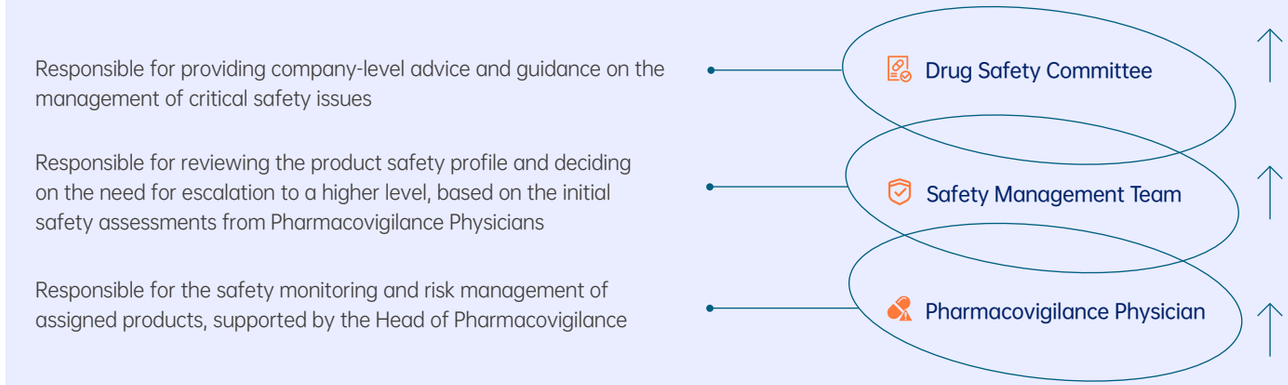
During the Reporting Period, Laekna **received no quality-related complaints** from clinical trial participants.



Pharmacovigilance Management

Laekna has implemented a robust pharmacovigilance management system, which operates through a three-tiered structure comprising Pharmacovigilance Physicians, the Safety Management Team, and the Drug Safety Committee. This system is designed to evaluate, report and address potential safety risks while safeguarding subject rights and safety and ensuring the reliability of trial data. A digital system is also utilised for centralised management and tracking of the safety data.

Three-tiered Pharmacovigilance Management Structure



In 2025, to prepare for commercialisation, Laekna has developed a series of guiding documents and procedures to address pharmacovigilance requirements across clinical and post-marketing stages. These include *Collection and Follow-up of Individual Case Safety Reports during Post-marketing, Signal Detection and Risk Management,* and *Periodic Safety Update Report.* Together, these measures ensure systematic collection and follow-up of safety information, proactive identification and mitigation of emerging risks, and timely regulatory reporting to the relevant regulatory authorities and ethics committee.

To monitor the effectiveness of these procedures, Laekna also tracks key metrics, including Quality Control Accuracy Rate and Report Submission Compliance Rate.
2025, both of which have **met the Company's internal targets.**

Additionally, for pivotal studies, Laekna has set up an independent Data Monitoring Committee to periodically review trial data, monitor safety signals, and propose trial adjustments or termination as necessary to protect participant safety in clinical trials.

To further strengthen Laekna's pharmacovigilance management, the Company has provided in-class training to all employees on the collection and reporting of post-marketing drug safety events, resulting in a **100%** pass rate on the follow-up quiz.

Supply Chain Management

Building a professional, stable, and resilient supply chain is critical to Laekna's operations and R&D. By integrating ESG values into our procurement strategy, we mitigate operational risks and foster responsible partnerships that provide a solid foundation for our R&D and global operations.

Our Governance

We implement a comprehensive procurement management policy, including *Procurement Management* and *Supplier Master Data Management*. Our approach integrates rigorous risk assessment with proactive engagement, ensuring that all our partners align with our core values of integrity and sustainability.

Our Action

By embedding sustainability into our procurement framework and adhering to responsible sourcing practices, Laekna works alongside its partners to cultivate a sustainable value chain. Our approach centres on fostering partnerships built on mutual respect, integrity, and a shared commitment to social and environmental stewardship.

Our performance

As of December 31, 2025: **693** suppliers

624 Chinese suppliers | **69** overseas suppliers

Purchases from new suppliers whose ESG performance was assessed accounted for **53%** of total procurement spending in 2025

Comprehensive Selection Criteria

We have established a rigorous, multi-layered screening process to identify and mitigate environmental and social risks across every link of our supply chain. We utilise a comprehensive suite of tools, including Purchase Inquiry and Price Comparison Summaries and formal Supplier Evaluation Forms, to ensure transparency and compliance across the supply chain.

Effective from 1 January 2025, Laekna has formally integrated environmental and social performance into its vendor selection procedures for critical suppliers. Our evaluation for key suppliers encompasses, but is not limited to, pollution control, carbon emission intensity, resource efficiency, fair employment practices, occupational health and safety, and research ethics. The Company retains the right to conduct periodic inspections to verify the information provided by suppliers.

Our assessments are benchmarked against United Nations Global Compact (UNGC), the Pharmaceutical Supply Chain Initiative (PSCI) and best practices in the industry.

Due Diligence

For engagements involving drug development or regulatory requirements, we conduct enhanced due diligence. This ensures absolute alignment with Good Practice (GxP) guidelines and our internal quality standards.

Green Procurement

Laekna integrates environmentally preferable procurement into its operational and R&D activities. For consumables, priority is given to items that generate less waste during use. The company continuously evaluates and sources sustainable raw materials and consumables available on the market for inclusion in its procurement strategy.

Furthermore, Laekna is committed to protecting suppliers' legitimate rights and interests and ensures consistent communication through established channels. A dedicated email (procurement@laekna.com) is maintained for operational correspondence, while the Company's website publishes an official contact address (communication@laekna.com) to facilitate enquiries from potential partners.

To safeguard the continuity of our research and operations, we implement a policy of engaging more than one qualified supplier as mutual backups for critical service categories. Specifically, during the supplier screening process, additional qualified suppliers are introduced as candidates to enhance supply chain resilience and prevent disruptions caused by reliance on a single supplier.

Information Security and Intellectual Property Protection

Information Security Protection

Laekna places strong emphasis on data security throughout R&D, clinical development, and operational processes. Data security is overseen by the Information Technology department, which promotes the implementation of relevant policies through continuous training and awareness initiatives to mitigate the risk of information leakage. Available for public release

Our Governance

Laekna is committed to safeguarding information security through comprehensive internal policies, robust technical controls, and strict confidentiality requirements for employees and external partners. These measures ensure the proper handling, transmission, and protection of sensitive and confidential information.

To ensure effective information security management, Laekna adheres to the *Employee Information Security Code of Conduct and the Information Technology Management Policy.* During the Reporting Period, the Company updated the Employee Information Security Code of Conduct to include controls and guidance on the use of AI, including restrictions on handling different types of data and requires any uploaded data to be anonymised and redacted.



Our Action

The Company classifies information into different categories and ensures that all employees receive training on appropriate handling requirements.

Public information	• Available for public release
Internal and sensitive information	• Restricted to business use and must be transmitted via approved Company network drives and email
Confidential information	• Strictly limited to authorised personnel with prior approval • Prohibited from transmission via instant messaging or other unsecured channels • Printed, copied, or reproduced materials are treated as originals and managed under the same controls • Must be securely destroyed or irreversibly disposed of after use

Laekna implements technical and physical safeguards to protect its internal information security. Employees are encouraged to use Company-approved IT systems and communication tools that are subject to strict technical protection to reduce the risk of information leakage. Furthermore, access to office premises is controlled through security authentication measures, and discussions involving sensitive Company information are restricted to non-public settings to prevent unintentional disclosure.

During the Reporting Period, the Company has conducted anti-spam security drills and successfully blocked multiple attempted external attacks through its firewall systems.

Laekna also imposes strict information security and data protection requirements on external parties, including suppliers, partners, and clinical collaborators. Such parties are required to enter into confidentiality agreements that clearly define confidentiality obligations and data processing principles, and to handle personal data in compliance with applicable data protection and privacy laws, including the *PRC Civil Code,* the *PRC Personal Information Protection Law,* the *EU General Data Protection Regulation (GDPR),* the *Privacy Rule of the Health Insurance Portability and Accountability Act (HIPAA),* and relevant Swiss data protection laws. The Company reserves the right to terminate cooperation and initiate investigation and reporting procedures where adequate data security cannot be assured.

Intellectual Property Protection

We recognise intellectual property (IP) as a vital foundation for innovation and maintain robust intellectual property management practices in compliance with applicable laws and regulations across the jurisdictions in which we operate.

Our Governance

Laekna has developed internal policies and standard operating procedures to safeguard the development, use, and protection of intellectual property, and provides training to reinforce employee awareness of IP protection.

Our Action

Laekna collaborates with industry-leading IP law firms to support the development and implementation of its IP portfolio strategy, including monitoring emerging technologies, managing patent prosecution processes, and maintaining granted patents. Through these measures, Laekna proactively mitigates IP-related risks and promotes the effective development, utilization, and protection of intellectual property.

Laekna continues to enhance its intellectual property protection through the expansion and effective management of its patent portfolio. Securing global IP protection provides the Company with exclusive rights to develop, manufacture, and commercialise innovative therapies, while strengthening its position in partnership and licensing negotiations.

During the Reporting Period

Laekna submitted more than **30** patent applications across China, the United States, Europe, and other jurisdictions, covering drug candidates and platform technologies, and we plan to pursue further filings in key strategic markets

Laekna also respects third-party property rights by conducting freedom-to-operate (FTO) analysis across the Company's R&D pipeline to identify and manage potential risks of infringing existing patents or other intellectual property rights. In collaborative and open innovation arrangements, the Company adopts both license-in and license-out models and performs IP due diligence on collaborative projects to ensure intellectual property risks are appropriately managed throughout technology acquisition and commercialisation.



