藥捷安康（南京）科技股份有限公司
TransThera Sciences (Nanjing), Inc.

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

STOCK CODE : 2617

2025

Environmental, Social and Governance Report

Contents

About this Report

TransThera Sciences (Nanjing), Inc. (the "Company") and its subsidiaries and consolidated affiliated entities (hereinafter referred to as "TransThera", the "Group" or "we") are pleased to present the first Environmental, Social and Governance (hereinafter referred to as "ESG") Report (hereinafter referred to as "this Report"). This Report aims to explain the Company's strategies, policies, measures, and achievements in sustainable development to various stakeholders in an objective and fair manner, and focuses on disclosing relevant information pertaining to the Company's performance in environmental, social, and governance aspects.

Reporting Period

The reporting period covers information and data of the Company from January 1, 2025 to December 31, 2025 (hereinafter referred to as the "Reporting Period").

Reporting Scope

The disclosure scope of this Report covers the Company's core business, including our headquarters, R&D center, and offices in Nanjing.

Basis and Principles of Preparation

This Report is prepared in accordance with the requirements of the Environmental, Social and Governance Reporting Guide set out in Appendix C2 to the Listing Rules issued by The Stock Exchange of Hong Kong Limited (hereinafter referred to as the "Hong Kong Stock Exchange").

This Report is prepared based on the following reporting principles of the Environmental, Social and Governance Reporting Guide:

"Materiality"
Material ESG issues are identified through communication with stakeholders and materiality assessment, and are disclosed in the ESG Report.

"Quantitative"
Quantitative data such as environmental and social KPIs disclosed in this Report are accompanied by a narrative, explaining its purpose and impacts.

"Consistency"
This Report will use consistent methodologies in the future as in previous years to allow for meaningful comparisons.

"Balance"
This Report provides an unbiased picture of the Company's ESG performance.

Access to and Response to this Report

Based on environmental protection considerations, we recommend reading the electronic version of the Report, which is available on the Company's official website (http://www.transthera.com/). We highly value the opinions of stakeholders and welcome readers to contact us through the following contact information. Your opinions will assist us in further improving this Report and enhancing the Company's overall ESG performance.

Contact Information

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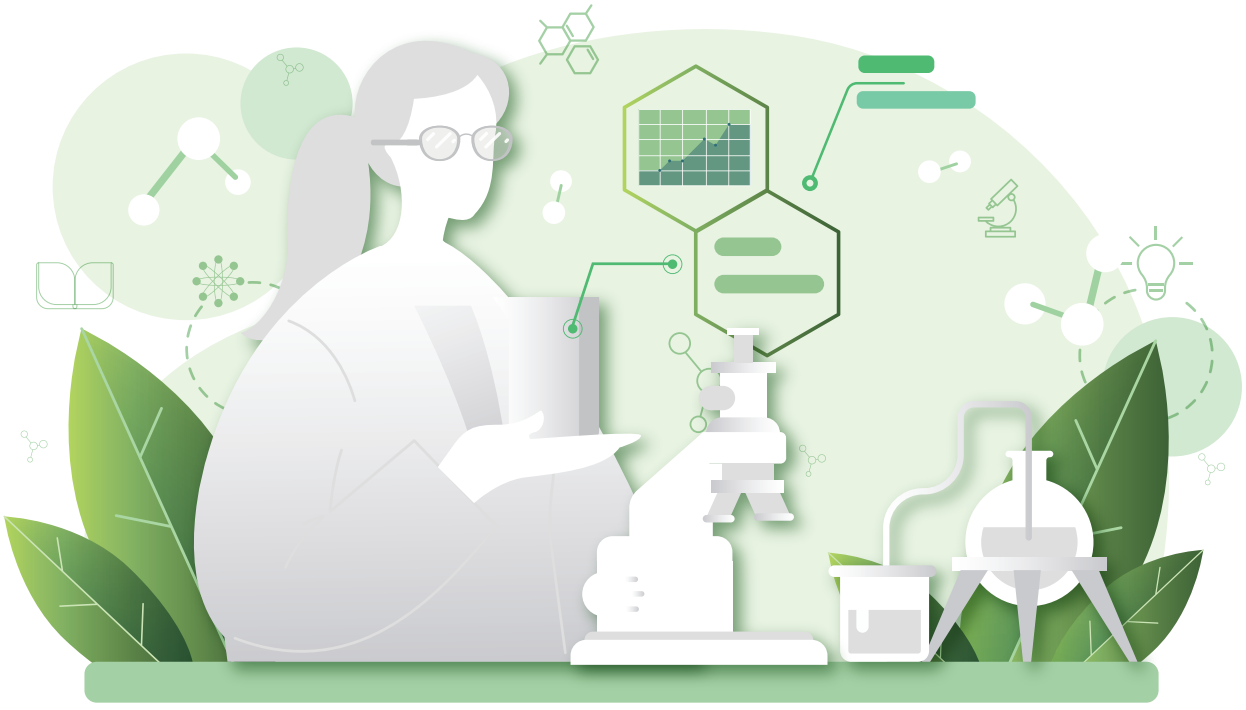
About TransThera

TransThera Sciences (Nanjing), Inc. (Stock Code: 02617.HK) is a biopharmaceutical company driven by clinical needs and at the stage of New Drug Application. Deeply committed to the field of biopharmaceutical innovation, the Company possesses profound technical accumulation and differentiated R&D advantages in the field of small molecule innovative drug R&D, focusing on the discovery and development of small molecule innovative therapies for oncology, inflammatory, and cardiometabolic diseases.

With a top-tier team possessing an international vision, TransThera demonstrates strong original scientific research capabilities supported by a well-established system. We always focus on unmet clinical needs, continuously learn and improve our R&D level, and actively carry out international exchanges and cooperation. By strategically positioning in the global market, we firmly move towards the global arena, and fully promote and accelerate the internationalization and industrialization process of the Company. We firmly believe that enterprise innovation and internationalization are the keys to achieving mutually beneficial results with colleagues in the pharmaceutical industry and integrating into the world. We sincerely look forward to providing patients with better and more effective treatment options and making greater contributions to the advancement of human health.



01

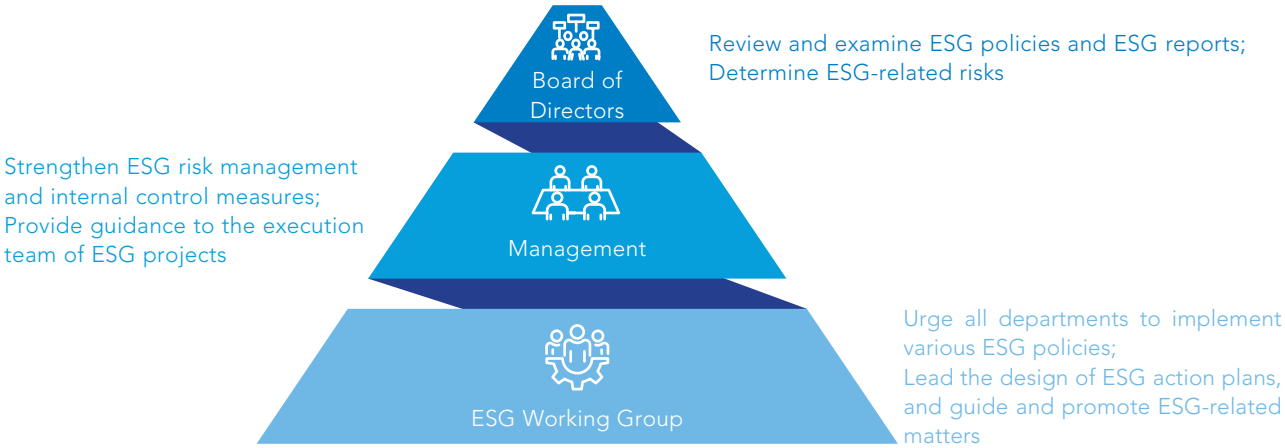
Sustainable Development Governance

Sustainable Development Governance

TransThera deeply integrates the concept of sustainable development into corporate governance, and regards it as one key element in building its core competitive strength. In compliance with the requirements of laws, regulations, and regulatory documents such as the Companies Ordinance and the Listing Rules of the Hong Kong Stock Exchange, we have established a modern organizational structure. As of the Reporting Period, the Board of Directors of the Company consists of 7 Directors, including 2 executive Directors, 2 non-executive Directors, and 3 independent non-executive Directors. In addition to the establishment of the Audit Committee, the Remuneration and Appraisal Committee, the Nomination Committee, and the Strategy Committee, the Board has established corresponding implementation rules to meet the Company's development needs.

ESG Governance Structure

The Board of Directors of the Company, which is responsible for formulating sustainable development strategies and overseeing their implementation status, is committed to building a green office environment and improving the utilization rate of corporate resources to fulfill TransThera's responsibilities to Shareholders and society. The Company's ESG Management System has been formulated to standardize the management process of ESG-related work. In addition, the Company has also established an ESG working group to safeguard the Company's sustainable development management. Members of the ESG working group include various key functional departments, responsible for leading the design of ESG action plans, regularly discussing issues encountered during the work process, and reporting to the management, who will report major matters to the Board as appropriate.



Operational Compliance

TransThera always adheres to the concept of operational compliance and regards law-based governance as the strategic cornerstone of the Company's sustainable development. We abide by business ethics, and uphold the core values of integrity, trustworthiness, fair competition, and compliance with laws and regulations. By establishing a sound compliance management system, we will ensure the steady and long-term development of the Company.

Compliance and Anti-corruption Management

In strict compliance with the requirements of laws and regulations such as the *Criminal Law of the People's Republic of China*, the *Anti-Unfair Competition Law*, and the *Anti-Money Laundering Law*, the Company incorporates anti-corruption governance into its corporate culture development system. We have established the *Anti-bribery, Anti-corruption, Anti-fraud and Anti-money Laundering Management System*, which provides for the measures to prevent actions involving bribery, corruption, fraud, and money laundering. At the same time, we include a dedicated anti-corruption and anti-bribery chapter in the *Legal Affairs Management Manual*, which sets out the provisions on anti-fraud, anti-money laundering, and anti-bribery practices, as well as related training requirements.

Compliance Training

We provide regular compliance training sessions. In 2025, we conducted all-staff training on anti-corruption, whereby external professional lecturers were specifically invited to elaborate the latest anti-corruption regulatory policies in the pharmaceutical industry and analyze compliance takeaways in high-risk scenarios (including entertainment, gifts, and lectures) combined with case studies. As of the end of the Reporting Period, we did not identify any cases involving corruption or bribery.

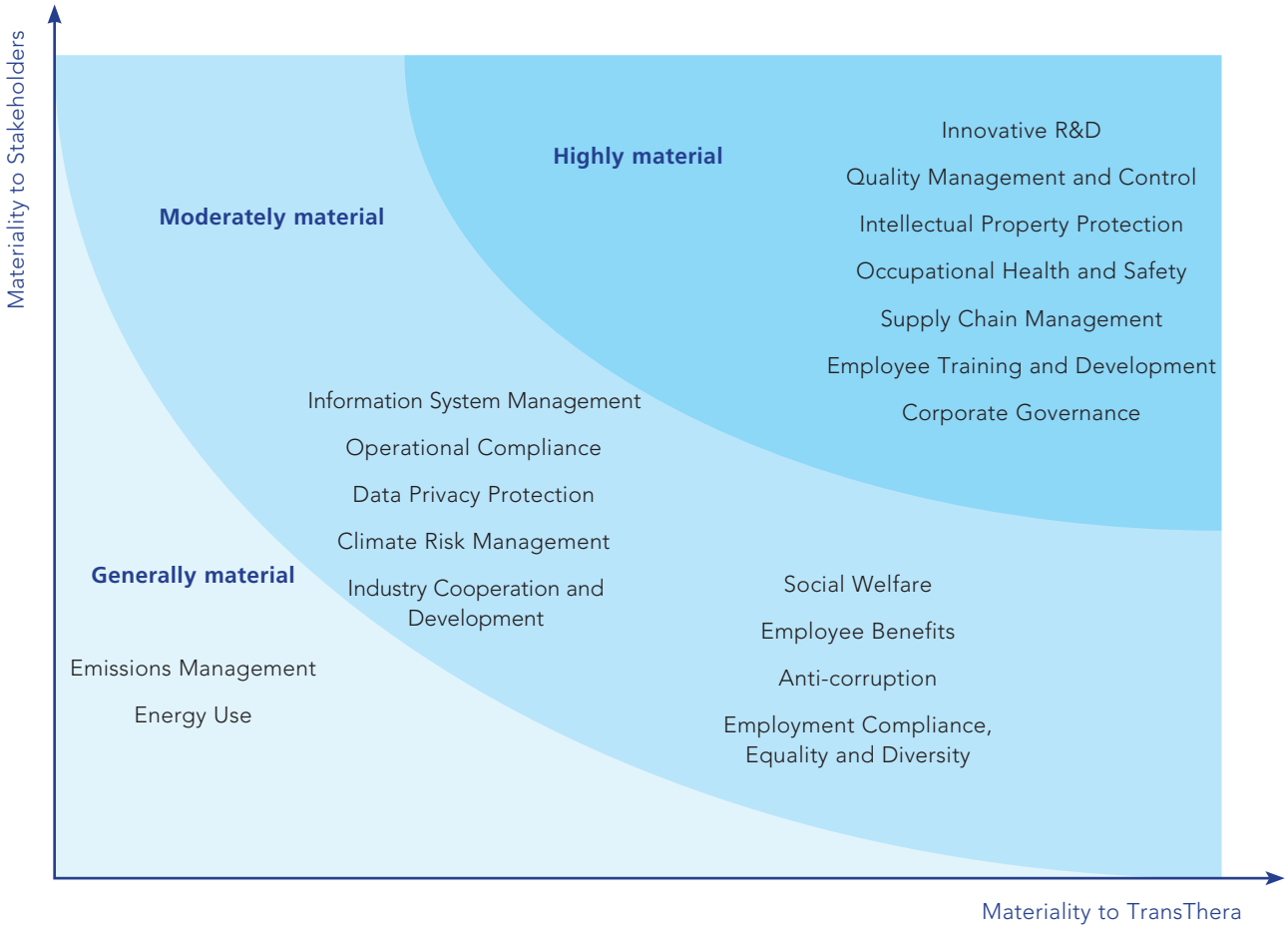
In terms of intellectual property, the Company has established the *Intellectual Property Compliance Obligation Management Procedure* and the *Intellectual Property Compliance Management Procedure*, further incorporating compliance requirements into the entire management process. This ensures that every intellectual property activity strictly complies with domestic and foreign laws, regulations, and industry standards, thereby building a safe and standardized institutional environment for continuous innovation.

