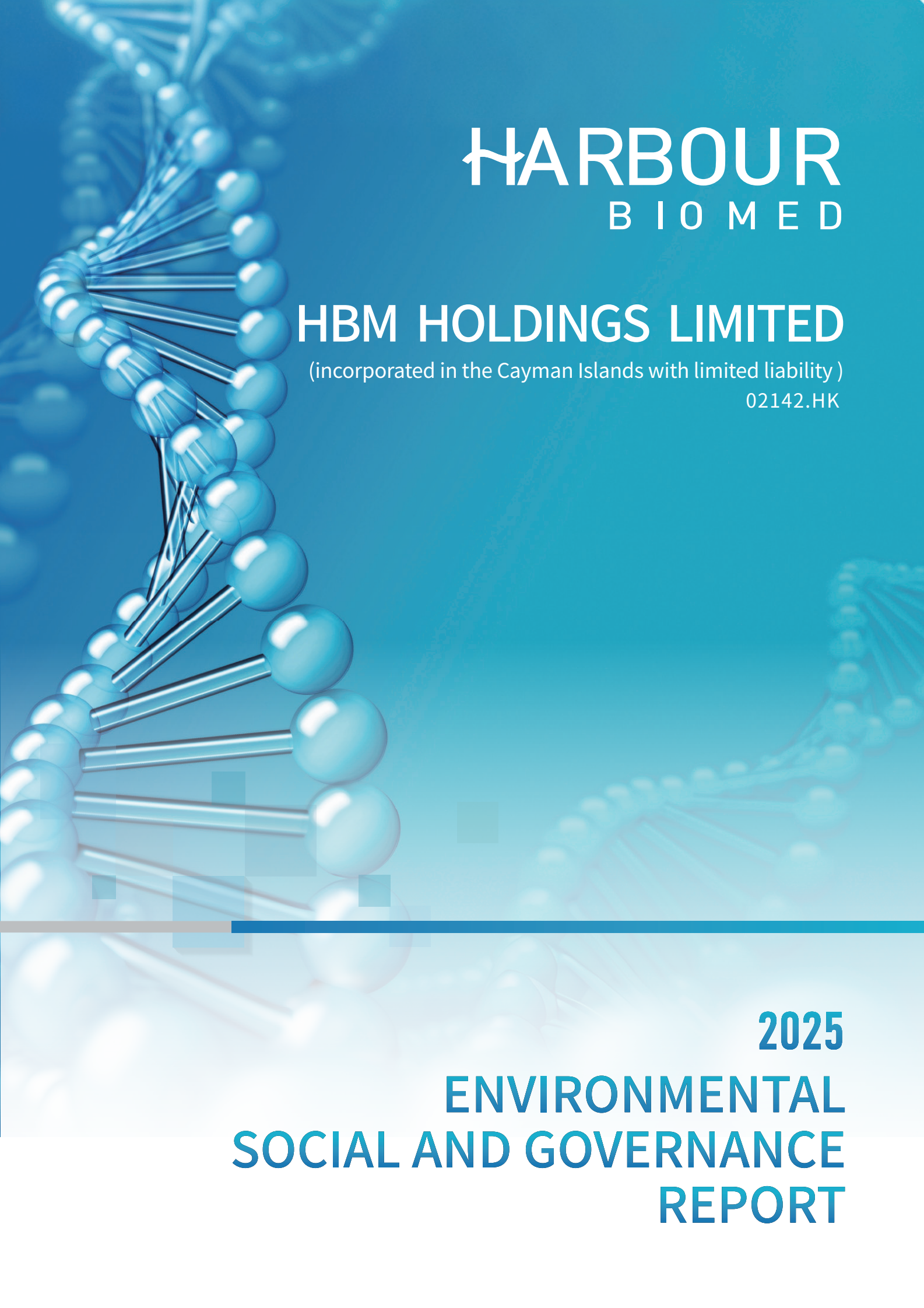


HARBOUR BIOMED

HBM HOLDINGS LIMITED

(incorporated in the Cayman Islands with limited liability)

02142.HK

2025 ENVIRONMENTAL SOCIAL AND GOVERNANCE REPORT

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HARBOUR BIOMED

About the Report

Information about This Report

This report is the sixth Environmental, Social and Governance (hereinbelow referred to as "ESG") Report issued by HBM Holdings Limited (hereinbelow referred to as the "Company"). This report is published annually and aims to comprehensively and truly show the management practices and achievements of the Company in the ESG field in 2025.

Reporting Scope

The scope of this report covers HBM Holdings Limited and its subsidiaries (collectively referred to as "the Group", "HBM" or "We"). Unless otherwise stated, the scope of disclosure of the key performance indicators ("KPIs") in the social area of this report is the same as that disclosed in the annual report; the scope of disclosure of the KPIs in the environmental area of this report covers the Group's premises that have a material impact on the environment in the course of our operations, i.e., the main office premises in Suzhou and Shanghai. The data contained in this report covers the period from January 1, 2025, to December 31, 2025 (hereinbelow referred to as "the year" or "the reporting period"), with some references to information from prior years to increase the completeness and comparability of the report.

Abbreviation

Abbreviation	Reference
The Group, HBM, We	HBM Holdings Limited and its subsidiaries
The Company	HBM Holdings Limited
Nona Biosciences	Nona Biosciences (Suzhou) Co., Ltd, Nona Biosciences (Shanghai) Co., Ltd

Reporting Principles

This report was prepared in accordance with the *Environmental, Social and Governance Reporting Code* (the "ESG Reporting Code"), as set out in Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited ("HKEx"), and adheres to the principles of "Materiality", "Quantitative", "Balance" and "Consistency" of the *ESG Reporting Code.*

"Materiality": Stakeholder engagement and materiality assessment are included in the preparation of this report as the basis for determining material ESG issues and responses to each important issue are provided in the respective sections of the report.

"Quantitative": This report presents the KPIs at the environmental and social levels with quantitative information along with the relevant calculation method.

"Balance": This report strives to provide an unbiased picture of our ESG performance following the principle of balance.

