欧康维视
OcuMension

Ocumension Therapeutics
(Incorporated in the Caycan Islands with limited liability)
Stock code: 1477

2025

Environmental, Social and Governance Report

Table of Contents

Overview

01

Robust Operation and Steadfast Pursuit of Long-Term Development

02

R&D Innovation for Health Accessibility

03

Diversity and Inclusion for Employee Development

04

Low-Carbon and Environmentally Friendly Practices for Green Development

05

Community Engagement in Creating a Vision of Light

Appendix: Index for ESG Reporting Code

About the Report

The Report is the sixth Environmental, Social and Governance (ESG) report issued by Ocumension Therapeutics, aiming to introduce the Group's ESG strategies, practices, measures and results from both environmental and social perspectives to our stakeholders.

Reporting scope

The Report covers Ocumension's principal operations in China, wherein the key performance indicators (KPIs) in environmental and climate areas mainly cover the Group's office buildings and laboratories in Shanghai, Suzhou, Beijing and Hangzhou as well as Suzhou manufacturing plant, and the social KPIs mainly cover the Group and all its subsidiaries in China. The reporting period is from 1 January 2025 to 31 December 2025 (Reporting Period).

Reporting definition

For ease of presentation, Ocumension Therapeutics is also referred to as "Ocumension", "the Group" or "we/us".

Access method

The electronic version of the Report is accessible from the official website of the Group at https://www.ocumension.com/ and the website of the Stock Exchange of Hong Kong Limited (HKEx) at www.hkexnews.hk.

Reporting principles

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Code (the ESG Reporting Code) set out in Appendix C2 to the Rules Governing the Listing of Securities on Main Board of the Stock Exchange of Hong Kong Limited.

The Report follows the principles set forth in the ESG Reporting Code, including:

- **Materiality:** The Group identifies key ESG issues through stakeholder engagement and materiality assessment, and discloses accordingly in the ESG Report.
- **Quantitative:** The Report uses quantitative data to present KPIs in environmental and social areas, with narratives provided to explain the purpose and impacts.
- **Balance:** Based on this principle, the contents of the Report reflect objective facts related to the Group's ESG management.
- **Consistency:** The Report adopts the same data disclosure and statistical methods as the 2024 Report did to ensure the comparability of information.

The Report is provided in Traditional Chinese and English for readers' reference. In case of any discrepancy between the two versions, the traditional Chinese version shall apply and prevail.

About Ocumension

Ocumension is a China-based ophthalmic pharmaceutical platform company dedicated to identifying, developing, and commercialising first- or best-in-class ophthalmic therapies. On 10 July 2020, Ocumension was listed on the Main Board of the HKEx with a stock code: 1477.

Our mission	To provide Chinese ophthalmic patients with excellent and comprehensive treatment solutions through continuous scientific search and innovation
Our vision	To provide a world-class pharmaceutical total solution to address significant unmet ophthalmic medical needs in China

Since our inception, we have been focusing on building a platform integrating specialised capabilities in each major functionality involved in an ophthalmic drug's development cycle, from research and development (R&D), manufacturing, to commercialisation. The Company believes that its ophthalmic pharmaceutical platform with significant first-mover advantages will enable it to secure a leading position in China's ophthalmic industry.

As of the end of 2025, the Group had 43 drug assets for both front and back of the eye that constitute a complete product line of ophthalmic drugs, of which 27 products were in the commercialization stage, 3 products had entered phase III clinical trials, and 1 product had entered the commercial registration stage. Our core product Youshiying® (0.18mg Fluocinolone Acetonide Intravitreal Implant) has been officially approved for marketing in China and included in the National Reimbursement Drug List (NRDL). Our innovative anti-allergy drug Zerviate® (Cetirizine Hydrochloride Eye Drops) and anti-VEGF drug Boyoujing® (Aflibercept Biosimilar) have also been officially approved for marketing in China.

In 2025, products of Ocumension that were certified, approved, and made progress in clinical research and development were detailed below

In 2025, a total of 11 products obtained marketing approval, including Dexamethasone Intraocular Suspension Injection System, Levofloxacin Eye Drops (MD), Brimonidine Tartrate Ophthalmic Solution (MD), Pranoprofen Eye Drops (MD), Oxybuprocaine Hydrochloride Eye Drops (UD), Bromfenac Sodium Eye Drops, Tafluprost Eye Drops (UD), Emedastine Difumarate Eye Drops (MD), Polyvinyl Alcohol Eye Drops (UD), Tropicamide Phenylephrine Eye Drops (UD), and Aflibercept Biosimilar (OT-702). Two products, namely Fluocinolone Acetonide Intravitreal Implants and Betaxolol Hydrochloride Eye Drops, were included in the priority review procedure of the National Medical Products Administration (NMPA).

In August 2025

The second Phase III clinical trial of Treprostinil Eye Drops (OT-301) achieved its primary endpoint.

In June 2025

The Phase III clinical trial of our internally developed product Pilocarpine Hydrochloride Eye Drops (OT-802) for presbyopia indication was approved by the Centre for Drug Evaluation (CDE) of the National Medical Products Administration (NMPA) of China.

In May 2025

The fluocinolone acetonide intravitreal implant (OT-703) was approved to conduct Real World Research in the Hainan Boao Lecheng International Medical Tourism Pilot Zone of China. OT-703 is an injectable, non-biodegradable fluocinolone acetonide intravitreal implant indicated for the treatment of diabetic macular edema (DME).

Product pipelines

Anterior Segment Disease

1 Refractive Correction

- OT-101 0.01% Atropine Sulfate Eye Drops
- OT-802 Pilocarpine Hydrochloride Eye Drops

2 Glaucoma

- OT-301 Treprostinil Eye Drops
- Shilida® Latanoprost Eye Drops
- Shilijia® Latanoprost and Timolol Eye Drops
- Beiteshu Betaxolol Hydrochloride Eye Drops
- Outuobang® Tafluprost Eye Drops
- Oudesai® Brimonidine Tartrate Eye Drops

3 Conjunctivitis

- Zhiweitai® Cetirizine Hydrochloride Eye Drops
- Aimeiding® Emedastine Difumarate Eye Drops
- Aisaiping® Azelastine Hydrochloride Eye Drops
- Natezhen® Natamycin Eye Drops
- Kangwenjuan® Moxifloxacin Hydrochloride Eye Drops
- Kangxiaoqing® Levofloxacin Eye Drops
- Oushu® Bromfenac Sodium Eye Drops
- Ouran® Pranoprofen Eye Drops

4 Dry Eye Disease

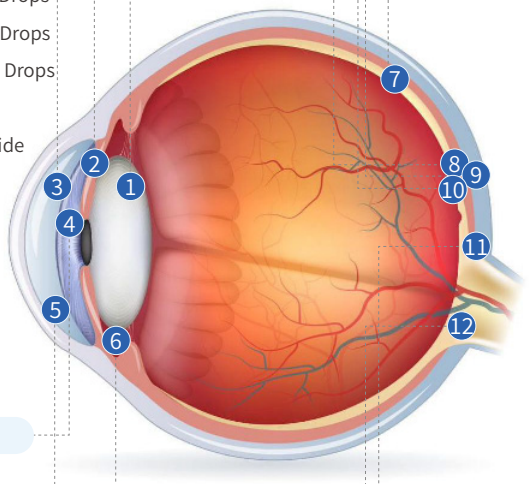
- Ouqin® Sodium Hyaluronate Eye Drops
- Siran® Polyethylene Glycol Eye Drops
- Xinleiran® Hypromellose, Dextran and Glycerin Eye Drops
- Leiran® Dextran 70 and Hypromellose Eye Drops
- Beiran® Dextran 70 and Hypromellose Eye Drops
- Ouxiaoqing® Diquafosol Sodium Eye Drops
- Oushijie® Polyvinyl Alcohol Eye Drops
- OT-211 TRPM8 Receptor Agonist
- OT-202 Spleen Tyrosine Kinase Inhibitor
- OT-503 Fluticasone Propionate Nanocrystals

5 Post-Corneal Transplantation Rejection

- OT-1301 Cyclosporine Implant

6 Post-Ocular Surgery Inflammation

- OT-601-C Moxifloxacin and Dexamethasone Eye Drops
- OT-502 Dexamethasone Ophthalmic Suspension Injection



Posterior Segment Disease

7 Chronic Non-infectious Uveitis Involving the Posterior Segment

- Youshiying® Fluocinolone Acetonide Intravitreal Implant

8 Wet Age-related Macular Degeneration

- OT-701 Ranibizumab Biosimilar
- Boyoujing® Aflibercept Intraocular Injection Solution

9 Diabetic Macular Edema

- Ouxinjing® Fluocinolone Acetonide Intravitreal Implant 0.19mg

10 Retinitis Pigmentosa and Dry Age-related Macular Degeneration

- OT-1601 Stem Cell Therapy

11 Secondary Choroidal Neovascularization

- Weisuda'er® Verteporfin for Injection

12 Optic Neuritis

- OT-1602 Stem Cell Therapy

13 Ophthalmic Examination and Surgery

- Ougaolin® Oxybuprocaine Hydrochloride Eye Drops
- Saifeijie® Cyclopentolate Hydrochloride Eye Drops
- Aierkaiyin® Proparacaine Hydrochloride Eye Drops
- Lishede® Fluorescein Sodium Injection
- Ouzhimin® Compound Tropicamide Eye Drops
- Huishi® Balanced Salt Solution
- Kangshu® Eye Cleaning Cotton Pads

- Currently undergoing global multi-center or domestic clinical trials
- Original innovative products approved by the U.S. Food and Drug Administration (FDA)

Key ESG performance of 2025

Total energy consumption
13,738.56 MWh

Energy consumption intensity
17.08 MWh per million RMB revenue

a decrease of
54.38% year on year

Total water consumption
54,904.80 tonnes

Total water consumption intensity
68.26 tonnes per million RMB revenue

a decrease of
59.76% year on year

Total hazardous waste emission
50.11 tonnes

Hazardous waste emission intensity
62.30 kg per million RMB revenue

a decrease of
28.21% year on year

Total workforce
552

an increase of
12.9% year on year

Female workforce proportion
46.9%

Workforce trained
92%

Average training hours
29.1 hours

Suppliers
1,292

an increase of
17.0% year on year

Registered trademarks
320

Patents
72

Customer complaints
2

Awards and honours

Ocumension was honoured with
the "Top 20 Shanghai-Hong Kong-Shenzhen Stock Connect Value Enterprises" Award
presented by Shanghai Leading Investment Consulting Co., Ltd. and Cailian Press.

ESG Governance

The Board statement

The Group highly values ESG-related matters. The Board of Directors of the Group (the Board) takes overall responsibility for ESG-related matters, integrating them into the Group's development strategy and guiding the management and supervision of the Group's ESG issues. The Board discusses the latest development in ESG-related matters every year. During the Reporting Period, the Board held several meetings to discuss and review ESG-related matters such as the Group's manpower budget, compensation and welfare, product project approval, intellectual property rights.

Looking to the future, Ocumension will continue to promote green low-carbon transformation, fulfill social responsibility, improve corporate governance standards, in order to maximize the comprehensive value of the economy, society and the environment. We believe that through continuous efforts and innovation, the Group will contribute more to sustainable development.

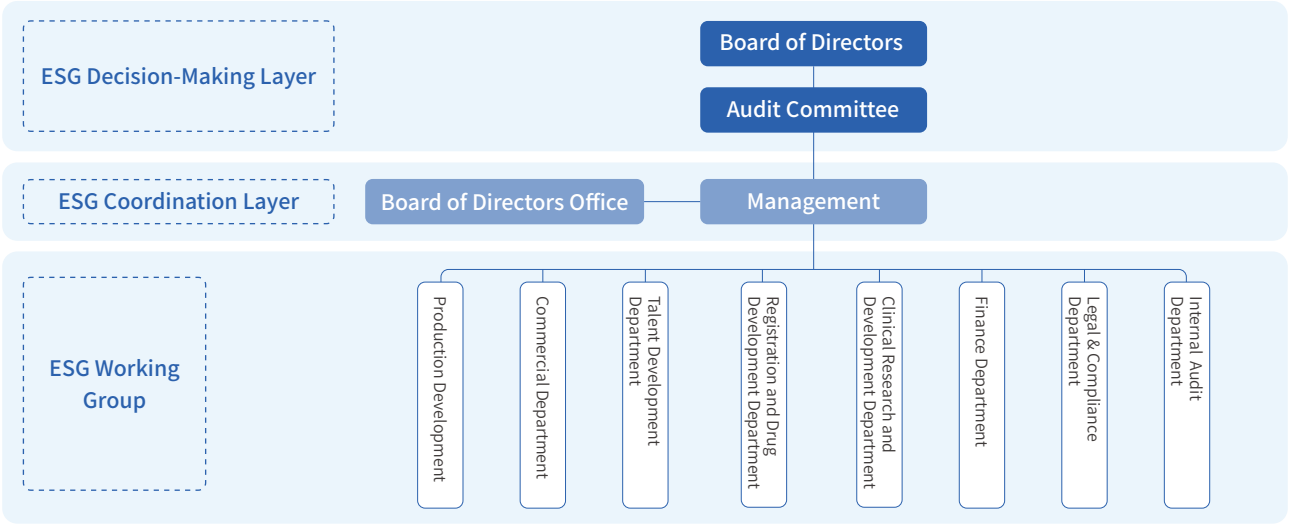
ESG management strategy

At the Group, we are seeking continuous improvement of the ESG management system and optimise our internal management while providing advanced high-quality ophthalmic pharmaceutical products and services to Chinese consumers. We have established a three-level ESG governance structure composed of the Board, management, and an ESG Working Group composed of major departments of the Group, thus creating a top-down ESG management system.

The Board of Directors assumes full responsibility for the Group's ESG matters including climate change issues and is responsible for formulating management policies and strategic objectives for ESG matters including climate change issues and conducting regular strategic optimization and adjustment based on the achievement of the objectives. Meanwhile, the Board receives annual reports from the Board Office on the Group's ESG risks and opportunities (including climate change risks and opportunities), and assesses, prioritizes and manages material ESG risks and opportunities. The Board incorporates ESG risks and opportunities (including climate change risks and opportunities) into its decision-making considerations, and weighs relevant factors, when necessary, in the process of supervising the Group's overall strategy, major transaction decisions, risk management procedures and related policies. The Audit Committee of the Group, as the representative of the Board, assists the Board in the overall management and supervision of the Group's ESG management work including climate change issues and ESG information disclosure.

The Group's management is responsible for implementing ESG management work including climate change issues, and the Board Office takes the lead in reporting the progress and results of ESG-related work to the Board on an annual basis. Meanwhile, the management is responsible for reviewing the assessment results of ESG risks and opportunities (including climate change risks and opportunities) annually, formulating and supervising the implementation of response strategies for ESG risks and opportunities, and coordinating various departments to establish a cross-departmental collaboration mechanism for ESG risks and opportunities.

The ESG Working Group is responsible for undertaking ESG management and reporting work including climate change issues. Meanwhile, it identifies and assesses ESG risks and opportunities (including climate change risks and opportunities) annually, promotes the response to ESG risks and opportunities within its department, facilitates the achievement of ESG-related objectives, and puts forward suggestions on ESG-related work.



Communication with stakeholders

The requirements and expectations of stakeholders are an important basis for Ocumension to determine the direction of sustainable development. The government and regulators, shareholders and investors, employees, customers/patients, partners/suppliers, peer companies/industry associations, media and communities are the Group's main stakeholders. We have maintained effective communication with various stakeholders to keep abreast of their demands and expectations, and to discuss and respond to the ESG issues they concern, thereby determining the focus and direction of our ESG management.