In 2025, we continued to strengthen the employee training on intellectual property-related knowledge, by conducting a number of special training courses through face-to-face instruction, online courses, and knowledge assessment. The training topics covered, including but not limited to, intellectual property asset management, intellectual property protection, and risk prevention relating to intellectual property information disclosure, so that our employees strengthened their awareness of intellectual property protection and their professional conduct is standardized.

As of the end of the Reporting Period, we **did not identify** any cases involving corruption or bribery.

Material Issue Analysis

To fully understand the expectations of various stakeholders for TransThera, the Company, through internal and external communication and discussion, combed and identified material issues that have a significant impact on TransThera and its various stakeholders among a wide range of sustainable development issues in accordance with the ESG Reporting Guide of the Hong Kong Stock Exchange, which were included in this Report. These issues help to formulate risk management measures at the corporate level and ensure that the Company effectively addresses major concerns of our stakeholders. Based on the principle of materiality, the Company ranked the identified major material issues through the stakeholder-company materiality model, which was reviewed by the management. The results are as follows:



Stakeholder Communication

We attach great importance to heeding the voices of stakeholders and actively incorporate their requirements and expectations into the Company's decision-making. According to the Company's own business and operational characteristics, TransThera has identified the Company's main stakeholders, including investors, employees, subjects, regulators, R&D institutions, suppliers, industry peers, the public, and partners. The Company has established different communication channels for stakeholders and maintains regular communication to ensure that the material issues concerned by stakeholders are fully taken into consideration. Through the regular participation of various stakeholders, the Company fully refers to the opinions of various stakeholders when making decisions and reviewing the Company's management priorities and performance. We also disclose important data in response to the concerns of various stakeholders.

Stakeholder	Issues of Concern	Main Communication Channels
Investors	• Corporate governance • Innovative R&D	✓ Annual general meetings and other general meetings ✓ Information disclosure ✓ Investor meetings
Employees	• Occupational health and safety • Employee training and development • Employment compliance, equality and diversity • Employee benefits	✓ EHS occupational health and safety system ✓ Employee training ✓ Employee complaint and communication mechanism ✓ Employee team building activities
Subjects	• Innovative R&D • Quality management and control • Data privacy protection	✓ Informed consent ✓ Quality management system ✓ IT system information protection
Government and Regulators	• Innovative R&D • Quality management and control • Occupational health and safety • Corporate governance • Operational compliance	✓ Meetings ✓ Environmental impact assessment reports ✓ Information disclosure ✓ Site inspections
R&D Institutions	• Intellectual property protection • Information system management	✓ Intellectual property protection system
Industry Peers	• Industry cooperation and development • Intellectual property protection	✓ Meetings and summits ✓ Exchanges and cooperation ✓ Intellectual property protection system
Suppliers	• Supply chain management • Anti-corruption	✓ Supplier management procedures ✓ Supplier assessment ✓ Site inspections
Community and the Public	• Social welfare • Climate risk management • Emissions Management • Energy use	✓ Community activities ✓ Patient care ✓ Environmental protection ✓ Information disclosure
Partners	• Long-term stable cooperation mechanism • Resource sharing	✓ Project communication meetings ✓ High-level visits and strategic cooperation meetings

Honors and Awards

Since its inception, the Company has continuously received extensive recognition from governments at all levels, professional institutions, and industry organizations. As of the end of 2025, the Company has cumulatively received more than fifty qualifications and honors, covering corporate strength, R&D innovation, quality, intellectual property systems and other aspects. Since 2019, the Company has been recognized as a "Cultivated Unicorn Enterprise" (培育獨角獸企業) in Nanjing for several consecutive years. In 2021, it was selected as a national high-tech enterprise. Since 2023, it has been continuously recognized as a "Jiangsu Provincial Potential Unicorn Enterprise" (江蘇潛在獨角獸企業) and has repeatedly been listed on authoritative lists such as "China Top 100 in Chemical Drug Research and Development" (中國化藥研發實力百強) and "Top 100 Chinese Pharmaceutical Innovation Seed Enterprises" (中國醫藥創新種子企業百強). In 2025, it was selected as a foreign-funded R&D center in Nanjing. In addition to establishing a complete intellectual property and quality management system and obtaining corresponding certifications, the Company has been rated as "Most Investment Value Enterprise" and "Most Influential Enterprise in Healthcare" in industry selections, with its comprehensive strength and innovative achievements highly recognized.

2025

Selected as a Foreign-Funded R&D Center in Nanjing

Annual Innovative Breakthrough Enterprise

2024

Jiangbei New Area Overseas Talent Enclave
(江北新區海外人才飛地)

Jiangsu Private Technology Enterprise

Top 100 Chinese Pharmaceutical Innovation Seed Enterprises

2023

Certificate of the First Prize in the Growth Enterprise Group

Excellent Enterprises Award

2023 Deloitte China Medical and Health Rising Star

02

Innovative Operations

Innovative Operations

R&D and Innovation

With the mission of "TransThera for Health", TransThera adheres to clinical needs and focuses on the R&D of small molecule innovative therapies in the fields of oncology, inflammatory, and cardiometabolic diseases. As a biopharmaceutical company at the stage of New Drug Application, we continue to promote the progress of our R&D pipeline in multiple disease areas, and are committed to providing better treatment options for global patients through source innovation and differentiated development, steadily striding towards the goal of becoming a world-class biopharmaceutical enterprise.

The ongoing R&D innovation efforts represent the strategic cornerstone for the Company to achieve its sustainable development and build its core competitiveness. In light of this, the Company has established a dedicated management system centered on the *R&D Process Management Procedure*, which systematically specifies the management standards for each milestone of the entire R&D process, covering key links such as project initiation, progress reporting, process supervision, and R&D expense control.

R&D System

Technical Upgrade

As of the end of 2025, relying on a fully independent R&D system, the Company has established an innovative product pipeline covering oncology and non-oncology therapeutic areas. In the oncology field, it has three clinical-stage drug candidates represented by the Core Product Tinengotinib (TT-00420). On the other hand, our non-oncology field focuses on inflammatory and cardiometabolic diseases, and currently has three clinical-stage candidates and one preclinical-stage drug candidate, with a balanced and promising R&D portfolio.

Classification	Drug Candidate	Target/ Mechanism	Indication (Lines of Treatment)	Mono/ Combo	Development Stage	Commercial Rights
Oncology	**Tinengotinib (TT-00420)** ★	Unique MTK (FGFR/VEGFR/ JAK/Aurora)	CCA	Mono	NDA approved on December 19, 2025 → NMPA	Global
				Mono	Registrational Phase III trial ongoing → NMPA	
				Mono	Registrational Phase III trial ongoing → MRCT	
			mCRPC	Mono	Phase Ib/II trial completed → FDA, NMPA	
				Combo (NHT)	[IIT] Phase II trial ongoing → FDA	
			HER2–breast cancer	Mono	Phase Ib/II trial completed → FDA, NMPA	
				Combo (Fulvestrant)	Phase II trial ongoing → NMPA	
			HCC	Combo (Cadonilimab or Ivonescimab)	Phase II trial ongoing → NMPA	
			BTC	Combo (Immunotherapy)	Phase Ib/II trial completed → NMPA	
			Pan-FGFR solid tumor	Mono	Phase Ib/II trial completed → FDA, NMPA	
	TT-00973	AXL/FLT3	Solid tumor	Mono	Phase I trial completed → NMPA	Global
	TT-01488	Reversible BTK	CLL/MCL/WM	Mono	Phase I trial ongoing → NMPA	Global
Non-oncology	**TT-01688**	S1P1	UC	Mono	Phase I trial completed → NMPA	Greater China
			AD	Mono	Phase II trial completed → NMPA	
	TT-00920	PDE9	HF	Mono	Phase I trial completed → FDA, NMPA	Global
	TT-01025	VAP-1	NASH	Mono	Phase I trial completed → FDA, NMPA	Global

Figure: R&D pipeline overview

In 2025, the R&D process of the Core Product Tinengotinib accelerated comprehensively, achieving several milestone breakthroughs in clinical development and regulatory registration. During the year, the product not only reached a strategic cooperation with Akeso to promote clinical research on combination therapy, but its latest clinical data for monotherapy in advanced solid tumors was also released at the American Association for Cancer Research (AACR) Annual Meeting. At the same time, the results of its exploratory Phase II clinical study for cholangiocarcinoma in the U.S. were successfully published in a top academic journal. Its treatment for metastatic castration-resistant prostate cancer (mCRPC) successfully obtained Fast Track designation from the U.S. FDA, and several clinical trials for combination therapy and monotherapy expansion indications also received approval from the National Medical Products Administration (NMPA) of China, further verifying and highlighting the multi-tumor treatment potential of the drug.

At the end of 2025, the R&D of Tinengotinib achieved a historic leap, entering the final stage towards commercialization. Its indication for FGFR inhibitor-pretreated resistant advanced cholangiocarcinoma was successfully included in the NMPA priority review list, and the New Drug Application was formally accepted at the same time, bringing it one step closer to providing a new treatment option for patients with refractory cholangiocarcinoma. This fully demonstrated the Company's solid strength in source innovation and clinical translation.

About Tinengotinib

Tinengotinib is an independently developed and innovative multi-target small molecule kinase inhibitor at the stage of New Drug Application, which exerts anti-tumor effects by targeting tumor cells and improving the tumor microenvironment. Currently, Tinengotinib has carried out several clinical trials globally for solid tumors such as cholangiocarcinoma, prostate cancer, breast cancer, and liver cancer, and has obtained "Orphan Drug Designation" (ODD) and "Fast Track Designation" for the treatment of cholangiocarcinoma granted by the U.S. FDA, Orphan Drug Designation (ODD) for the treatment of biliary tract cancer granted by the EMA in Europe, and has been approved for inclusion in the priority review list and the breakthrough therapy designation list by the NMPA in China.

In 2025, the Company strategically achieved several significant breakthroughs in other R&D pipelines in addition to the Core Product. In the oncology pipeline, the independently developed novel non-covalent reversible BTK inhibitor TT-01488 showed preliminary efficacy and safety signals in the treatment of relapsed or refractory mantle cell lymphoma, and relevant updated data was released in poster presentation at the American Society of Hematology (ASH) Annual Meeting in December 2025. In the non-oncology pipeline, the Company entered into a royalty bearing patent assignment and research collaboration agreement with Neurocrine Biosciences to develop NLRP3 inhibitors. In the future, the Company will continue to explore more potential therapeutic directions and conduct several exploratory studies, striving to provide more differentiated treatment options for patients worldwide.

R&D Advantages

The Company has assembled a core management team with extensive experience in multinational pharmaceutical companies, with an average of over 15 years of industry experience. Building on this foundation, we have distilled and formed the "Adaptive, Comprehensive, Expandable" (ACE) drug R&D methodology. This methodology guides the entire process of small molecule drug discovery and development, driving the Company to continuously tackle innovative products with clinical differentiated value. Tinengotinib is a landmark outcome of the Company's drug R&D method centered on the

Photo: Management team members

ACE methodology in differentiated drug discovery. As an independently developed Class 1 innovative multi-target small molecule kinase inhibitor at the stage of New Drug Application, this drug is expected to solve unmet clinical needs in several therapeutic areas such as cholangiocarcinoma, prostate cancer, and liver cancer through multiple innovative mechanisms. The discovery of Tinengotinib originated from systematic phenotypic screening and scaffold hopping under the guidance of the ACE method. The novel molecular structure formed during the comprehensive and systematic iterative screening process fully reflects the Company's R&D concepts of "Adaptability" and "Comprehensiveness". As a result of our deep understanding of the biological mechanisms of diseases, we further expanded the drug from its first filed indication of cholangiocarcinoma to several clinical indications such as prostate cancer and liver cancer, which not only laid a solid scientific foundation for extending the product life cycle but also vividly demonstrated the successful implementation of the Company's" Expandable" drug R&D strategy.

To systematically implement the ACE methodology, the Company has built a full-chain integrated R&D platform covering key links from target validation and drug discovery to clinical filing. This platform not only significantly improves our R&D efficiency and accelerates the R&D process, but also builds a solid technical foundation for the Company's business expansion. As of the end of the Reporting Period, the Core Product has received several clinical trial permits in both China and the U.S., and several pipeline products are simultaneously advancing clinical research in both China and the U.S. These developments fully demonstrate the Company's proactive positioning and sustained breakthrough capabilities in the global innovation landscape.

Guided by our global vision and supported by extensive experience in drug development and business development, the Company has entered into strategic partnerships with several leading international enterprises, continuously integrating cutting-edge technical resources and clinical development capabilities, thereby laying a solid foundation for subsequent global commercialization strategy.