"Consistency": The information disclosure and statistical methods of KPIs used in the environmental and social categories are consistent with the ones used in previous years to ensure the comparability of information.

Source and Reliability Assurance

Unless otherwise stated, the data in this report were obtained from the Group's internal documents, survey interview records, financial reports and other public documents. All monetary amounts in this report are denominated in US$, and certain amounts and percentage figures contained herein have been rounded off. The Board of Directors of the Company (the Board) undertakes that this report does not contain any false information or misleading statements and that the Board is responsible for the truthfulness, accuracy, and completeness of its contents.

Confirmation and Approval

This report was confirmed by management and approved by the Board on 16 April 2026.

Access to and Feedback on This Report

This report is available in both traditional Chinese and English. An electronic version of the report is available on our website: www.harbourbiomed.com/investor and on the website of the HKEx: www.hkexnews.hk. In case of any discrepancy between the English and Chinese versions of this report, please refer to the English version.

Management Message

This report is the sixth ESG report issued by HBM, aiming to present to our internal and external stakeholders, as well as all parties concerned with HBM's development, the strategy we upheld, the actions we took, and the substantive progress we achieved in 2025 regarding strengthening corporate governance, fulfilling social responsibilities, and managing our environmental footprint.

Against the backdrop of an increasingly mature innovation ecosystem for biopharmaceuticals in China, HBM remains steadfast in its corporate mission of "Healthy Life, Breakthrough Medicines", focusing on pioneering innovation in the fields of immunology, oncology and other therapeutic areas. We are committed to translating globally leading technology platforms into next-generation therapies that benefit patients worldwide through independent research and development (R&D) and open collaboration. We have also deeply integrated ESG principles into our strategic core, continuously strengthening related governance and practices to enhance the resilience, scalability, and sustainability of our business model, thereby creating long-term value for all stakeholders.

Robust Governance for Sustainable Operation

Excellence in governance is the fundamental guarantee for navigating economic cycles and achieving steady development. We have steadily improved our corporate governance standards, refined our risk management and control systems, and adhered to the highest standards of business ethics, working with partners to foster an upright and clean business environment. We also maintain ongoing communication and cooperation with upstream supplier partners to jointly build a responsible and sustainable industrial ecosystem.

Innovation Leadership for Health Accessibility

Innovation is our lifeline. In 2025, we comprehensively upgraded our strategic layout, formally entering the "Harbour 3.0" phase. We have established and are vigorously advancing three growth engines: building a global "new infrastructure" for antibody drug development based on our unique technology platform, promoting long-term strategic overseas cooperation centered on technology platforms, and accelerating the maximization of global value for mid-to-late-stage product pipelines. We are systematically reshaping the R&D paradigm by integrating antibody engineering technology with cutting-edge digital technologies such as artificial intelligence, aiming to become the definer and leader of a new generation of multi-specific drugs.

Shared Prosperity for Collective Endeavor

We regard our employees as our most valuable asset, continuously striving to safeguard their rights and interests, and fostering an inclusive, safe, healthy, and growth-oriented work environment. We also value the development of each employee, empowering their career growth through diversified training and resources, actively encouraging internal talent mobility, with the expectation of sharing the fruits of the Group's development together.

Green and Low-Carbon Practices for Ecological Synergy

We actively address the challenges and opportunities presented by global climate change. In 2025, we systematically conducted assessments of climate-related risks and opportunities, exploring pathways for low-carbon transition to enhance corporate climate resilience and operational robustness. Furthermore, upholding the concept of harmonious coexistence between humanity and nature, and relying on a sound environmental management system, we strive to improve resource efficiency, strengthen emission management, and protect the ecological environment through concrete actions.

Looking ahead, HBM's goal has become increasingly clear: to build a globally leading, product-centric platform-based pharmaceutical group. We will steadfastly synergize our three growth engines to construct an open and win-win innovation ecosystem, defining next-generation therapies with leading technological platforms. Simultaneously, we will continue to uphold the concept of sustainable development, deepen ESG practices, thoroughly integrate corporate growth with the creation of social value, continuously expand the frontiers of innovation in life and health, and bring more breakthrough treatment options to patients worldwide, better serving human health.

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About HBM

About Us

HBM was incorporated in July 2016, and is a global biopharmaceutical company focused on the research and development of innovative drugs for immunological diseases, oncology, and other therapeutic areas.We have been using the world's leading innovative antibody development platform technology as an engine since the beginning, standing firm on source innovation and leading the industry at the forefront of innovation.

HBM's efforts are driven by our mission of "Healthy life, Breakthrough Medicines". In order to achieve this mission, we collaborate with leading academic institutions and biopharmaceutical companies worldwide to foster internationally innovative partnerships. Through independent innovation and diverse collaborations, we comprehensively advance the research and development of next-generation innovative therapies. At the same time, the Group also offers technology licensing to global biopharmaceutical companies and academic institutions, enhancing industry innovation capabilities and accelerating the delivery of more innovative therapies to patients.



In 2022, we established Nona Biosciences, structuring our overall business into two primary pillars: Harbour Therapeutics and Nona Biosciences. Harbour Therapeutics focuses on promoting the research and development of its global product pipelines and transformative therapies, and Nona Biosciences, relying on the Company's strong platform technology and accumulated expertise, accelerating global biotherapeutic innovation and benefits patients around the world through an open and innovative business model.

Based on our proprietary technology platforms such as Harbour Mice®, we have built a highly differentiated portfolio, consisting multiple innovative drug candidates in clinical stage and novel candidates at Investigational New Drug (IND)/IND-enabling stages.

Additionally, we continue to leverage our technological platforms to collaborate with global academic institutions, biotech firms, and pharmaceutical companies. Nona Biosciences is also expanding HBM's global collaboration network with industry pioneers and academic researchers through platform-based research offerings, platform licensing offerings, and molecule-based licensing offerings. By the end of the reporting period, we have garnered the trust of over 100 partners, initiated more than 380 research and development projects, and over 19 of these projects have advanced into clinical development stages.