Stakeholders	Expectations and concerns	Communication channels	Communication frequency
Government and regulators	• Business ethics and integrity • Payment of taxes • Industry cooperation and developmen	• Compliance management • Voluntary taxation • Complying with national policies • Continuous R&D and innovation • Risk analysis and reporting • Timely reporting of adverse events • Active participation in government projects	Multiple times per year
Shareholders and investors	• Business ethics and integrity • Return on investment • Standardised management and governance • Information disclosure	• Announcements and circulars • Financial reporting • Shareholders' meeting • Roadshow • Investor meetings	Multiple times per year
Employees	• Employee rights and benefits • Employee training and development • Occupational health and safety	• Regular meetings and training • Employee care activities • Internal websites	Multiple times per month
Customers/ patients	• Product quality and safety • Product innovation and development • Protection of rights and interests of customers and patients • Responsible marketing and customer satisfaction	• Daily communication and meetings • Training courses • Academic seminar • R&D cooperation • Service hotline and email	Multiple times per month
Partners/ suppliers	• Technical exchange and communication • Loyal implementation of agreements performance • Industry cooperation and development • Sustainable supply chain management	• Daily communication and meetings • Business visits to factories • Audit and performance assessment	Multiple times per month
Peer companies/ industry associations	• Product quality and safety • Industry cooperation and development • Listening to patient feedback	• Industry exchange • Benchmarking	Multiple times per year
Media	• Product quality and safety • Community welfare	• Official website • Daily communication	Multiple times per year
Community	• Community welfare	• Public welfare activities	Multiple times per year

Materiality assessment

The Group conducts regular materiality assessments to identify key areas of focus for ESG management in the future. The specific steps are as follows:

Identify ESG issues

We identified ESG issues relevent to the Group in accordance with the requirements of the ESG Reporting Guide, and in line with peer benchmarking and expert research and judgement.

Determine the materiality

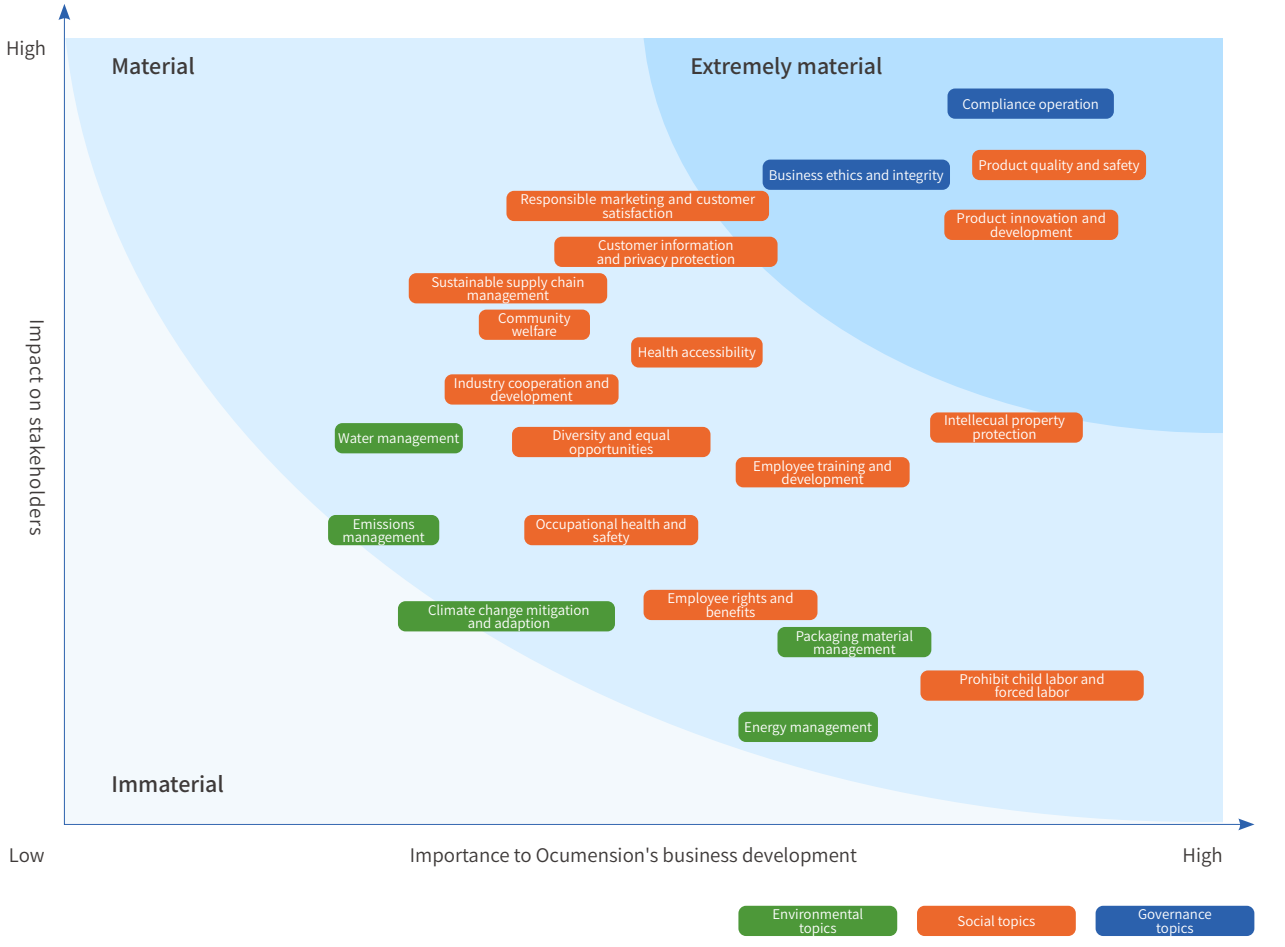
We assessed the materiality of every issue from the two perspectives of "Importance to Ocumension's business development" and "Impact on stakeholders" through interviews and materiality evaluation questionnaires with internal stakeholders of the Group, then created a materiality assessment matrix.

Verify the assessment results

Management and the ESG Working Group reviewed and comfirmed the assessment results.

In 2025, as there were no significant changes in the Group's business, taking into account the ESG trend and the Company's actual situation, the Group used the results of materiality assessment in 2024 after discussion and analysis. The specific ESG materiality matrix is as follows:

Ocumension's Materiality Matrix



01

Robust Operation and Steadfast Pursuit of Long-Term Development

Sound corporate governance is the foundation for compliance operation and efficient management. In strict accordance with the laws and regulations of the regions where businesses are conducted, Ocumension establishes a sound governance mechanism for compliance operation and practices high standards of business ethics. We also constantly strengthen information security and privacy protection, providing a solid guarantee for the Company's sustainable development.

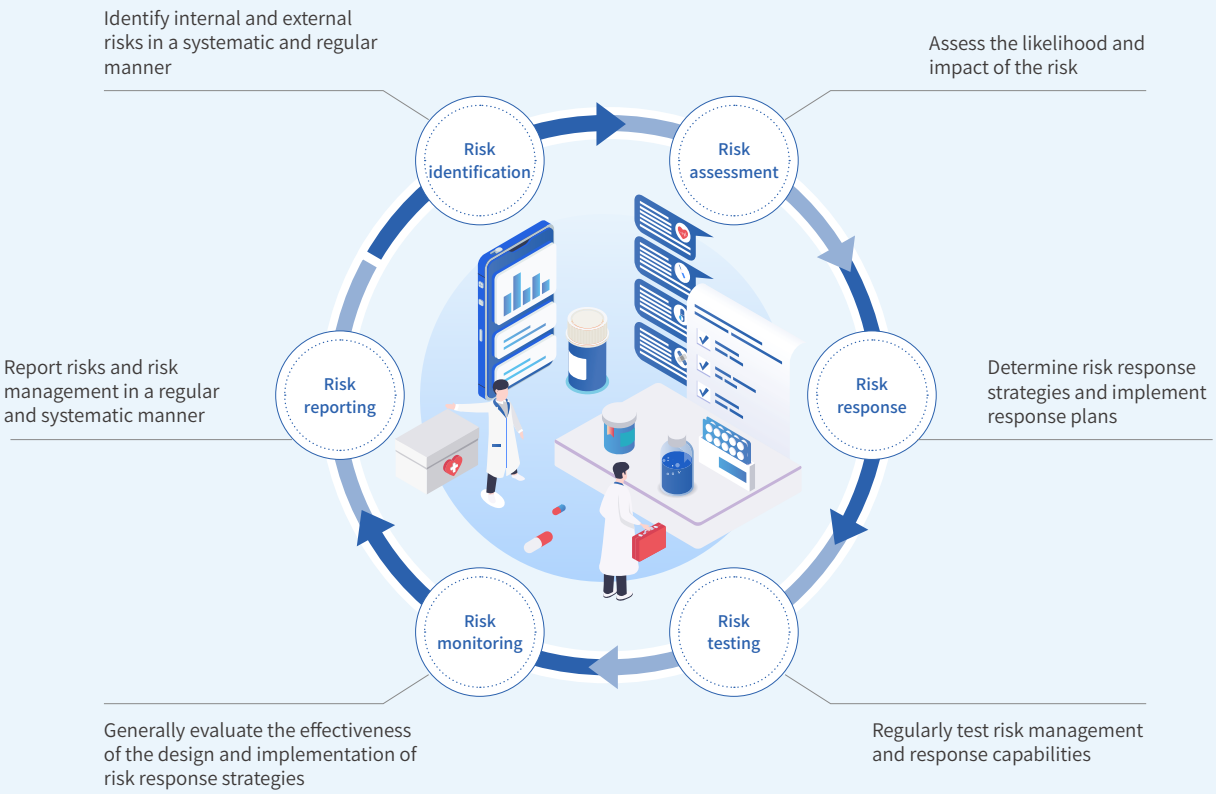
Contribution to the SDGs

Internal control and risk management

Ocumension strictly abides by the Criminal Law of the People's Republic of China《中華人民共和國刑法》, the Pharmaceutical Administration Law of the People's Republic of China《中華人民共和國藥品管理法》, the Anti-Unfair Competition Law of the People's Republic of China《中華人民共和國反不正當競爭法》and other laws and regulations, and has established a sound risk identification and compliance management system, ensuring compliance operation.

We have established a compliance committee led by the CEO to guide, supervise, and coordinate the compliance management of the Group. We have formulated the Internal Audit Requirements 《內部審計規定》 to clarify the responsibility and authority of the Internal Audit Department, and the independence requirements for the department, as well as the internal audit methods and standards, including developing an audit plan, clarifying the audit scope, reporting deficiencies, recording and tracking the rectification processes, regularly reporting internal control audits to management, and implementing appropriate off-duty audit procedures on resignation or transfer of senior management.

In terms of risk management, we effectively identify, actively manage, and prevent compliance risks through the establishment of the Risk Management Manual《風險管理手冊》, the Contract Management Regulations《合同管理規定》and the Guidelines for the Promotion of Pharmaceutical Products《藥品推廣準則》and other policies. By implementing the 6-step risk management procedures, i.e., risk identification, risk assessment, risk response, risk testing, risk monitoring and risk reporting, we formulate targeted risk response measures based on the prioritisation of risks, and conduct a reassessment of the residual risks.



In 2025, the Internal Audit Department conducted an annual risk assessment and completed 4 special audits. With respect to the internal control deficiencies identified during the audit process, we made audit recommendations, implemented the rectification plan and tracked it for checks to ensure 100% completion of rectification and reported the results to the Audit Committee and the Management layer regularly.

Business ethics

Adhering to business ethics, Ocumension has formulated the Compliance Manual《合規手冊》to standardize compliance and business ethics practices, and strictly prohibits bribery, extortion, fraud and money laundering. All new joiners are required to complete the training on the Compliance Manual《合規手冊》within one month upon getting on board, and sign a Letter of Commitment on Compliance Manual《合規手冊承諾書》. In terms of anti-corruption in the medical field, we revised the Guidelines for the Promotion of Pharmaceutical Products《藥品推廣準則》in 2025 to incorporate the requirements for the registration of medical representatives into the institutional specifications. We also revised the Employee Travel and Expense Reimbursement Regulations 《員工差旅及費用報銷》 to further refine and adjust the requirements for the review, classification and supporting documentation of expense reimbursement, so as to regulate expense control and guard against potential business ethics risks. With regard to the restriction of business ethics for cooperative partners, we have formulated the Partner Code of Conduct《合作夥伴行為準則》. The policy regulates business ethics practices such as anti-bribery, anti-corruption, anti-unfair competition, trade secrets, conflict of interest, and anti-money laundering, and requires suppliers to sign the Partner Code of Conduct《合作夥伴行為準則》together with the contract.

We ensure the standard implementation of all kinds of operation activities through daily compliance supervision, reporting, and cultural promotion, and carry out compliance evaluation for each employee. Meanwhile, we have incorporated compliance evaluation into the performance assessment of employees and their superior leaders, thereby enhancing the compliance awareness of employees at all levels.

The Group has set up a compliance office for all employees to receive compliance consultation and compliance reports submitted by all employees. We keep confidential information related to compliance consultation and compliance reports as well as employee information. No employee will be punished by the Group or retaliated by others as a result of a compliance report. For those who engage in retaliation, the Group will punish them in accordance with the relevant rules and regulations. We have established whistle-blowing channels for both internal and external stakeholders and introduced relevant terms in the agreement template of the Group. We updated the Compliance Manual《合規手冊》 in 2025 and added external reporting channels. Employees may file complaints and reports to the externally retained law firm, which will be anonymised through the external channel before being submitted to the internal management, further strengthening whistleblower protection.

Reporting channels mainly include

Internal reporting email

compliance@ocumension.com

Internal reporting hotline

+86-21-2289-3633

External stakeholder reporting email

complaintbox@ocumension.com

The Group attaches great importance to the dissemination of compliance awareness and concepts among all employees. We formulate compliance training plans every year and regularly organize diversified training sessions by means of email, online learning platforms and external training. In 2025, the business ethics training we conducted covered anti-fraud, business compliance, interpretation of laws, regulations and policies, and requirements for the co-organization of clinical and academic promotion conferences, achieving 100% employee coverage. Meanwhile, in this year, we also provided anti-corruption training for all members of the Board of Directors based on materials including the Staff Anti Fraud Training 《全員反舞弊培訓》 and the Guidelines for Corporate Governance of the Board of Directors and Directors 《董事會及董事企業管治指引》, jointly promoting a clean and honest industry atmosphere.

- In 2025

the Group had **no cases** involving corruption

Information security and privacy protection

Ocumension strictly complies with the laws and regulations like the Cybersecurity Law of the People's Republic of China《中華人民共和國網絡安全法》, the Personal Information Protection Law of the People's Republic of China《中華人民共和國個人信息保護法》, and the Data Security Law of the People's Republic of China《中華人民共和國數據安全法》. We have formulated the Provision of Management Information Systems《信息系統管理規定》and the Electronic Equipment Management Regulations《電子設備管理規定》and the Management Procedures of Data Backup and Recovery《數據備份及恢復管理規程》and the Management Procedures for Data Server and Server Room《數據服務器和機房管理規程》, thereby optimising the configuration and use of electronic equipment and software and avoiding losses to the employee or the Group due to improper use to safeguard the Group's information security. We have also set out stringent provisions on information security and confidentiality in the Compliance Manual《合規手冊》, the Employee Handbook《員工手冊》and the Information Security and Confidentiality Guidelines《信息安全與保密準則》 to prevent information leakage, and adopted a series of measures to fully protect personal information and privacy, improving the information security and confidentiality system.