Cost Reduction and Efficiency Enhancement

Driven by both technical innovation and experimental strategy optimization, we systematically promote our cost reduction and efficiency enhancement practices for the R&D design end, balancing R&D economy and sustainability. On the one hand, we have deepened the empowerment of technical platforms. Relying on AI and model-guided reconstruction of R&D processes, we have achieved compound design and screening through computer-aided drug design (CADD) technology. The models related to drug exposure and drug response are established to predict or guide key drug doses, efficacy, and safety risk assessment. Under the quantitative structure-activity relationship (QSAR) models, we conduct toxicity classification assessment in compliance with the requirements of guiding principles, accurately identifying potential risks, building a solid R&D safety line, and reducing unnecessary cost investment. On the other hand, we implement the concept of responsible R&D practices, by promoting the replacement and quantity optimization of experimental animals, and strictly following the "3R principles (Replacement, Reduction, Refinement)". Through statistical methods, we accurately determine the minimum requirement for experimental animals, while a multi-parameter integrated evaluation system enables the simultaneous detection of multiple indicators within a single experiment, effectively streamlining the number of animals used and avoiding redundant experiments. This achieves refined cost control on the basis of ensuring the reliability of R&D data and maintaining ethical compliance.

At the same time, we deepen industry-university-research collaborations and industrial cooperations, achieving R&D resource complementarity and technical experience sharing through models such as joint R&D of innovative therapies with industry leaders and technical cooperation with international pharmaceutical companies, effectively improving our R&D efficiency and the translation of research achievements.

Intellectual Property and Trade Secret Protection

Intellectual property and trade secret protection are the dual cornerstones of TransThera's innovation system. In strict compliance with laws and regulations such as the *Patent Law of the People's Republic of China*, the *Trademark Law*, the *Copyright Law*, and the *Anti-Unfair Competition Law*, and in accordance with the national standard *Enterprise intellectual property compliance management system – Requirements* (GB/T 29490-2023), the Company has established a systematic management system centered on the *Intellectual Property Management Manual*, which has been certified by certification bodies. The system covers the entire lifecycle of intellectual property from acquisition, assessment, and maintenance to application, and establishes a risk control mechanism throughout the process through the *Intellectual Property Risk Management Procedure* and the *Intellectual Property Dispute Handling Management Procedure*. In the process of conducting overseas patent applications and international cooperation, the Company also abides by local laws and regulations, achieving systematic and regular protection of intellectual property and trade secrets in global operations.

To manage the personnel and their conduct, the Company implements a tiered closed-loop control mechanism. Internally speaking, the intellectual property management representative coordinates the operation of the entire management system process, and organizes special training on trade secret protection for all staff. In addition, all personnel are required to sign confidentiality agreements. Externally speaking, global patent searches and infringement risk assessments are conducted at key R&D nodes. Prior to signing cooperation projects, we will enter into confidentiality agreements with partners first, and exclusive confidentiality clauses are included in formal cooperation agreements. For internal personnel participating in cooperation projects, the Company signs separate project-specific confidentiality agreements to establish an all-round and multi-layered information security protection system.

In terms of trade secret protection, the Company dynamically reviews the boundaries of confidential personnel, areas, equipment, and materials each year, implements tiered approval and information control measures, and establishes a technical achievement assessment mechanism to prudently balance patent application and trade secret protection strategies. This ensures that innovative achievements safely realize value transformation within a compliant framework.

The Company focuses on the global patent protection of R&D technical achievements, with patents spanning dozens of countries/regions such as China, the U.S., Europe, Japan, South Korea, and Russia, fully ensuring the Company's competitive position in the global innovation landscape. As of the end of 2025, the Company had 126 authorized invention patents, including 31 domestic patents in China and 95 overseas patents, 46 registered trademarks in China, and 39 registered trademarks outside China. No intellectual property violations or disputes was identified.

As of the end of 2025, the Company had **126** authorized invention patents

31 domestic patents in China

95 overseas patents

46 registered trademarks in China

39 registered trademarks outside China

Quality Management

Adhering to the quality policy of "continuous innovation as the strategic driver, quality and safety as the foundation, continuous improvement as the enduring objective, and alleviating patient suffering as the ultimate mission", the Company comprehensively integrates quality management into all links of the entire drug R&D process.

In strict compliance with the requirements of relevant laws, regulations, and administrative rules such as the *Drug Administration Law of the People's Republic of China*, the *Regulations for the Implementation of the Drug Administration Law of the People's Republic of China*, the *Pharmacopoeia of the People's Republic of China*, the *Measures for the Supervision and Administration of Drug Production*, the *Measures for the Administration of Drug Registration*, the *Provisions on the Supervision and Administration of the Implementation of the Primary Responsibility for Drug Quality and Safety by Drug Marketing Authorization Holders*, and the *Announcement of the National Medical Products Administration on Strengthening the Supervision and Administration of Commissioned Production by Drug Marketing Authorization Holders* (No. 132 of 2023) and according to *Quality Management Systems – Requirements* (GB/T 19001-2016), the Company has established a quality management system institutional framework centered on the *Quality Management Manual*, clearly defining the division of powers and responsibilities and standardized work procedures for each procedure of quality management, and continuously promoting the iterative improvement of the process system.

In 2025, the Company continued to strengthen the development of its professional quality team. On the one hand, it closely tracked updates to domestic and international pharmaceutical regulatory laws and regulations, systematically carried out dedicated regulatory training, and organized employees to study and interpret the latest regulatory requirements at home and abroad. On the other hand, it conducted targeted training in core areas such as GMP quality management and pharmacovigilance, effectively enhancing employees' quality awareness and compliance execution capabilities. In 2025, the Company successfully completed the annual internal audit and management review of its quality management system, effectively verifying the adequacy, suitability, and effectiveness of its operating quality management system.

The Company attaches great importance to clinical trial quality management and pharmacovigilance work, and has established and continuously improved the clinical trial management system and pharmacovigilance system, achieving systematic collection, scientific assessment, and standardized reporting of safety information for clinical-stage products. This has ensured that all work meets Chinese and international relevant regulatory requirements.

Since its inception, the Company's quality management system has always maintained steady and effective operation, with no major quality accidents identified, and no product recalls or major regulatory penalties recorded. In the future, the Company will continue to optimize the quality management mechanism, further strengthen process control and continuous improvement, and provide a solid system safeguard for the R&D of high-quality and reliable innovative drugs.

Case **Special Training on Drug Lifecycle Change Management**

In 2025, the Project Management Department of the Company organized two special training sessions on the drug lifecycle change management. In October, we focused on pharmaceutical changes, emphasizing the study of regulatory logic for changes during the clinical period and after market approval, clarifying the positioning of the Company as the responsible subject, and systematically mastering change classification and tools such as ICH Q12. In December, we focused on non-clinical research related post-marketing changes, deepening the understanding of pharmaceutical research and strengthening the practical skills of analyzing specific issues.

Protection of Subjects' Rights and Interests

For TransThera, the protection of subject safety and rights is the core criteria for clinical trial, which run through the entire process from protocol design, execution, and amendment to reporting. All clinical trials of the Company strictly abide by relevant laws and regulations, and follow international ethical principles and industry norms such as the Declaration of Helsinki, ICH Tripartite Harmonised Guideline, and Good Clinical Practice (GCP), ensuring the compliance and scientific nature of research behavior.

Prior to the start of the trial, investigators will conduct full and meticulous communication with each potential subject, comprehensively interpreting the purpose of the trial, potential risks, expected benefits, and alternative treatment options. This ensures that subjects have sufficient time to independently weigh on whether to participate and make an informed decision.

All clinical trials require subjects to sign an Informed Consent Form, which must be strictly approved by an independent ethics committee before use. In case of adjustments made to the research protocol, the Company will simultaneously update the Informed Consent Form and submit it to the ethics committee for re-review along with the protocol amendment. After approval, the investigator will explain the changes to the subjects as soon as possible to continuously ensure the effectiveness and integrity of informed consent.

To systematically implement the above protection requirements, the Company has specially established the *Standard Operating Procedure for the Formulation and Revision of Informed Consent Forms* in the clinical quality management system, clearly specifying key steps such as the design specifications, review process, and version control of the informed consent forms, while providing standardized templates and record forms. All of these efforts are aimed at establishing a structured and traceable subject rights protection system from the institutional level. In 2025, a total of 7 site clinical audits were conducted, and no major violations that might affect the reliability of clinical data or subject safety were identified.

In addition, the Company has established a sound subject privacy protection mechanism. By conducting special training and using technical means such as data de-identification and encrypted storage, it comprehensively prevents information leakage risks, effectively safeguarding subjects' privacy rights.

In 2025, a total of **7** site clinical audits were conducted

No major violations that might affect the reliability of clinical data or subject safety were identified

Ethical Protection

The Company has established a standardized ethical review filing management system and formulated the *Standard Operating Procedure for Initial Review and Follow-up Review Filing by the Ethics Committee*, which covers the entire process from initial review to follow-up review, including amendments, annual reviews, serious adverse events, protocol deviations, suspension/termination, and study completion reviews. The system is supported by standardized record forms to ensure that the review process is traceable and verifiable.

The Company collaborates closely with the independent ethics committees established by research centers (hospitals). These committees bring together professional forces from multiple disciplines such as medicine and pharmacy to conduct systematic review and dynamic tracking of trial protocols and informed consent documents, effectively safeguarding the legal rights and safety of subjects. The Company continues to conduct ethical training and culture development, and carries out exchanges and training based on specific ethical cases through forms such as regular weekly project meetings, bi-weekly data reporting meetings, and monthly departmental meetings, thereby continuously enhancing the team's ethical awareness and filing capabilities.

In terms of animal ethics, in the experimental design stage, we prioritize the use of non-living materials or lower-order animals to replace higher-order animal experiments. By optimizing experimental designs and operational procedures, we minimize the use of animals while ensuring data validity.

Sunshine Procurement

TransThera always regards suppliers as strategic partners moving forward together, extensively fostering long-term stable collaborative relationships founded on mutual trust and shared benefits. Relying on internal management systems such as the *Procurement Management Procedure*, the Fixed *Assets Management Procedure*, the *Bidding Management Procedure*, the *Standard Management Procedure for Supplier Management*, and the *Standard Management Procedure for Procurement Acceptance*, the Company has established a fair, transparent, standardized, and well-ordered procurement management system. Clear management standards have been defined for the entire process from supplier admission assessment and screening, clear allocation of rights and responsibilities under the quality agreement, to closed-loop supervision of regular audits.

Supplier Management

Integrity in Transactions

Integrity in transactions represents the bottom-line principle for the Company's supply chain cooperation. The Company incorporates this requirement into all standard contract templates for cooperation, clarifying the core obligations of both parties regarding integrity in practice, strictly prohibiting commercial bribery, benefits transfer, and unfair competition, and establishing clear behavioral boundaries for cooperation.

Reputation Due Diligence

In the supplier admission process, the Company considers reputation due diligence as a core prerequisite. In addition to passing qualification review and quality capability assessment, new prospective suppliers must complete a comprehensive reputation verification across key dimensions such as commercial reputation, performance records, industry reputation, and compliance practices.

Supplier Audit

During the supplier audit process, the Company systematically collects core qualification documents of suppliers (including industry-recognized certificates such as ISO series management system certifications). By verifying the validity and compliance of these qualifications, the Company further confirms their practical quality management capabilities and compliance levels.

Supplier Exchange

In November 2025, the Company participated in the 93rd China International Pharmaceutical API/Intermediates/Packaging/Equipment Fair (API China) held at the Chongqing International Exposition Center. Relying on this industry platform that attracts more than a thousand high-quality enterprises from home and abroad, the Company strategically expanded its supplier resource network, while benchmarking against industry-leading procurement management and quality control standards, thereby deepening its understanding of collaborative development in the industry chain.

Photo: The 93rd China International Pharmaceutical API/Intermediates/Packaging/Equipment Fair (API China) site

Information Security

Information security represents an important safeguard for the Company's sustainable development and a core responsibility for protecting the rights and interests of Shareholders, employees, patients, and customers. The Company attaches great importance to the information security management, and therefore has built a full-process information security management institutional system in strict compliance with national regulations such as the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, and the *Personal Information Protection Law of the People's Republic of China*, including the formulation of several internal systems such as the *Standard Management Procedure for Network Information and Data Security*, the *Standard Management Procedure for Enterprise Account and Authority Management*, the *Standard Management Procedure for Backup and Disaster Recovery*, the *Standard Management Procedure for Information System Access Authority Review*, the *Standard Management Procedure for Application System Management*, the *Computerized System Management Procedure*, and the *Emergency Plan Management Procedure for Network and Information Systems*. Through these measures, the Company continues to improve information security protection capabilities, building a solid compliance foundation for the safe and stable operation of IT systems.

Data Security Management

Data security and compliance are the core cornerstones of the Company's sustainable operation and a vital defense line for safeguarding R&D achievements, business information, and rights and interests of stakeholders.

TransThera incorporates data security management into its strategic priorities, taking "compliance first, tiered protection, and full-process control" as its core principles to establish a comprehensive protection framework. The Company clarifies the data lifecycle management requirements through dedicated policies and connects its core management information systems to the Cyberspace Administration of China's integrated network governance platform. It implements multi-dimensional measures covering endpoint protection, data backup, network boundary protection, SSL digital encryption certificates, and access control, and has established a closed-loop management mechanism integrating systems, technology, and drills to systematically prevent security risks. To ensure the security of core data in collaboration scenarios, the Company has established a Partner VDR virtual data room to enable secure data sharing and document collaboration during project cooperation with partners, thereby ensuring the integrity, confidentiality, and availability of core data. Meanwhile, the Company leverages the eCTD information system to support clinical registration and filing activities, strictly adhering to regulatory requirements and reinforcing the security foundation for the Company's high-quality development.

Unified Deployment of Anti-virus Software System

All office and business terminal computers of the Company are uniformly equipped with anti-virus software featuring centralized management functions, with daily scheduled virus scanning tasks configured. Through the management console, virus protection policies are centrally formulated, distributed, and controlled, enabling real-time monitoring of terminal virus infections and the prompt interception and removal of malicious programs to ensure the secure operation of terminal devices.