03

Focusing on Talent

Laekna uphold the core values of "Accountability, Collaboration, Excellence, Integrity, Open, and Resilience".

These principles guide us to listen to our people, drive innovation, and progress toward a sustainable future.

Talent Development

Our Governance

Laekna has established a robust governance structure for fair employment, employee rights protection and diversity, equity, and inclusion. Led by Chief Operating Officer, Human Resources Department oversees workforce planning, organisational design, recruitment, and promotions.

Under the comprehensive governance structure, Laekna adheres to the principles established by applicable labor and employment regulations in all regions where we operate. This includes compliance with the *Labor Law of the PRC,* the *Labor Contract Law of the PRC,* the *Employment Promotion Law of the PRC,* the *Social Insurance Law of the PRC,* the *Law on the Protection of Minors of the PRC,* the *Regulations on Prohibition of Child Labor,* the *Employment Ordinance* of the Hong Kong Special Administrative Region and other relevant laws and regulations applicable in overseas jurisdictions.

Additionally, we have established an *Employee Handbook* to effectively safeguard employees' rights and interests. The *Employee Handbook* outlines procedures for employee recruitment, working hours, leave, compensation, performance management, benefits, and training. Laekna reasonably updates its handbook on a timely basis as needed and promptly notifies all employees of these changes.



Our action

Fair Employment

We are committed to fostering an inclusive workplace where recruitment, appointments, and promotion, guided by professional merit and role fit. We embrace diversity and strictly prohibit discrimination based on factors such as geography, gender, age, or nationality. This principle of fairness extends across the entire professional experience, including growth opportunities, compensation, and career transitions. To ensure transparency, our commitment to equal opportunity is explicitly integrated into all our recruitment communications.

To attract outstanding talent and provide internal employees with expanded development opportunities, Laekna places emphasis on understanding each candidate's career aspirations and selects suitable individuals through both internal and external recruitment channels.



Guided by our commitment to fair labor practices, we ensure that every member of our workforce is hired through a transparent and lawful process. Our verification procedures are designed to protect the rights of our employees and prevent prohibited practices, such as underage and forced labor.

We are dedicated to maintaining the integrity of our hiring process, addressing any deviations with the necessary diligence to uphold our corporate values and legal obligations.

Labor rights, Compensation and Benefits

Deeply committed to our core philosophy, "Let Health be Your Choice", Laekna prioritises the holistic wellbeing of our people.

We ensure a supportive working environment through systems designed to safeguard labour rights. Furthermore, we provide a comprehensive compensation structure and benefits framework to nurture both the professional growth and personal welfare of every team member.

Laekna Compensation System

- Base salary
- Allowances
- Performance Bonus

Regularly evaluated and adjusted in alignment with operational objectives, benchmarked market data, and individual performance outcomes.

Laekna Benefits System

Social insurance, housing funds and other statutory benefits in full compliance with national and local regulations	Entitlement to 14 weeks of paid maternity leave and other statutory leave in accordance with applicable laws and regulations (including, where applicable, extended maternity leave, paternity leave, parental leave, nursing leave, marriage leave and bereavement leave, etc.)

Statutory annual leave and statutory holidays	Annual health examinations for all employees	Commercial medical insurance covering employees and their children	Fully-paid sick leave

To further align employee interests with long-term growth, the Company has implemented an Employee Stock Option Plan and a Share Award Scheme to attract and retain talents who have made significant contributions to the Company, and to recognise their contributions.

Employee Care

In 2025, the Company continued to strengthen its commitment to employee care and engagement by providing holiday gifts and organising special events, with the aim of fostering a harmonious work environment.

Laekna Land - Where Every Contribution is Valued

The "Laekna Land" continued in 2025 to foster a recognition and appreciative workplace culture. Through ongoing initiatives, employees were encouraged to express gratitude toward their colleagues, while instant recognition programs were further promoted to enhance employees' sense of fulfillment and belonging.

A series of themed cultural initiatives were organised around key festive occasions, forming one of the highlights of the annual employee engagement programme. These activities were designed to recognise dedication, strengthen collaboration and foster a culture of openness and trust across teams.

Labour Day & Youth Day

A dual-festival themed campaign was held to acknowledge the dedication of employees and to encourage the innovative spirit of the youth.



Qixi Festival

Employees were invited to recognise their "Best Partner" at work, expressing camaraderie and gratitude.



National Day & Mid-Autumn Festival

A dual-festival celebration was organised to enhance team cohesion and convey festive wishes.



In 2025

58 colleagues received thanks and appreciation from their peers

19 colleagues were recognised within their own departments or across departments

Diversity, Equity, and Inclusion

Laekna believes that a civilised, open, and inclusive workplace is fundamental to employee growth and empowerment.

We have established a comprehensive framework designed to respect the diverse backgrounds of every individual, safeguard their rights and interests, and prevent talent attrition resulting from workplace misconduct.

This includes clear anti-bullying and anti-harassment policies. Any employee found engaging in acts of violence, threats, theft, sexual harassment, intimidation, or coercion behaviors that violate social ethics and laws will face strict disciplinary action, including termination of employment. In cases involving illegal activities, the Company will cooperate fully with public security and judicial authorities.

As of the end of the Reporting Period:

Female Employee make up **64%** of the workforce

0 incidents of workplace bullying or harassment were recorded

Supporting "Her Power"

Laekna actively supports female employees in leveraging their expertise and influence across all functions. They play vital roles in key business areas such as novel drug R&D, clinical trials, finance, investor relations, and operations, driving both innovation and operational excellence.

We are committed to supporting female employees through every stage of their professional and personal lives, including:

- Lactation leave
- Lactation rooms equipped for employees, offering safe, hygienic, and private spaces to foster a maternity-friendly workplace
- One hour of breastfeeding break time per workday for nursing employees
- Parental leave



Employee Development and Training

Our Governance

Laekna offers diverse and continuously expanding training programs to enhance employees' professional skills and foster personal growth. The Company also promotes career advancement through well-defined promotion and incentive mechanisms, helping to attract, retain, and develop a high-performing workforce.

Our Action

Employee Promotion

The Company supports a dual-track career development system, enabling employees to advance vertically within their departments or transfer horizontally across departments. This approach allows individuals to either deepen expertise in their current field or explore new professional directions, broadening their career possibilities.

Vertical Promotion

- Departments design tailored career paths based on business needs and talent profiles.
- Promotion candidates are nominated, evaluated, and then approved through a regular structured review process.

Horizontal Transfer

- Encouraging employees to apply for positions in the recruitment process through internal transfers.
- Employee development is supported through internal transfers, extensive learning and exchanges, and cross-functional project participation.

Talent Cultivation

Laekna fosters a culture of continuous learning by providing employees with job-specific development training programs and skills and knowledge development training programs, covering onboarding orientation, general competency training, health and safety instruction, technical upskilling, and leadership development.

Signature training: "Lai Learning" Series

We believe the best learning stems from autonomy and sharing. Laekna launched the "Lai Learning" series, inviting employees to become the designers and facilitators of training sessions, thereby fostering an open and co-created learning ecosystem. Colleagues from relevant business functions developed training topics—such as technical skills, compliance, and communication—based on specific challenges and common questions encountered in daily work. These were combined with pre-session interactive surveys to make the content more practical and targeted.

In 2025

- 3 training sessions
- Topics were closely linked to employees' daily responsibilities and professional growth
- Attracted 114 participants



We have established regular training programs on business processes, regulations, and confidentiality in the internal online training platform to ensure all employees conduct their work in full compliance with legal and company standards. The platform enables employees to access training materials and track their progress at any time.

In addition, Laekna actively supports employees in attending relevant industry conferences and external training opportunities based on their professional development needs.

Additionally, the Company provides dedicated training support to help employees acquire the skills and qualifications required for their roles, where certain conditions are met. This support is aimed at addressing any gaps in required competencies and is provided in accordance with specific training needs. This structured approach ensures that employees at all levels and across functions have access to relevant learning paths tailored to their roles and growth needs.

Our Performance

Overall percentage of trained employees	Average training hours per person
100%	10.7 hours

Employee Communication

Laekna places great importance on maintaining open communication with employees and listening attentively to their voices. Therefore, we established a series of formal and confidential grievance reporting channels:

A dedicated email
for information sharing and two-way communication between employees and management.

Regular employee communication meetings
organised for management to introduce the Company's business dynamics and listen to employees' opinions and suggestions.

Real-time communication sessions
conducted with employees to enhance mutual understanding between employees and the Company.

Exit interviews
held to gather feedback on reasons for leaving and suggestions for company management.

Employees may initiate complaint procedures through any of the above channels when needed and may do so anonymously if preferred. The relevant departments and personnel will recuse themselves from handling cases where a conflict of interest exists. Management and the relevant departments will conduct factual investigations and promptly communicate the findings along with corrective or disciplinary measures to the employees involved.



In addition, Laekna designed a regular performance appraisal and feedback process to align individual growth with organizational goals, drive continuous improvement, and foster a high-performance culture.