Annual Honors

HBM was listed in the "2025 Zhangjiang Innovative Pharmaceutical Enterprises Global Competitiveness TOP 15"

HBM was selected into the Local Innovation Globalization Case of the 1st *Healthcare Sustainable Innovation Case Recommendation List*

HBM was listed as the "Industry leading Biotech Company" in the "China Innovative Drug Decade Glory Awards" (2015-2025)

HBM was selected for the "2025 China Leading Enterprises Ranking for Innovative Drug Overseas Expansion"

HBM was honored with multiple awards including "Most Valuable Pharmaceutical Company" by ZhiTong Financial

HBM was selected into the "Annual Influential Business Development List" of the "2025 (Sixth) China Biomedical Industry Chain Innovation Awards List"

HBM was recognized as the "Annual Outstanding Biopharmaceutical Enterprise" in the "Jin Ge Award" of GuruClub Annual Outstanding Company List

Nona Biosciences was shortlisted for the 2025 Prix Galien USA Awards "Best Startup" candidate list

Nona Biosciences was awarded "First Prize in the 2025 Greater Suzhou Employer Branding Competition"

04

ESG Governance

A sound ESG governance system forms the essential foundation for a company's sustainable development. HBM remains steadfastly committed to building rigorous ESG management systems, continually enhancing its ESG governance structure. The Company fully embeds ESG principles into corporate strategic planning, business decision-making, and daily operations, so as to foster long-term value creation and contribute to sustainable growth for shareholders, investors, employees, patients, and the society.



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Board of Directors Statement

The Group strictly adheres to the requirements of the HKEx's *ESG Reporting Code*, integrating ESG principles into corporate management. We continuously strengthen the Board's involvement in and oversight of ESG-related matters, establishing a sound ESG governance system and implementing good ESG practices to comprehensively enhance the Group's ESG performance.

Responsibilities of Board of Directors

The Board is the highest decision-making body for ESG governance, ultimately responsible for developing ESG strategies, managing ESG risks and opportunities, setting ESG targets, and evaluating ESG performance.

The Board holds meetings at least twice a year to review the progress of ESG-related initiatives, including the implementation of ESG strategies, management of climate change and other ESG risks and opportunities, and the achievement of greenhouse gas (GHG) emissions reduction targets. Based on the current status of ESG management and the Group's strategy, business model, and operational processes, the Board discusses whether updates are needed for key ESG focus areas and reviews the linkage between senior management's compensation programs and ESG-related metrics such as climate change to ensure the Group's sustainable development. Each year, we provide ESG training to the Board covering topics such as climate change and regularly organize specialized workshops on ESG and climate change with external experts. This ensures that the Board stays abreast of relevant latest trends and continuously strengthens the knowledge and capabilities necessary for effective governance.

ESG Risk Management

To effectively manage various potential ESG risks that may impact the Group's sustainable development, the Board is responsible for assessing and making decisions regarding ESG-related risks, such as climate change. The Audit Committee, as the oversight body for ESG matters, supervises the identification and management of climate change and other ESG risks and opportunities, regularly reporting to the Board.

ESG Work Execution

The Audit Committee is responsible for coordinating the execution of ESG matters and overseeing the ESG working group in implementing strategies, targets, and management policies. This ensures the integration of sustainability factors into daily operations.

ESG Work Execution

We have established effective and transparent communication mechanisms with internal and external stakeholders to understand their concerns. We continuously monitor ESG compliance requirements, development trends, and peer performance, discussing and identifying risks and opportunities related to the environment, society, and governance in line with HBM's strategic development. We assess the importance of ESG topics to clarify the focus of the Group's ESG management and continuously improve our ESG management policies and strategies to ensure that ESG-related work remains up-to-date and effectively addresses the demands and expectations of stakeholders.

ESG Governance Structure

The Group has established a three-tier ESG governance structure consisting of the "Board of Directors - Audit Committee - ESG Working Group", clearly defining the responsibilities and scope of each level. We comprehensively identify and actively respond to climate change and other ESG risks and opportunities, promote the implementation of climate strategy and other major ESG decisions and business practices, and, while ensuring the achievement of the Group's business goals, continue to create long-term development value.

HBM's ESG Governance Structure

Board of Directors

- Decides ESG-related development direction and management policies
- Reviews major ESG issues, ESG risks and opportunities, and related management decisions
- Formulates ESG strategies and relevant policies applicable to the Group

Audit Committee

- Supervises the implementation of relevant ESG policies of the Group
- Evaluates the policy risk and rationality of the Group
- Supervise and manage ESG-related risks and opportunities
- Evaluates and formulates ESG-related sustainable development goals

ESG Working Group

- Responsible for communication and implementation of ESG policies
- Track the progress of ESG goal achievement and report on it regularly
- Collects, sorts, and reports external information
- Public disclosure of ESG-related performance of the Group

Stakeholder Engagement

The Group places great importance on stakeholder engagement, establishing diversified and regular communication mechanisms to closely monitor stakeholder demands. We continuously optimize ESG management and enhance information disclosure to actively respond to stakeholder concerns and expectations. The Group's key stakeholders include shareholders and investors, governments and regulatory bodies, employees, communities and the public, suppliers, partners, and customers.

Stakeholders	Concerns and Expectations	Communication Channels
Shareholders and investors	Investment return Information disclosure Compliant operation	Annual reports, financial statements and announcements General meeting, performance presentation and roadshow Investor research Investor email, forum and other online communication Company announcement WeChat official account
Government and regulatory authorities	Compliant operation Paying taxes according to law Contribution to the society	Business communication Research and investigation Press releases, news bulletins
Employees	Protecting employees'rights and benefits Occupational health and safety Improving employee benefits Equal opportunity and diversity	Employee communication conference Employee activities Suggestion box
Communities and the public	Actively participating in public welfare Focusing on the needs of doctors and patients	Community services Company announcement WeChat official account Follow-up visit
Suppliers	Fairness and justice Win-win cooperation	On-site assessment Evaluation and assessment Business communication Technical training
Partners	Promoting industry development	Industry exchange conferences Industry-university-research cooperation
Customers	Compliance with the law Integrity Quality products and services Customer privacy protection	Business communication Customer communication meeting Seminar Customer feedback



Materiality Assessment

In accordance with the *ESG Reporting Code*, we have identified 28 key ESG issues based on daily stakeholder communication, industry trend tracking, analysis of corporate operational characteristics and strategic direction, and benchmarking against peer ESG priorities. We regularly engage third-party professional organizations to conduct materiality assessments to clarify ESG priorities and define the focus of ESG management practices and information disclosure.