Establish a Tiered and Classified Data Backup System

Independent data backup systems are configured for the Company's servers, core information systems, office computers, and laboratory-dedicated computers. A "3-2-1" backup strategy is implemented for core data, including key business and R&D data, and annual disaster recovery drills are conducted to verify the integrity and recoverability of backup data, thereby preventing the risk of data loss.

Optimized Network Boundary Security Protection System

Network security firewalls and bidirectional Intrusion Prevention Systems (IPS) are deployed at the Company's network gateways. The firewalls provide effective isolation between the Company's internal and external networks, conceal internal network topology, and establish a robust network security barrier. Meanwhile, the Intrusion Prevention System monitors inbound and outbound network traffic in real time, accurately identifying and blocking threats such as port scanning, malicious attacks, and unauthorized intrusions, thereby ensuring the security of network transmission.

Standardized Network Access Authority Management

An authorized internet access authentication system is deployed, under which access to the Company's network is granted only after account authentication has been completed and the terms of the network use statement have been read and accepted. In addition, VLAN (Virtual Local Area Network) technology is used to logically segment the Company's network, with a separate guest network established and its access scope strictly restricted by permitting internet access only and prohibiting access to the Company's internal office network, business systems, and core data resources, thereby preventing external personnel from unlawfully obtaining internal information.

Information System Training

To build a cybersecurity defense line for all staff, the Company has built a layered and classified information system training system that focuses on the goal of "improving all staff's information security awareness and regulating the use of information systems", ensuring that training covers all employees and improving the information security protection capabilities of employees in different positions.

On 20 September 2025, closely aligned with the theme of National Cybersecurity Awareness Week, the Company organized dedicated training for all employees, covering interpretation of the theme, the importance of cybersecurity to business operations and individual rights, practical guidance on personal digital information protection, and core preventive measures for enterprise cybersecurity. The training was designed to comprehensively enhance employees' cybersecurity knowledge, risk identification capabilities, and proactive prevention awareness, thereby building the first line of defense for enterprise cybersecurity.

Based on the lifecycle management requirements of the Company's R&D projects, the *Computerized System Management Procedure* was formulated. On September 4, 2025, dedicated training on computerized system management was organized for R&D system personnel, covering the entire lifecycle management requirements of computerized system identification, classification, and validation. The training was designed to comprehensively improve the capabilities of R&D system personnel in computerized system identification, classification, and validation, thereby building a foundation for the Company's R&D compliant operation.

In addition, the Company organizes regular dedicated training on email usage and security protection. On the one hand, it explains the practical procedures and standardized requirements of core email functions to support efficient work. On the other hand, it focuses on account security protection and phishing email identification skills. Through case studies and practical instruction, it helps employees master secure email usage practices, strengthen their security awareness, and prevent risks such as phishing emails and information leakage.

Green Construction of Information Systems

With green and low-carbon development as its core orientation, the Company systematically advances the sustainable development of its IT infrastructure. Driven by both technological innovation and optimization of management models, the Company has established an energy-efficient, low-consumption, and highly collaborative digital operations and maintenance system.

In 2025, the Company took the lead in launching a green upgrade project for its IT infrastructure. On the one hand, it applied server virtualization technology to consolidate multiple physical devices and centrally deploy high-performance server clusters, thereby achieving intensive utilization of hardware resources. This not only effectively reduced the number of deployed devices, but also significantly lowered overall energy consumption and operations and maintenance costs of the machine room. On the other hand, through targeted hardware optimization measures such as memory expansion and hard drive upgrades, it extended the service life of equipment and reduced the generation of electronic waste at source, effectively incorporating the concept of green and low-carbon operations and maintenance into hardware lifecycle management.

To optimize the efficiency of operations and maintenance, the Company centrally configured terminal power management policies through its Group Policy Objects (GPO), enabling devices to automatically turn off monitors or enter the sleep mode during extended periods of inactivity, thereby precisely reducing standby energy consumption at the terminal level. At the same time, it actively advanced the cloud transformation of its information systems by migrating certain non-core business systems to public cloud platforms, leveraging the large-scale green energy supply and efficient infrastructure support of cloud service providers to achieve elastic scheduling and low-carbon operation of IT resources.

In addition, the Company used digital office scenarios to deepen the implementation of green office practices. By deploying the OA collaborative office system, it achieved full-process online approval processes, significantly reducing the use of paper documents. Furthermore, the eDMS electronic document management system is launched to provide technical support for collaborative sharing, standardized archiving, and efficient retrieval of electronic documents. In parallel, it established a diversified video conferencing system to replace cross-regional offline meetings with remote communication, which not only effectively reduced travel frequency and transportation-related carbon emissions, but also improved communication and collaboration efficiency across departments and regions.

03 Green Development

Green Development

TransThera actively responds to the national strategic call for energy conservation, emissions reduction, and green development. The Company consistently places the fulfillment of its environmental responsibilities in a position of importance and supports the achievement of sustainable development goals by continuously refining its environmental protection strategies and detailing their implementation measures.

At the compliance management level, we are in strict compliance with national and local environmental laws and regulations, including the *Environmental Protection Law* and the *Law on the Prevention and Control of Water Pollution*. At the same time, in light of our own production and R&D characteristics, we have formulated a series of dedicated policies and procedures, including the *Occupational Health Management System*, the *Standard Management Procedure for Laboratory Environmental Safety*, and the *Emergency Plan for Sudden Environmental Incidents*. These systems are interconnected and cover the entire process, providing a solid foundation for environmental management at the institutional level.

In terms of environmental risk prevention and control, we have established a comprehensive management process covering key stages from risk identification and assessment to emergency response. By formulating dedicated emergency plans in advance, establishing professional emergency response teams, equipping emergency rescue facilities, and conducting annual regular emergency drills, the Company has developed a complete closed-loop risk control mechanism. During the Reporting Period, the Company did not identify any violations relating to environmental management or major environmental incidents.

Emissions Management

In strict compliance with laws and regulations such as the *Law of the People's Republic of China* on the *Prevention and Control of Atmospheric Pollution* and the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, we actively prioritize the selection of green and environmental materials that meet national environmental protection requirements to reduce environmental impact from the source in the entire process of our daily operation. In the meantime, based on the actual operation of the Company, we scientifically formulate environmental emission targets, and regularly review and examine the achievement of such targets, continuously optimizing and standardizing the full-process emissions management system to ensure that various emission indicators are compliant and controllable. In the future, we aim to maintain the pollutant emission density data for 2026 at 95% to 105% of the 2025 financial year.

Exhaust Gas Emission

In terms of exhaust gas treatment and emission control, the Company has established a full-process closed-loop management mechanism. Experimental operations involving organic solvents are strictly carried out in fume hoods, and suction hoods are uniformly set up above the instruments in the testing and analysis room to specially collect exhaust gas generated during the testing process. For key areas such as hazardous waste rooms and hazardous chemical warehouses, suction pipes are also installed to ensure that various exhaust gases are fully captured without omission.

Photo: Laboratory fume hoods

These collected pollutants are introduced into activated carbon adsorption devices through fans for treatment. Relying on the unbalanced molecular attraction and chemical bond force on the solid surface of activated carbon, when organic exhaust gas contacts the solid surface, gas molecules will be adsorbed and concentrated on the surface, thereby achieving the removal of pollutants and odors.

To ensure stable treatment effects, the Company has selected the coconut shell activated carbon that has the advantages of high mechanical strength, developed pore structure, and large specific surface area. It not only has fast adsorption speed and high capacity but is also easy to regenerate and durable, with a removal efficiency of organic exhaust gas of over 80%. At the same time, the Company regularly replaces failed activated carbon and treats it as hazardous waste, appointing qualified entities to conduct standardized disposal. Finally, the tail gas that meets the standards after treatment is discharged at high altitude through exhaust pipes.

Photo: Activated carbon box

In 2025, verified by the annual environmental protection testing agency, all indicators of the Company's exhaust gas emissions were in compliance with the requirements of relevant standards.

Wastewater Emission

In terms of wastewater treatment and emission management, the Company has established a full-process control mechanism integrated with classified pre-treatment and centralized deep treatment. Specifically, the wastewater generated by the Company mainly includes three categories: domestic sewage, cleaning wastewater, and instrument analysis wastewater. Domestic sewage is first pre-treated in septic tanks, while cleaning wastewater and instrument analysis wastewater are subject to high-temperature sterilization within the plant area. The pre-treated wastewater, together with domestic sewage, is connected to the industrial park sewage treatment station, using the "hydrolysis acidification + biological contact oxidation" process for deep treatment.

In the treatment process, wastewater first enters the regulation tank to balance water quality and quantity, and then is lifted to the hydrolysis acidification tank by a submersible pump. With the help of flora, the biodegradability of sewage is improved and some pollutants are removed, and the denitrification reaction of the nitrification liquid returned from the secondary sedimentation tank is completed simultaneously; the effluent flows into the biological contact oxidation tank by itself, relying on filler microorganisms to degrade organic matter and achieve nitrogen nitrification; then it enters the secondary sedimentation tank to remove suspended solids through gravity sedimentation. Part of the effluent is returned to ensure the denitrification effect, and part is mixed with domestic sewage for connection and discharge; the sludge from the secondary sedimentation tank is collected in the sludge tank, dehydrated by a belt filter press, and then transported out for disposal.

Photo: Sewage treatment area

From the treatment effect perspective, after the above full-process treatment, the emission concentrations of various pollutants in the plant area's wastewater are: COD 150.63mg/L, SS 25.61mg/L, ammonia nitrogen 23.31mg/L, total nitrogen 4.02mg/L, total phosphorus 0.54mg/L, dichloromethane 0.82mg/L, and toluene 0.082mg/L. All indicators can achieve compliant discharge.

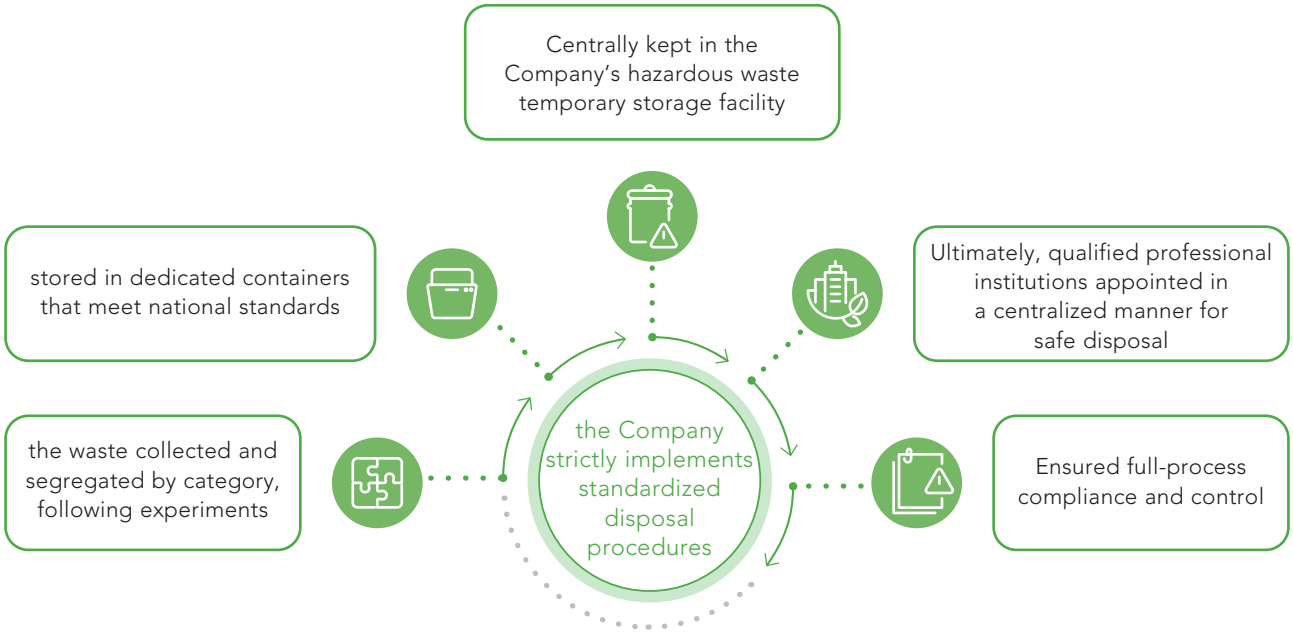
Waste Emission

In terms of waste management, based on the actual production and R&D, the Company implements classified and standardized management for various types of solid waste generated, focusing on distinguishing hazardous and non-hazardous waste and implementing targeted disposal measures.

The solid waste generated by the Company mainly includes domestic waste, first-rinse wastewater, organic experimental waste liquid, waste packaging materials, experimental waste, spent activated carbon, spent filter materials, and waste tablets. Among these, first-rinse wastewater, organic experimental waste liquid, waste packaging materials, experimental waste, spent activated carbon, spent filter materials, and waste tablets have all been professionally assessed and identified as hazardous solid waste. For such hazardous waste, the Company strictly implements standardized disposal procedures: following experiments, the waste is collected and segregated by category, stored in dedicated containers that meet national standards, and centrally kept in the Company's hazardous waste temporary storage facility. Ultimately, qualified professional institutions are appointed in a centralized manner for safe disposal, thereby ensuring full-process compliance and control.

Domestic garbage, as non-hazardous waste, is uniformly collected and disposed by the environmental sanitation department of Jiangbei New District, achieving daily clearance and avoiding additional impact on the environment.