- For the collection and utilisation of personal information related to employees, patients, medical professionals, customers and contractors involved in the course of business, we will handle it with care in accordance with relevant national laws and regulations, social concepts and internal rules and regulations of the Group to avoid information leakage or illegal use.
- Permissions are arranged for top-secret information such as the Group's important plans, confidential information, and the Group's financial statements to ensure that only authorised personnel can access it.
- For trade secrets, we sign with employees the Non-Disclosure Agreement《保密協議》and relevant confidentiality commitments, confidentiality guarantees or confidentiality declarations and other documents according to work needs, and provide Trade Secret Training《商業秘密培訓》.
- In the agreement templates, we require cooperative partners to undertake to comply with the Group's Partner Code of Conduct《合作夥伴行爲准則》 and the Partner Personal Information and Data Protection Guidelines《合作夥伴個人信息與數據保護準則》.

Information system management personnel conduct annual inspections of information technology security in various departments, including whether there are any hidden risks in the local area network, whether user password settings are following the regulations, etc. In addition, information system management personnel are responsible for the supervision, data backup, virus prevention, and physical security of network and software systems within the Group to eliminate safety hazards. Meanwhile, we set the file server's three-level authorisation of read-only, read-write, and administrator to improve the efficiency of corporate file management while ensuring security. We also seek to safeguard the integrity and confidentiality of our data and trade secrets by maintaining the physical security of our premises, and the physical and electronic security of our information technology systems. Meanwhile, we strengthen our data security management by introducing a VPN access system and a bastion host system. In 2025, we introduced a Security Operations Service Platform to host core assets, and obtained timely information security risk alerts, thereby improving the efficiency of information security protection.

In terms of preventing data loss, we regularly drill for data backup and restoration every year to prevent business interruption caused by major system problems. During the Reporting Period, we conducted 1 data backup and recovery drill. Meanwhile, we enhance the awareness of information protection and reduce the risk of information leakage by conducting training on information security and privacy protection. In 2025, Ocumension conducted 1 IT training session for all employees and 4 IT training sessions for new employees. The relevant training covered the importance of information security, information security preventive measures, confidentiality leakage prevention, and password rules, among other topics.

02

R&D Innovation for Health Accessibility

Ocumension is committed to providing Chinese ophthalmic patients with excellent and comprehensive treatment solutions through continuous scientific research and innovation. We vigorously leverage years of experience in the ophthalmic field to explore, identify, develop, produce and acquire ophthalmic medicines, wholeheartedly providing patients with high-quality products and services, ensuring that patients receive the best treatment plan. We have also established a responsible supply chain to ensure product quality and continue to safeguard patients' eye health.

Contribution to the SDGs

Health accessibility

With the responsibility of "guarding vision, restoring colour sensation, and preventing colours from becoming memories", we are committed to building a comprehensive drug portfolio for the treatment of major ophthalmic diseases by pursuing dual-source innovation strategies through authorised introduction/acquisition or internal R&D. We strive to develop, manufacture and commercialize innovative quality products and leading treatments for Chinese patients with eye diseases.

Dual-Source Innovation

- **Independent R&D**
  Research on new mechanisms
  Improve the use and compositions of drugs
- **Authorised introduction**
  The pioneered and best drugs of their kinds

Registration and Development

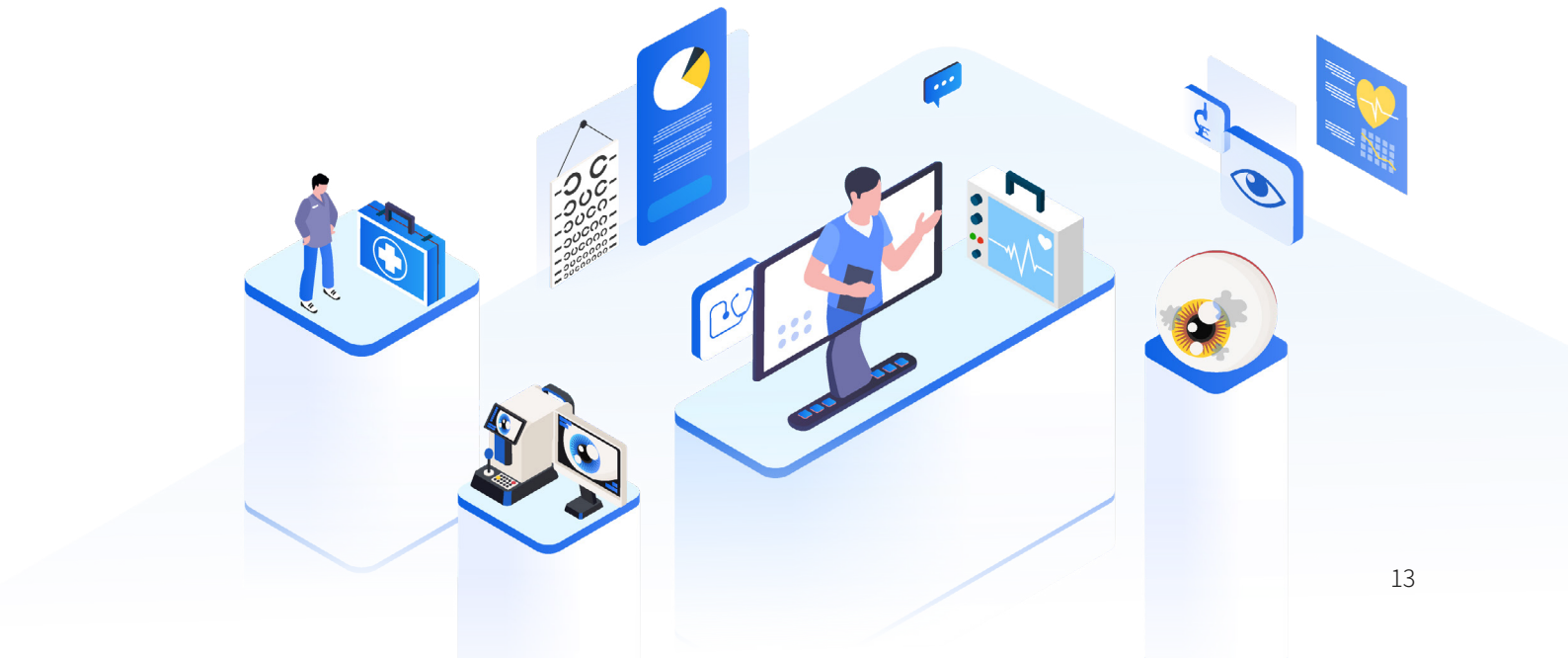
- **Optimised and innovative registration processes**
  Approved new drug marketing application based on Real World Research data
- **Efficient and excellent development strategy**
  Apply for a clinical trial waiver and priority review
  Accelerate clinical approval with bridging trials

Commercialisation

- **Mature commercial platform**
  KOL network
  Global business development capabilities
  Continuously expanding sales teams
- **Innovative and outstanding marketing strategies**

Production and Manufacturing

- **The production site has officially commenced commercial operations**
  Independently developed and licensed products are available
  Mass production of high-standard products by automated intelligent equipment



Full life-cycle management

Ocumension has been focused on building an ophthalmic platform that integrates professional capabilities in the full cycle of ophthalmic drug development from R&D, production to commercialisation. Strictly adhering to the Pharmaceutical Administration Law of the People's Republic of China《中華人民共和國藥品管理法》, the Good Clinical Practice of Pharmaceutical Products《藥物臨床試驗質量管理規範》, the Measures for the Administration of Drug Registration《藥品註冊管理辦法》, and other laws and regulations on various quality control measures, we have formulated the Quality Manual《質量手冊》, the Quality Risk Management Protocol《質量風險管理規程》 and other institutional documents to manage the entire life cycle of R&D, clinical trial, registration, production and sales of pharmaceuticals, ensuring that medicines are safe, effective and of controllable quality.

We are committed to establishing and developing fully integrated R&D capabilities, using them as an internal engine to promote our agenda of discovering, developing, and commercialising the most innovative and best-in-class treatments for patients with eye diseases in China. As of the end of the Reporting Period, our R&D team comprised 55 members, 4 of whom held medical doctorates and 35 of whom held master's degrees. The members possessed a full range of capabilities and multidisciplinary backgrounds from processes like the discovery of new medicine and preclinical studies to clinical trials and extensive professional knowledge in the fields of pharmacology, toxicology, traditional medicine and chemistry, and many members have more than 10 years of experience in the field of ophthalmology.

As of the end of the Reporting Period

our R&D team comprised **55** members

4 of whom held medical doctorate

35 of whom held master's degrees

Pharmaceutical development

In the product design and R&D phase, we uphold the concept of Quality by Design (QbD). Based on a full understanding of the Quality Target Product Profile (QTPP) and Critical Quality Attributes (CQAs), integrating all key process parameters and the range of key process parameters involved in CQAs, to strengthen the understanding of and control over the pharmaceutical process and ensure continuous control over product quality.

We have owned an advanced Chemical, Manufacturing and Control (CMC) research laboratory to develop innovative and generic ophthalmic drugs, such as sterile solutions, gel suspensions, nano or microemulsions, etc. Our laboratory in the Suzhou manufacturing plant is equipped with above 100 world-class precision instruments (including such preparation equipment as small filling machines, ultrasonic generators and stirrers and such analytical instruments as high performance liquid chromatograph, gas chromatography and Malvern mastersizer.) and advanced scientific data management systems to enhance our pharmaceutical R&D capabilities and guarantee the reliability and traceability of experimental data.

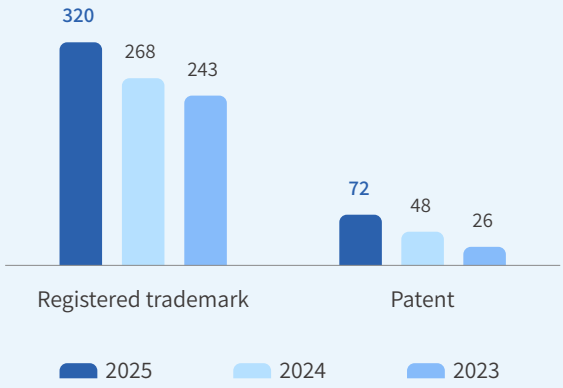
Laboratory

Our pre-clinical animal testing is conducted in strict compliance with the Regulations for the Administration of Affairs Concerning Experimental Animals 《實驗動物管理條例》 and other laws and regulations governing the administration of experimental animals. We adhere to high standards of ethical practice and scientific behaviour in all experiments, and ensure that all work is done in compliance with relevant R&D ethics and animal ethics policies through monitoring and recording. In 2025, we further strengthened the supervision of external Contract Research Organisations (CROs), upgraded the Standard Operating Procedures (SOPs), and increased the frequency of on-site inspections, thereby further improving the protection and management of animal ethics.

We know that strengthening the refined management of IP, controlling potential IP risks, and safeguarding the legitimate rights and interests of intangible assets are the basis for nurturing core competitiveness. In our Compliance Manual《合規手冊》, we have made detailed provisions on the ownership, transfer, application, filing, transfer and use of IP to enhance systematic IP protection. Where the Group's IP is infringed, the Group will take timely action to redrive IP protection through submission of objections, filing of lawsuits and other methods. In 2025, we revised the Intangible Assets Management System, added the definition of commercial rights and interests, and adjusted the acceptance requirements for different types of intangible assets, to protect intangible assets including intellectual property rights, improve their utilisation efficiency, and thus enhance the Group's innovation capability and core competitiveness.

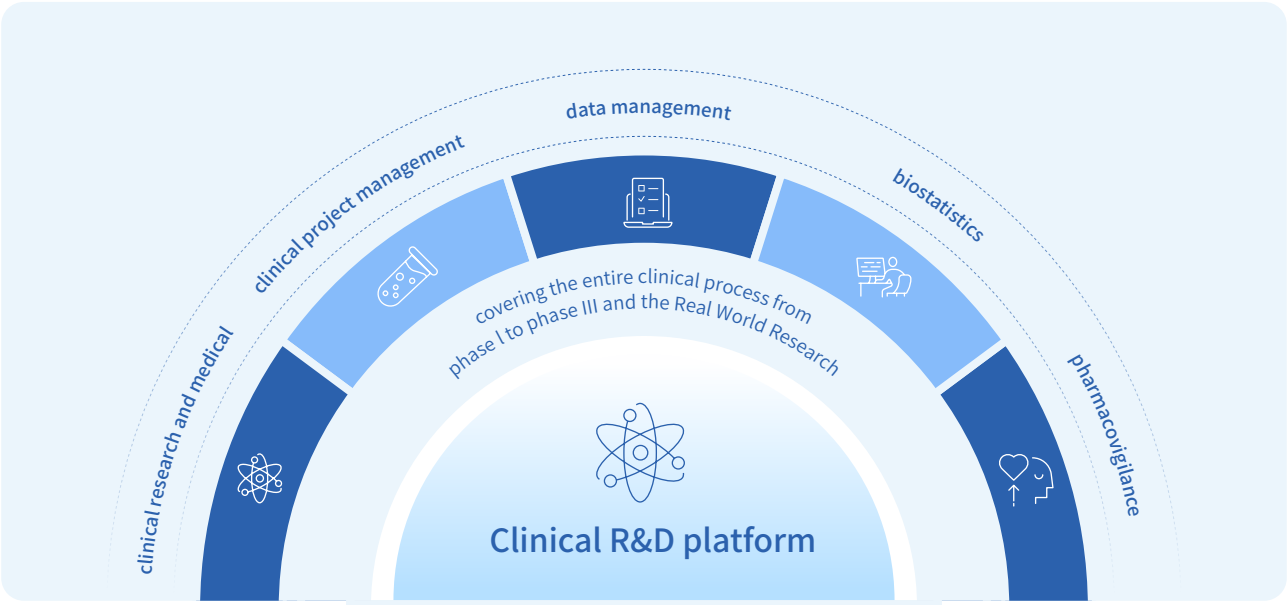
As of the end of the Reporting Period, the Group has registered 320 trademarks and owned 72 patents.

Number of registered trademarks and patents



Clinical research and development

We have established a complete clinical R&D platform built with functions of clinical research and medical, clinical project management, data management and biostatistics, pharmacovigilance, etc., covering the entire clinical process from phase I to phase III and the Real World Research. For each clinical development project, we designate a project manager to formulate clinical development plans, design experimental plans, and supervise trial execution with project team members. To ensure the quality and efficiency of clinical trials, we also engage leading professional Contract Research Organizations (CROs) to conduct daily management and execution of clinical trials. In addition, we have developed a quality control system for clinical R&D focusing on quality and established a standard procedure to ensure clinical trials are effective, and formed a clinical research quality control team with members from various departments such as medicine, operations and pharmacovigilance for regular quality supervision and management of clinical trials.



To expand the scope and efficiency of our clinical trials, we collaborated with industry-leading research organizations to manage, conduct and support our pre-clinical studies and clinical trials. For the selection of CROs, we follow strict audit standards to assess them from their professional qualifications, research experience, industry reputation, adequacy of clinical trial equipment, and data management systems, etc. Further, we sign a cooperation agreement with the CRO and reach agreements in terms of service, time limit, payment, IP and risk allocation.

In order to ensure the safety of clinical trials, we strictly implement the Good Clinical Practice《藥物臨床試驗質量管理規範》and other related requirements, and set up a post of pharmacovigilance specialist to be responsible for the monitoring, collection, analysis, investigation and reporting of all adverse drug reactions, and to cooperate with drug administration agency to conduct investigations. Our clinical teams communicate with contracted research organizations regarding adverse events in a timely manner during clinical trials. Our pharmacovigilance escalation system covers the entire pharmacovigilance workflow across the entire pharmaceutical lifecycle. At the same time, we ensure that our subjects' rights and interests are well protected by means of informed consent, regular reports of adverse reactions, purchase of patient insurance, and free drug treatment.