Step 1
Identify ESG issues

- Review ESG work and stakeholder feedback
- Analyze the external environment, including laws, policies, regulatory requirements, etc.
- Benchmark against major concerns in the industry and good practices from peers
- Develop the ESG issues list

Step 2
Stakeholder communication and research

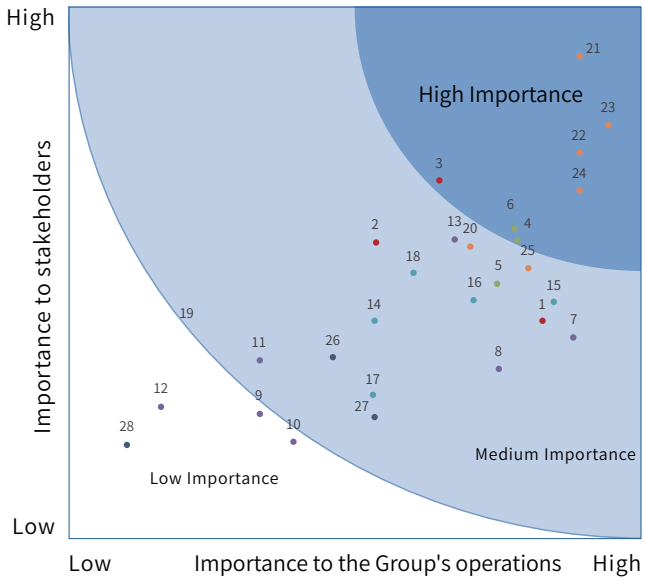
- Develop a communication and engagement plan for internal and external stakeholders
- Invite internal and external stakeholders to assess the materiality of each issue

Step 3
Assessment of materiality issues

- Rank the importance of issues based on two dimensions: importance to stakeholders and importance to the Group's operations
- The ESG working group reviews the assessment results and discloses them after confirmation and approval by the Board of Directors

During the reporting period, due to no significant changes in the business operation model of the Group, after reviewing the ESG issues and assessment results, we believe that the results are still applicable to the Group. The materiality matrix is as follows:

Materiality matrix of HBM in 2025



Economic issues*	Governance issues*	Environmental issues
1. Tax transparency	**4. Sustainability governance**	7. Emission management
2. Industry support	5. Risk management	8. Water use management
3. Trade environment impact	**6. Business ethics**	9. Energy use
		10. Materials and packaging use management
		11. Biodiversity
		12. Animal welfare
		13. Combating climate change

Labor issues	Product and value chain issues*	Community issues
14. Employee diversity and equal opportunities	19. Supplier ESG performance	26. Inclusive healthcare
15. Occupational safety and health	20. Intellectual property protection	27. Public service and charity activities
16. Employee development and training	**21. Product development capability**	28. Community involvement
17. Compliance employment	**22. Product and service quality**	
18. Employee rights and welfare	**23. Product safety and traceability**	
	24. Privacy protection	
	25. Complaint management	

* Bold font is high importance materiality issue

05

Compliance Operations

HBM establishes efficient governance mechanisms and continuously improves compliance and risk management systems. By adhering to ethical standards in all aspects of business operations, along with a stable and pragmatic management philosophy and practices, the Group effectively safeguards the long-term interests of all stakeholders.

ESG Topics:

· Risk Management

· Business Ethics

· Supplier ESG performance

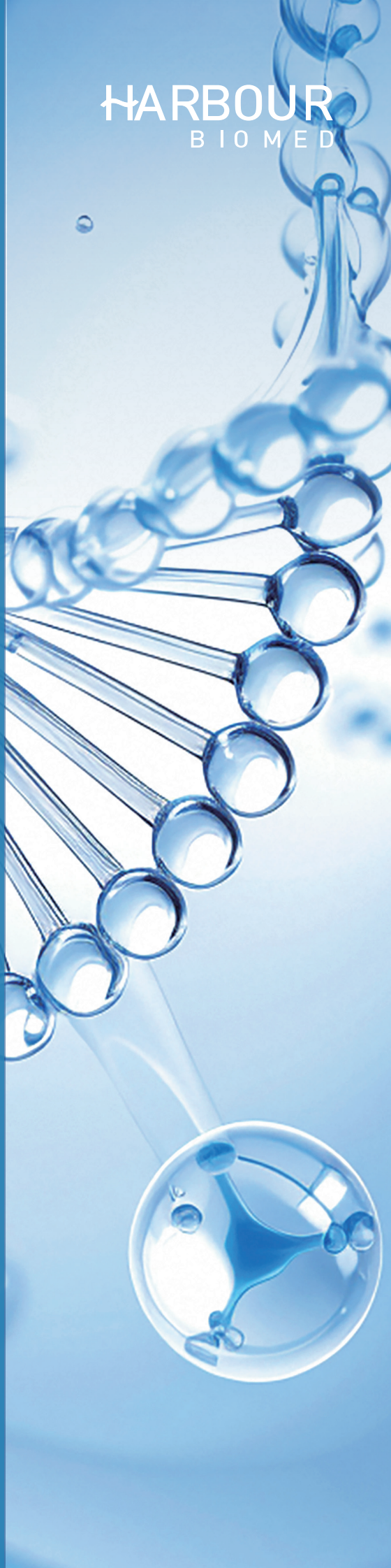
· Industry support

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Corporate Governance

The Group strictly abides by the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited* and other laws and regulations of the place where we operate. We have formulated the *Articles of Association* as well as various rules and regulations applicable to the development of the Group. We regularly review compliance with legal regulations, the implementation of corporate governance systems, and policies, striving to ensure sound operations of the Company through standardized and effective governance.