Photo: Hazardous waste collection area



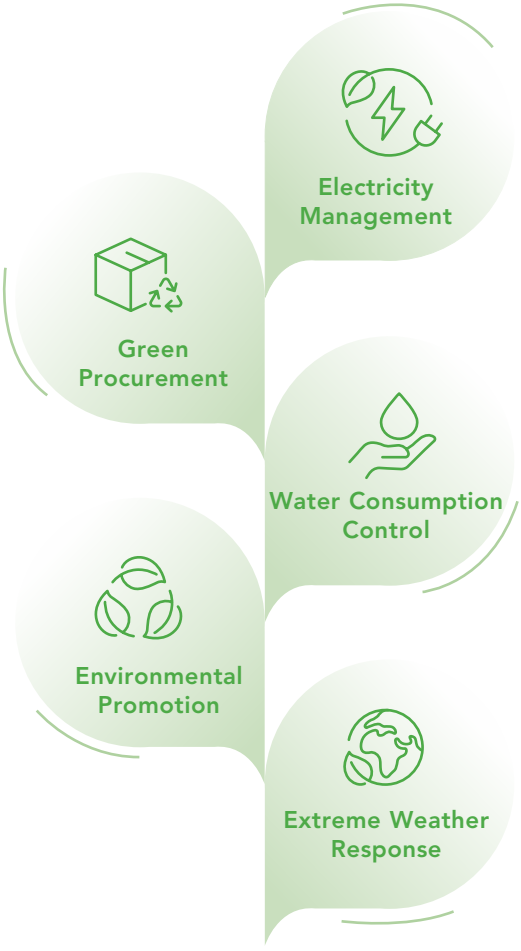
Energy Conservation and Emission Reduction

In TransThera's business history, energy consumption mainly originates from daily office and production and R&D activities, and the types of energy involved are concentrated in electricity, gasoline, and water resources.

In strict compliance with a series of relevant laws and regulations such as the *Environmental Protection Law of the People's Republic of China* and the *Energy Conservation Law of the People's Republic of China*, the Company has internally established the *Standard Management Procedure for General Rules of Employee Safety and Environmental Protection*, thereby carefully establishing a sound energy conservation responsibility system.

In terms of office area management, the Company implements all-round energy-saving measures and comprehensively reduces resource consumption through refined management techniques. At the same time, the Company actively carries out employee training and public awareness campaigns to significantly enhance employees' awareness of energy conservation and emission reduction. Committed to minimizing its carbon footprint and eliminating resource waste, the Company promotes the in-depth implementation of its sustainable development strategy through concrete actions, contributing to environmental protection and rational utilization of resources.

In 2025, TransThera actively promoted energy conservation and emission reduction measures, striving to further reduce energy consumption while maintaining previous energy consumption levels. Specific measures are as follows:



The Company implements a refined electricity usage strategy, turning off all lighting and idle equipment during non-office hours to eliminate energy waste.

During the procurement process, the Company maintains strict quality control and prioritizes paper with environmental certifications, practicing the concept of sustainable development from the source.

The Company's water usage mainly comprises domestic and laboratory water. Through rational planning and daily monitoring, water consumption remains stable, ensuring the efficient utilization of water resources.

The Company actively conducts environmental promotion activities, posting eco-friendly posters to enhance employees' awareness of environmental protection.

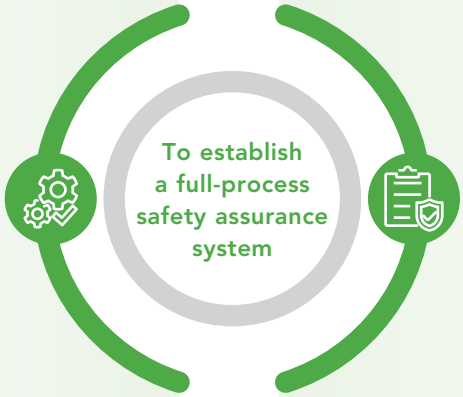
A comprehensive contingency plan has been formulated, covering responses to extreme weather, the provision of emergency backup power, and appropriate scheduling of on-duty personnel. Employees are also permitted to apply for remote working when necessary to ensure the stability and safety of the Company's operations under extreme conditions.

Occupational Health and Safety

With employee well-being at its core, TransThera has established a full-process safety assurance system that integrates compliance and humanistic care into operations, fortifying the defense for occupational health.

In terms of management systems

The Company has established and optimized its occupational health and safety management system, and regularly conducts risk identification and assessment, such as identifying potential hazards in laboratory operations. At the same time, we appoint occupational health management personnel responsible for overseeing and enforcing the relevant safety management regulations of the Company.



In terms of the working environment

The Company adopts a dual-pronged approach: on the one hand, ensuring that ventilation and lighting meet standards while dynamically monitoring instrument noise to mitigate impacts through physical environment improvements; on the other hand, equipping experimental personnel with comprehensive personal protective equipment according to standards to eliminate occupational exposure risks.

The Company adheres to the principle of "early screening, early intervention" in occupational health management. We implement standardized pre-employment, post-employment, and in-service physical examinations for R&D personnel to screen for occupational contraindications and occupational disease risks, with dynamic tracking implemented thereafter. Based on the specific occupational hazard factors associated with each position, targeted occupational health physical examinations are organized regularly. In addition, the Company conducts occupational health and safety training integrated with practical exercises to strengthen employees' self-protection awareness. Knowledge regarding occupational health and safety is also disseminated through internal publicity boards and other channels.

In 2025, the Company achieved a "double zero" record for both occupational diseases and work-related accidents. Safety principles were deeply integrated into corporate culture, with improved compliance in protective equipment usage among employees. Employees actively participated in risk investigation, fostering a virtuous cycle.

Safety Training

Every year, the Company conducts a comprehensive review and in-depth analysis of various issues in the safety production management over the past year. Taking into account the laboratory's actual characteristics, business processes, and potential risks, a detailed annual publicity and training plan is developed. Through diversified channels, such as producing informational brochures, displaying prominent safety posters in office areas and laboratories, and conducting highly targeted professional training courses, we disseminate key knowledge to all employees, such as emergency response, risk prevention, evacuation strategies, self-rescue and mutual-aid skills, and disaster reduction methods, aiming to improve employees' safety awareness and emergency response capabilities, foster a robust safety culture, and build a solid ideological defense line for year-round safety production efforts.

Case **Training on Personal Protective Equipment and Occupational Health Protection**

On June 25, 2025, the Company organized a specialized training session on personal protective equipment (PPE) for employees in relevant positions.

The training focused on core elements including the recognition of basic PPE categories, position-specific selection and proper wearing techniques, key points for daily maintenance, and operational precautions, providing both professional insights and practical guidance.

Through this training, employees gained a clear understanding of PPE categories and their corresponding protective scenarios. They are now able to select and wear protective equipment correctly according to actual job requirements, while also mastering daily maintenance and operational precautions. On-site Q&A assessments further reinforced core concepts. This training effectively enhanced employees' awareness of workplace protection and their ability to properly use PPE, thereby reducing safety hazards caused by improper use of protection equipment.

Emergency Drills

In its ongoing efforts to integrate safety production with environmental, social responsibility and corporate governance, the Company pays particular attention to practical drills to enhance emergency response capabilities. On May 26, 2025, the Company carefully organized a fire and explosion emergency drill. This drill focused on key themes such as "standardized use of fire extinguishers, standardized wearing of protective gear, and accident emergency response procedures". During the drill, professionals provided detailed explanations and demonstrations of the correct operational steps for fire extinguishers, ensuring that employees can swiftly and accurately deploy firefighting equipment in the event of a fire. Emphasis was also placed on the importance of standardized wearing of protective gear, with guidance provided on correct donning to effectively protect personal safety.

Photo: Demonstration of fire and explosion emergency drill

Safe Production Theme Month

In response to national calls related to safe production, and to fortify the Company's safety production frontline while strengthening safety awareness and accountability among all employees, the Company conducted a series of activities for the Safe Production Theme Month in June 2025. Through diversified formats, these initiatives aimed to internalize safety values among all employees and solidify the foundations of safe production management.

During the event, the Company carefully planned and implemented two core initiatives

First, a Safety Production Month themed banner was produced, and employees were organized to sign their names in an orderly manner. Through this signing process, employees practiced their safety commitments with a solemn attitude, further strengthening the sense of responsibility that "Safe production is everyone's responsibility" and fostering a strong atmosphere for the theme month activities.

Second, a prize-winning quiz competition on safe production knowledge was held for all employees, with quiz content closely aligned with core knowledge, including safe production regulations, position-specific safety operating procedures, key points of hazardous chemical management, emergency response procedures, and the use of firefighting equipment. Covering scenarios across production, R&D, and administration, the competition fully mobilized the enthusiasm and participation of all employees.

The execution of the Safe Production Theme Month has effectively consolidated employees' knowledge reserves of safe production, heightened overall safety awareness and emergency response capabilities, and further solidified the shared commitment to "Safety First, Prevention Foremost, and Comprehensive Governance", providing robust support for the Company's ongoing efforts to establish a standardized and normalized safe production management system.

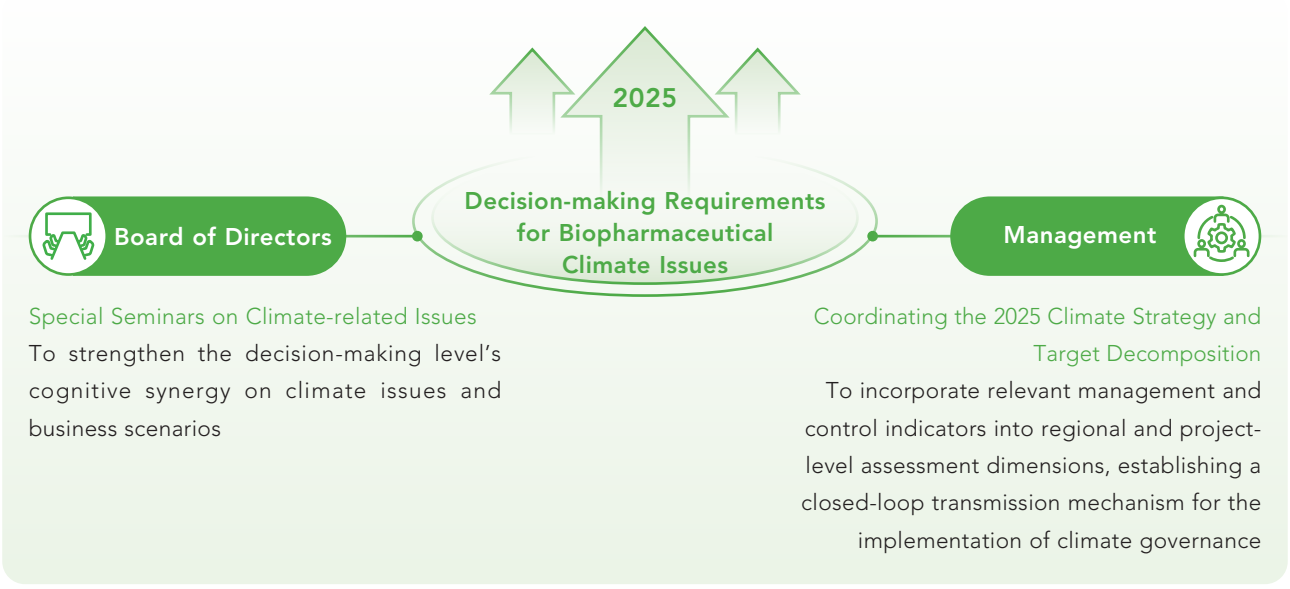
Photo: Training session during Safe Production Theme Month site

Climate Change Mitigation

Climate change represents a prominent global challenge whose impacts concern not only the stability and balance of natural ecosystems but also impose critical constraints on the sustainable development of human economies and societies. Moving towards carbon neutrality has become a consensus-driven direction for the future development across the global community. As a pioneer in the biopharmaceutical sector focusing on green R&D and low-carbon production, TransThera proactively analyzes the potential opportunities and risks brought by climate change to pharmaceutical R&D, production, and the supply chain systems. We actively respond to China's strategic commitment to carbon neutrality by 2060 and comprehensively integrate climate response measures into the entire lifecycle management of drug R&D, raw and auxiliary material procurement, manufacturing, and laboratory operations. At the same time, the Company fully integrates its own resources and capabilities with those of its industrial chain partners, actively shares practical experience in climate change response within the biopharmaceutical industry, and calls for collaborative efforts across all sectors to build a solid foundation for climate-resilient development in the pharmaceutical field.

Climate Governance

The management and control of climate-related risks and opportunities at TransThera is, first and foremost, anchored in the top-level alignment within its governance structure. At the Board level, the Company has clarified the Board's responsibilities for the identification, assessment, and supervision of climate-related issues. Relevant subject matter will also be incorporated into the Board's regular agenda in the future.



To align with the decision-making requirements of climate issues in the biopharmaceutical industry, the Board conducted specialized seminars on climate-related issues in 2025 to strengthen the decision-making level's cognitive synergy on climate issues and business scenarios. At the management level, the core management team took the lead in coordinating the 2025 climate strategy and target decomposition, and simultaneously incorporated relevant management and control indicators into regional and project-level assessment dimensions, establishing a closed-loop transmission mechanism for the implementation of climate governance.

Climate Adaptation Strategy

The Company continues to strengthen its assessment and management mechanism for climate risks and adaptation strategies to ensure that its strategic objectives remain aligned with the direction of sustainable development. By strengthening its response and adaptation to climate change, the Company further enhances its sense of environmental responsibility and creates potential market competitive advantages.