We attach importance to the capacity building of the clinical team and carry out various internal communication and training activities at the project and department levels, such as clinic research-related training, monthly clinical R&D meetings, etc., to ensure full coverage of clinical R&D staff. In addition, we encourage clinical R&D personnel to participate in external exchanges or professional vocational training activities. During the Reporting Period, we organized in-depth training for the Clinical Research Associate (CRA) team on the OT-211 Eye Drops (cold sensory receptor modulator) project. The training covered protocol interpretation, monitoring standards, and data quality control requirements, aimed at strengthening internal learning and communication, standardising operating specifications, and ensuring clinical quality. In addition, we actively participated in external training and seminars, including the OT-211 Investigator Meeting, the 2025 Annual Conference of the Society for Clinical Data Management (SCDM), and training on drug registration change management, to keep abreast of the latest laws and regulations, learn cutting-edge industry technologies, and enhance professional capabilities.

Product registration

Ocumension strictly complies with the Measures for the Administration of Drug Registration《藥品注冊管理辦法》 and other relevant pharmaceutical regulatory provisions. We take the initiative to understand the registration practices of regulatory bodies and communicate with the relevant regulator on the approval of new drugs for clinical research. We are committed to promoting the commercialisation of our drug candidates in China with maximum efficiency, using our extensive regulatory and commercial expertise, as well as the best regulatory channels.

To ensure that the Group's product R&D and registration is carried out in a standardized and orderly manner, we have established the R&D Registration Committee. The committee discusses and resolves principle issues arising from the formulation of the overall R&D plan, the development strategies and plans for each R&D product, as well as any principle issues encountered during implementation. Additionally, it serves as a cross-departmental communication platform to address horizontal issues. Meanwhile, we have formulated the Drug and Medical Device Registration Application Data Management System 《藥品和醫療器械注冊申請數據管理制度》 and the Drug and Medical Device Registration Approval File Management System 《藥品和醫療器械注冊批准檔管理制度》. These systems ensure that the registration of drugs and medical devices remains complete and continuous throughout their life cycle and complies with the requirements of relevant laws and regulations.

Production

With the quality policy of "Quality Focus, Continuous Improvement, Pursuit of Excellence", Ocumension refers to the relevant quality standard requirements including the EU Good Manufacturing Practice (EU GMP) for Pharmaceutical Products, US current Good Manufacturing Practice (cGMP) for Pharmaceutical Products, Pharmaceutical Inspection Co-operation Scheme (PIC/S) and China Good Manufacturing Practice (GMP) for Pharmaceutical Products, and established an integrated quality management system covering outsourced production, self-production and commissioned production. The system complies with the requirements of China GMP and the Pharmaceutical Administration Law of the People's Republic of China, and is being upgraded gradually to ultimately meet the domestic and international requirements for pharmaceutical quality management. We have formulated management systems including the Quality Manual 《質量手冊》 and the Management Procedures for Quality Policy, Objectives, Plans and Management Review《質量方針、目標、計劃和管理層審核管理規程》. The Group's management implements the enterprise's commitment to product quality through the quality management system, formulates clear quality policies and objectives, and regularly evaluates the effectiveness of the system. In 2025, we fully achieved all of our quality targets.

Ocumension's quality goals

100% pass rate for official audits by pharmaceutical regulatory authorities	100% pass rate for market supervisory sampling	Complaint rate of product quality ≤0.5%
100% satisfaction rate for handling customer complaints	0 product recall	0 quality incident
100% completion rate of product quality reviews	100% timely completion and closure rate of deviations	

The quality director of the Group, the head of quality assurance in the Suzhou manufacturing plant and the quality authorized person are responsible for establishing and optimising the Group's drug quality management system. They organise internal and external quality audits and management reviews to ensure the effective operation of the above system. Besides, they strictly abide by laws and regulations on drug quality management, standardise quality management during drug production, and assume such responsibilities as product release. The Group's production director and head of production management are in full charge of production arrangement. As an effort to guarantee the product quality, they must organise production and storage in accordance with the approved processes, conduct necessary verification, and ensure that production personnel are qualified for the job after training and that the production process complies with the requirements of GMP. To promote GMP compliance, the Group has established a Quality Management Committee composed of the plant director, quality leader, production leader, head of quality department, head of engineering department and head of production department, to effectively improve the quality management level. To ensure the effective implementation of quality management activities and motivate employees to attach importance to quality management, we link quality management with employee Key Performance Indicators (KPIs), and set assessment content related to quality management in the Performance Goal Setting Form《績效目標設定表》 signed with employees, and the Quality Management Committee scores the completion of the assessment.

To strengthen risk management and control, we held a total of 5 quality analysis meetings in 2025 to conduct comprehensive analysis and discussion on the Group's deviations, changes, adverse reactions, complaints, sampling inspections, non-conforming products, release and other aspects, to ensure that quality risks are controllable. Meanwhile, we conducted comprehensive monthly inspections of the production, engineering and laboratory departments, and weekly inspections of each production process, with a total of more than 150 inspections completed throughout the year, achieving full control over on-site quality. In addition, we actively responded to quality management system audits to ensure the effective operation of the quality management system. During the Reporting Period, we received 7 external quality audits and conducted 2 internal quality audits, and completed the rectification of all identified deficiencies.

We also attach great importance to the inspection and management of suppliers, and have formulated management system documents including the Management Procedures for Material Suppliers《物料供貨商管理規程》 and the Management Procedures for Supplier Qualification Audit《供貨商資質審計管理規程》. These documents specify detailed provisions on the quality evaluation of materials, the development and selection of suppliers, as well as the audit and approval procedures for suppliers. We implement hierarchical management of materials and suppliers according to the drug quality risks, material consumption and the degree of impact on product quality. All suppliers can only be included in the qualified list after strict inspection, evaluation and approval. The Group's quality department has a full-time supplier management specialist to conduct dynamic management of supplier files. Through daily quality improvement, periodic audits and annual quality evaluation of suppliers, we urge suppliers to improve their quality management level, to ensure the reliable and stable quality of materials used by the Group, and thus guarantee product quality.

As of the end of the Reporting Period, our Suzhou manufacturing plant was designed in line with Chinese, US and EU standards for quality management practices in pharmaceutical manufacturing and has been granted type A, B and C pharmaceutical manufacturing licenses in China and GMP Certification. We kept improving the Manufacturing Execution System (MES) to realize full process traceability for materials. Digital material approval records are generated in accordance with industry regulations and relevant workstation operating procedures, which ensured real-time and effective quality management. We are taking steady steps to achieve automated, digitalised and paperless plant operation for higher production efficiency. For product packaging, we have established the Management Regulations for Inner Packaging Materials and Printing Packaging Materials《內包裝材料及印刷包裝材料管理規程》to guide the management of the entire process from design to use of internal and external packaging materials, to avoid misuse of packaging materials or mislabeled information.

We have instituted a comprehensive quality training management system, developed the Training Management Procedures《培訓管理規程》 to standardise the design, management and implementation of quality training, and have conducted non-scheduled quality training and job training assessments to raise the quality awareness of staff to ensure that they are capable of performing their tasks in line with the GMP requirements. During the Reporting Period, we conducted 20 company-level quality trainings, covering topics such as "Good Manufacturing Practice for Pharmaceutical Products", "Supervision and Administration Measures for Pharmaceutical Production", "Quality System", "Aseptic Knowledge for Production Workshops", and "Basic Knowledge of Microbiology". A total of over 2,500 participants attended these training sessions. In addition, we held more than 120 department-level training sessions, covering management documents, operation documents, quality standards, and process specifications. In doing so, our employees whether from the quality department or from other departments in the Group became more competent both professionally and technically. Meanwhile, we applied the Training Management System (TMS) for training management, to comprehensively manage the quality training in terms of instructors, courseware, quizzes, training matrix and positions/personnel. This ensured that all training sessions were completed in time.

Quality training of Ocumension

Client Service

Our quality management complies with the requirements of the Good Supply Practice (GSP) for Drugs. We have carried out quality control over the entire process of pharmaceutical operation from the procurement, acceptance, storage, sales, and after-sales service of drugs to ensure the provision of quality medicines to customers.

We strengthened our contacts with customers through various marketing activities. By using the WeChat platform "Easy Vision" and "Ocumension Therapeutics", we carried out doctor training and patient education, further promoting our products.

Customer management

Further improve the customer management system by optimising the treatment concept of doctor customers and refining the classification of doctor customers.

Customer training

Establish a complete series of training on standardised diagnosis and treatment for doctors, which considers both common knowledge and individual needs to train more professional doctors in the field of uveitis and promote industry standardisation.

Patient education

Refine the popular science education for patients, and explore more educational channels such as short video platforms to convey the concept of patient care.

To better manage customer relationships and increase customer satisfaction for sustainable corporate development, we have launched the Customer Relationship Management (CRM). The system enables information sharing and analysis across departments within the Group and helps business departments fully and quickly understand customer needs and market trends, and provide high-quality services.

Responsible marketing

The Group strictly complies with relevant laws and regulations such as the Advertising Law of the People's Republic of China《中華人民共和國廣告法》, the Interim Measures for the Examination and Administration of Advertisements of Drugs, Medical Devices, Health Food and Formula Foods for Special Medical Purposes《藥品、醫療器械、保健食品、特殊醫學用途配方食品廣告審查管理暫行辦法》and refers to the RDPAC Code of Practice 《RDPAC 行業行為準則》 issued by the R&D-based Pharmaceutical Association Committee, China Association of Enterprises with Foreign Investment (RDPAC), and formulated the rules and regulations such as the Guidelines for the Promotion of Pharmaceutical Products《藥品推廣準則》, the Provisions for the Promotion of Pharmaceutical Materials《藥品宣傳資料規定》, the Regulations on the Release of Company Publicity Materials《對外發佈公司宣傳資料規定》, thus implementing full-process review and control over marketing information released through various communication channels and ensuring the accuracy of marketing content. All drug publicity materials shall be submitted through internal systems and reviewed by the Marketing Department, Clinical Research and Development Department, Legal & Compliance Department, etc. It is necessary to confirm that exaggerative, assertive or other expressions that violate the relevant provisions of the Advertising Law of the People's Republic of China 《中華人民共和國廣告法》and contents of suspected fraud and inducement are not used, before they can be produced and used for publicity. We have strict codes of conduct for our sales and marketing staff and provide regular compliance marketing trainings to keep the staff informed of the latest relevant laws, regulations and policy requirements.

Complaints and recalls

We have formulated User Complaint Feedback and Handling Procedures 《用戶投訴回饋及處理規程》 to standardize product complaint handling process, evaluate complaints and track the whole process. We categorise the clinical complaints, pharmacy complaints, and commercial complaints on Ocumension's products and agency products into serious user complaints, important user complaints and general user complaints according to their severity. All complaints received should be registered in a timely manner and handled by the Quality Department, which will require relevant responsible departments to make effective rectifications according to the investigation and handling process. If necessary, we will promptly notify the regulatory authorities. During the Reporting Period, the Group received 2 product-related complaints, all of which have been properly resolved.

We strictly comply with the Administrative Measures for Drug Recalls 《藥品召回管理辦法》and the Good Manufacturing Practice for Pharmaceutical Products《藥品生產質量管理規範》, and have set up the Product Recall Management Regulations《產品召回管理規程》to standardize the workflow of product recall and ensure that products can be promptly and comprehensively recalled in case of quality problems or forced recalls, to safeguard the health and life safety of patients. According to the level of product safety risks and hazards, the recall of medicines is categorised into three levels. In detail, within 24 hours for level one recalls, 48 hours for level two recalls, and 72 hours for level three recalls, the notification of the recall shall be issued to the relevant distributors and end users to stop the sale and use of recalled products. After initiating medicine recalls, in the first level, drugs shall be recalled within 1 day, the second level within 3 days, and the third level within 7 days. The Group will submit the Medicine Safety Hazard Investigation and Assessment Report and the Product Recall Plan to the drug administration agency for documentation. When there is no product recall, we conduct a simulated recall every 3 years to examine the effectiveness of the recall process. In 2025, we conducted 1 simulated recall drill. All primary and secondary distributors involved in the recalled products received the recall notice and gave feedback within 24 hours. The product recovery rate of the traceability drill was 100%, and the recall was executed rapidly, verifying the effectiveness and reliability of the Group's recall system. During the Reporting Period, the Group had no product recalls due to safety and health reasons.

In 2025

we conducted **1** simulated recall drill. All primary and secondary distributors involved in the recalled products received the recall notice and gave feedback within **24** hours. The product recovery rate of the traceability drill was **100%**, and the recall was executed rapidly, verifying the effectiveness and reliability of the Group's recall system.

During the Reporting Period

the Group had **no** product recalls due to safety and health reasons.

Responsible supply chain

The Group is devoted to building a more stable supply chain and ensuring that cooperative projects are conducted in a compliant and productive manner. We have formulated the Procurement Management Regulations 《采購管理規定》, the Supplier Library Management Regulations《供應商庫管理規定》 and the Provisions on Factory Supplier Management 《工廠供應商管理規定》 to impose standardised requirements on suppliers and the entire procurement process. Meanwhile, we formulated the Stakeholder Management Procedures《相關方管理規程》to govern the environmental, health and safety management of external stakeholders for a responsible supply chain.

Our Supplier Management Committee is composed of the Group's Chief Executive Officer, Manufacturing Headquarters, Commercial Headquarters, Talent Development Headquarters and other departments, responsible for approving the preferred suppliers and implementing different management strategies according to the supplier classification. Our Purchasing Manager is responsible for all operations involved in supplier development, access and management.

When selecting suppliers, we demand evidence-based, transparent processes, avoidance of subjectivity and potential conflict of interest. We consider product quality, industrial reputation, innovation ability, compliance and risk control and other factors. All suppliers must meet the supplier access requirements and provide business licenses, qualification certificates, and other access materials before they can be added to the Ocumension supplier pool. We assess and score suppliers, conducting a series of online reviews to ensure that suppliers are selected fairly, objectively, and comprehensively. In 2025, we revised the Procurement Management Regulations《采購管理規定》 and refined the procurement processes to further improve procurement efficiency and transparency. During the Reporting Period, we audited a total of 189 newly-developed suppliers on their qualification and documents.

We conduct routine evaluations and annual performance assessments of our suppliers every year. Suppliers that have problems in quality, price, delivery period or service are required to implement corrective measures promptly and pass the supervision and inspection of the Group. During the inspection period, suppliers that fail to contract any business for 6 consecutive months will be put on the unqualified list. We conduct regular reviews of our suppliers, the frequency of which is determined by the type of purchases made, thus enabling effective and comprehensive supply chain management. We initiate on-site audits immediately when there are any quality issues with critical materials or when there are significant changes to key factors that may affect quality, such as production conditions, processes, quality standards, and inspection methods. In 2025, we further strengthened the supervision of the quality of supplier audits, and specified the mandatory participants in supplier on-site visits in the Supplier Library Management Regulations《供貨商庫管理規定》. During the Reporting Period, we conducted on-site audits of 28 suppliers and all of them were qualified.

The Group also pays attention to the performance of suppliers in terms of environmental protection and social responsibility and continuously strengthens the management of the suppliers' environmental and social responsibilities. We constantly pay attention to the environmental and social performance of suppliers in supplier access, daily management and audit, and remove suppliers that are implicated in major environmental accidents, use of child labour, and forced labour. In addition, we demand our suppliers to provide materials that comply with environmental requirements to ensure a sustained and stable supply of environmentally compliant materials, mitigating the negative environmental impact of the materials. We have established a closed-loop management mechanism for environmental, health and safety (EHS) issues of suppliers. With the mechanism, we assess the EHS performance of key and important suppliers by means of questionnaires, carry out on-site audits according to suppliers' EHS management, and follow up their corrective measures. During the Reporting Period, we initiated supply chain carbon accounting, requiring selected suppliers to submit carbon emissions data to promote carbon reduction across our supply chain.