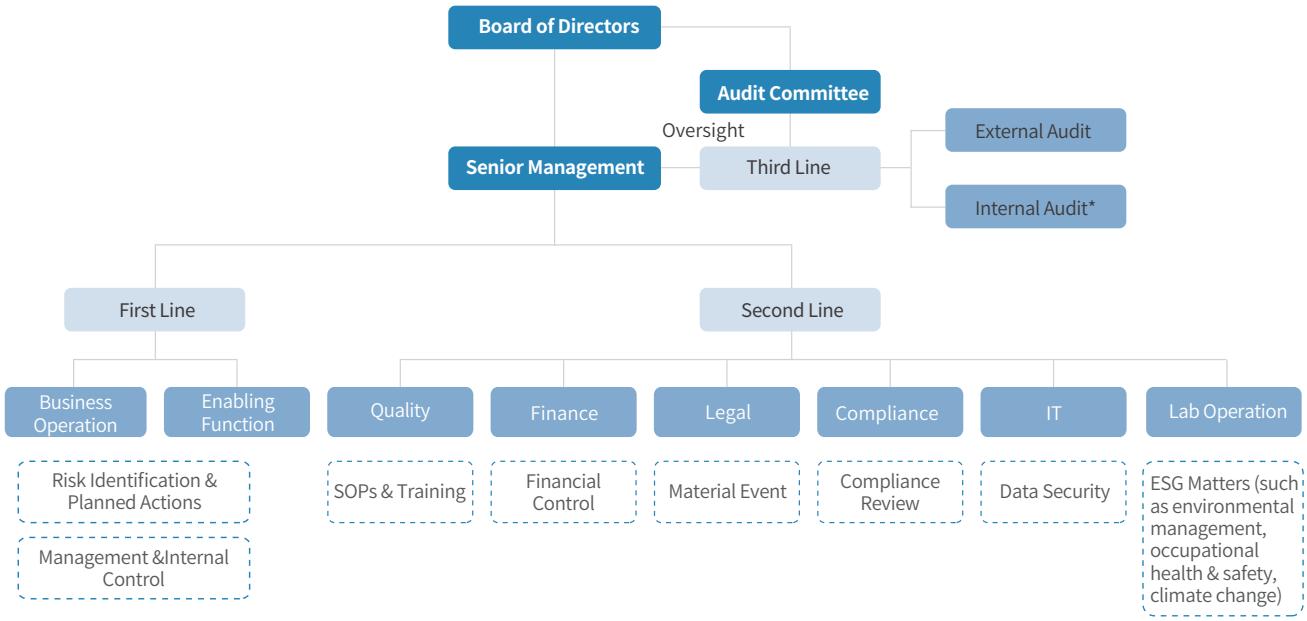
The Group has established a three-tier governance structure comprising the "general meeting of shareholders, the Board of Directors, and the management". Among them, the Board consists of the Audit Committee, the Remuneration Committee, and the Nomination Committee, which are obliged to provide support and advice to the Board to support efficient, standardized and scientific decision making. The Board, both directly and indirectly through the Committees, leads and provides guidance to management, including monitoring the Group's operational and financial performance and ESG performance by formulating strategies and overseeing the implementation of the strategies, ensuring the completeness and effectiveness of the internal control and risk management system.

We have established the board diversity policy, under which the Nomination Committee reviews and evaluates the composition of the Board by taking into account individual skills and experiences, and strives to promote diversity in terms of gender, age, professional qualifications, industry experience, cultural and educational background, geography, and ethnicity. As of the end of the reporting period, the Board consists of six directors, including four independent non-executive directors and one female director. Additionally, five of the current directors hold doctoral degrees. The Board possesses diverse and extensive experience in fields such as finance and accounting, clinical medicine, and biomedical sciences, providing comprehensive and integrated perspectives to enhance the efficiency of the Board and maintain the highest standards of governance. Furthermore, we encourage members of the Board to participate in various professional skill enhancement, compliance training programs and ESG-related training programs such as climate change response to multi-dimensionally improve the knowledge and capabilities required for their roles.



Risk Management

The Group attaches great importance to risk management and has formulated a risk management framework with "three lines of defense". The Board serves as the highest decision-making body for the Group's risk management and internal control, being fully responsible for establishing and improving the Group's risk management and internal control system and reviewing its effectiveness. Senior management coordinates all business units in identifying and managing risks, covering proactive detection in business processes by operational departments and various risk management measures across key areas such as quality, finance, legal, compliance, data security, and ESG issues such as climate change. Our Audit Committee assists the Board in leading senior management and collaborates with internal audit (internal control mechanisms) and external auditors to comprehensively monitor risk management practices, ensuring the effective implementation of all risk management and internal control efforts.



HBM Risk Management and Internal Control Structure

First line of defense (Business function)

In the course of business activities, all functional departments, business units,and personnel in their respective business positions take the lead in undertakingrisk identification and management for matters within the scope of their job responsibilities.

Second line of defense(Supervision and support for risk management)

Relevant functional departments shall assist the front-line business departments to assume joint responsibilities for overseeing, inspecting, and evaluating those works relating to the implementation of risk management.

Third line of defense(Independent assurance)

The Audit Committee of the Board shall be responsible for overseeing and reviewing the results of risk management and external audit report.

* As of the end of the reporting period, we do not have a specific internal audit function. We are committed to continuously monitoring and assessing the need for establishing a specific internal audit function on an annual basis. During the reporting period, we reviewed and concluded that the current internal control mechanisms are sufficient to ensure the effective operation of the Group's risk management systems.

We continuously improve our risk management and internal control mechanism, regularly testing and reviewing key aspects of internal controls, formulating special review reports, and reporting to the Board and the Audit Committee. In the event of identifying significant weaknesses in internal control, we will convene special meetings with senior management to optimize risk management and internal control processes, strengthen risk prevention, and continuously promote governance improvements. In 2025, the Group focused on strengthening the foundational management and practical implementation of risk management and internal control mechanisms. In subsequent years, the system will be dynamically refined in response to evolving regulatory requirements to continuously enhance end-to-end risk governance capabilities.