In 2025, based on its business operations and characteristics, and considering both internal and external environments such as global climate change trends and changes in relevant domestic and foreign laws and regulations, TransThera proactively identified and responded to the risks and opportunities that climate change may pose to the Group's business operations, with reference to the "Implementation Guidance for Climate Disclosures under HKEX ESG Reporting Framework" and the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). Considering the characteristics of the industry, we conducted a multi-period analysis of the impacts brought about by climate change:

Short-term	Medium-term	Long-term
Focus on the disruptions caused by extreme weather events (e.g., heavy rainfall and prolonged high temperatures) to the storage stability of laboratory samples/ reagents and the timeliness of production supply chain logistics, ensuring the continuity and safety of R&D experiments and production processes.	Address cost fluctuations in green procurement of raw and auxiliary materials amid the biopharmaceutical industry's low-carbon transition, as well as the demand for upgrading laboratory and production facilities driven by evolving green R&D and production standards; and optimize the low-carbon adaptability of R&D and production processes.	Target the industry gap in "Zero-carbon R&D and Production Services" by deploying technical systems and facility capabilities tailored for low-carbon R&D and green production, thereby supporting the industry's R&D and production demands for low-carbon transition.
(1-2 years)	(3-5 years)	

Climate Risk Management

In establishing a full-process climate risk management and control system, the Company has built a tiered risk management framework, taking its entire business chain from R&D and production to the supply chain as the primary carrier:

In the risk identification dimension, we systematically map climate-related risk factors across critical business stages throughout the entire lifecycle, including R&D project initiation, laboratory operation, manufacturing, and supply chain storage and transportation. Specifically, during the R&D project initiation, it is necessary to assess the climate suitability of the laboratory site, focusing on the impact of extreme temperatures on the operational stability of precision experimental equipment. At the manufacturing stage, focus shall be placed on the disruption of continuous operations in production workshops caused by extreme weather. At the supply chain storage and transportation stage, it is necessary to monitor the interference of extreme weather to the logistics transportation and storage safety of raw and auxiliary materials. At the same time, we dynamically track risk exposure levels for associated business operations in high-risk areas such as primary sourcing regions for raw and auxiliary materials and core logistics hubs.

At the risk assessment level, a climate risk classification mechanism is established with the core dimensions being the impact of risks on R&D progress, production continuity, and supply chain stability, as well as their occurrence probability. For example, logistics disruption caused by extreme weather in primary sourcing regions for raw and auxiliary materials is classified as a high-risk level due to its significant impact on supply chain stability and relatively high probability of occurrence. Indirect interference with equipment operation caused by seasonal low temperatures in laboratory locations is classified as a medium-risk level due to its limited scope of impact and controllable probability of occurrence.

In terms of the risk control and monitoring, for high-level climate risks, special control measures and emergency response plans have been implemented. For example, under high-temperature weather, we implement dual-machine redundancy configuration and operation and maintenance plans for laboratory temperature control equipment. During extreme rainfall weather, we optimize waterproof and moisture-proof measures and emergency transfer plans for the storage of raw and auxiliary materials. At the same time, we regularly iterate and update the risk management list to achieve precise control over losses caused by climate risks.

Climate Risk Management

Through regular assessment and internal reporting procedures, as well as interaction with external stakeholders (including our customers and suppliers, government agencies, and business partners), we have identified various risks and associated opportunities related to environmental, social, and climate-related issues during our years of operation.

Topics	Potential Risks, Opportunities, and Impacts
Energy and water resource use	Our energy consumption mainly comes from electricity. Therefore, we take various cost-reduction and efficiency-enhancement measures to improve work efficiency while reducing unnecessary energy consumption. Nevertheless, we may face increased costs brought by environmental protection equipment to better conserve energy consumption. In addition, we consume water resources during our operations. Through recycling, we improve the resource efficiency of production water usage and prevent unnecessary water resource waste.
Environmental protection management	To comply with laws, regulations, and standards relating to environmental protection, we will incur relevant production and operation costs primarily arising from the purchase and installation of environmental protection equipment and facilities, environmental impact monitoring, and hazardous waste disposal. As China's environmental regulations continue to evolve, we may be required to incur expenses to upgrade our facilities to comply with environmental regulations that may be adopted or implemented in the future.
Workplace safety	We attach importance to production safety and occupational health in our production and operations. We have adopted preventive approach and carried out hazard investigation, hazard management, and safety training. To ensure the effective implementation of such approach, we have formulated the EHS management system to provide employees with a safe and healthy working environment, thereby minimizing the occurrence of safety accidents. Our employees may also suffer work-related injuries. In **2023, 2024, and 2025**, the number of working days lost due to work-related injuries among our employees was 0 day. As of the end of the Reporting Period, we have not experienced any fatalities arising from our production operations.
Extreme weather response	Extreme weather conditions such as lightning, heavy rain, strong winds, and high temperatures may result in employee injuries, reduced production, decreased revenue, and supply chain disruptions. Under extreme weather, significant impacts occur on the Company's lightning protection measures, on-site personnel operations, and commuting safety, potentially leading to lightning strikes, poor drainage, and injuries to on-site operators. In response to adverse and severe weather conditions, we have established relevant emergency plans to ensure the Company's safe production under severe weather conditions. Our safety management team also pays timely attention to climate change and takes preventive measures in a timely manner.
Employment rights protection	Despite providing training, promotion opportunities, and benefits policies for our employees, we still face natural attrition of personnel. We respect the lawful employment relationships and rights established with each employee in the form of labor contracts and strive to reduce the employee turnover rate.
Supply chain management	Although we have established a full-chain supply chain management system covering supplier access audit, process performance control, and annual rating review, we remain exposed to various operational risks posed by cooperative suppliers. For instance, certain cooperative suppliers may face situations such as incomplete environmental approval procedures, expired safe production licenses, or failure to implement labor employment standards. These issues will not only affect the suppliers' own performance capabilities but may also extend to our business operations, adversely affecting supply stability and continuity of work progress.

04

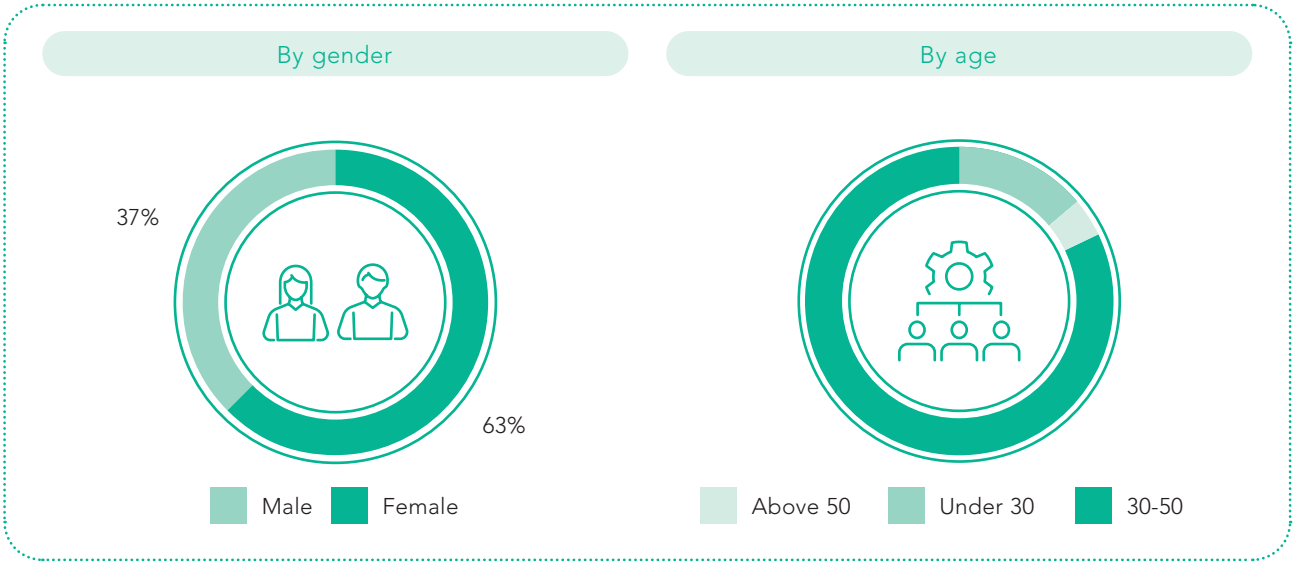
Talent Empowerment

Talent Empowerment

TransThera regards its employees as core assets for sustainable development, rigorously safeguarding their lawful rights and interests while fostering a harmonious, equal, healthy, and safe workplace environment. The Company has established a scientific performance assessment system, clear career development paths, and diverse skill and literacy training programs. It has also improved the all-round benefit and incentive mechanism, and continuously enhanced employees' sense of identity and belonging through strengthening employee communication and interaction, empowering the collaborative growth of individuals and the Company, and jointly promoting the development of the pharmaceutical and healthcare industry.

By actively encouraging employee communication, TransThera aims to continuously enhance the interaction between the Company and employees, thereby improving the overall work experience.

As of the end of the Reporting Period, TransThera had a total of 123 active employees, including 77 female employees, accounting for 63%; and 46 male employees, accounting for 37%. In addition, according to statistics, the total number of employees who resigned from the Company in 2025 was 2, and the turnover rate was 1.6%, which was at a stable level.



Equality and Diversity

TransThera upholds compliance employment and employee rights protection as an important cornerstone of its business development, and strictly abides by relevant laws and regulations such as the *Labor Law of the People's Republic of China* and the *Employment Contract Law*, as well as the *Provisions on the Prohibition of Using Child Labor*, ensuring that all human resources decisions and practices throughout the entire process are lawful and compliant.

To achieve the standardization and normalization of labor management, the Company has formulated and implemented a series of internal institutional documents such as the *Employee Handbook*, the *Human Resources Management Procedure*, the *Standard Management System for Employee Employment and Termination*, the *Employee Attendance and Leave Management Regulations*, the *Employee Benefit Management System*, the *Compensation Management System*, the *Performance Assessment Management System*, the *Promotion Management System*, the *Training Management System*, and the *Organizational Structure Management System*, based on the talent characteristics of R&D enterprises. Clear and executable operational standards have been established across critical areas such as recruitment and employment, dismissal management, compensation calculation, leave entitlements, occupational health, skills training, and promotion and development, providing solid institutional support for employee rights and interests.

In addition, the Company abides by business ethics and the compliance bottom line, ensures that employees meet the legal employment age standards through multiple control measures, and strictly prohibits the employment of child labor and the use of forced labor. The Company has established a sound supervision and verification and violation handling mechanism, initiating immediate verification and serious handling procedures for any suspected violations. During the Reporting Period, no illegal or non-compliant incidents related to child labor employment or forced labor occurred.

In the future, we will continue to integrate the concepts of diversity, equality, and compliance into the entire recruitment and employment process. We remain steadfast in our core employment orientation of "selecting candidates based on both character and competence through comprehensive evaluation", resolutely eliminate all forms of employment discrimination, and ensure that talents of different religious beliefs, nationalities, races, genders, and age backgrounds enjoy equal opportunities in recruitment, career development, and promotion, effectively safeguarding equal employment rights. Relevant principles and codes of conduct have been included in the *Employee Handbook*, establishing them as shared commitments for all employees.

By the end of 2025, the Company's total workforce was 123 employees, with its diverse composition continuing to expand. During the year, the Company welcomed 1 Zhuang ethnic employee, bringing the team to include talents of multiple nationalities and ethnicities, such as American Chinese, Korean Chinese, Manchu, and Zhuang. Employees of all ethnicities and backgrounds collaborate in an environment of equality and respect, jointly contributing to the Company's development. Male and female employees are balanced across various business lines and functional levels, which not only reflects the Company's gender-neutral principle in talent selection and role allocation but also provides equal career development and promotion channels for talents of different genders.

Human Resources Planning

In 2025, closely centering on strategic development needs, the Company utilized "precise talent recruitment and talent stabilization to consolidate the foundation" as its core approach, and systematically built an efficient talent management system to promote deep synergy between human resource allocation and business strategy, continuously empowering the high-quality development of the Company.

In terms of precise talent recruitment, the Company focused on the four core business segments of production operations, quality control, market expansion, and capital operations. For key positions such as production head, quality head, business development manager, securities representative, and investor relations officers, we established a dual recruitment standard of "professional competency suitability + strategic development alignment". Through diversified channels such as internal referrals, precise industry headhunting, and professional recruitment platforms, we achieved a 100% annual placement rate for critical positions. The swift onboarding of core backbones not only solidified the talent foundation for the Company's compliant production, market expansion, and efficient communication in the capital market but also directly guaranteed the smooth advancement of annual strategic objectives.

In terms of talent stabilization to consolidate the foundation, the Company completed a comprehensive talent inventory in the first half of 2025, identifying core talent groups to guide subsequent retention efforts. On this basis, the Company continuously strengthened the sense of belonging and achievement of core talents through measures such as optimizing dual career development channels (management channel + technical expertise channel) and upgrading performance incentive mechanisms. This ultimately achieved a 100% retention rate of core talents, establishing a stable intellectual support for technological iteration and business innovation. Throughout the year, only two employees resigned, resulting in an exceptionally low turnover rate of 1.6%, significantly outperforming industry averages. Such low turnover rate reflected the Company's deep commitment to its "people-oriented" development concept – by improving the employee rights protection system and creating an open and inclusive workplace atmosphere, the Company successfully built a symbiotic ecosystem where talent and the enterprise thrive in harmony, providing a solid guarantee for the sustained and stable operation of its businesses.

achieved a **100%** annual placement rate for critical positions

achieved a **100%** retention rate of core talents

an exceptionally low turnover rate of **1.6%**

Talent stability is the core support for strategic continuity. In 2025, with the precise filling of key positions and the efficient retention of core talents, the Company successfully created a talent echelon with a reasonable structure and strong execution capabilities, effectively promoting the transformation of human resource advantages into strategic execution efficiency. Looking ahead, the Company will continue to iterate and optimize its talent management system, support the sustainable development strategy with a superior talent ecosystem, and facilitate the synergistic growth in commercial value and social value.