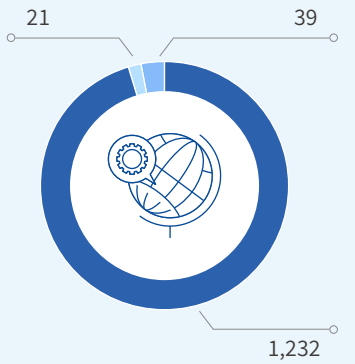
We conduct annual supply chain risk assessments to maintain the stability of our supply chain. During the Reporting Period, we identified risk factors such as regional conflicts and tariff increases and actively responded to supply chain risks through measures such as strategic procurement and the development of alternative suppliers to ensure supply security and stability.

As of the end of the Reporting Period

we had **1,292** suppliers

including **1,232** suppliers in mainland China, mainly located in Shanghai, Beijing, Jiangsu, and Zhejiang.

Number of suppliers by geographical region



03

Diversity and Inclusion for Employee Development

Employees are our most valuable asset. We respect and value every employee and have continuously improved our employment management system to comprehensively safeguard their rights and interests and enhance their welfare. We adhere to a philosophy of shared growth and mutual success, and build an equal, inclusive and harmonious career development platform for our employees. Concurrently, we constantly improve occupational health and safety management, and optimize the working environment to ensure the health and safety of our employees throughout production and operation. We are committed to working together with our employees to create a better future.

Contribution to the SDGs

Compliance employment

Ocumension always follows the principle of legal compliance in employment and strictly abides by and implements relevant laws and regulations such as the Labour Law of the People's Republic of China《中華人民共和國勞動法》, the Labour Contract Law of the People's Republic of China《中華人民共和國勞動合同法》, the Provisions on the Prohibition of Using Child Labour《禁止使用童工規定》, and has formulated the Employee Handbook《員工手冊》to protect the rights and interests of its employees in concrete actions.

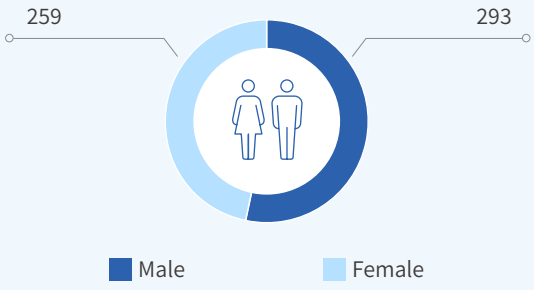
Ocumension values labour rights and prohibits the use of child labour and forced labour. We authenticate the identity of candidates by collecting compliance information and signing employment contracts in line with legal standards with all employees to eliminate any employment of child labour and forced labour. In the event of the employment of child labour or forced labour, the Group will conduct an investigation in accordance with established procedures. Once any violation of the law is confirmed, it will be handed over to the relevant judicial authorities, and we will terminate the labour contract. During the Reporting Period, the Group had no violations involving child labour or forced labour.

Ocumension advocates a diverse and inclusive corporate culture, ensuring that employment and career development opportunities for the employees are not undermined by factors such as age, gender, geographical location or appearance. We have set up diversified recruitment methods such as campus recruitment, online recruitment and social recruitment to cover a wider variety of talents. In the training and promotion process, we treat every employee fairly and equitably to ensure that every employee can develop their career in an inclusive, diversified and harmonious culture. We are committed to providing a respectful and equal opportunity working environment for our employees, where every employee can fully unleash their potential and achieve personal value and career growth.

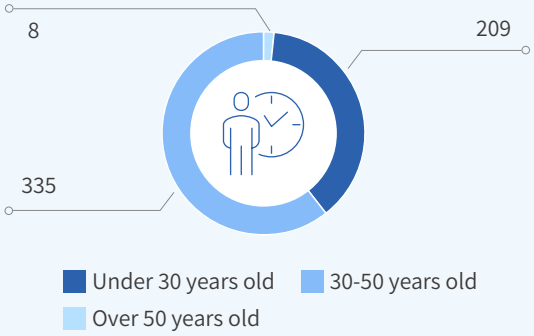
As of 31 December 2025

The Group employed **552** people, all of whom are full-time employees, of which **46.9%** were female.

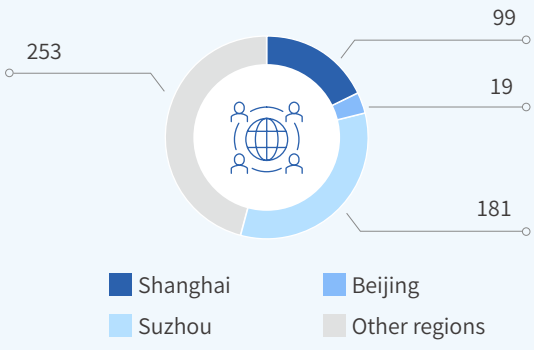
Total workforce by gender (Unit: person)



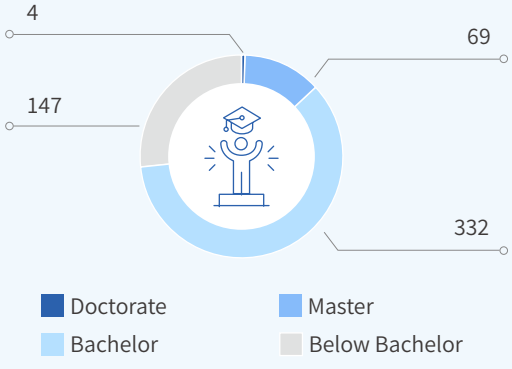
Total workforce by age group(Unit: person)



Total workforce by geographical region (Unit: person)

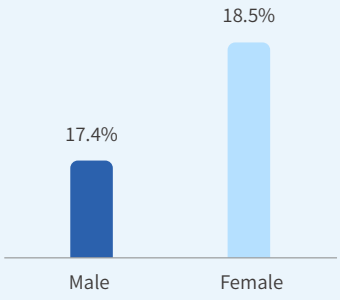


Total workforce by educational background (Unit: person)

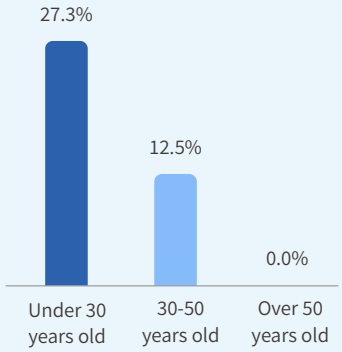


The turnover procedures are followed in strict accordance with labour contracts and laws and regulations. By the end of the Reporting Period, the Group's turnover rate was 17.9%.

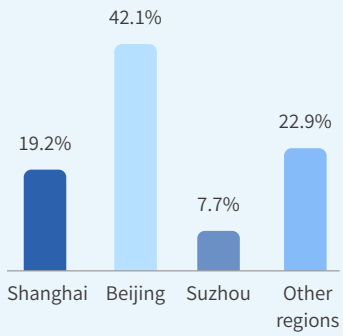
Employee turnover rate by gender



Employee turnover rate by age group



Employee turnover rate by geographical region



Compensation and benefits

Compensation composition

In consideration of "responsibilities and performance, personal abilities, and in line with external market levels", we constantly improve our remuneration structure and optimise the Measures on Remuneration Management《薪酬管理辦法》to provide our employees with attractive remuneration and benefits in the market.

Fixed wages

regular remuneration such as basic salary

Floating wages

performance bonus, sales bonus and other bonuses

Cash benefits

transportation allowance, luncheon allowance, communication allowance, high-temperature subsidy/heating allowance, holiday benefits, etc.

Benefits

social insurance, housing funds, paid leave, supplementary medical reimbursement, supplementary housing fund, cash benefits, etc.

Employee incentive plan

Ocumension offers a comprehensive employee incentive plan for its employees, encouraging employees to stick to their posts and actively participate in various important activities and projects for the development of the Group. We have formulated the Implementation Plan for the CEO Special Contribution Award《CEO 特別貢獻獎勵實施方案》 and established the CEO Special Contribution Award to reward employees who have made outstanding contributions to the Group's business development, management optimization and innovation, brand enhancement, and other aspects.

Additionally, we have established a long-term incentive mechanism centred on stocks, specifically the employee stock ownership plan, to motivate our employees to grow alongside the Group. In 2025, the Group granted a total of 8,952,185 incentive shares and 18,276,054 share options, covering 430 employees (including executive directors and senior management). This initiative continuously strengthens team cohesion and injects talent-driven momentum into the Group's long-term development.

Working hours and leaves

Ocumension Therapeutics complies with relevant legal regulations, strictly controls employee working hours, and fully safeguards employees' entitled leave rights. Employees of the Group enjoy a variety of holidays such as weekends, national holidays, paid annual leave, marriage leave, maternity leave, and home leave, etc. The Group does not encourage overtime work. If overtime is required based on business conditions, employees shall submit a written application letter for overtime, and they can apply for compensatory leave or receive overtime pay as appropriate. During the Reporting Period, we optimised the Leave Management System 《假期管理制度》 by increasing paid sick leave to 12 days per year and annual leave to up to 20 days, thereby tangibly improving employee welfare.

Employee care

In addition to fundamental benefits such as leave, we place importance on safeguarding our employees' quality of life. During the Reporting Period, we established the Implementation Measures for Employee Loans due to Immediate Family Members' Critical Illnesses 《員工親屬重疾借款實施辦法》. This policy is designed to alleviate the financial pressure on employees whose immediate family members are diagnosed with serious illnesses. Furthermore, we foster a comfortable and welcoming working environment through a wide variety of employee activities to significantly make our employees happier.

During the Reporting Period, we organized a variety of activities such as employee birthday parties to provide employees with opportunities to relax themselves and enhance communication. These activities helped to strengthen team cohesion and enhance employees' sense of well-being and belonging.

Employee birthday party

Women's Day gifts

Christmas gifts

Employee communication

As employee voice matters, we maintain regular communication with our employees through various channels such as the Direct Communication with the General Manager, Satisfaction Survey, and Collection of Reasonable Suggestions, ensuring that employee concerns are promptly responded to and properly resolved, and fostering mutual development for the Group and employees.

Direct Communication with the General Manager

Direct Communication with the General Manager is held monthly for all employees. Utilising an anonymous feedback mechanism, it is designed to provide every employee with the opportunity for direct communication with the CEO. After communication, the matters of concern are fed back to all employees via email with immediate rectifications.

Satisfaction Survey

We regularly conduct employee satisfaction surveys to collect feedback on the working environment. During the Reporting Period, we launched a special satisfaction survey on work meals and made improvements based on employees' feedback.

Collection of Reasonable Suggestions

We actively listen to our employees and give feedback on all of their improvement suggestions. We adopt excellent improvement suggestions to continuously improve the working conditions of our employees. During the Reporting Period, a total of 14 reasonable suggestions were received, of which 11 were adopted and 5 improvement measures were completed.

Health and safety

Ocumension pays great attention to the occupational health and safety of our employees. We strictly abide by laws and regulations such as the Labour Law of the People's Republic of China《中華人民共和國勞動法》, the Work Safety Law of the People's Republic of China《中華人 民共和國安全生產法》, and the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases《中華人民共和國職業病防治法》. We have formulated internal management documents such as the EHS Management Manual 《EHS 管理手冊》, the EHS Goal Indicators and Assessment Management Procedures《EHS目標指標和考核管理規程》, and the EHS Management Organisation Structure and Responsibilities Management Procedures《EHS管理組織機構和職責管理規程》, thereby solidifying the systematic foundation for occupational health and safety protection. The Group has established an EHS Committee at the Group's manufacturing plant for decision-making on major safety matters and approval of critical EHS documents. During the Reporting Period, the EHS Committee produced and distributed monthly EHS briefings, systematically summarising key information including the completion status of EHS performance targets, notifications of safety hazards, progress on corrective actions, and the sharing of typical incident cases. This enables real-time tracking of occupational health and safety management.

The Group puts forward the requirements of EHS full life-cycle management, specifying the requirements for the annual EHS goal assessment and for the supervisory assessment of daily management. These requirements are included in the personal performance assessment of all employees in the factory. We promote full participation in safety management work, continuously improve the EHS management system, and prevent and eliminate major safety risks from the source.

• In 2025 **Suzhou Manufacturing Plant's Occupational Health and Safety Goals**

0	0	0	100%
occupational diseases	fire or explosion incidents	serious injuries or worse incidents	coverage for occupational health examinations

With a sound governance structure and oversight from senior management, we take concrete actions to ensure effective health and safety management across Ocumension. During the Reporting Period, we obtained the ISO 45001 Occupational Health and Safety Management System Certification and the Advanced Unit Certificate for Safety Management of Hazardous Chemicals in Suzhou in 2024-2025.


bsi.
Certificate of Registration
...making excellence a habit.

ISO 45001 Occupational Health and Safety Management System Certification

Advanced Unit for Safety Management of Hazardous Chemicals in Suzhou in 2024-2025

In 2025, we further updated the Employee EHS Manual 《員工 EHS 手册》, adding content related to fundamental EHS knowledge, operational safety standards, and emergency response procedures. We comprehensively reviewed the manual and incorporated the system requirements of the Group's latest EHS management to strengthen its value as a guide for employees' daily work. Simultaneously, we continued to optimize the assessment of machinery safety and the management of safety facilities, while enhancing the safety of our working environment from dimensions of occupational health and safety, hazardous chemical protection, special equipment management, and emergency preparedness, so as to ensure comprehensive protection of employees' occupational health and safety.

Security Risk Assessment

- The Group has conducted comprehensive risk assessments for work activities, equipment, and facilities. To date, we have completed risk assessments for 40 work activities and 30 pieces of equipment and facilities, producing over 100 risk assessment forms and 41 safe operating procedures accordingly.
- The Group has formulated the Management Procedures for Hazard Source Identification and Risk Evaluation《危險源辨識、風險評價管理規程》 and established a clear procedure for identifying, evaluating and taking effective control measures.
- The Group conducts risk identification and hazard source identification for occupational health and safety on a regular basis to mitigate the risk of safety accidents and exposure to occupational health risks.
- The Group regularly engages third-party professional institutions to conduct testing for occupational hazard factors and issue testing reports.

Safety Assurance

- The Group's Safety Committee conducts monthly inspections and weekly EHS inspections, promptly identifying and rectifying potential hazards.
- The Group provides employees with protective equipment such as protective gloves, protective glasses, safety shoes, insulating boots, and protective face shields to ensure their safety during work operations.
- Protective wire ropes have been installed in the technical mezzanine and elevated edge areas of workshops, warehouses, and laboratories, accompanied by warning flags and signs. This prevents personnel working in the technical mezzanine from accidentally tripping and falling, thereby mitigating the risk of fall-related injuries.
- The Group consistently arranges health check-ups for all employees, with all costs borne by the Group.

Hazardous Chemicals

- The Group has improved the Chemical Management Regulations 《化學品管理規程》 to mitigate the environmental impact and occupational health and safety risks of the chemicals.
- The Group assesses existing and new chemicals and rectifies any non-compliance with environmental emission, industrial hygiene and occupational health requirements on site.
- All new employees are required to receive professional training prior to accessing and handling hazardous chemicals. The employees also receive annual chemical training and hazard training.

Special Equipment

- The Suzhou manufacturing plant has established a special equipment management team for Ocumension's special equipment. The tasks of the team include regular annual inspections, annual inspection of safety accessories, preparation and maintenance of technical files, supervision of special equipment maintenance and accident management of special equipment.
- The supervisors and operators of special equipment must be 100% certified, whose scanned copies should be archived by the EHS management department for future reference.
- The Group has established the special equipment management system, covering regular annual inspections, annual self-inspections for pressure vessels and pipelines, monthly inspections for quick-opening pressure vessels, weekly safety inspections and specialized safety inspections for special equipment, and regular calibration of safety accessories. We also maintain a special equipment ledger.