During the reporting period, the Group also conducted an annual risk assessment to systematically identify and evaluate major and emerging risks, including compliance risks, industry challenge risks, risks related to artificial intelligence, data security and intellectual property protection, and R&D strategy risks. Based on the identification of significant risks for the year, we clarified our risk management objectives, thereby enhancing the precision and effectiveness of risk management efforts. In accordance with the results of the risk assessment, we developed and implemented risk mitigation plans and regularly monitored the progress and effectiveness of these actions to ensure risks are eliminated or their impact is minimized. Furthermore, we remain dedicated to enhancing our risk assessment methodologies and criteria, strengthening our ability to anticipate and mitigate potential risks.

We attach great importance to corporate image and reputation management and include public opinion monitoring and crisis management as key areas of risk management. We have formulated the *HBM Crisis Handling Procedure*, establishing a crisis management team and regularly reviewing and updating relevant Standard Operating Procedures (SOPs) to adapt to the Group's development needs, to provide institutional and organizational support for the proper response to and handling of crisis events. We have established fixed and mobile monitoring mechanisms, ensuring at least two public opinion searches per day and at least one weekly review of monitoring dynamics. We develop optimization plans to comprehensively and in real-time monitor global pharmaceutical industry policy topics, industry trends, and public opinion regarding the Group, ensuring rapid and appropriate responses to potential public opinion events.

HBM Crisis Management Team Structure

Executive Management of the Group	Team Leader	Develop work and action plans
Corporate Public Relations and Legal Department	Team Members	Gather internal and external risk information to provide professional advice to the team leader
Corporate Public Relations	Team Coordinator	Monitor public opinion risk events and maintain information exchange with internal and external stakeholders

HBM Full-cycle Crisis Management Process

Crisis warning

All employees can identify and report any incidents that may affect the Group's reputation.

Crisis triggered

The crisis-management team makes crisis responses according to the HBM Crisis Handling Procedure.

Crisis response

External communication by the Department of Public Relations is key to the crisis response.

End crisis

The working group decides whether to end the crisis response and issues a recovery plan, depending on the situation.

Compliant Operations

The Group consistently places business ethics and compliance management at the core of corporate development. We regard integrity as the foundation of corporate development and have comprehensively integrated it into daily operations. We strictly comply with the *Criminal Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, the *Anti-Money Laundering Law of the People's Republic of China* and other laws and regulations. On this basis, we have established and continuously improved a compliance policy system comprising the *HBM Compliance*, the *Conflict of Interest Policy*, and the *Employee Handbook,* which clearly regulate ethical standards, anti-corruption, anti-bribery, whistleblowing, and external incident management.

We adopt a "zero tolerance" approach to any form of corruption, fraud, extortions, malpractice and money laundering. In addition to holding all employees to the highest standards of business ethics, we are also committed to requiring our suppliers and other business partners to adhere to the same unified standards of business ethics, jointly fostering and maintaining a healthy and integrity-driven business environment.

For internal employee management, we have established a multi-dimensional compliance management system. In addition to setting clear internal policies and guidelines for activities such as project promotion, industry exchanges, and event sponsorship, we further enhanced our internal control mechanisms in 2025. These measures explicitly prohibit misconduct in business operations, including procurement, project promotion, and industry exchanges, and continue to regulate sponsorships of medical-related academic and educational programs. Before major holidays, we issue specialized reminders to all employees via company-wide emails regarding business ethics and gift acceptance policies, reinforcing compliance awareness at critical moments. To uphold integrity responsibilities in the procurement process, all procurement employees are required to sign a letter of commitment to integrity procurement. Meanwhile, we continue to deepen compliance audits. During the reporting period, approximately ten specialized audits were conducted focusing on high-risk scenarios such as consulting activities, internal meetings, and external expert management. The results indicated full compliance with regulations, with no incidents related to breaches of business ethics or corruption.

Compliance training serves as a key measure to raise all employees' compliance awareness. Through the "Compliance Wire" online platform, we conduct regular training on business ethics and anti-corruption. For new employees, we mandate completion of specialized business ethics training, while for employees in key departments such as medical affairs, clinical operations, and business development, we organize case-based anti-corruption instruction to strengthen their risk awareness. Furthermore, during the reporting period, we revised training management requirements, obliging employees to sign an acknowledgment letter confirming their understanding and commitment to strictly adhere to the Group's code of ethics, thereby ensuring the practical effectiveness of our training programs.

In terms of external partner management, we insist on including our partners in a unified ethics management system. We require all newly on-board suppliers to sign the *HBM's Suppliers Code of Ethics for Business Conduct* to strengthen suppliers' understanding of the Group's compliance and integrity policies. In 2025, the signing rate among the Group's newly on-board suppliers was 100%. We have also formulated and issued the *Integrity Initiative Letter*, which is implemented internally and communicated to our partners to further clarify and reinforce the integrity responsibilities of both parties.

We are committed to building an open and transparent compliance culture, encouraging all employees and external parties to report suspected illegal or non-compliant behavior through hotlines, supervisory email, and other channels. The Audit Committee oversees the handling and investigation of reported incidents, ensuring the independence and effectiveness of whistleblowing management. In addition, we strictly enforce confidentiality for reports, firmly protect the lawful rights and interests of whistleblowers, and prohibit any form of retaliation. Any retaliatory conduct, once verified, will be dealt with severely in accordance with applicable laws and regulations. During the reporting period, the Group did not receive any reports or incidents involving corruption, bribery, extortion, fraud, or money laundering.

Responsible Supply Chain

Supplier Management

The Group has established and continues to refine its supplier management system, applying tiered and categorized management for more efficient supplier oversight. Through system optimization and technological empowerment, we are enhancing supply chain management across all dimensions. We have developed and abide by internal regulatory documents such as the *Indirect Logistics and Service Procurement Process*, the *GxP Supplier Quality Management* and the *Supplier Emergency Response Plan*, which clearly define the lifecycle supplier management requirements.