Employee Compensation and Benefits

The Company has formulated targeted internal control management systems such as the *Employee Benefits Management Standard Procedures*, the *Compensation Management Standard Procedures*, the *Performance Assessment Management Standard Procedures*, and the *Employee Attendance and Leave Management Standard Procedures*, building a management closed-loop with clear powers and responsibilities and standardized processes. The compensation system adopts a diversified structure integrating basic salary, allowances, performance-based salary, and bonuses, which not only guarantees the stability of employees' basic income but also achieves fairness in value distribution through performance assessment. This effectively motivates employees across R&D, production, management, and other functions, and aligns with the incentive requirements for professional talents in the pharmaceutical industry.

The Company strictly follows national labor protection-related laws and regulations. On the one hand, it implements the principle of salary confidentiality to maintain a fair competitive environment in the workplace and mitigate internal management risks caused by salary information leakage. On the other hand, it makes contribution to social insurance and housing provident fund in full for all employees, establishing a solid foundation for employees' livelihood security, thus effectively safeguarding employees' basic rights and interests while fostering harmonious and stable labor relations.

The Company strictly protects employees' statutory holiday leave rights while expanding paid leave coverage to align with the needs of employees at different life stages, covering diversified scenarios such as annual leave, marriage leave, bereavement leave, maternity leave, breastfeeding leave, and caregiving leave. By designing a leave system that balances compliance and humanistic care, we respect employees' personal lives and family responsibilities, help alleviate work stress, achieve a dynamic work-life balance, and enhance team cohesion and sense of belonging.

In addition to basic benefits, the Company provides employees with daily allowances such as meal allowances, transportation subsidies, and high-temperature subsidies, precisely addressing actual work and life needs. At the same time, it establishes diverse wellness benefits, conveying care through marriage gifts, maternity gifts, and condolence payments, coupled with thoughtful initiatives such as birthday benefits and holiday benefits, enabling employees to genuinely feel the warmth of the organization and fostering a caring workplace ecosystem.

Statutory Benefits

- Full contributions to pension insurance, medical insurance, unemployment insurance, work-related injury insurance, and maternity insurance, as well as the housing provident fund
- Various types of paid leave, including annual leave, marriage leave, bereavement leave, maternity leave, breastfeeding leave, and work-related injury leave

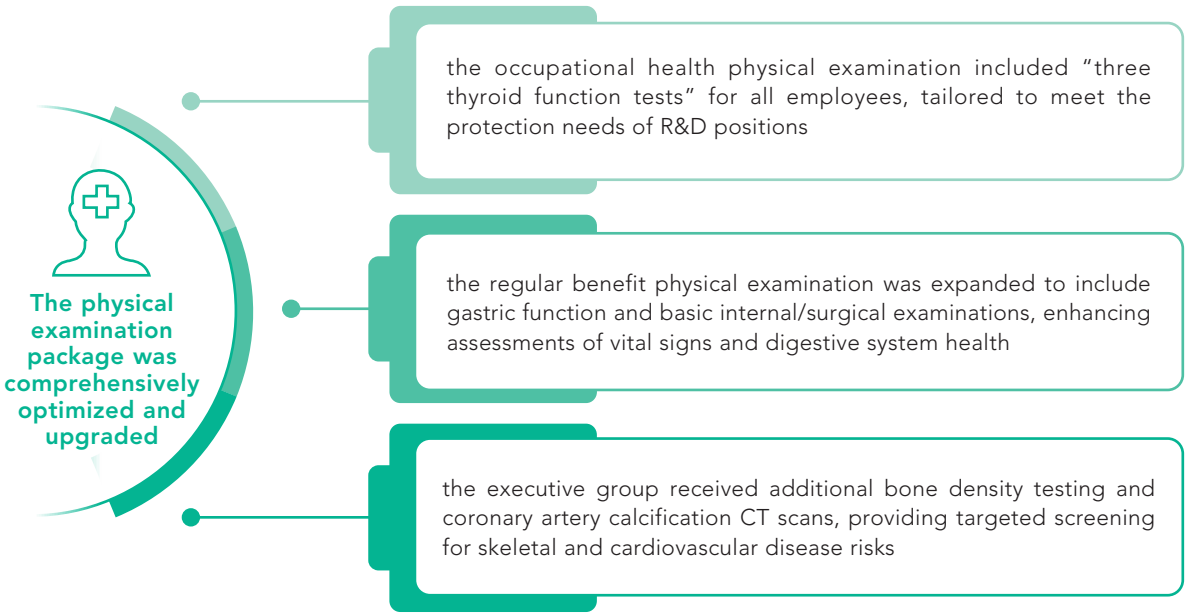
Supplementary Benefits

- Commercial insurance (including personal accident insurance), meal allowances, business travel allowances, transportation subsidies, high-temperature subsidies, holiday gifts, birthday celebrations, employee medical checkups, team-building activities, wellness tea breaks, and care packages for sick employees

The Company has established a "prevention-protection-empowerment" three-in-one health and welfare system, providing annual physical examination services for employees to enable early screening and early intervention of health risks. Supplementary commercial medical insurance further enhances the medical coverage network and reduces employees' healthcare burden. At the same time, the Company carries out various employee activities on a regular basis, balancing physical and mental health with team building. These initiatives not only help employees alleviate R&D and work pressure but also build a platform for their exchange and interaction, creating a positive, healthy, and collaborative work atmosphere.

Case All-staff Physical Examination

In August 2025, the Company carried out the annual physical examination for all employees and implemented differentiated solutions based on job characteristics to strengthen employee health protection. For R&D personnel whose work involves prolonged exposure to experimental reagents and high-intensity tasks, a customized occupational health physical examination package was provided, strictly implementing occupational health norms with a focus on occupational disease prevention and control. Non-R&D personnel were uniformly scheduled for regular benefit physical examinations.



After the physical examination, the Company specially invited a team of professional physicians to provide one-on-one report interpretation services for employees in need, demystifying complex health reports and promoting employees' transformation from passive physical examination to active health management.

Case **Employee Activities**

(1) On April 25, 2025, the Company organized an outdoor camping team-building activity themed "Stepping to the Rhythm of Spring, Setting Free Your Beautiful Mood (踏響春天旋律放飛美麗心情)" at the NICE CAMP Foshou Lake Campground in Nanjing. This activity allowed employees to relieve stress in a natural setting and fostered interactions among colleagues that extended beyond work into personal lives.

Photo: Outdoor team-building activity of "Stepping to the Rhythm of Spring, Setting Free Your Beautiful Mood" site

(2) On July 26, 2025, the Company held an employee assembly and Guandan (摜蛋) competition themed "Forging a Listing Milestone Together, Embarking on a Brilliant New Journey (同鑄上市豐碑共赴閃耀新程)" at the Wenjing Hotel, Nanjing North Station. The event reviewed the Company's development journey, communicated future strategies, and strengthened the alignment of employee and corporate interests. The accompanying Guandan competition built a collaboration platform, further enhancing team cohesion.

Photo: Employee Assembly and Guandan Competition of "Forging a Listing Milestone Together, Embarking on a Brilliant New Journey" site

(3) From September 15, 2025, the Company organized a three-day employee tour themed "Immersing in the Scenery of Southern Anhui – A United Team Enjoying the Thrills of Drifting (縱情皖南山水間團隊同心樂漂流)", providing employees with space for informal communication and facilitating relaxation and stress relief.

Photo: Employee tour themed "Immersing in the Scenery of Southern Anhui – A United Team Enjoying the Thrills of Drifting" site

Promotion Mechanism

The Company centers its operations on institutional standardization, improving its promotion and assessment system to establish fair and transparent career development pathways. Through the *Promotion Management System* and the *Performance Assessment Management System*, processes are dynamically optimized to cater to the unique characteristics of R&D, management, and other positions, balancing the objectivity of quantitative assessment with the innovativeness and exploratory nature of R&D work, avoiding mechanical evaluation from restricting innovation vitality, and improving the scientific rigor of the system and position suitability.

Annual promotion implements closed-loop management: the Human Resources and Administration Department prepares a list of promotion positions based on strategic planning. Hiring departments lead the recommendation and comprehensive assessment of candidates for promotion. If horizontal rotation is required, the cycle, method, and assessment criteria must be clarified. The Human Resources and Administration Department summarizes and verifies the materials and reports to management for approval, ensuring openness and transparency throughout the process. This system strengthens the rigor of talent selection, clarifies career development expectations, and effectively motivates employees to perform their duties and foster innovation.

Employee Training

TransThera continues to refine its multi-channel and multi-tier talent development system to broaden career advancement opportunities for employees, achieving 100% training coverage across the entire workforce. Supported by normalized and precise training, the Company continues to optimize its talent team structure and activate internal organizational momentum, facilitating the alignment of individual employee value with corporate development, and providing solid talent support for high-quality growth.

1. New Employee Training

Training content covers introductions to the team structure, the dissemination of attendance systems and the Employee Handbook, and interpretations of welfare and training systems. Concurrently, hands-on OA workflow training and IT skills training are conducted, including conference equipment operation, internal office software application, and account password management and usage instructions for various information systems. In addition, special confidentiality training is advanced simultaneously to strengthen new employees' confidentiality awareness, comprehensively supporting their swift integration into the organization and fulfillment of duties.

2. Drug R&D Training

The training covers model-guided drug R&D definitions and common modeling analysis methods, featuring in-depth explanations of PBPK and POP-PK models with case studies. It also addresses key topics such as dose exploration and optimization, as well as practical applications in synthesizing external controls.

3. Cybersecurity Training

The training content centers on raising awareness about Cybersecurity Awareness Week and interpreting the importance of cybersecurity, with emphasis on key points for protecting personal digital information security and precautions for corporate cybersecurity prevention.

4. External Training

Training content focuses on compliance and practical operations, covering the General Rules of Volume IV of the Pharmacopoeia of the People's Republic of China (2025 Edition) (2025年版《中國藥典》四部通則), 1100 Biological Test Methods (1101/1105/1106/1107), and 92000 Microbiology-related Guidance Principles (92000微生物相關指導原則). Simultaneously, practical training on microbial-related examination methods of the Pharmacopoeia is conducted.

Case New Employee Training

TransThera has developed a special integration training system for new employees, focusing on the core objectives of rapid adaptation to job roles and the corporate environment, as well as clarifying codes of conduct. Training content covered introductions to the team structure, the dissemination of attendance/welfare/training systems and the Employee Handbook. Concurrently, practical teaching such as OA workflow operation and IT skills were conducted, including conference equipment operation, internal office software application, and information system account management. In addition, special confidentiality training was advanced simultaneously to strengthen confidentiality awareness, comprehensively supporting new employees' swift integration into the organization and fulfillment of duties.

Photo: New Employee Orientation Manual

Case Drug R&D Training

In January 2025, the Company carried out an internal special training on "Model-guided Drug R&D", focusing on core technology empowerment and professional capability improvement. The training covers core definitions and common modeling analysis methods, featuring in-depth explanations of PBPK and POP-PK models with case studies. It also addressed key topics such as dose exploration and optimization, as well as practical applications in synthesizing external controls, supporting relevant employees in consolidating their professional foundations and improving technical application capabilities.

Photo: Drug R&D Training site

Case Cybersecurity Training

In September 2025, the Company carried out a special training session themed "Cybersecurity for the People, Cybersecurity by the People (網絡安全為人民，網絡安全靠人民)". The training content centered on raising awareness about Cybersecurity Awareness Week and interpreting the importance of cybersecurity, with emphasis on key points for protecting personal digital information security and precautions for corporate cybersecurity prevention, effectively strengthening cybersecurity protection awareness and capabilities of all employees.

Photo: Offline cybersecurity training site

Case **External Training on "Microbiological Practical Drill of the Pharmacopoeia of the PRC (2025 Edition)"**

In October 2025, in response to the requirements of the Jiangsu Medical Products Administration for Drug Marketing Authorization Holders (MAHs), the Company dispatched quality control technicians to participate in the "Microbiological Practical Drill of the *Pharmacopoeia of the PRC (2025 Edition)*" training. The training closely followed the two core goals of compliance requirements and practical ability improvement. The content comprehensively covered key chapters such as 1101/1105/1106/1107 under the 1100 Biological Testing Methods of the General Rules of Volume IV of the Pharmacopoeia of the People's Republic of China, as well as the 9200 series of Microbiology-related Guidance Principles, supplemented by systematic hands-on training. Through this training, the professional qualification level and practical skills of quality control technicians were effectively strengthened, ensuring the compliant and standardized operation of the Company's quality control activities.