Emergency Response Management

- The Group has perfected the Emergency Response Management Regulations 《應急響應管理規程》 to ensure "always ready, prompt action and solid protection" against any emergencies.
- The Group has established an emergency response team. The team attends regular training on emergency response organised by Ocumension as well as formulates emergency rescue plans and completes preparations for drills.

EHS Culture Development

- The Group stresses the importance of "Observing the Work Safety Law of the People's Republic of China and Acting as the Person Primarily Responsible for Work Safety", continuously enhancing employees' safety awareness and emergency response capabilities.
- The Group conducts a series of training and awareness promotion activities for employees through offline training and online learning platforms. Participants are required to pass relevant examinations to guarantee the effectiveness of the training. In 2025, we organized plant-level specialized EHS training sessions for all employees, with total attendance exceeding 4,211 employees and an average annual training duration of over 17 hours.
- The Group organizes multiple drill activities, including hazardous waste leakage drills, plant-wide fire evacuation drills, and a series of activities for the work safety month.

From the date of incorporation to the end of the Reporting Period, there was no work-related fatality. In 2025, the Group lost 8.5 working days due to work-related injuries and there were no major safety accidents or occupational disease incidents.

Emergency Drills

In 2025, Ocumension Therapeutics organised a total of 8 plant-level emergency drills, covering categories such as coordinated response to fire incidents, full-scale evacuation, on-site emergency response to fire incidents triggered by flammable liquid leakage, and coordinated response to confined space poisoning and asphyxiation. Each department developed department-level emergency drill plans based on their specific accident risk profiles and completed 23 drills of on-site response plans. These activities effectively strengthened employees' emergency response capabilities and safety awareness.

Emergency drills

Work Safety Month Activities

During the 2025 work safety month, we launched the activities of "Identify Hazards Around You" and "Outstanding Emergency Response Plan Selection". In "Identify Hazards Around You", we identified 59 potential hazards, of which 53 have been rectified, with the remaining under remediation. In "Outstanding Emergency Response Plan Selection", departments and offices actively formed teams. Based on potential accident scenarios relevant to respective units, they delivered presentations to all staff via PowerPoint, covering aspects such as personnel organisation, preliminary preparation, desktop exercises, on-site emergency response plan drills, and activity summaries. A panel of judges scored the presentations based on content and delivery, selecting outstanding departments and recognizing all participants with awards. These events effectively mobilised employees' initiative and enthusiasm for safety management, fostering a positive atmosphere where everyone pays attention to, participates in, and safeguards safety.

Work safety month activities

Development and training

Adhering to the belief that employees are our most valuable asset, Ocumension always regards the mutual development of the enterprise and its employees as one of its key responsibilities. We are dedicated to providing our employees with comprehensive and systematic training and development plans. We have formulated the Post Management Measures 《岗位管理辦法》 and the Annual Promotion Policy 《年度晉升制度》 to refine the employee development system and encourage employees to improve their quality and ability. Meanwhile, we have established diversified promotion channels and a constraint mechanism to demote and promote employees based on their performance, with the intention to develop clear career paths for employees based on scientific analysis.

Ocumension's internal positions are divided into professional sequence and management sequence according to the characteristics of different jobs. The professional sequence is further divided into sales sequence, R&D sequence, support sequence and manufacturing sequence according to the characteristics of the specific expertise. Based on the degree of post contribution, posts rank from level 1 to level 50, and employees are rewarded according to their performance, ability, and contribution to the business.

To help employees continuously improve their professional skills, expand their knowledge horizons, and achieve sustained progress in their careers, we continue to refine our training system, providing employees with formal and comprehensive orientation and daily training.

Panda Project

Senior employees are encouraged to establish learning partnerships with new employees. This helps new employees get fully familiar with their responsibilities, and encourages them to take an active part in the communication and collaboration between departments.

Dragon and Fish Training Program

This program provides employees with advanced training on the business of the Company and the work content and process of each department,thus facilitating our identification of high potential talents to efficiently build talent pool. In 2025, a total of 9 training sessions were conducted.

Management Academy Program

This is a specialized training program tailored to cultivate management skills of management. In 2025, a total of 2 training sessions were conducted.

New Recruit Training

The new recruit training focuses on topics such as knowledge of common ophthalmic diseases, ophthalmic market conditions, product lines, therapeutic areas and effect mechanism of products, compliance requirements, and the Company's strategies.

Professional Training

A number of online and offline trainings are carried out internally and externally on expertise about fundus diseases.

Other Training

Through advanced training and external training, we ensure that employees are well-informed about the Group's policies and procedures, overall planning, various products, as well as the basic knowledge of ophthalmic diseases.

New recruit training

Clinical research and development training

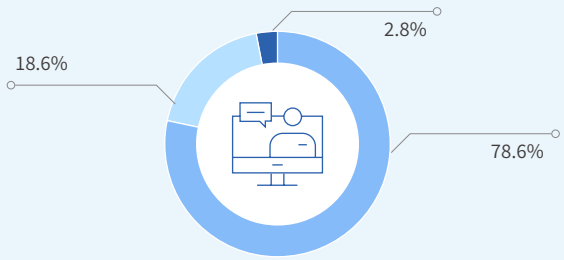
- In 2025

The training ratio of the employees of the Group was
92%

The total training hours for the year were
16,038 hours

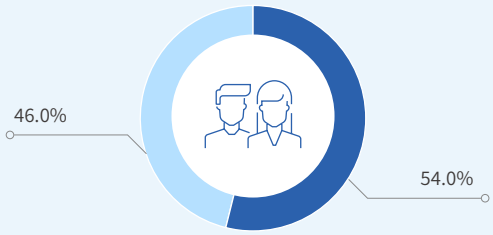
The average training time was
29.1 hours per person

The percentage of employees trained by employee category



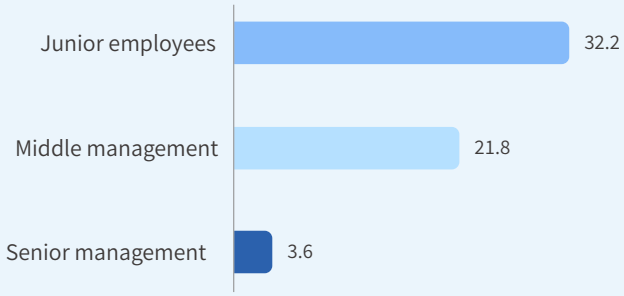
Senior management
Middle management
Junior employees

The percentage of employees trained by gender



Male
Female

The average training hours completed per employee by employee category (Unit: hours/person)



The average training hours completed per employee by gender (Unit: hours/person)

04

Low-Carbon and Environmentally Friendly Practices for Green Development

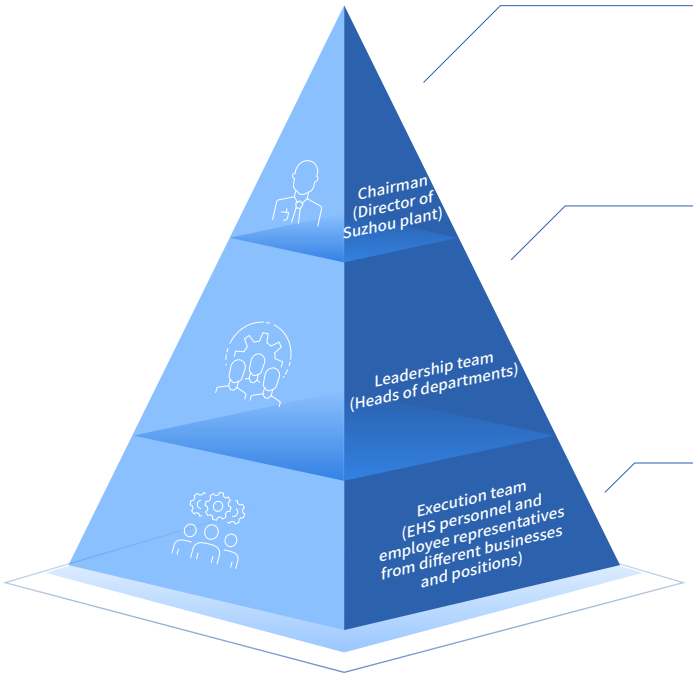
With a commitment to green and low-carbon operations, Ocumension actively responds to global trends in climate change governance and consistently places environmental protection and climate change response in an important position while pursuing business development. We have established a robust environmental management and energy management system to minimize resource consumption and enhance energy efficiency. This helps reduce negative environmental impacts, thereby contributing to the achievement of sustainable development.

Contribution to the SDGs

Environmental management

Ocumension strictly complies with relevant laws and regulations such as the Environmental Protection Law of the People's Republic of China《中華人民共和國環境保護法》and the Energy Conservation Law of the People's Republic of China《中華人民共和國節約能源法》, and actively responds to the call of "embracing energy conservation, environmental protection, and low carbon". We have set environmental goals of improving resource use efficiency and reducing emissions, to better perform our environmental protection responsibilities.

The Group has established an EHS Committee at the Suzhou manufacturing plant, serving as the highest decision-making body for EHS matters within the Group. The committee is responsible for coordinating, guiding, and supervising important EHS issues across systems, functions, and departments in an integrated manner. The EHS Committee convenes committee meetings on a monthly, quarterly, and annual basis to discuss past EHS performance, analyze significant events, learn about new policies and regulations, grasp the Group's EHS development progress, and identify encountered issues and challenges. In addition, next steps and major EHS initiatives are formulated.



Director of Suzhou plant

- Chair quarterly and annual Safety Committee meetings
- Make decisions on and approvals for material issues and matters
- Provide resource guarantees for the normal operation of the EHS Committee

Heads of departments

- Make decisions on material issues and matters
- Report on departmental EHS work on a regular basis
- Provide support for EHS management and coordinate EHS tasks
- Communicate Safety Committee meeting requirements within the department

EHS personnel and employee representatives from different businesses and positions

- Have the right to suggest and propose material issues
- Implement EHS work assigned by the Safety Committee
- Provide support for EHS management and coordinate EHS tasks
- Communicate Safety Committee meeting requirements within the department

In line with our specific operational situation, we continuously improve our environmental management system. During the Reporting Period, we revised over 40 EHS-related policy documents, including the EHS Management Manual 《EHS 管理手册》, the EHS Management Organisation Structure and Responsibilities Management Procedures 《EHS 管理組織機構和職責管理規程》, and the EHS Goal Indicators and Assessment Management Procedures 《EHS 目標指標和考核管理規程》. Key revisions were made to the EHS Management Organisation Structure and Responsibilities Management Procedures 《EHS 管理組織機構和職責管理規程》, including introducing new assessment methods and items and linking them to the Group's personnel compliance evaluation, thereby further strengthening the enforcement of our environmental management. Meanwhile, we promptly and comprehensively identify and analyse potential environmental impact factors, implementing corrective actions for any identified issues. During the Reporting Period, we identified 12 key environmental factors and 21 key risks in focus. We have established environmental protection ledgers and files, recognizing and rewarding departments and individuals with outstanding environmental performance, and holding accountable units and individuals who violate regulations and cause environmental pollution accidents.

To enhance our ability to prevent environmental risks, we have formulated the Emergency Response Plan for Environmental Emergencies《突發環境事件應急處理預案》. During the Reporting Period, we conducted emergency response drills for environmental emergencies, including specialized drills for hazardous waste and on-site disposal drills for liquid chemical leaks. These drills effectively reduced the harm caused by environmental emergencies.

Building on a robust environmental management system, the Group's Suzhou manufacturing plant has obtained the ISO 14001 Environmental Management System Certification and was awarded the 2025 Jiangsu Provincial Green Factory.


bsi.

Certificate of Registration

FMS 784748

...making excellence a habit.

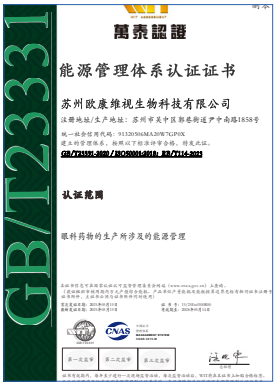
ISO 14001 Environmental Management System Certificate

With a keen focus on the cultivation of environmental protection awareness among employees, Ocumension has developed a detailed EHS training program. As part of the program, environmental protection training sessions are conducted on a regular basis, covering topics on EHS laws and regulations, hazardous wastes, identification of environmental factors, and environmental pollution and prevention. We launched a self-learning course of "EHS Column" on the online platforms, covering over 40 sessions of EHS related learning materials. Meanwhile, we have an incentive mechanism in place to motivate independent learning of employees by organising quarterly exams and granting rewards to those who excel in the exams. In 2025, we organised 38 plant-level specialised EHS training sessions, with total attendance exceeding 4,211 employees and an average annual training duration of over 17 hours per employee.

Resources management

Knowing that the world is facing a resource shortage, we are committed to promoting environmental protection measures such as energy conservation and emissions reduction and water conservation, so as to enhance the efficient use of resources. The Suzhou plant has set up an energy management structure and appointed an energy management team leader as well as its members. Additionally, it has obtained the ISO 50001 Energy Management System Certificate.

Furthermore, we actively incorporate green energy into our operations. The rooftop of the Suzhou plant was paved with photovoltaic panels, with a model of "self-generation for self-consumption, with surplus electricity fed into the grid" to power the plant. The installed capacity reached 1.2 MW.



ISO 50001 Energy Management System Certificate

- In 2025

the photovoltaic power generation reached

1,379,526 kWh

Suzhou manufacturing plant

- Formulate the Management Procedures for Energy Consumption Control《能耗管控管理規程》and regularly check the use of lighting, air conditioning and tap water in the plant.
- Adopt the centralised control model for the clean area to remotely turn off workshop lighting.
- Use human sensing and voice-activated lights for personnel channels, stairways, toilets and other public areas to reduce energy waste.
- Utilise clean energy of photovoltaic power on rooftop.
- Use LED tubes for all lighting devices to reduce power consumption.
- Control the air conditioner automatically according to the room temperature.
- Install a rainwater harvesting system, and replace spray heads of stormwater tanks for greening irrigation.
- Replace disposable hats for workshop staff with reusable ones.
- Apply variable frequency control for the air conditioning systems in our power distribution rooms and water purification rooms, enabling autonomous regulation based on load conditions to reduce electricity consumption.
- Collect wastewater generated from processes such as purified water preparation and repurpose it as make-up water for cooling towers of chiller units, thereby decreasing tap water consumption.

Workplace

- To encourage employees to develop resource-saving habits, energy and water conservation campaigns have been conducted, and posters with reminders to save electricity and water have been put up.
- Formulate Regulations on Company Car《公司用車管理規範》to properly manage and allocate Group cars as well as avoid wasting resources.
- The office air conditioning system adopts a centralized control for reasonable adjustment of ambient temperature, avoiding energy waste caused by forgetting to turn off.
- Install smart plugs for appliances like water dispensers and under-sink water heaters to reduce the electricity that would otherwise be wasted in standby mode overnight.

Optimization and Renovation of the Air Conditioning Cooling System in the Warehouse for Energy Saving and Consumption Reduction

To optimize energy usage in the plant for energy conservation and emission reduction, in 2025, we upgraded and optimised the air conditioning cooling system in the warehouse. We deactivated ethylene glycol cooling units during the summer and used chiller units to provide cooling medium. This enhancement improved refrigeration equipment utilisation, preventing energy waste from inefficient operation. It was projected to reduce the electricity consumption of our refrigeration equipment by 20%.