Performance Appraisal and Feedback Mechanism

- Performance Management: objective evaluation conducted via goal setting, performance reviews, and evaluations
- Annual Performance Appraisal: during the appraisal cycle, aligned with organizational goals, the annual performance result is determined through a comprehensive assessment of the employee's work performance, personal growth, and adherence to corporate values
- Regular communication: structured manager-employee communication at 3 stages on an annually base, including annual goal setting, mid-year review, year-end appraisal
- Feedback mechanism: Employees may provide comments to the HR Department if they disagree with the performance assessment outcome. The HR Department will organise an investigation and communicate the findings to the employee

Occupational Health and Safety

Our Governance

Laekna places high priority on protecting employees' health and safety, guided by the principle of "prioritizing preventive measures while combining prevention and intervention". This work is led by the novel drug R&D department and supported by the Human Resources Department, with risk assessments and management plans developed according to the specific conditions of pharmaceutical R&D activities.

The Company strictly complies with the *Law of the PRC on Prevention and Control of Occupational Diseases* and has established a comprehensive internal occupational health and safety system, which is reinforced through systematic protocols and daily management practices.

- *Laboratory Biosafety Management System*
- *Emergency Response Plan for Sudden Environmental Events*
- *Emergency Response Plan for Safety and Production Accidents*

Our Action

To safeguard employee well-being, Laekna has implemented a systematic occupational health program. We have built a comprehensive occupational health system centered on both individual protection and environmental control, ensuring a safe and healthy workplace.

Employee Health

- Establish an individual occupational health file for each employee, including *notification of occupational hazard factors,* occupational history, records of exposure to occupational hazards, occupational health examination results, and relevant medical records relating to occupational disease diagnosis and treatment
- Extend medical insurance to include special/VIP ward treatment or hospitalization
- Require pre-employment occupational health examinations. Only candidates confirmed as free from occupational diseases, suspected occupational diseases, or occupational contraindications may commence employment
- Prior to formal onboarding, inform employees of relevant occupational hazard factors and obtain signed *the Notice of Laboratory Hazards*
- Conduct occupational disease exams pre-employment, annually during employment, upon departure, and in emergency circumstances. Examination results are reported annually to the Shanghai Occupational Health Management Service Platform in accordance with regulatory requirements
- Immediately transfer employees away from positions involving exposure to hazards and take the cost of treatment for confirmed or suspected occupational diseases
- Temporarily reassign employees in special circumstances (e.g., pregnancy, lactation) to roles without exposure to occupational hazards such as data analysis
- Provide occupational health training to all staff with potential lab exposure

Environmental Control

- Display laboratory hazard notification cards prominently within laboratory areas
- Have qualified third-party agencies conduct in-depth hazard monitoring every three years, reporting results to authorities and informing employees
- Update monitoring protocols based on environmental assessment findings
- Organise annual occupational health and laboratory safety training, as well as emergency drills for environmental incidents.
- Provide appropriate personal protective equipment (lab coats, gloves, goggles, etc.)
- Prioritise experiments with minimal or no hazards to reduce exposure
- Install appropriate laboratory safety facilities, such as emergency eyewash stations and safety showers
- Circulate case studies and investigation reports of external safety incidents from time to time to enhance employees' safety awareness

R&D Department's Annual Safety & Health Training

The R&D Department at Laekna organises annual training sessions on laboratory safety and occupational health for all R&D staff. The core curriculum is built around *the Laboratory Biosafety Management System* and the *Standard Operating Procedures for Occupational Health Management.*

In 2025, to further strengthen foundational knowledge, we invited an expert from the Zhangjiang High-tech Park to conduct a special session on the *Fundamentals of Occupational Health and Hygiene Management.* This additional training enhanced employees' awareness and understanding of essential health protocols, complementing the regular internal program and demonstrating Laekna's ongoing commitment to a safe and informed workplace.



Our Performance

Employees at higher risk of occupational injuries received targeted training, totaling
187 hours

Health examination coverage reached
100%

Occupational disease cases recorded
0

Lost days due to work-related injuries
0

Work-related fatalities over the past three years
0

04

Green Operations and Environmental Protection

To protect the environment, Laekna proactively advances its climate initiatives.
We consistently explore eco-friendly and efficient methods to contribute to the protection of the global environment.
During the reporting period, the Company's operations did not generate significant impact on the environment and resources, and the Company was not involved in any violation of applicable laws and regulations or major environmental violations.

Climate Change and Carbon Emissions

Climate change poses significant risks to human health and closely affects the development of pharmaceutical companies. Laekna's ESG Committee is responsible for responding to climate change, and the Company closely tracks climate change to avoid negative impacts on Laekna.

Governance

Laekna follows a three-tiered framework to promote climate change governance. To enhance Board of Directors' understanding of climate change impact on health and the pharmaceutical industry, Laekna invites external experts to deliver climate-related training to the Chair of the ESG Committee (a Director of the Company), committee members, and members of the ESG Working Group.

The training covers topics including climate change and extreme weather events, global climate policies, impact on human health, implications for the pharmaceutical industry, and climate change response strategies.

Three-Tier Climate-Related Governance Structure and Climate-Related Governance Responsibilities

Tier 1: The Board of Directors	Oversee the identification of climate-related performance objectives and receives annual updates on action plans, progress, and the achievement of such objectives
Tier 2: ESG Committee	Responsible for enhancing the Company's climate-related policies and disclosures, and developing climate action plans and targets for approval by the Board of Directors. The ESG Committee coordinates with relevant departments implementing objectives and monitoring performance
Tier3: ESG Working Group	Supports the Company's efforts to achieve its climate-related objectives and to advance energy management initiatives

Strategy

We are committed to a scientific and systematic approach in establishing climate-related management strategies and exploring cleaner, more sustainable modes of operation. With reference to *International Financial Reporting Standards (IFRS), S2 Climate-related Disclosures* and relevant Conclusions on Climate Disclosure Requirements, we conduct climate-related analysis based on the likelihood, degree of impact and adaptability, and have established a long-term climate strategy to strengthen climate resilience, thereby supporting the implementation of our decarbonisation.

Time Parameter Selection

Based on the internal and external environments, Laekna has set short-, medium- and long-term timeframes:

Short-term	Medium-term	Long-term
Year 2025-2026	Year 2027-2030	Year 2031-2050



Time Parameter Selection

In conducting its climate scenario analysis, Laekna selected comparable scenario frameworks to reflect different climate pathways and potential outcomes, including a low-temperature pathway aligned with a 1.5°C global warming objective under the *Paris Agreement* and higher-temperature pathways of 3°C or above.

The Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change provides a holistic assessment of climate change and outlines five Shared Socioeconomic Pathways (SSPs) to evaluate climate impacts under different global development trajectories.

Based on AR6, Laekna selected three scenarios, SSP1-2.6 (low-emissions), SSP2-4.5 (baseline), and SSP5-8.5 (high-emissions), to assess climate-related physical risks across relevant time horizons.



Scenario	SSP1-2.6 (IPCC)	SSP2-4.5 (IPCC)	SSP5-8.5 (IPCC)
Description	This scenario reflects an ambitious greenhouse gas (GHG) emissions reduction pathway aligned with the *Paris Agreement,* in which emissions peak around 2020, decline thereafter, and become net negative before 2100.	This scenario represents a medium-emissions pathway with a moderate level of climate policy intervention, under which carbon dioxide emissions remain broadly at current levels until the mid-century.	This scenario reflects a pathway with limited policy action on emissions reduction, characterised by continued growth in GHG emissions and resulting in high atmospheric GHG concentrations.
Temperature Rise by 2100	~2°C	~2.7°C	~4.4°C
Analysis Approach	Physical risks are analysed, responding to physical impacts on our assets and across value chain over the short-, medium- and long-term.		

For transition risk analysis, Laekna referenced the *World Energy Outlook* published by the International Energy Agency and applied three scenarios: the Net Zero Emissions by 2050 Scenario as the low-emissions pathway, the Announced Pledges Scenario as the baseline pathway, and the Stated Policies Scenario as the high-emissions pathway. These scenarios were used to assess key transition risks at corresponding timeframes.

Scenario	Net Zero Emissions (NZE)	Announced Pledges Scenario (APS)	Stated Policies Scenario (STEPS)
Description	This scenario outlines a pathway for the global energy sector to achieve net zero CO_2 emissions by 2050, without relying on emissions reductions from outside the energy sector.	This scenario considers all climate pledges by governments and assumes that these pledges will be met on time.	This scenario reflects existing and announced policies based on a sector-by-sector and country-by-country assessment of government measures currently in place worldwide.
Temperature Rise by 2100	~1.5°C (with a 50% probability)	~1.8°C	~2.5°C (with a 50% probability)
Analysis Approach	Transition risks/opportunities are analysed, responding to adapting and mitigating climate transition impacts over the short-, medium- and long-term.		

During the reporting period, Laekna conducted a comprehensive assessment of climate-related risks and opportunities that may affect the company's financial position, performance, and cash flows. Based on the analysis, the Company **does not expect these factors to result in any material adjustments to the carrying amounts of assets or liabilities in the next annual reporting period.**

Climate Risk and Opportunity

To more comprehensively and accurately assess the risks of climate change on a quantitative basis, this year, we refer to internationally recognised climate assessment model, including CLIMADA[3] , "Aqueduct" created by the World Resources Institute (WRI) and Climate Impact Explorer[4] database and use the asset damage ratio[5] or productivity loss ratio to evaluate the potential financial impact of those significant physical climate risks identified last year.