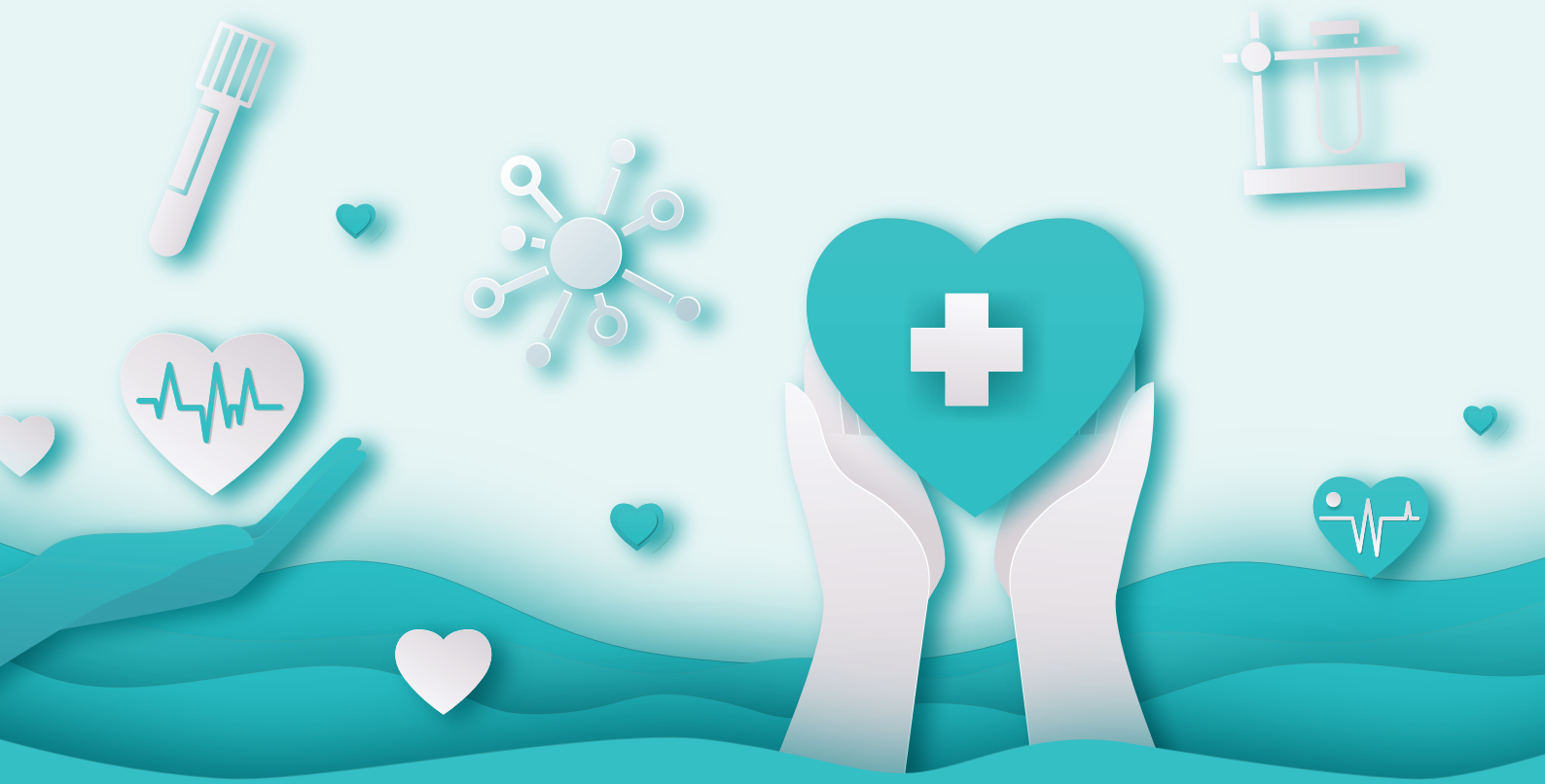
Employee Care

TransThera regards its employees as the core cornerstone for technological breakthroughs and social responsibility commitments. The Company deeply integrates humanistic care into its ESG governance system, and responds to employees' diversified needs with precise and personalized initiatives to solidify the foundation for mutual growth and shared prosperity between the Company and its workforce.

The Company has established a close-knit care mechanism for employees on long-term sick leave. During extended sick leave, the Human Resources and Administration Department leads the formation of care teams to conduct home visits, which not only conveys care but also gains a deeper understanding of the recovery progress of the employee and family care needs. Simultaneously, they explain disease assistance and leave protection policies, helping employees navigate relevant entitlements during rehabilitation to alleviate their concerns.

05

Medical Accessibility



Medical Accessibility

Social Welfare

In terms of practicing social welfare and fulfilling social responsibility, TransThera remains steadfast in its founding mission of "Delivering Well-being with the Power of Medicine (以醫藥之力傳遞安康)". Leveraging its core strengths in innovative drug R&D, the Company focuses on health and wellbeing while empowering the industry through diverse philanthropic initiatives.

Case "A Book Corner in Every Classroom" Public Welfare Initiative

From 2021 to 2023, we joined hands with the Fujian Province Dan Dang Zhe Action Education Foundation (福建省擔當者行動教育基金會) to deeply engage in the "A Book Corner in Every Classroom" rural children's reading assistance project.

The Company not only provided targeted donations of high-quality books covering children's literature, scientific enlightenment, and pharmaceutical health popularization to children in Guizhou Province but also leveraged the project partner's expertise to provide systematic reading education services to partner rural schools, such as providing reading guidance tools and assisting in organizing reading sharing activities, helping schools cultivate a conducive reading environment.

The initiative effectively addresses the shortage of high-quality reading resources in rural schools, enriched the spiritual and cultural life of rural children, and supported the development of rural basic education with practical actions. It embodied corporate social responsibility by making knowledge accessible to all.

Industry Exchange

In terms of academic achievement promotion and scientific research contribution, TransThera has also achieved eye-catching scientific research results. The article *A model for decoding resistance in precision oncology: acquired resistance to FGFR inhibitors in cholangiocarcinoma* was published in Annals of Oncology, *Tinengotinib for adults with advanced or metastatic cholangiocarcinoma: a multicentre, open-label, phase 2 trial* was published in The Lancet Gastroenterology and Hepatology, and *Targeting high-risk MYC-overexpressed osteosarcoma with an Aurora kinase inhibitor: results from a pilot umbrella trial* was published in the journal Npj Precision Oncology.

Among these achievements, we have established models elucidating the mechanisms of resistance to FGFR inhibitors, providing a scientific basis for the rational design of next-generation FGFR inhibitors. In addition, Phase II trial data demonstrate that Tinengotinib (TT-00420) achieves durable responses and survival prolongation in patients with cholangiocarcinoma, with its performance gaining peer recognition and supporting the initiation of Phase III registrational trials. Furthermore, feasibility validation of genome-guided precision therapy for osteosarcoma indicates the effective inhibitory effect of Tinengotinib on tumors with specific genetic abnormalities. These research outcomes have contributed valuable evidence-based information to the field of precision oncology treatment, helping to promote scientific progress and clinical translation exploration in relevant therapeutic areas. Set out below is a summary of the main results of TransThera's conference presentations in 2025:

Summary of Presentations at Academic Conferences in 2025

Conference Name	Title	Date
1. American Society of Clinical Oncology Gastrointestinal Cancers Symposium (ASCO GI)	Tinengotinib in patients with advanced, metastatic cholangiocarcinoma: Overall survival results and biomarker correlative analysis from a phase 2 clinical trial	January 2025
2. ASCO Genitourinary Cancers Symposium	A phase 1b/2 study evaluating the activity of tinengotinib in combination with androgen receptor pathway inhibitors (ARPIs) in patients with metastatic castration resistant prostate cancer (mCRPC)	February 2025
3. American Association for Cancer Research (AACR)	Safety and pharmacokinetics of tinengotinib monotherapy in different doses and dosing schedules in advanced solid tumors	April 2025
4. American Association for Cancer Research (AACR)	Correlation of clinical and biomarker data in FGFR inhibitor failed metastatic cholangiocarcinoma patients with tumor response to tinengotinib	April 2025
5. American Society of Clinical Oncology (ASCO)	Phase 1 study of TT-00973-MS, a highly selective and potent AXL inhibitor, in patients with advanced solid tumors	May 2025
6. European Society for Medical Oncology (ESMO)	Survival and safety of tinengotinib in pooled patients with advanced, fibroblast growth factor receptor (FGFR) inhibitor refractory/relapsed cholangiocarcinoma (CCA)	October 2025
7. San Antonio Breast Cancer Symposium (SABCS)	Tinengotinib in advanced or metastatic HR+/HER2- and TNBC: efficacy and biomarker correlative analysis from a phase Ib/II study	December 2025
8. American Society of Hematology (ASH)	Preliminary efficacy and safety of TT-01488, a novel, non-covalent, reversible BTK inhibitor, in patients with relapsed/refractory mantle cell lymphoma	December 2025

Collaborative Empowerment

Over the years, we have accelerated the R&D and commercialization of innovative anti-tumor therapies through diversified cooperation modes with international and domestic innovative pharmaceutical companies, effectively improving the medical accessibility for patients worldwide and locally.

In terms of global market layout, in November 2025, we entered into a royalty-bearing patent assignment and research collaboration agreement with Neurocrine, a U.S. biopharmaceutical company, to develop NLRP3 inhibitors for the treatment of various diseases, establishing a global operation governance model with clear powers and responsibilities. Under this agreement, Neurocrine was granted exclusive development, manufacturing, and commercialization rights in regions outside Greater China, while TransThera retained the rights to develop, manufacture, and commercialize NLRP3 inhibitors in Greater China (Mainland, Hong Kong, Taiwan, Macau). The total potential value of this cooperation reached US$881.5 million, providing important support for us to further expand our global business operations.

In terms of local innovation synergy, we actively promote the deep integration of internal R&D achievements and external innovative forces. Through a strategic cooperation with Akeso, Inc. focused on the treatment of advanced hepatocellular carcinoma, we are jointly promoting the Phase II clinical studies of the independently developed Core Product Tinengotinib in combination with Akeso's world-first PD-1/CTLA-4 bispecific antibody Cadonilimab and PD-1/VEGF bispecific antibody Ivonescimab. The clinical protocol for this combination therapy obtained approval from the National Medical Products Administration of China in March 2025. We aim to fully unlock the clinical value of the product portfolio by leveraging the synergistic anti-tumor effects between small molecule drugs and dual-target immune checkpoint inhibitors, providing more efficient and breakthrough treatment options for patients with advanced liver cancer.

Appendices

Content Index of the Environmental, Social and Governance Reporting Guide

Aspect	Description	Location
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Green Development
A1.1	The types of emissions and respective emissions data.	Data Statistics Table
A1.2	Emissions (in tonnes) and (if applicable) intensity (e.g. per unit of production volume, per facility) of direct (scope 1) and energy indirect (scope 2) greenhouse gases.	Data Statistics Table
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Data Statistics Table
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Data Statistics Table
A1.5	Description of emission target(s) set and steps taken to achieve them.	Green Development
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.	Green Development
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Green Development
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).	Data Statistics Table
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Data Statistics Table
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Green Development
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.	Green Development
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Data Statistics Table

Aspect	Description	Location
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Green Development
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Green Development
Aspect A4: Climate Change		
General Disclosure	Policies for identifying and addressing significant climate-related matters that have and may have an impact on the Issuer.	Green Development
A4.1	Description of significant climate-related matters that have and may have an impact on the Issuer, and countermeasures.	Green Development
B. Social		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Talent Empowerment
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Data Statistics Table
B1.2	Employee turnover rate by gender, age group and geographical region.	Data Statistics Table
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Talent Empowerment
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Talent Empowerment
B2.2	Lost days due to work injury.	Data Statistics Table
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Talent Empowerment

Aspect	Description	Location
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Talent Empowerment
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Data Statistics Table
B3.2	The average training hours completed per employee by gender and employee category.	Data Statistics Table
Aspect B4: Labor Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	Talent Empowerment
B4.1	Description of measures to review employment practices to avoid child and forced labor.	Talent Empowerment
B4.2	Description of steps taken to eliminate such practices when discovered.	Talent Empowerment
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Innovative Operations
B5.1	Number of suppliers by geographical region.	Data Statistics Table
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.	Innovative Operations
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Innovative Operations
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Innovative Operations
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Innovative Operations

Aspect	Description	Location
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Data Statistics Table
B6.2	Number of products and service related complaints received and how they are dealt with.	Innovative Operations
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Innovative Operations
B6.4	Description of quality assurance process and recall procedures.	Innovative Operations
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Innovative Operations
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Sustainable Development Governance
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.	Sustainable Development Governance
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Sustainable Development Governance
B7.3	Description of anti-corruption training provided to directors and staff.	Sustainable Development Governance
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Medical Accessibility
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Medical Accessibility
B8.2	Resources contributed (e.g. money or time) to the focus area.	Medical Accessibility

Data Statistics Table

Indicator	2025
Emissions	
Total greenhouse gas emissions (Scope 1 & Scope 2) (tonnes)	728.89
Direct greenhouse gas emissions (Scope 1)	0
Purchased energy indirect greenhouse gas emissions (Scope 2)	728.89
Value chain indirect greenhouse gas emissions (Scope 3)	71.77
Total greenhouse gas emissions per employee (tonnes/employee)	5.93
Total air emissions (tonnes)	0.14
Total air emissions per employee (tonnes/employee)	0.001
Total hazardous waste produced (tonnes) |	18.27
Total hazardous waste produced per employee (tonnes/employee)	0.15
Total non-hazardous waste produced (tonnes)	0.86
Total non-hazardous waste produced per employee (tonnes/employee)	0.01
Water Resource Consumption	
Water consumption (tonnes)	3,497
Total water consumption per employee (tonnes/employee)	28.43
Energy Consumption	
Total energy consumption (kWh in '000s)	1,036.09
Gasoline	0
Electricity	1,036.09
Total energy consumption per employee (kWh in '000s/employee)	8.42
Packaging Materials	
Total packaging material used for finished products (tonnes)	0

Indicator	2025
Employees	
Total workforce	123
By Gender	
Female	77
Male	46
By Employment Type	
Full-time	123
Part-time	0
By Age	
Under 30	17
30 to 50	101
Over 50	5
By Region	
China	121
Outside China	2
By Employee Category	
Senior management	8
Middle management	16
General staff	99
Employee turnover rate	1.60%
By Gender	
Female	2.53%
Male	0.00%
By Age	
Under 30	0.00%
30 to 50	1.94%
Over 50	0.00%
By Region	
China	1.63%
Outside China	0.00%

Indicator	2025
Lost days due to work injury	0
Average lost days due to work injury per employee	0
Percentage of Employees Trained	
By Gender	
Female	62.60%
Male	37.40%
By Employee Category	
Senior management	6.50%
Middle management	13.01%
General staff	80.49%
Average Training Hours Completed per Employee	
By Gender	
Female	18.01
Male	17.40
By Employee Category	
Senior management	4.31
Middle management	18.72
General staff	18.72
Number of Suppliers by Geographical Region	
China	239
Outside China	25
Percentage of total products sold or shipped subject to recalls for safety and health reasons	0
Number of concluded legal cases regarding corrupt practices brought against the Company or its employees	0

藥捷安康（南京）科技股份有限公司

TransThera Sciences (Nanjing), Inc.