Supplier Admission

We implement classified and differentiated admission management for prospective suppliers based on procurement category to ensure supplier qualifications closely match business needs. For critical suppliers, we form a procurement team comprising members from the Procurement and Quality Departments to conduct a comprehensive assessment based on quality, cost, and cultural fit. We also verify the authenticity and validity of their business license documents, system certificates, product inspection reports, and other relevant qualification materials. Under equal conditions, we prioritize cooperation with suppliers that have certifications in environmental management systems and occupational health and safety management systems. We also strictly control admission thresholds and conduct on-site or online audits of new suppliers according to actual needs; only those that pass the audit can be included in the qualified supplier database. We also sign quality agreements with newly qualified suppliers to further ensure the stability of supplier quality.

To secure access to high-quality resources in advance, in 2025, we implemented a "collaboration before project launch" strategy in key fields such as preclinical development. Through on-site visits and joint technical workshops, we established long-term and stable partnerships with leading suppliers in the market. Furthermore, for overseas suppliers in regions such as the United States, we introduced new review requirements such as the W9 form to further strengthen verification of foundational information, ensuring compliance in cross-border engagements.

Supplier Assessment

We have established a supplier assessment mechanism and developed an annual review plan. The quality team oversees the annual audits of suppliers, using supplier questionnaires to conduct comprehensive evaluations across compliance, quality, and technology dimensions, ensuring that supplied products meet our quality standards. For critical suppliers, we regularly conduct quality risk assessments and implement differentiated management based on the assessment results, reinforcing the prevention of supply quality risks.

Supplier Elimination

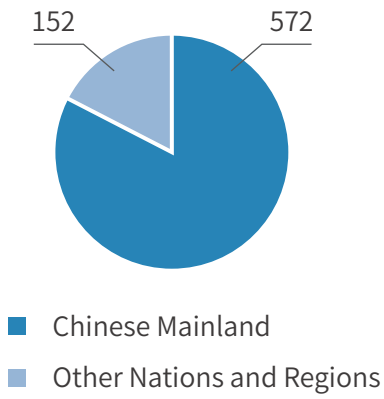
For suppliers that do not meet standards in the annual audit, we provide improvement suggestions and assist them in formulating corrective action plans, tracking and reviewing the implementation of these improvements. If they still do not meet standards after remediation, we will initiate a delisting process and take necessary measures to terminate cooperation, ensuring the overall quality of the supply chain.

Building on a well-established management framework, we are accelerating the digital transformation of our supply chain management. Our Supplier Management System (SMS) digitalizes the lifecycle management of suppliers from admission and evaluation to performance review and exit. The system integrates key functions including qualification review, online bidding, and performance assessment. During the reporting period, we implemented a visual workflow upgrade, which substantially enhanced management transparency and decision-making efficiency, providing strong data-driven support for refined supply chain operations and continuous improvement.

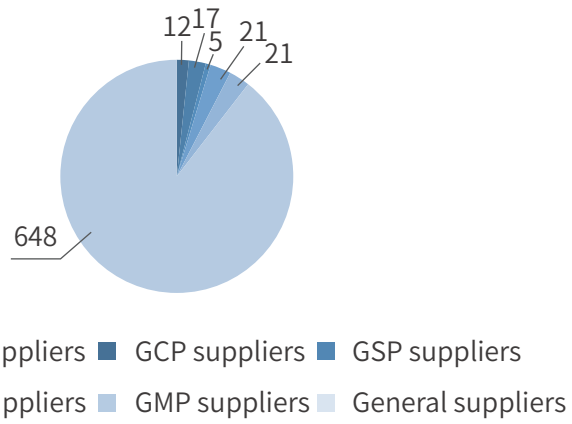
Additionally, we are committed to fostering collaborative and mutual-trust partnerships with our suppliers by establishing multi-level and regular communication channels. We maintain ongoing tracking of supplier product quality and service performance via phone communications, on-site visits, and technical workshops, enabling timely response and resolution of collaboration issues. We also regularly convene in-depth dialogues between key personnel and suppliers to systematically review performance assessments and partnership status, jointly identify areas for improvement, help suppliers overcome development bottlenecks, and boost collaboration effectiveness. For strategic suppliers, we additionally organize targeted technical workshops and on-site visits to further strengthen coordination and promote long-term win-win outcomes.

By the end of the reporting period, HBM has a total of 563 cooperative suppliers. Among them, 113 suppliers have obtained ISO 9001 quality management system certification, and 47 suppliers have obtained ISO 14001 environmental management system certification. The specific distribution of suppliers is as follows:

Number of Suppliers by Region



Number of Suppliers by Service Type



Supply Chain Risk Management

We place high priority on the continuity and stability of our supply chain, proactively identifying and mitigating factors that could lead to supply disruptions. We also monitor our suppliers' performance in environmental and social responsibilities, working with partners to build an ethical, stable, and green supply chain. Through these efforts, we aim to strengthen supply chain resilience and achieve mutual benefit.

Supply Chain Stability Assurance

Amidst a complex and volatile external environment, we have established a comprehensive supply chain risk prevention and control system, conducting thorough monitoring and assessment of potential risks at each stage. During the reporting period, to address supply chain uncertainties caused by geopolitical tensions and trade frictions, we adopted a dual-track approach of "stockpiling + alternative sourcing" for critical laboratory materials originating from the United States and other countries/regions. On one hand, we signed large-volume purchase orders with suppliers and arranged phased deliveries to secure inventory and mitigate the impact of tariff fluctuations. On the other hand, we sourced alternative brands in other production locations or encouraged suppliers to relocate production lines, thereby reducing single-source dependencies.

In terms of transportation emergency management, we have established a *Supply Chain Emergency Response Plan*, implementing a two-hour rapid response mechanism for emergencies such as overtemperature and logistics delays, thereby strengthening risk control in transportation. To address supply challenges for critical resources such as laboratory non-human primates, we have set up a market dynamic sharing mechanism to regularly update internal teams on supply conditions, assisting business units in planning experimental schedules and ensuring the continuity of R&D activities. At the same time, we continue to advance the localization of reagent and consumable procurement, steadily increasing the proportion of locally sourced materials to mitigate the impact of cross-border supply chain fluctuations.