3.CLIMADA is a modeling tool developed and maintained by the Weather and Climate Risk Group at ETH Zurich and provided by the European Climate.Its modeling methodology is aligned with the Task Force on Climate-related Financial Disclosures (TCFD) perspective on physical risks

4.Climate Impact Explorer is a platform tool established by Climate Analytics, a global climate science and policy institute, which can query disaster impact predictions for specific regions, disaster types, climate scenarios, and time ranges, including productivity loss rates caused by heat waves

5.Fixed asset damage ratio: refer to the proportion of fixed asset losses caused by physical risks such as typhoons, which increase capital expenditures and replacement costs

The specific identification and assessment results are as follows

Physical Risk	Current Impact	Time Dimension	SSP1-2.6	SSP2-4.5	SSP5-8.5
Typhoons	In 2025, there were no asset damage or operational interruption events caused by typhoons, floods, and extreme heat weather within the scope of operation of Laekna, and no significant economic losses occurred	Short-term	<1%	<1%	<1%
		Medium-term	<1%	<1%	<1%
		Long-term	<1%	<1%	<1%
Floods		Short-term	<1%	<1%	<1%
		Medium-term	<1%	<1%	<1%
		Long-term	<1%	<1%	<1%
Extreme Heat		Short-term	<1%	<1%	<1%
		Medium-term	<1%	<1%	<1%
		Long-term	<1%	<1%	<1%

To assess the potential cost impacts of policy and legal risks across our operating regions, we forecast future carbon prices cost under different climate scenarios. The forecasts used carbon emissions and emission intensity per unit of energy consumption as core inputs, alongside regional macroeconomic data from public database, including International Energy Agency (IEA) and Network for Greening the Financial System (NGFS). The resulting carbon price projections formed the basis for calculating the potential financial impact.

We used energy prices and unit energy intensity as key drivers, along with macroeconomic data, to predict energy price increases under different climate scenarios and timeframes. This allowed us to assess the potential cost impact of market-driven raw material cost increases.

To visually reflect the magnitude of risk impact, we use the cost increase ratio — calculated as the additional cost caused by the risk divided by the total base-year costs — to measure the expected financial impact of the risk. A ratio of less than 1% indicates a low-level and controllable risk.

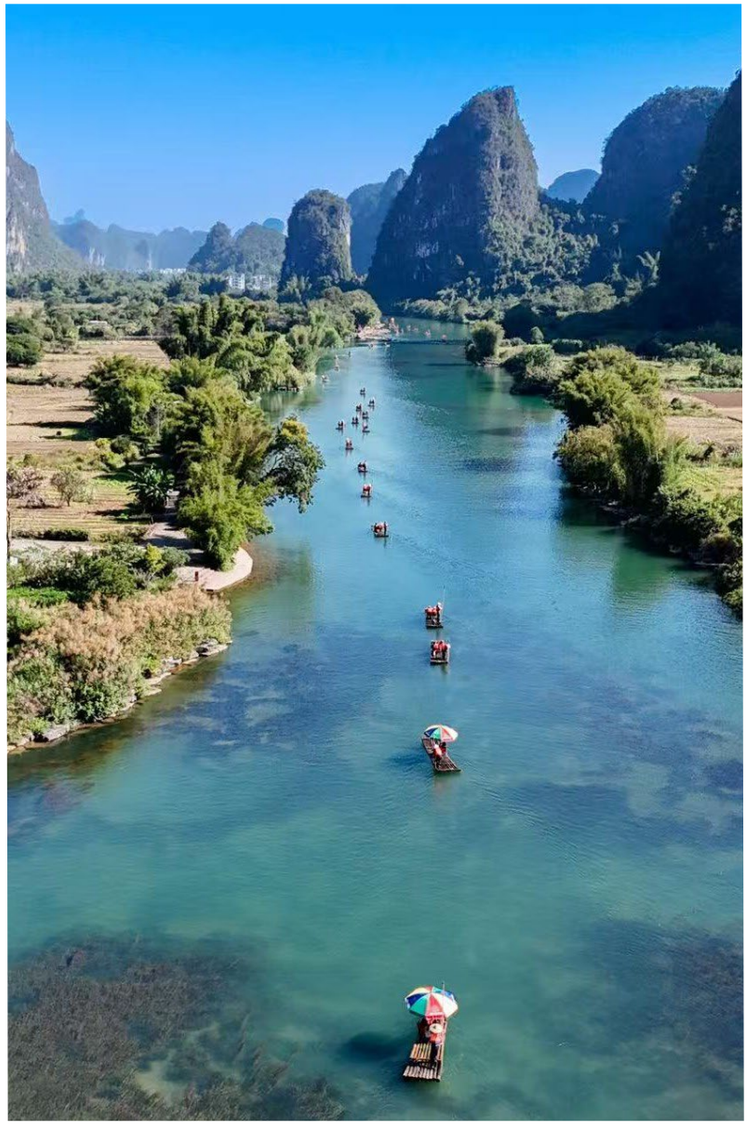
Transition Risk		Current Impact	Time Dimension	SSP1-2.6	SSP2-4.5	SSP5-8.5
Policy and Law	Increased pricing of carbon emissions	In 2025, Laekna did not incur any management costs due to greenhouse gas emissions, nor did it identify any increase in raw material or energy prices caused by climate change	Short-term	<1%	<1%	<1%
			Medium-term	<1%	<1%	<1%
			Long-term	<1%	<1%	<1%
Market	Increased cost of raw materials		Short-term	<1%	<1%	<1%
			Medium-term	<1%	<1%	<1%
			Long-term	<1%	<1%	<1%

Opportunity		Current Impact	Time Dimension	SSP1-2.6	SSP2-4.5	SSP5-8.5
Resource Efficiency	Enhancement of energy efficiency	In 2025, Laekna did not identify any substantial cost savings or efficiency improvements resulting from the low-carbon transition	Short-term	<1%	<1%	<1%
			Medium-term	<1%	<1%	<1%
			Long-term	<1%	<1%	<1%
Energy Source	Increase in the proportion of renewable energy usage		Short-term	<1%	<1%	<1%
			Medium-term	<1%	<1%	<1%
			Long-term	<1%	<1%	<1%

In conclusion, in the short, medium, and long term, the transformation risks and physical risks faced by Laekna in various scenarios are at a low level and within a controllable range, which will not have a substantial impact on Laekna's financial condition, financial performance, and cash flow.

For climate change opportunities, due to Laekna's lack of significant energy consumption and manufacturing operations, the currently predictable revenue growth or cost savings from such opportunities are also very limited, and are assessed to be at a low level.

To address climate change risks and opportunities, we continuously monitor and study updates in climate-related policies, regulations, and market trends. We remain vigilant regarding meteorological disaster warnings, seek knowledge from external consulting experts when appropriate, and conduct climate change-related training to ensure Laekna's low-carbon and sustainable development.



Risk Management

To help stakeholders understand how climate-related risks may affect Laekna's current and anticipated business models, the Company has mapped its value chain to provide a clear overview of core operations and upstream and downstream activities. The value chain is structured into five key stages: internal logistics:

Internal Logistics	Early-Stage R&D	Drug Production	Clinical Trials	External Logistics
Procurement of core raw and auxiliary materials from external suppliers	Developing innovative drugs addressing high clinical demand or urgent medical needs, such as innovative drugs for specific diseases (e.g., cancer and obesity)	Managing production processes in compliance with GMP requirements, with quality control at each stage	Distributing drugs to multi-center clinical trial sites for subsequent clinical trials	Enrolling trial participants, conducting clinical trials across domestic and international sites, and systematically recording clinical data

Laekna has established a comprehensive climate-related risk management process covering identification, assessment, ranking, response, monitoring, and control. This process is designed to reduce climate-related impacts on the Company and its stakeholders.



Risk Identification and Assessment	**Basis for Identification** Climate-related risks and opportunities are identified based on industry trends, stakeholder input, and external expertise. **Regular Updates** The list is regularly updated considering global policies and the Company's low-carbon planning. **Assessment Method** Risks are assessed both qualitatively and quantitatively.
Risk Ranking and Response	**Priority Ranking** Risks and opportunities are ranked according to their assessed impact. **Differentiated Response** • Key items: Addressed with detailed response measures. • Lower-priority items:Included in routine monitoring. **Financial Quantification and Review** Financial impacts are evaluated, and response measures are reviewed to ensure effectiveness and appropriateness.
Risk Monitoring and Control	Climate-related risks and opportunities are integrated into the Company's overall risk management system. Regular reviews are conducted to ensure risks remain controlled. Risk owners monitor items relevant to their functions, and significant risks are reported to the ESG Committee and the Board of Directors for strategic oversight and response. **System Integration** Embed climate risk and opportunity management into the company's overall risk management system. **Regular Review** Ensure risks remain under control. **Response Accountability** • **Risk Owners:** Heads of business units are responsible for monitoring risks related to their respective functions. • **Escalation Mechanism:** Significant risks are escalated to the ESG Committee and the Board of Directors for strategic oversight and response.

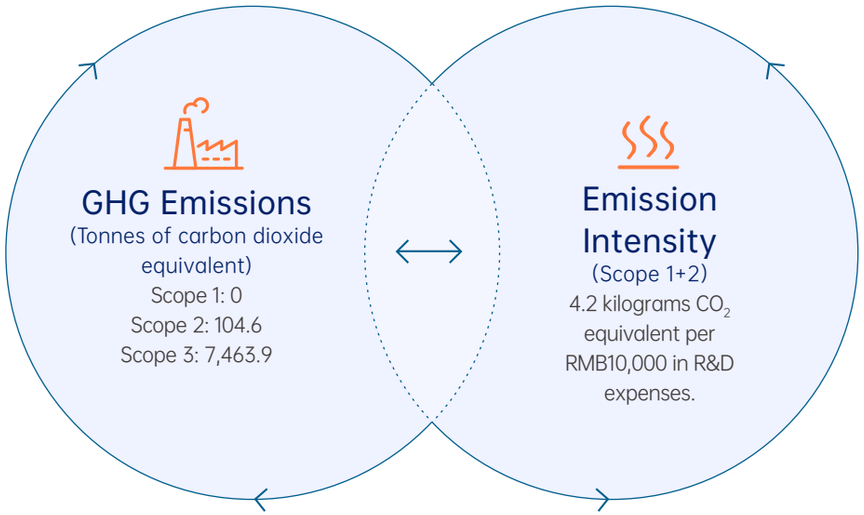
Metrics and Targets

Our Target

By 2030, the carbon intensity (Scope 1 and 2) of current operations shows **no significant increase** compared to 2021 levels (6.43 kilograms CO_2 equivalent per RMB10,000 in R&D expenses).