In 2025, the Group's resource utilization KPIs are shown as follows:

Environmental KPIs	Unit	2025	2024
Total energy consumption[1]	MWh	13,738.56	15,623.82
Total direct energy consumption	MWh	1,460.22	82.60
Including: Petrol	MWh	54.51	54.51
Including: Natural gas[2]	MWh	1,405.71	28.10
Total indirect energy consumption	MWh	12,278.34	15,541.22
Including: Purchased electricity	MWh	5,855.15	6,552.80
Including: Purchased steam	MWh	6,423.19	8,988.42
Energy consumption intensity	MWh per million RMB revenue	17.08	37.44
Total water consumption[3]	tonne	54,904.80	70,782.80
Total water consumption intensity	tonne per million RMB revenue	68.26	169.62
Total packaging material used for finished products[4]	tonne	56.48	15.61
Intensity of packaging material used for finished products	tonne per million RMB revenue	0.07	0.04

Notes:
1. Total energy consumption is calculated based on the default parameter values related to common fossil fuel characteristics as shown in Attached Table 2 to the Guidelines for Accounting and Reporting Greenhouse Gas Emissions of Other Industrial Enterprises 《工業其他行業企業溫室氣體排放核算方法與報告指南》issued by the National Development and Reform Commission (NDRC).
2. In 2025, due to an overheating issue following a municipal steam supply change, the Group activated its backup boilers, leading to an increase in natural gas consumption.
3. The Group's primary water consumption is domestic water use. Its water supply comes from municipal sources, which are sufficient to meet the water needs of daily operations.
4. In 2025, due to business growth, the Group experienced an increase in the usage of packaging materials for finished goods.

Emissions management

Ocumension strictly complies with laws and regulations such as the Environmental Protection Law of the People's Republic of China《中華人民共和國環境保護法》, the Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes 《中華人民共和國固體廢棄物污染環境防治法》, the Water Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國水污染防治法》 and has formulated systems such as the Management Procedures for Three Wastes Discharge and Noise Control《三廢排放及噪聲控制管理規程》and the Hazardous Waste Management System《危險廢棄物管理制度》 to take preventive measures against emissions such as exhaust gas, wastewater, and solid waste to ensure stable and compliant discharge of pollutants. The emission-generating departments shall accept the guidance and supervision of the regulatory authorities, and effectively implement the emission management regulations. In the event of any environment-polluting emergencies in the laboratory, we require R&D personnel to confirm their severity and report to the EHS commissioner as soon as possible. The EHS commissioner will issue an early warning according to the situation and require the responsible persons to prepare emergency supplies and take timely measures to ensure the safety of personnel and prevent the pollution to the surrounding environment.

Adhering to the concept of green operations, the Group has set up annual environmental goals and monitors their achievement to reduce the impact of production and operations on the environment. Additionally, various measures have been taken to promote the prevention and control of all kinds of emissions. In 2025, all of our environmental goals were realised.

Suzhou Manufacturing Plant's Environmental Goals in 2025

Discharge of wastewater and waste gas up to the standards, with a rate of **100%**

Disposal of solid wastes in compliance with the standards, with a rate of **100%**

0 environmental pollution incident

0 governmental punishment

In terms of exhaust gas and wastewater treatment, we use a two-stage activated carbon filtering and adsorption device to treat the laboratory waste gas, with a treatment efficiency of more than 80%. Based on the project environmental impact assessment report and the relevant national self-monitoring standards, we have prepared the environmental protection self-testing program, and entrusted third parties to conduct regular monitoring of waste gas, wastewater, rainwater and noise. We apply Fenton oxidation and coagulant sedimentation technologies to oxidize and degrade organic pollutants in the wastewater. Concurrently, we employ pH and CODcr online monitoring devices, alarm systems, and emergency treatment units. This ensured that wastewater exceeding standards was temporarily stored or treated, preventing it from directly entering the wastewater treatment system and causing excessive discharge.

For hazardous wastes, we have established a hazardous waste pollution prevention and control leadership group headed by the CEO and leaders of various departments to make decisions, supervise, and coordinate the Group's environmental protection work. Hazardous waste will be packaged with materials that are easy to recycle, dispose of or degrade in the environment. At the same time, we have signed disposal contracts on hazardous waste with third-party professional companies to ensure proper disposal of hazardous waste generated during experiments. For general waste, we have established dedicated general solid waste containers as centralized temporary storage facilities and placed them in open areas within the plants, while reducing the storage volume of combustible materials within production workshops to effectively mitigate related safety risks.

In terms of green office, we encourage paperless office by minimizing copy, printing and advocate double-sided printing and waste-paper recycling to avoid unnecessary use of paper and reduce the amount of non-hazardous waste. We also actively answer the call for garbage classification by promoting it among employees and implementing it in offices with garbage classified into four categories: dry waste, wet trash, hazardous refuse, and recyclable waste.

In 2025, the Group's emission-related KPIs are shown as follows:

Environmental KPIs [1,2]	Unit	2025	2024
Total hazardous waste emission[3]	tonne	50.11	36.21
Hazardous waste emission intensity	kg per million RMB revenue	62.30	86.77
Total wastewater	tonne	4,228.99	8,779.34

Notes:
1. Environmental impacts from offices and laboratories are relatively limited, thus KPI A1.1 (The types of emissions and respective emissions data) and A1.4 (Total non-hazardous waste produced and intensity) have no material impact on the Group's operation, and are not disclosed in the ESG Report. In the future, we will continuously monitor the environmental impacts of our operation and disclose relevant environmental data in future reports when appropriate.
2. Hazardous wastes generated by the Group mainly come from experimental waste, organic solvent waste, unqualified products, waste acid and other hazardous waste generated during the experimental and production processes.
3. In 2025, due to business growth, the launch of numerous new products into pilot-scale production, and production process optimisation, more hazardous waste was generated.

The environment and natural resources

Apart from the matters disclosed above, we do not cause other significant environmental impacts or make heavy use of other environmental and natural resources during operation. Therefore, Aspect A3 (The environment and natural resources) and KPI A3.1 (Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them) are not applicable to the Group, and are not disclosed in the ESG Report.

Climate change response

Aware of the potential impact of climate change on human health, global trade and green development, Ocumension actively supports China's "carbon peak" and "carbon neutrality" strategy and the global transition to a low-carbon economy, proactively takes the initiative to identify the risk of climate change and assess the impacts of climate change to continuously enhance its ability to cope with climate change.

Governance

We are committed to continually enhancing our internal control systems to pursue scientific and effective climate change governance. We fully integrate climate-related management responsibilities into our ESG governance framework. The Board of Directors oversees climate-related risks and opportunities, supported by the Audit Committee, which assists in managing and supervising the Group's climate-related matters. Management is responsible for administering climate-related risks and opportunities, and the ESG Working Group acts as the body for their implementation.

Note: For content related to climate change governance, please refer to the "ESG management strategy" section.

Strategy

To develop effective climate change strategies, we have conducted a comprehensive assessment of the short-, medium-, and long-term climate-related risks and opportunities facing our business, including physical and transition risks. We have also established targeted response measures accordingly. In this assessment, we set short-term (one year), medium-term (two to five years) and long-term (over five years) time horizons in accordance with international standards and best practices in the industry. These horizons support our identification and evaluation of relevant risks and opportunities across our various strategic decision-making and planning cycles.

Risk / opportunity type	Physical risks		
	Acute risks	Chronic risks	
Risk / opportunity name	Extreme weather events such as typhoons, high winds, heavy rainfall, floods, cold waves, frost, and extreme heat	Rising average temperatures	Rising sea levels
Risk / opportunity description	Extreme weather events such as typhoons, high winds, heavy rainfall, floods, cold waves, frost, and extreme heat may disrupt transportation, damage infrastructure, and consequently lead to operational interruptions, asset impairment, or casualties	Rising average temperatures increase cooling demands in the Group's pharmaceutical production and processing, resulting in higher energy consumption	Rising sea levels impact coastal infrastructure and affect the Group's normal production and operations
Impact of risks and opportunities on business	Short term: Medium	Low	Low
	Medium term: Medium	Medium	Medium
	Long term: Low	Medium	Medium
Value chain stage	Upstream Operation Downstream	Operation	Operation
Financial effect assessment	Increasing operational costs Decreasing operational revenue	Increasing operational costs	Increasing operational costs
Adaptation and mitigation actions	• Formulate the Guidelines for Work Arrangements in Severe Weather《惡劣天氣工作安排指引》 to ensure the attendance and work safety of employees in extreme weather • Formulate the Extreme Weather Response Strategies《極端天氣應對策略》 and set up an emergency team to ensure normal operations and production in the event of a major natural disaster • Formulate contingency plans for different extreme weather events. By optimizing the corresponding emergency response strategies and processes, we minimize the impact of disasters on the Group and our employees' health	• Turn to high-efficiency energy-consuming equipment and refrigeration equipment, and strengthen energy usage monitoring to understand our energy consumption situation	• Strengthen infrastructure development to enhance our resilience against climate-related challenges

Risk / opportunity type	Transition risks	
	Policy and legal risks	Technology risks
Risk / opportunity name	Increasing carbon pricing	Investment in low-carbon technologies
Risk / opportunity description	The implementation of national dual carbon goals and the EU Carbon Border Adjustment Mechanism has led to increasingly stringent regulatory requirements for carbon emissions, which may result in higher carbon emission costs for the Group	The low-carbon transition requires increased capital investment in high-efficiency equipment, solar photovoltaic panels and other low-carbon technologies, leading to higher operational costs for the Group
Impact of risks and opportunities on business	Short term: Low	Low
	Medium term: Medium	Medium
	Long term: High	High
Value chain stage	Operation	Operation
Financial effect assessment	↑ Increasing operational costs	↑ Increasing operational costs
Adaptation and mitigation actions	• Follow the latest regulatory requirements, strengthen energy management and carbon emission accounting, and work continuously to reduce our carbon emissions	• Fully consider climate and environmental factors when procuring new equipment, workplaces or factories. Prioritize low-carbon, energy-efficient equipment and favour renewable energy sources, thereby reducing our long-term operational costs

Risk / opportunity type	Transition risks	
	Market risks	Reputation risks
Risk / opportunity name	Increasing raw material costs	Stakeholder concerns
Risk / opportunity description	Increasingly stringent requirements for carbon emissions and sudden climate events may lead to supply chain instability and rising raw material prices. This poses risks such as disruptions in overseas product supply and increased raw material costs, which could subsequently result in product shortages, lower profit margins or higher end-product prices, thereby weakening our market competitiveness	Failure to effectively manage climate-related risks may trigger negative impacts such as shaken investor confidence and a surge in adverse media coverage, leading to impaired financial performance and weakened market competitiveness for the Group
Impact of risks and opportunities on business	Short term: Low	Low
	Medium term: Medium	Medium
	Long term: High	High
Value chain stage	Upstream Operation Downstream	Downstream
Financial effect assessment	↑ Increasing operational costs ↓ Decreasing operational revenue	↓ Decreasing operational revenue
Adaptation and mitigation actions	• Closely monitor climate policies across jurisdictions and proactively adjust our supply chain arrangements to ensure compliance • Fully integrate climate-related considerations into supplier risk assessments to enhance the climate resilience of our supply chain	• Actively manage climate-related risks, promptly understand and effectively address stakeholder concerns, so as to establish a responsible corporate image

Risk / opportunity type	Opportunities	
	Resource efficiency	Products and services
Risk / opportunity name	Improving energy efficiency	Growing demand for climate-resilient products and services
Risk / opportunity description	Improving energy efficiency reduces energy costs in the Group's operations and production, thereby increasing profitability	The rising incidence of ophthalmic diseases such as allergic conjunctivitis, dry eye syndrome, and allergies driven by factors including increased ultraviolet exposure, air pollution, and excessive use of digital devices has led to growing demand for eye treatment and preventative care. This presents new development opportunities for the Group
Impact of risks and opportunities on business	Short term: Medium	Medium
	Medium term: Medium	Medium
	Long term: High	High
Value chain stage	Operation	Downstream
Financial effect assessment	Decreasing operational costs Increasing operational revenue	Increasing operational revenue
Adaptation and mitigation actions	• Actively carry out energy management initiatives to continuously improve energy efficiency by implementing energy-saving and emission reduction projects, optimizing energy mix, and utilizing new energy sources	• Keep abreast of market demand changes, fully incorporate climate factors into business and R&D planning, and innovate eye drop products targeting diseases such as dry eye syndrome and conjunctivitis to meet patient needs • Pay close attention to climate information to ensure the supply of products related to ophthalmic diseases triggered by climate change • Strengthen patient education, disseminate knowledge about ophthalmic diseases, and enhance awareness of ophthalmic diseases among patients, so as to elevate brand recognition

Note:
1. During the Reporting Period and in the following year, the Group identified no climate-related risks or opportunities that would have a substantive impact on its financial position, financial performance, cash flows, access to finance, cost of capital, business model (including resource allocation), or current operations. Therefore, in accordance with the "comply or explain" principle outlined in Appendix D of the ESG Reporting Code, we are not required to conduct a quantitative analysis of the current financial effects.
2. The Group has conducted a qualitative assessment of potential financial effects. However, due to the high uncertainty inherent in measurement methods for quantifying anticipated financial effects, any estimated quantitative data would not be sufficiently reliable. Consequently, for the anticipated financial effects of climate-related risks and opportunities during the Reporting Period, the Group elects to use the "Financial Effects Relief".
3. The climate-related risks and opportunities faced by the Group during the Reporting Period and the following year are assessed as medium and low and do not pose any material impacts to the Group's operational strategy and decision-making. Therefore, the Group has not formulated a climate transition plan at this stage. However, we are committed to closely monitoring developments in climate-related policies, regulations, industry governance trends, and regulatory requirements. We will develop a climate transition plan and adjust our disclosure arrangements at an appropriate time.

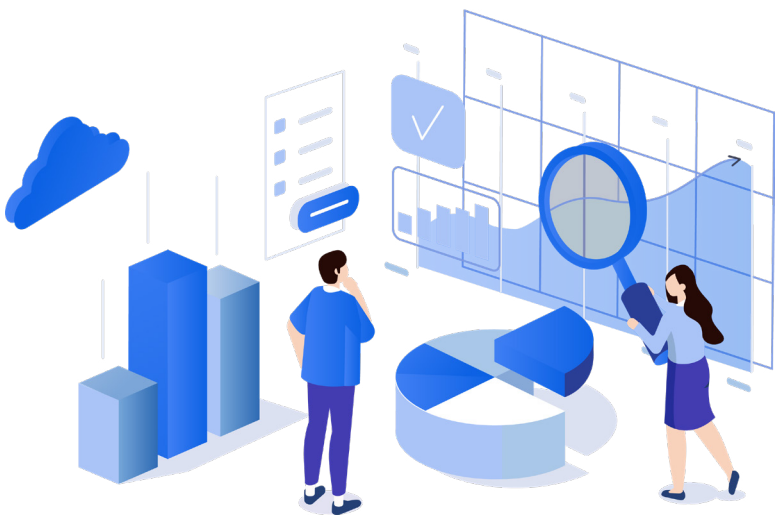
Climate Scenario Analysis

To proactively address the challenges posed by climate change and enhance climate resilience, we selected two climate scenarios—a low-emissions scenario and a high-emissions scenario—to conduct a qualitative climate scenario analysis of climate-related risks and opportunities under different emissions pathways. This analysis enabled us to identify potential climate-related risks and opportunities and provided a scientific basis for formulating targeted climate adaptation and transition plans.