Our Metrics

In addition to GHG emissions (Scope 1 and Scope 2) accounting, Laekna took its first concrete step toward a low-carbon transition by comprehensively assessing its Scope[6] 3 emissions. Through methods including procurement analysis, employee commuting surveys, and emission factor database matching, the company gained clear initial insights into its full value chain footprint. This foundational work paves the way for future collaboration with partners to reduce emissions collectively.



6. In 2025, Laekna's Scope 3 emissions coverage included: C1 – Purchased Goods and Services, C2 – Capital Goods, and C4 – Upstream Transportation.

Case: Enhanced Power Management through Smart Metering

In 2025, Laekna collaborated with a smart power service provider and was able to adopt Shanghai's two-part electricity pricing mechanism and achieve more accurate calculation and tracking of the actual Maximum Demand (MD) for enterprise electricity consumption. As a result of these improvements, electricity costs have been reduced, while the activity data used for Scope 2 greenhouse gas inventories has also become more accurate and reflective of actual operating conditions.

Electricity consumption in 2025
182.4 MWh

Comparing to 2024, electricity consumption decrease by
7%

Case: Mapping Our Commuting Footprint, Motivating Green Choices

In 2025, we launched a comprehensive employee commuting survey to better understand and quantify the associated carbon emissions across our entire workforce. This initiative was designed not only to collect essential data for our Scope 3 emissions accounting, but also to serve as an engagement platform. Through the survey process, we actively introduced and promoted the concept of green commuting, encouraging sustainable travel choices and raising company-wide awareness on reducing our collective environmental footprint.

Low-carbon commuting: over **70%**



Energy Management

Our Governance

Efficient energy utilization is the core of Laekna's climate and sustainable development strategy. Under the oversight of the ESG Committee, the Operations Department (primarily administrative functions) and the Early-Stage R&D Department jointly manage energy consumption. During the Reporting Period, the energy consumption we identified originated primarily from electricity usage in offices and laboratories.

Our Target

In 2025, Laekna's total energy consumption was **182.4** MWh.

The adjusted energy goal: Electricity intensity in 2030 shows no significant increase compared to 2021 levels (11.54 kWh per RMB10,000 in R&D expenses).

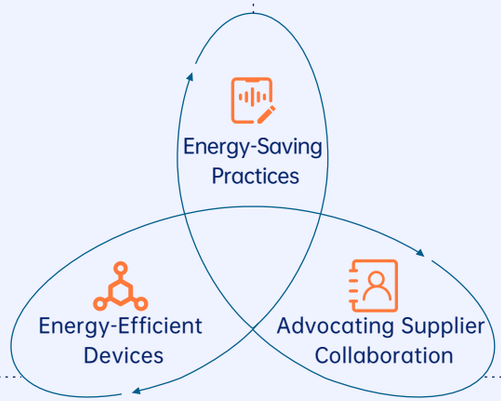


Our Action

Energy-saving Measures

Laekna monitors energy use regularly, takes actions to reduce unnecessary consumption, promotes energy-saving practices among employees, and applies environmental criteria to suppliers. Key energy-saving measures are summarised in the table below:

- Promoting energy-saving habits through internal signage, such as reminders to switch off lighting, equipment, and electronic devices when not in operation
- Maintaining air conditioning within a comfortable and energy-efficient temperature range, usage frequency reduction in laboratories
- Reducing energy consumption from travel by prioritising virtual meetings over business flights where feasible and encouraging public transport for commuting
- 0 vehicle acquisition since the Company's establishment
- 98% of office paper is Forest Stewardship Council (FSC) certified



- Application of energy-efficient LED lights
- Applying smart meters to monitor real-time electricity usage

- Imposing strict environmental criteria on suppliers and prioritizing collaboration with suppliers having top environmental performance

Emissions Management

Since 2021, Laekna has monitored emissions and implemented measures to reduce waste and environmental impacts through improved systems, optimised operations, and employee engagement.

Our Target

Achieve **100%** compliance in hazardous waste disposal

Plastic waste emissions show **no significant increase** compared to 2024 levels by 2030

Our Governance and Policies

Laekna strictly abides by the *Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste* and the *Regulations on the Administration of Medical Wastes* Waste, the Company has developed a series of rules and guidelines related to waste management, which include the *Hazardous Waste Management Protocol,* the *Hazardous Waste Management Emergency Plan,* the *Medical Waste Management Protocol,* the *Hazardous Waste Warehouse Management Protocol* and the *Preventive Measures for Accidents Involving Hazardous Waste.*

Our Action

Hazardous waste at Laekna mainly includes contaminated laboratory solid waste (900-041-49), experimental waste liquids (900-047-49), and infectious waste (841-001-01):

- All of which are handled by licensed third-party service providers
- The Company proactively forecasts the types and volumes of waste, submits annual hazardous waste management plan and annual medical waste declaration through the Shanghai Hazardous Waste Management Information System
- Tracks each waste transfer electronically to ensure compliance, transparency, and accountability

Optimising Experimental Design to Control Pollution at the Source	• Monitor the sources of hazardous waste, optimise processes, projects, materials, and equipment that typically generate unnecessary waste to minimise waste at the source • Prioritise the use of harmless, low-hazard, and low-dose reagents during experiments • Maintain AI-driven molecular screening models, reducing waste emissions during preliminary experimental phases
Improving Experimental Operations to Reduce Consumables	• Reduce single-use consumables and substitute reusable glass containers. At present, the proportion of reusable equipment has reached 20% • Aim for maximum reusability of irreplaceable single-use consumables
Enhancing Disposal Capacity to Reduce Waste Toxicity	• Collaborate with professional waste disposal companies to eliminate the toxicity of hazardous waste or minimise harmfulness

Wastewater Treatment

Apart from experimental waste liquids, other low-hazard wastewater, such as wastewater from ultrapure water systems and post-process cleaning water is discharged into the building's sewage pipelines. After regular disinfection of the industrial park's grid chamber, the wastewater is discharged into the municipal sewage network together with domestic sewage. The disinfected wastewater entering the municipal network is ultimately treated properly at Shanghai's wastewater treatment plants.

In 2025, **100%** of Laekna's wastewater was properly treated in accordance with the above procedures.

The laboratory generates waste gas, and Laekna treats waste gas in compliance with the *Laboratory Waste Gas Management Plan.* The gas is collected through ventilation system, using active carbon, which is replaced annually with monthly inspection conducted.

Waste Gas Treatment

Laekna's biological experiments produce bioaerosols, which are filtered through High Efficiency Particulate Air (HEPA) filters in biological safety cabinets with a retention rate of 99.99%. 70% of the filtered air is recirculated within the safety cabinet, while 30% is discharged indoors in unorganised form, with annual China Metrology Accreditation (CMA) testing on biological safety cabinets to ensure effectiveness.

Noise Treatment

The laboratory also generates noise, which is mitigated through multiple measures including rational layout and use of low-noise equipment.

Regulatory Audits

Laekna engages qualified third-party companies quarterly to conduct environmental impact audits and monitor waste gas, wastewater, and noise, with written reports generated to evaluate environmental impact and to confirm compliance with regulatory standards.

Biodiversity

Laekna has determined that its primary operations are not in ecologically sensitive areas, and that its offerings do not directly impact protected species or ecosystems. As a result, the issue is not considered material to the company at this time, and temporarily no related management disclosure is made for now.

Our Performance

In 2025

Laekna's hazardous waste emissions totaled 1.6 tonnes, with an emission intensity at 0.07 kilograms per RMB10,000 in R&D expenses

Laekna's non-hazardous waste emissions totaled 2.3 tonnes, of which 41.3 kilograms was plastic waste, with non-hazardous waste emission intensity at 0.09 kilograms per RMB10,000 in R&D expenditure.

Water Resource Management

Effective water management is important to Laekna's operations and environmental stewardship.

All the water used by Laekna comes from municipal water and Laekna's R&D activities are primarily located in eastern coastal China, where there is no risk of water shortage.

The Company adheres to water conservation practices and takes a precautionary approach to potential water scarcity risks. The R&D Department maintains bottled water as backup to ensure the continuity of laboratory activities in the event of unexpected water shortages.

Since 2021, Laekna's Administrative Department has continuously monitored water consumption, and initiates an investigation when significant deviations from historical usage levels are detected. Laekna also enhances employees' water conservation awareness through internal awareness initiatives.

During the reporting period, Laekna's primary water conservation objectives

No major water loss incidents occur

In 2025, total water consumption was

383.3 tonnes

Water intensity of 15.3 kilograms per RMB 10,000 of R&D expenditure



05

Community Engagement

While advancing research and development and commercial operations, Laekna remains committed to social welfare and community well-being, consistently investing in and promoting educational public welfare initiatives, and placing strong emphasis on serving and giving back to the community.

342 people Direct beneficiaries of public welfare projects

316.0 hours Total employee volunteer hours

Social Contributions and Public Welfare

During the Reporting Period, volunteering activities coordinated by the Public Affairs and Communications Department was consistently delivered, while our public welfare initiatives for education in central and western regions, community service, and employee cardiac first aid skills training continued to receive dedicated support and further practical advancement.

Internal: Cultivating a Philanthropy Ecosystem

Through employee-led volunteering initiatives, we foster a corporate culture rooted in contribution. This approach not only strengthens team cohesion but also nurtures a collective sense of pride and belonging among staff.

External: Extending Social Warmth

We look beyond our immediate surroundings by extending our philanthropic education programmes to central and western regions, while also engaging with and serving our local community. In addition to financial and in-kind donations, we contribute time and effort to social causes, building a distinctive philanthropic brand that reflects our identity as a start-up biopharmaceutical enterprise.

Children's Science Innovation Classroom

During the Reporting Period, Laekna, with the support of management and all employees, advanced the public welfare initiatives for education in central and western regions through integrated online and offline strategies - establishing a physical "Children's Science Innovation Classroom" and a cloud-based scientist volunteer think tank.



In 2023, Laekna collaborated with a non-profit organization, Fujian Province Dandangzhe Action Education Foundation, to establish a "Children's Science Innovation Classroom" at Taipingzhen Central Primary School in Jingchuan County, Gansu Province.

Building on this initiative, through over two years of continuous interaction, research, investment and support, we have evolved the original "one-time donation" model into a sustainable public welfare platform dedicated to enhancing scientific literacy among rural children.

Following the provision of a fully equipped standard science classroom (including experiment kits, science books, and educational play materials), we have—through ongoing dialogue and collaboration with the charity, the children and the school—enriched the classroom with deeper educational content and purpose.

Building Dreams with Curiosity, Advancing Innovation Together

An Invitation to Children: Ask Bold Questions

Rural areas in China face significant resource gaps in education, particularly in STEM fields. According to 2020 data from the China Association for Science and Technology, science popularization coverage in rural regions is less than 1/5 that of urban areas, severely limiting opportunities for rural children to cultivate scientific interest and innovation capabilities.

How can we address the three major challenges in rural science education - hardware shortages, lack of qualified teachers and unengaging curriculum? How can we show children what modern laboratories truly look like?

In early 2025, through science-themed discussion sessions, we extended an invitation to students at Taipingzhen Central Primary School – "Ask bold questions about new drug development and biomedicine!"

The children responded enthusiastically, filling two pages with handwritten inquiries:
"Are the raw materials for making new drugs rare? What if there aren't enough?"
"Why do people get cancer?"
"Is there a more convenient way to treat cancer than taking pills?"

Scientists from Laekna Think Tank Steps into the Spotlight – and Answers with Heart

Nine PhDs from Laekna's internal scientist volunteer think tank, spanning disciplines including biology, medicine, chemistry and AI, selected the nine most representative questions raised by children and provided accessible yet comprehensive answers.The scientists also collectively participated in filming a "one shot" laboratory tour.

We received delightful feedback from children at Taipingzhen Central Primary School:

- "This is the first time I've ever seen what a laboratory looks like !"
- "There's even a device called the 'mosquito' in the lab - it's so fascinating!"
- "The questions we asked were simple, but the scientist mentors answered them all with patience "
- "I'm now filled with hope for future cancer treatments!"

Through this series of innovative philanthropic programmes, we have successfully sparked an interest in science among children in central and western regions, helping them grow into curious, thoughtful and enquiring lifelong learners.



Voices from Our Scientists



Zhang Xiaoyue
Discovery Research

"While recording the video, I imagined myself speaking face-to-face with the children. I compared the complex drug development process to a fun baking analogy – 'Raw materials for new drugs are like the flour used in baking. Flour itself is ordinary, but with a chef's creativity, it becomes delicious bread and pastries.' I hope this sparks their curiosity about biomedicine and helps them better understand new drug research."



Wang Ali
Discovery Research

"Recording the video was both nerve-wracking and exciting. I had to simplify the answer to 'Why do people get cancer?' by comparing the human body to a super factory with tiny workers inside. If these workers make mistakes that aren't corrected and accumulate over time, cancer might develop.
Seeing the final edited video and the children's enthusiastic feedback gave me a strong sense of accomplishment. Being able to share pharmaceutical knowledge in such a simple, fun way feels truly joyful and meaningful."

Beyond making science education videos, we continued our collaboration with the Fujian Province Dandangzhe Action Education Foundation and implemented the following initiatives

Green Cycle Initiative From 1 September 2025 to 2026, we recycled our decommissioned computers into funds to procure new computers for Taipingzhen Central Primary School. This initiative enhanced students' access to internet and AI technologies, equipping them with digital skills to bridge the digital divide.

Innovation Empowerment Program
In November 2025, we donated backpacks and space-themed teddy bears to Taipingzhen Central Primary School to recognize teachers and students with outstanding performance in scientific inquiry, science reading and science activities. These rewards aim to foster innovative thinking and practical skills among teachers and students.



Laekna's three-year development pathway for the public welfare project "Children's Science Innovation Classroom":

- Establishing the Science Classroom
- Innovation Empowerment Program
- Content Co-Creation
- Deep Engagement
- Green Cycle Initiative

2025 Awards Recognition



Bronze Award in China Golden Awards for Excellence in Public Relations - ESG (Environmental, Social, and Governance) & Corporate Image Category



12th Outstanding Public Relations Case of Shanghai (Model Case)

"One-Day Shop Manager" Community Service

On Huaihai Middle Road in Shanghai's Huangpu District, there is a special "Huai Ai ∞ Circular Charity Shop". As an innovative model in community governance, it connects charitable resources and, through cross-sector collaboration among diverse stakeholders, builds a sustainable philanthropic ecosystem based on the principle of "Participation by All, Benefit for All".

In 2025, Laekna joined this charitable community. 22 employees utilised their lunch breaks to serve as "One-Day Shop Managers", contributing a total of 48 volunteer hours.







This circular charity model, which **combines item donation and charity sales**, fuelled the philanthropic enthusiasm of Laekna's people:While diligently performing their "Shop Manager" duties — promoting the philanthropic concept to customers that all goods are donated and proceeds support community beneficiaries — they also enthusiastically engaged in "buying and donating". They actively purchased donated items and contributed their own unused bags, brooches, toys, and books.

The team's collective effort provided strong support for the operation of the community charity initiative and promoted the circular reuse of idle resources.

Cardiac First Aid Skills Training

During the Reporting Period, Laekna conducted cardiac first aid skills training, with nearly 20 employees obtaining first aid training certification, fostering a "Guardians of Life Alliance".

To promote health knowledge and enhance awareness of safety emergency response, the Company invited a professional training organisation to deliver an on-site specialised training session for employees:



American Heart Association (AHA) "Heartsaver" First Aid Training

Main Training Content

CPR
(Cardiopulmonary Resuscitation)
Includes techniques for adults, children, and infants.

AED
(Automated External Defibrillator)
Operation and use of automated external defibrillators.

Management of airway obstructions in adults, children, and infants.

Instructors' explanation
Instruction is delivered in accordance with the American Heart Association (AHA) *2020 Guidelines for Cardiopulmonary Resuscitation and Emergency Cardiovascular Care*. All instructors possess medical backgrounds or extensive practical experience in on-site emergency response, coupled with substantial teaching expertise.

Scenario-Based Experiential Learning
The training simulates real-life emergency situations on-site, allowing participants to learn and practise skills within a realistic environment. This approach builds confidence in response capabilities and fosters strong, lasting memory retention.



Employee-Initiated Philanthropic Activities

Driven by a commitment to goodwill, Laekna employees have also voluntarily engaged in a diverse range of social philanthropy projects.

- **Digital Ecosystem Conservation**
  Supporting the conservation of the Zongzixi ecosystem through actions such as donating steps for charity and collecting 'Ant Forest' energy, and participating in 'cloud planting' initiatives in areas like Ulanqab and Ordos.
- **Used Clothing and Periodical Recycling**
  Contributing to resource circularity.
- **Supporting Animal Welfare**
  Actively participating in initiatives such as feeding and promoting the adoption of stray animals through means including offline volunteer services and donations to animal protection organisations.







Digital ESG Statistics Tool

To support employees' philanthropic initiatives and facilitate the convenient recording of their charitable actions, Laekna has launched a dedicated "ESG Quick Log" mini-program within its internal OA system.

This digital tool enables the Company to gather more precise data on employee philanthropy while strengthening internal engagement around charitable causes. It effectively showcases the collective dedication of Laekna's employee to sustainable development.

Appendix 1: Index for Environmental, Social and Governance Reporting Guide of HKEX

Environmental, Social and Governance Categories and	General Disclosures and Key Performance Indicators (KPIs)	Indexes
A. Environment		
A1: Emissions		
General disclosures	Information on:	4.3 Emissions Management
	(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	
A1.1	The types of emissions and respective emissions data.	2025 Statistical Tables
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2025 Statistical Tables
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2025 Statistical Tables
A1.5	Description of emissions target(s) set and steps taken to achieve them.	4.3 Emissions Management
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	4.3 Emissions Management
A2: Use of Resources		
General disclosures	Policies on the efficient use of resources, including energy, water and other raw materials.	4.2 Energy Management 4.4 Water Resource Management
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).	2025 Statistical Tables
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	2025 Statistical Tables
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	4.2 Energy Management
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	4.4 Water Resource Management
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable, as Laekna currently has no products on the market requiring packaging.