	Low-emissions Scenario	High-emissions Scenario
Scenario Definition	Ambitious climate action limits global warming to within 1.5° C or well below 2° C.	Climate action is inadequate, and global warming exceeds 4° C by the end of this century.
Scenario Description	An ideal pathway aligned with the goals of the Paris Agreement. Countries step up climate action and achieve the climate goal of keeping the rise in global temperature well below 2° C and pursuing efforts to limit it to 1.5° C through measures such as energy conservation and emission reduction, green technological innovation, and the promotion of environmentally friendly production and consumption.	Countries fail to take effective climate action, global fossil fuel consumption continues to expand, and greenhouse gas emissions keep rising, causing the global average temperature to increase by more than 4 ° C and leading to intensified extreme climate risks, severe ecosystem imbalance, and other adverse outcomes.
Reference Data Source	IPCC SSP1-2.6 scenario	IPCC SSP5-8.5 scenario

The results of the climate scenario analysis indicate that, under different climate scenarios, the Group is exposed to varying degrees of physical risks and transition risks. Based on past operating experience, physical risks such as extreme weather have not caused operational or supply chain disruptions, equipment damage, or casualties to the Group. We have also been actively advancing our low-carbon transition through measures such as assessing climate-related risks and opportunities, optimizing the energy mix, and tracking and responding to climate-related policies. As a result, the Group has developed relatively strong climate resilience. Going forward, the Group will continue to enhance its ability to adapt to and withstand climate-related risks and changes in the external environment, strengthen value chain resilience, and safeguard the stable operation and sustainable development of its business through measures such as improving its climate risk management system, optimizing resource allocation, and promoting technological innovation and green transformation.

As obtaining all reasonable and supportable information for quantitative climate analysis under different emissions scenarios would involve extremely high costs, the quantitative analysis of climate scenarios has adopted the "Reasonable Information Relief".



Risk management

We integrate the management of climate-related risks and opportunities into the Group's overall risk management process, by establishing a comprehensive risk management mechanism to continuously enhance our climate resilience. This mechanism covers identifying, assessing and responding to and monitoring significant climate-related risks and opportunities. Compared to the previous fiscal year, the Group's climate risk management process remains unchanged.

Climate risk management process of Ocumension

Identify climate-related risks and opportunities

Referring to the Implementation Guidance for Climate Disclosures under HKEX ESG Reporting Framework and considering the characteristics of the industry and Ocumension Therapeutics' business, we regularly identify climate-related risks and opportunities.

Assess climate-related risks and opportunities

Based on the list of identified climate risks and opportunities, we assess the likelihood of their occurrence and the time frame and magnitude of their impact. Subsequently, we rank and assess climate-related risks along with other types of risks.

Respond to and monitor significant climate-related risks and opportunities

We formulate response strategies and monitoring measures for significant climate-related risks and opportunities, and regularly evaluate and optimize our risk management outcomes to ensure climate risks remain manageable.

Indicators and targets

To reduce the negative environmental impact of our operations, we continuously optimise GHG emission accounting and data management. During the Reporting Period, we completed the GHG emission verification for our Suzhou manufacturing plant and the product carbon footprint verification for our Ouqin sodium hyaluronate eye drops. These actions enabled us to precisely identify key emission sources and potential areas for emission reduction.

GHG verification for Suzhou manufacturing plant

Product carbon footprint verification for Ouqin sodium hyaluronate eye drops

In 2025, the Group's greenhouse gas emissions are shown as follows:

Environmental KPIs	Unit	2025	2024
Total GHG emissions (Scopes 1, 2 and 3)[1]	tCO_2e	6,864.07	7,094.72
Scope 1 GHG emissions	tCO_2e	294.38	18.94
Including: Petrol	tCO_2e	13.33	13.33
Including: Natural gas	tCO_2e	281.06	5.62
Scope 2 GHG emissions	tCO_2e	5,650.42	7,075.78
Including: Purchased electricity	tCO_2e	3,106.74	3,516.23
Including: Purchased steam	tCO_2e	2,543.68	3,559.55
Scope 3 GHG emissions	tCO_2e	919.27	/
Including: Employee travel expenses	tCO_2e	919.27	/
GHG emission intensity (Scope 1 and 2)	tCO_2e	7.39	17.00

Note:
1. Based on our operational profile, our GHG emissions primarily consist of Scope 1 emissions from vehicle gasoline consumption and natural gas used in production and operations, as well as Scope 2 emissions from purchased electricity and steam. The Group calculates its GHG emissions in accordance with the GHG Protocol《溫室氣體核算體系》, with emissions presented in carbon dioxide equivalent. Emissions from purchased electricity are accounted for and disclosed using a location-based approach, applying the emission factor of 0.5306 tCO2/MWh based on the 2023 national grid average emission factor published by China's Ministry of Ecology and Environment.
2. For Scope 3 GHG emissions during the Reporting Period, the Group solely disclosed those generated from employee business travel. They are calculated under Category 6: Business Travel as defined in the GHG Protocol《溫室氣體核算體系》. As obtaining all reasonable and supportable information for calculating Scope 3 emissions of the remaining categories would involve disproportionate cost or effort, the Group elects to use the "Reasonable Information Relief" for other Scope 3 emission categories.
3. After analyzing the impact magnitude of the Group's climate-related risks and opportunities, we identified no climate-related risks or opportunities at this stage that would necessitate independent capital expenditure, financing, or investment arrangements.
4. Considering that obtaining reasonable and supportable information for cross-industry and industry-specific climate-related disclosure indicators would require disproportionate cost, we elect to use the "Reasonable Information Relief".
5. Ocumension Therapeutics has not established internal carbon pricing, set quantitative climate targets, or incorporated climate-related factors into its remuneration policy. However, we will continue to monitor changes in regulatory requirements and industry practices and review relevant disclosure arrangements in a timely manner.

05 Community Engagement in Creating a Vision of Light

Guided by the principle of "Virtus et Lumen" (Courage and Light), Ocumension strives to create greater value for patients, communities, and the medical industry. In compliance with Chinese laws and regulations, we regulate our public welfare activities through the Compliance Manual《合規手冊》. In addition, we fulfil our corporate social responsibility every year through co-host free clinics, patient education, co-host academic conferences, charity donations, and medical professional sponsorship.

Contribution to the SDGs

Patient education

The Group has established the "Uveitis Matters" WeChat official account, dedicated to popularizing knowledge about uveitis and related ophthalmic diseases. This provides patients, their families, and medical professionals with comprehensive and accurate disease information, including definitions, causes, symptoms, diagnosis, and treatment methods of the diseases. On the WeChat official account, we share the latest treatment advancements and research findings, such as the application of biologics in refractory uveitis. Additionally, we provide psychological support to patients through sharing patient stories and case studies. Patients can learn about the common sense of eye protection, as well as the classification of and treatment plans for uveitis and other ophthalmic diseases through courses in Easy Vision. Meanwhile, we work together with the Department of Uveitis of Eye Hospital of Wenzhou Medical University and have built the Putao Tang, a patient-caring platform, to give lectures on ophthalmic knowledge every month to help the patients resolve their concerns.

In 2025

A total of **28** online patient communication meetings were held through the "Uveitis Matters", and the number of followers of the official account has exceeded **5,200**

Patient support

Ocumension Therapeutics is committed to advancing inclusive healthcare practices, ensuring that high-quality medical resources reach more patients in need. In 2025, we launched a dedicated patient support initiative for individuals with diabetic macular oedema at the Aier Eye Hospital in Hainan Boao Lecheng and Hainan Optometry Eye Hospital. Through real world research, we provided eligible patients with free injections of the authorized drug, fluocinolone acetonide intravitreal implant 0.19 mg. As of the end of the Reporting Period, we had offered 198 free injections, with cumulative financial support reaching RMB 11.88 million. This initiative leverages the drug's advantage of "single injection for sustained release over three years" to reduce the burden of frequent treatment for patients, improve their physical and mental well-being, and alleviate their financial burden through full drug funding. This fully demonstrates the Group's unwavering commitment to promoting equity and accessibility in healthcare.

As of the end of the Reporting Period

we had offered **198** free injections

with cumulative financial support reaching RMB **11.88** million

Industry support

Ocumension actively participates in and promotes industry exchanges and cooperation, committed to promoting innovation and development of ophthalmic medical technology through various efforts. In 2025, we actively participated in, hosted, or co-hosted industry exchange events, including the 29th Congress of Chinese Ophthalmological Society of the Chinese Medical Association and Vision China.

The 29th Congress of Chinese Ophthalmological Society of the Chinese Medical Association (2025CCOS)

In September 2025, Ocumension, as a leading ophthalmic enterprise, actively participated in the 29th Congress of Chinese Ophthalmological Society of the Chinese Medical Association. During the congress, we held three thematic sessions and one live surgical broadcast, sharing cutting-edge research outcomes and clinical practical experience with the broader ophthalmic community. These events attracted thousands of ophthalmology professionals to view on site. Through a series of academic exchange activities, Ocumension not only facilitated the sharing of expertise, technology, and experience within the industry but also played a positive role in advancing the overall academic standards and clinical capabilities in the field of ophthalmology.

The 29th Congress of Chinese Ophthalmological Society of the Chinese Medical Association

Vision China 2025

In June 2025, Ocumension Therapeutics participated in Vision China 2025, an exchange conference in the industry. During the conference, we set up a dedicated exhibition booth to showcase our core products and solutions and hosted thematic presentations to share our latest practical achievements and industry insights. We also conducted in-depth communication and exchange of perspectives with over a hundred counterparts, injecting momentum into the vigorous development of the visual health sector.

Vision China 2025

The 8th China International Import Expo

In November 2025, Ocumension Therapeutics participated in the 8th China International Import Expo to actively explore opportunities for international medical cooperation. At the expo, we secured a strategic cooperation agreement with Shanghai Pharmaceuticals Co., Ltd. The cooperation covers all of our imported products, with a focus on introduction, distribution, and supply chain coordination. This represents an enhanced partnership between the two parties following their initial cooperation at the 7th expo. We aim to optimise the medical supply chain in ophthalmology through resource integration, improve the circulation efficiency of imported medical products, and support the high-quality development of ophthalmic healthcare in China.

The 8th China International Import Expo

Special Project of the Ministry of Science and Technology by Shanghai Jiao Tong University

In 2025, as a major special project of the national key R&D programme of Research on the Prevention and Treatment of Common and Frequently-occurring Diseases, the project: the Construction of Multidimensional Big Data-driven Precise Prevention of and Intervention Strategy for Common Blindness-related Ophthalmic Diseases in China continues, in which the Group participated and applied under the initiative of Shanghai Jiao Tong University. The project will play a positive role in promoting the development and marketing of products for cataract, glaucoma, and myopia in China, and will make a social contribution to reducing blindness and visual impairment in the population. As of the end of the Reporting Period, we had successfully initiated and completed two clinical studies, the NCX-470-03 Project and the OT-502-001 Project. For both projects, we received approval from the ethics committees of research centres and conducted in full compliance with Good Clinical Practice (GCP) standards. We also involved multi-centre research scenarios in China and the United States and completed pre-defined enrolment targets and core data analysis.

Phase II clinical trial results for first-in-class drug OT-202 were published in Ophthalmology, a leading international ophthalmic journal

In November 2025, the results of the Phase II clinical trial for OT-202, a first-in-class new drug for dry eye syndrome with a novel mechanism of action, were officially published in Ophthalmology (IF: 12.4, Q1), a leading international ophthalmic journal (DOI: 10.1016/j.ophtha.2025.10.023). The study, titled "Efficacy and Safety of Syk/VEGFR-2 Dual-target Kinase Inhibitor (OT202) in Dry Eye: A Randomized, Vehicle-controlled, Phase 2 Trial", represents the first time that clinical research findings for a Chinese first-in-class innovative dry eye drug have been published in Ophthalmology. This highlights the Group's outstanding research capabilities and the significant clinical potential of OT-202. Recognition from such an authoritative international journal motivates us to deepen our commitment to pioneering ophthalmic research, striving to provide a novel treatment option for dry eye patients worldwide.

OT-202 clinical trial results were published in Ophthalmology, a leading international ophthalmic journal

Appendix: Index for ESG Reporting Code

Part C: "Comply or explain" Provisions

Aspect	Description	Title of sections
A1	**Emissions**	
General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	
A1.1	The types of emissions and respective emissions data.	Low-Carbon and Environmentally Friendly Practices for Green Development -Emissions management
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
A1.5	Description of emission target(s) set and steps taken to achieve them.	
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.	
A2	**Use of Resources**	
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	
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).	Low-Carbon and Environmentally Friendly Practices for Green Development -Resources management
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	
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.	
A2.5	The total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	
A3	**The Environment and Natural Resources**	
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Low-Carbon and Environmentally Friendly Practices for Green Development - The environment and natural resources
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	

Aspect	Description	Title of sections
B1	**Employment**	
General Disclosure	(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.	Diversity and Inclusion for Employee Development - Compliance employment, Compensation and benefits
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	
B1.2	Employee turnover rate by gender, age group and geographical region.	
B2	**Health and Safety**	
General Disclosure	(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	Diversity and Inclusion for Employee Development - Health and safety
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	
B2.2	Lost days due to work injury.	
B2.3	Description of occupational health and safety measures adopted and how they are implemented and monitored.	
B3	**Development and Training**	
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Diversity and Inclusion for Employee Development - Development and training
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	
B3.2	The average training hours completed per employee by gender and employee category.	
B4	**Labour Standards**	
General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Diversity and Inclusion for Employee Development - Compliance employment
B4.1	Description of measures to review employment practices to avoid child and forced labour.	
B4.2	Description of steps taken to eliminate such practices when discovered.	
B5	**Supply Chain Management**	
General Disclosure	Policies on managing environmental and social risks of the supply chain.	R&D Innovation for Health Accessibility - Responsible supply chain
B5.1	Number of suppliers by geographical regions.	
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.	

Aspect	Description	Title of sections
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	R&D Innovation for Health Accessibility - Responsible supply chain
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	
B6	**Product Responsibility**	Robust Operation and Steadfast Pursuit of Long-Term Development - Information security and privacy protection; R&D Innovation for Health Accessibility - Full life-cycle management
General Disclosure	(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.	
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	
B6.2	Number of products and service-related complaints received and how they are dealt with.	
B6.3	Description of practices relating to observing and protecting intellectual property rights.	
B6.4	Description of quality assurance process and recall procedures.	
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	
B7	**Anti-corruption**	Robust Operation and Steadfast Pursuit of Long-Term Development - Business ethics
General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	
B7.3	Description of anti-corruption training provided to directors and staff.	
B8	**Community Investment**	Community Engagement in Creating a Vision of Light
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.	
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	
B8.2	Resources contributed (e.g. money or time) to the focus area.	

Climate-related Disclosures

Climate-related Disclosures	Description	Title of sections
Governance	(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.	Low-Carbon and Environmentally Friendly Practices for Green Development - Climate change response
	(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	
Strategy	Climate-related risks and opportunities	Low-Carbon and Environmentally Friendly Practices for Green Development - Climate change response
	Business model and value chain	Low-Carbon and Environmentally Friendly Practices for Green Development - Climate change response
	Strategy and decision-making	Low-Carbon and Environmentally Friendly Practices for Green Development - Climate change response
	Financial position, financial performance and cash flows	Applied Financial Effects Relief for quantifying anticipated financial effects
	Climate resilience	Low-Carbon and Environmentally Friendly Practices for Green Development - Climate change response
Risk Management	(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks.	Low-Carbon and Environmentally Friendly Practices for Green Development - Climate change response
	(b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and	Low-Carbon and Environmentally Friendly Practices for Green Development - Climate change response
	(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	Low-Carbon and Environmentally Friendly Practices for Green Development - Climate change response
Metrics and Targets	Greenhouse gas emissions	Low-Carbon and Environmentally Friendly Practices for Green Development - Climate change response
	Climate-related transition risks	Reasonable Information Relief
	Climate-related physical risks	Reasonable Information Relief
	Climate-related opportunities	Reasonable Information Relief
	Capital deployment	Low-Carbon and Environmentally Friendly Practices for Green Development - Climate change response
	Internal carbon prices	Not yet implemented
	Remuneration	Not yet implemented
	Industry-based metrics	Reasonable Information Relief
	Climate-related targets	Not yet established


欧康维视
OcuMension