Environmental, Social and Governance Categories and General Disclosures	Key Performance Indicators (KPIs)	Indexes
A3: The Environment and Natural Resources		
General disclosures	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	4.2 Energy Management 4.3 Emissions Management 4.4 Water Resource Management
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	4.2 Energy Management 4.3 Emissions Management 4.4 Water Resource Management
B. Society		
Employment and Labor Practices		
B1: Employment		
General disclosures	Information on:	3.1 Employee Management
	(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.	
B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	2025 Statistical Tables
B1.2	Employee turnover rate by gender, age group and geographical region.	2025 Statistical Tables
B2: Health and Safety		
General disclosures	Information on:	3.4 Occupational Health and Safety
	(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.	
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	3.4 Occupational Health and Safety 2025 Statistical Tables
B2.2	Lost days due to work injury.	3.4 Occupational Health and Safety 2025 Statistical Tables
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	3.4 Occupational Health and Safety

Environmental, Social and Governance Categories and General Disclosures	Key Performance Indicators (KPIs)	Indexes
B3: Development and Training		
General disclosures	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	3.2 Employee Development and Training
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	2025 Statistical Tables
B3.2	The average training hours completed per employee by gender and employee category.	2025 Statistical Tables
B4: Labor Standards		
General disclosures	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 labor	3.1 Employee Management
B4.1	Description of measures to review employment practices to avoid child and forced labor.	3.1 Employee Management
B4.2	Description of steps taken to eliminate such practices when discovered.	3.1 Employee Management
Operating Practices		
B5: Supply Chain Management		
General disclosures	Policies on managing environmental and social risks of the supply chain.	2.4 Supply Chain Management
B5.1	Number of suppliers by geographical region.	2.4 Supply Chain Management 2025 Statistical Tables
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	2.4 Supply Chain Management
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	2.4 Supply Chain Management
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	2.4 Supply Chain Management
B6: Product Responsibility		
General disclosures	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.	2.2 Advancing Clinical Trials and Ensuring Drug Safety 2.3 Excellent Quality and Safety

Environmental, Social and Governance Categories and General Disclosures	Key Performance Indicators (KPIs)	Indexes
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	2025 Statistical Tables
B6.2	Number of products and service related complaints received and how they are dealt with.	2.3 Excellent Quality and Safety 2025 Statistical Tables
B6.3	Description of practices relating to observing and protecting intellectual property rights.	2.5 Information Security and Intellectual Property Protection
B6.4	Description of quality assurance process and recall procedures.	2.3 Excellent Quality and Safety
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	2.2 Advancing Clinical Trials and Ensuring Drug Safety 2.5 Information Security and Intellectual Property Protection
B7: Anti-Corruption		
General disclosures	Information on:	1.4 Business Ethics and Anti-corruption
	(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.	
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	1.4 Business Ethics and Anti-corruption 2025 Statistical Tables
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	1.4 Business Ethics and Anti-corruption
B7.3	Description of anti-corruption training provided to directors and staff.	1.4 Business Ethics and Anti-corruption
Community		
B8: Community investment		
General disclosures	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.	5.1 Social Contributions and Public Welfare
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	5.1 Social Contributions and Public Welfare 2025 Statistical Tables
B8.2	Resources contributed (e.g. money or time) to the focus area.	5.1 Social Contributions and Public Welfare 2025 Statistical Tables

Part D: Climate-related Disclosures

(I) Governance	1. An issuer shall disclose information about:	
	(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:	
	(i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	4.1 Climate Change and Carbon Emissions
	(ii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;	4.1 Climate Change and Carbon Emissions
	(iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;	4.1 Climate Change and Carbon Emissions
	(iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 19 to 22), including whether and how related performance metrics are included in remuneration policies (see paragraph 17); and	4.1 Climate Change and Carbon Emissions
	(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	
	(i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	4.1 Climate Change and Carbon Emissions
	(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	4.1 Climate Change and Carbon Emissions
(II) Strategy	Climate-related risks and opportunities	
	2. An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:	
	(a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;	4.1 Climate Change and Carbon Emissions
	(b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;	4.1 Climate Change and Carbon Emissions
	(c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and	4.1 Climate Change and Carbon Emissions
	(d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	4.1 Climate Change and Carbon Emissions
	Business model and value chain	
	3. An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose:	

Part D: Climate-related Disclosures

(II) Strategy	(a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and	4.1 Climate Change and Carbon Emissions
	(b) a description of where in the issuer's business model and value chain climate related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	4.1 Climate Change and Carbon Emissions
	Strategy and decision-making	
	4. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:	
	(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:	
	(i) current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities;	4.1 Climate Change and Carbon Emissions
	(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect);	4.1 Climate Change and Carbon Emissions
	(iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and	4.1 Climate Change and Carbon Emissions
	(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 19 to 22; and	4.1 Climate Change and Carbon Emissions
	(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 4(a).	4.1 Climate Change and Carbon Emissions
	5. An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 4(a).	Not applicable
	Financial position, financial performance and cash flows	
	Current financial effect	
	6. An issuer shall disclose qualitative and quantitative information about:	
	(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and	4.1 Climate Change and Carbon Emissions
	(b) the climate-related risks and opportunities identified in paragraph 6(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	Not applicable
	Financial position, financial performance and cash flowst	
	Anticipated financial effect	
	7. The issuer shall provide qualitative and quantitative disclosures about:	

Part D: Climate-related Disclosures

(II) Strategy	(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	
	(i) its investment and disposal plans; and	4.1 Climate Change and Carbon Emissions
	(ii) its planned sources of funding to implement its strategy; and	4.1 Climate Change and Carbon Emissions
	(b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	4.1 Climate Change and Carbon Emissions
	Climate resilience	
	8. An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:	
	(a) the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:	
	(i) the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;	4.1 Climate Change and Carbon Emissions
	(ii) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and	4.1 Climate Change and Carbon Emissions
	(iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;	4.1 Climate Change and Carbon Emissions
	(b) how and when the climate-related scenario analysis was carried out, including:	
	(i) information about the inputs used, including:	4.1 Climate Change and Carbon Emissions
	(1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios;	
	(2) whether the analysis included a diverse range of climate-related scenarios;	
	(3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;	
	(4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change;	
	(5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties;	
	(6) time horizons the issuer used in the analysis; and	
	(7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis);	

Part D: Climate-related Disclosures

	(ii) the key assumptions the issuer made in the analysis; and	4.1 Climate Change and Carbon Emissions
	(iii) the reporting period in which the climate-related scenario analysis was carried out.	4.1 Climate Change and Carbon Emissions
(III) Risk Management	9. An issuer shall disclose information about:	
	(a) the processes and related policies it uses to identify, assess, priorities and monitor climate-related risks, including information about:	
	(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);	4.1 Climate Change and Carbon Emissions
	(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;	4.1 Climate Change and Carbon Emissions
	(iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);	4.1 Climate Change and Carbon Emissions
	(iv) whether and how the issuer prioritises climate-related risks relative to other types of risks;	4.1 Climate Change and Carbon Emissions
	(v) how the issuer monitors climate-related risks; and	4.1 Climate Change and Carbon Emissions
	(vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period;	4.1 Climate Change and Carbon Emissions
	(b) the processes the issuer uses to identify, assess, priorities and monitor climate related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and	4.1 Climate Change and Carbon Emissions
	(c) the extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	4.1 Climate Change and Carbon Emissions
(IV) Metrics and Targets	Greenhouse gas emissions	
	10. An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO2 equivalent, classified as:	
	(a) Scope 1 greenhouse gas emissions;	4.1 Climate Change and Carbon Emissions 2025 Statistical Tables
	(b) Scope 2 greenhouse gas emissions; and	4.1 Climate Change and Carbon Emissions 2025 Statistical Tables
	(c) Scope 3 greenhouse gas emissions.	4.1 Climate Change and Carbon Emissions 2025 Statistical Tables
	11. An issuer shall:	
	(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;	4.1 Climate Change and Carbon Emissions 2025 Statistical Tables

Part D: Climate-related Disclosures

(IV) Metrics and Targets	(b) disclose the approach it uses to measure its greenhouse gas emissions including:	
	(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;	2025 Statistical Tables
	(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and	2025 Statistical Tables
	(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	Not applicable
	(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 10(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and	4.1 Climate Change and Carbon Emissions 2025 Statistical Tables
	(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 10(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	4.1 Climate Change and Carbon Emissions 2025 Statistical Tables
	Climate-related transition risks	
	12. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.t	4.1 Climate Change and Carbon Emissions
	Climate-related physical risks	
	13. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	4.1 Climate Change and Carbon Emissions
	Climate-related opportunities	
	14. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	4.1 Climate Change and Carbon Emissions
	Capital deployment	
	15. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	4.1 Climate Change and Carbon Emissions
	Internal carbon prices	
	16. An issuer shall disclose:	
	(a) an explanation of whether and how the issuer is applying a carbon price in decision making (for example, investment decisions, transfer pricing, and scenario analysis); and	Laekna has not established an internal carbon price and is not currently engaged in this practice.
	(b) the price of each metric tons of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions;	Laekna has not established an internal carbon price and is not currently engaged in this practice.

Part D: Climate-related Disclosures

(IV) Metrics and Targets	**Remuneration**	
	17. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 1(a)(iv).	Laekna has not currently incorporated climate-related considerations into its compensation policy.
	Industry-based metrics	
	18. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterize participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry based metrics associated with disclosure topics described in the IFRS S2 Industry based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	Not applicable
	Climate-related targets	
	19. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:	
	(a) the metric used to set the target;	4.1 Climate Change and Carbon Emissionst
	(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	4.1 Climate Change and Carbon Emissions
	(c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);	4.1 Climate Change and Carbon Emissions
	(d) the period over which the target applies;	4.1 Climate Change and Carbon Emissions
	(e) the base period from which progress is measured;	4.1 Climate Change and Carbon Emissions
	(f) milestones or interim targets (if any);	4.1 Climate Change and Carbon Emissions
	(g) if the target is quantitative, whether the target is an absolute target or an intensity target; and	4.1 Climate Change and Carbon Emissions
	(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	4.1 Climate Change and Carbon Emissions
	20. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	

Part D: Climate-related Disclosures

(IV) Metrics and Targets	(a) whether the target and the methodology for setting the target has been validated by a third party;	Not applicable
	(b) the issuer's processes for reviewing the target;	4.1 Climate Change and Carbon Emissions
	(c) the metrics used to monitor progress towards reaching the target; and	4.1 Climate Change and Carbon Emissions
	(d) any revisions to the target and an explanation for those revisions.	Not applicable
	21. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	4.1 Climate Change and Carbon Emissions
	22. For each greenhouse gas emissions target disclosed in accordance with paragraphs 19 to 21, an issuer shall disclose:	
	(a) which greenhouse gases are covered by the target;	4.1 Climate Change and Carbon Emissions
	(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	4.1 Climate Change and Carbon Emissions
	(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;	4.1 Climate Change and Carbon Emissions
	(d) whether the target was derived using a sectoral decarbonization approach; and	Not applicable
	(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	
	(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	Not applicable
	(ii) which third-party scheme(s) will verify or certify the carbon credits;	Not applicable
	(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	Not applicable
	(iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).	Not applicable
	Applicability of cross-industry metrics and industry-based metrics	
	23. In preparing disclosures to meet the requirements in paragraphs 3 to 8 and 19 to 20, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 10 to 17) and (ii) industry-based metrics (see paragraph 18).	Not applicable

Appendix 2: 2025 Statistical Tables

Striving for Excellence in Governance

Indicators	2025	2024
Compliance Operations and Regulatory Corporate		
Number of compliance training sessions (unit: times)	5	5
Total hours of compliance training (unit: hours) ❶	74.1	97.6
Number of participants in compliance training (unit: person-times)	308	225
Percentage of employees participating in compliance training (unit: %)	100	100
Risk Management and Internal Control		
Number of risk management training sessions (unit: times)	15	13
Total hours of risk management and internal control training (unit: hours) ❶	89.8	128.0
Number of participants in risk management training (unit: person-times)	309	803
Percentage of employees participating in risk management training (unit: %)	100	100
Business Ethics and Anti-corruption		
Number of corruption litigation cases (unit: times)	0	0

❶ The total number of training hours for trainers is the sum of the training hours of all employees

Innovative R&D

Indicators	2025	2024
Management of R&D and Innovation		
Number of R&D employees	59	61
Percentage of R&D employees (unit: %)	69	71
Excellent Quality and Safety		
Number of sold or used products requiring recall due to safety and health reasons	0	0
Percentage of sold or used products requiring recall due to safety and health reasons (Unit: %)	0	0
Number of complaints received regarding products or services (Unit: times)	0	0
Supply Chain Management		
Number of suppliers	693	627
Number of suppliers - China	624	564
Number of suppliers - overseas	69	63
Information Security and Intellectual Property Protection		
Instances of information or data breaches (unit: times)	0	0

Focusing on Talent

Indicators	2025	2024
Employment Management		
Total number of employees	83	86
Number of employees by gender - female	53	53
Number of employees by gender - male	30	33
Number of employees by age: below 30	2	4
Number of employees by age: 30-50	73	71
Number of employees by age: over 50	8	11
Number of employees by region - China	81	80
Number of employees by region - the U.S.	2	6
Number of employees by employment type - full-time	83	86

Indicators	2025	2024
Employment Management		
Number of employees by employment type - part-time	0	0
Employee turnover rate (unit:%)	10.7	17.7
Employee turnover rate by gender-female (unit:%)	9.4	19.2
Employee turnover rate by gender-male (unit:%)	12.7	15.1
Employee turnover rate by age: below 30 (unit:%)	0.0	0.0
Employee turnover rate by age: 30-50 (unit:%)	5.6	19.6
Employee turnover rate by age: over 50 (unit:%)	52.6	14.4
Employee turnover rate in China (unit:%) ❷	6.2	14.6
Employee turnover rate in the U.S. (unit:%) ❷	100.0	48.0

❷ Turnover Rate for Each Category = (Number of Employees Who Left in the Category) / [(Headcount at the Beginning of the Period + Headcount at the End of the Period) / 2] × 100%. When the employee base is small, a turnover rate of 100% calculated by this formula does not mean that all employees have left.

Focusing on Talent

Indicators	2025	2024
Employee Training and Development		
Average training hours per person (unit: hours)	10.7	6.6
Average number of training hours per employee by gender - Female (unit: hours)	9.3	6.7
Average number of training hours per employee by gender - Male (unit: hours)	13.0	6.5
Average number of training hours per employee by employee category - Management (unit: hours)	3.8	3.6
Average number of training hours per employee by employee category - Non-management employees (unit: hours)	11.5	7.0
Overall percentage of trained employees (unit: %)	100	100
Percentage of trained employees, by gender - Female (unit: %)❸	100	100
Percentage of trained employees, by gender - Male (unit: %)❸	100	100
Percentage of trained employees, by employee category - Management (unit: %)❸	100	100
Percentage of trained employees, by employee category - Non-management employees (unit: %)❸	100	100

Indicators	2025	2024
Occupational Health and Safety		
Number of work-related fatalities (unit: persons)	0	0
Percentage of work-related fatalities (unit: %)	0	0
Number of working days lost due to work-related injuries (unit: days)	0	0
Number of health and safety training sessions (unit: number of times)	14	1
Coverage rate of physical examinations and health records (unit: %)	100	100
Number of occurrences of occupational diseases (unit: number of times)	0	0

❸ The company has now adjusted the calculation formula to: Percentage of Trained Employees by Category = (Number of Trained Employees in the Category) / (Total Number of Employees in the Category) × 100, in order to facilitate better management of this metric, and data for 2024 has been restated accordingly.

Green Operation and Environmental Protection

Indicators	2025	2024
Climate Change and Carbon Emissions		
Greenhouse gas emissions in Scope 1 (unit: tonnes of carbon dioxide equivalent)	0	0
Greenhouse gas emissions in Scope 2 (unit: tonnes of carbon dioxide equivalent)[4]	104.6	105.4
Total greenhouse gas emissions (Scope 1 and Scope 2) (unit: tonnes of carbon dioxide equivalent)	104.6	105.4
Greenhouse gas emission intensity (Scope 1 and Scope 2) (unit: kilograms of carbon dioxide equivalent per RMB 10,000 of R&D expenses)	4.2	4.9
Greenhouse gas emissions in Scope 3 (unit: tonnes of carbon dioxide equivalent)	7,463.9	\
C1 Purchased goods and services (unit: tonnes of carbon dioxide equivalent)[5]	7,460.9	\
C2 Capital goods (unit: tonnes of carbon dioxide equivalent)[5]	2.6	\
C4 Upstream transportation (unit: tonnes of carbon dioxide equivalent)[5]	0.4	\
Total greenhouse gas emissions (Scope 1, Scope 2 and Scope 3) (unit: tonnes of carbon dioxide equivalent)	7,568.5	\
Greenhouse gas emission intensity (Scope 1, Scope 2 and Scope 3) (unit: kilograms of carbon dioxide equivalent per RMB 10,000 of R&D expenses)	302.9	\
Energy Management		
Electricity consumption (unit: MWh)	182.4	196.4
Total energy consumption (unit: MWh)	182.4	196.4
Energy consumption intensity (unit: kWh per RMB 10,000 of R&D expenses)	7.3	9.1

Indicators	2025	2024
Waste Management		
Discharge amount of hazardous waste (unit: tonnes)	1.6	2.9
Discharge density of hazardous waste (unit: kg per RMB 10,000 of R&D expenses)	0.1	0.1
Paper waste (unit: kg)	8.3	8.1
Metal waste (unit: kg)	3.5	3.9
Plastic waste (unit: kg)	41.3	36.2
Food waste (unit: kg)	385.0	353.0
Office waste (unit: kg)	1,856.1	1,737.0
Total discharge amount of non-hazardous waste (unit: tonnes)	2.3	2.1
Discharge density of non-hazardous waste (unit: kg per RMB 10,000 of R&D expenses)	0.1	0.1
Water Resource Management		
Total water consumption (unit: tonnes)	383.3	344.6
Total water consumption intensity (kg per RMB 10,000 of R&D expenses)	15.3	16.0

[4] The calculation of Laekna's Scope 2 emissions for 2025 was based on the location-based method, in accordance with the *Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (2004).* The emission factors were sourced from the *2023 Electricity CO_2 Emission Factors,* as published in the 2025 Announcement No. 47 jointly issued by the Ministry of Ecology and Environment and the National Bureau of Statistics.

[5] The reference standards for emission factors include the Supply Chain Greenhouse Gas Emission Factors and the *Greenhouse Gas Emission Factor Database for Chinese Products (Life Cycle Approach) 2022,* among others.

Community Engagement

Indicators	2025	2024
Social Contributions and Public Welfare		
Number of public welfare activities held (unit: number of times)	3	2
Number of direct beneficiaries of public welfare activities (unit: persons)	342	352
Amount invested in the public welfare field (unit: RMB 1,000)	9.9	9.7
Total duration of employees' volunteer activities (unit: hours)	316.0	319.5