Environmental and Social Risk Management Across the Supply Chain

We are committed to promoting sustainable development throughout our supply chain. To this end, we have formulated the *Suppliers Code of Ethics for Business Conduct*, which clearly outlines management requirements for supplier labor rights, occupational health and safety, and environmental protection during supplier onboarding, bidding, and performance evaluation, while also specifying reporting channels for violations. To ensure that the ESG-related requirements in the code are effectively communicated and implemented, we require all new suppliers to sign the code via our Supplier Management System. In 2025, 100% of new suppliers completed the signing. We also evaluate suppliers' performance in fulfilling environmental and social responsibilities during the annual review. Through in-depth analysis of sustainability risks among cooperative suppliers, we guide them in responsibly managing environmental, safety, and business ethics issues. This helps them enhance their ESG performance and further reduces ESG risks in the supply chain. During the reporting period, the Group did not terminate any supplier relationships due to ESG-related issues.

Dimensions adopted in the ESG performance evaluation for HBM suppliers

Environmental Impact	Assess emissions compliance in suppliers' operations and the standardized use of relevant facilities
Health and Safety	Assess the integrity of suppliers' EHS (Environment, health and safety) related systems and procedures, the effectiveness of equipment and measures related to employee safety, and the professional qualifications and training of related personnel
Clinical Safety	Assess the standardization of the suppliers' adverse event management process in clinical studies, and require them to provide safety update reports to protect the rights and interests of subjects

In terms of business ethics, we have established an integrity-based procurement system guided by the principle of "internal governance and external partnership". Internally, all relevant employees (including interns) are required to sign the *Procurement Code of Conduct* on their on-board day, which clearly defines core requirements such as gift declaration procedures and conflict-of-interest avoidance, thereby standardizing procurement practices from the outset. Externally, during the reporting period, we drafted an *Integrity Initiative Letter* that will be communicated to all suppliers, reinforcing mutual awareness of ethical responsibilities in our partnerships.

In terms of green procurement, we consistently implement green development principles by integrating environmentally responsible requirements throughout the entire procurement process, working to minimize the negative environmental impact from the upstream value chain. We continue to adopt two eco-friendly packaging materials, IMARK and NERA D30, leveraging their reusability and strong thermal insulation properties to reduce resource consumption and environmental footprint. To lower carbon emissions from transportation, we have adopted green logistics practices such as route optimization and consolidated cross-border shipments. Additionally, when selecting suppliers, we give priority to partners with environmental management system certifications, taking concrete steps to drive the green transition of our supply chain and contribute to the sustainable development of the entire industry chain.

06

Innovation-Driven Development and Accessible Health Services

HBM consistently upholds the philosophy of "Healthy life, Breakthrough Medicines", dedicating itself to pioneering work in tumor immunology, immunological diseases, and other therapeutic fields. Leveraging industry-leading independent innovation capabilities and a diversified and differentiated product pipeline, we continue to expand external strategic collaborations. Besides, we are committed to developing next-generation therapies to address patient needs and advance the course of human health.

ESG Topics:

- Product Development Capabilities
- Industry Support
- Intellectual Property Protection
- Product and Service Quality
- Product Safety and Traceability
- Animal Welfare
- Privacy Protection
- Complaint Management

6.1. Pioneering Leadership 21

6.2. Innovation Management 27

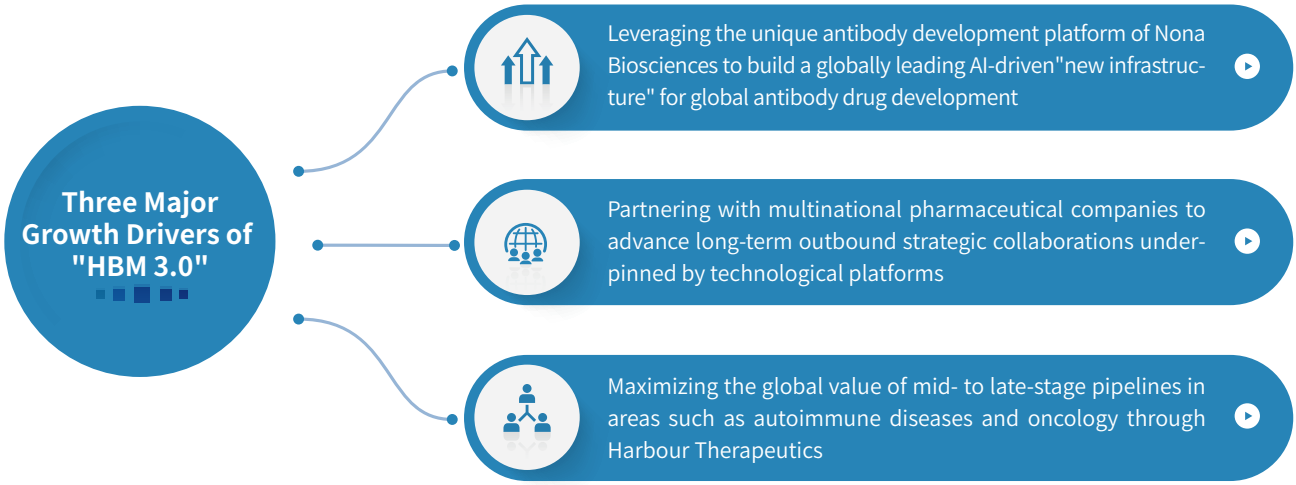
6.3. Lean Quality 29

6.4. Protection of Patients' Rights and Interests 32



Pioneering Leadership

Technological innovation is the cornerstone of HBM's competitive edge. The Group remains committed to deepening its global innovation strategy, evolving from rapid growth driven by in-house R&D and high-value pipeline introduction to pursuing open global partnerships. These efforts aim to maximize the innovative value of our technology platforms, while continuously upgrading cooperation models and expanding our partnership ecosystem. In 2025, the Group fully upgraded its strategic framework, marking the official launch of "HBM 3.0". We have established three major growth drivers to fuel sustainable innovation, including the global antibody development platform of Nona Biosciences, platform-outbound partnerships with multinational pharmaceutical companies, and the maximization of global value of our mid- to late-stage pipelines.



Three major growth drivers work synergistically to build a sustainable business model that drives continuous innovation and long-term growth.

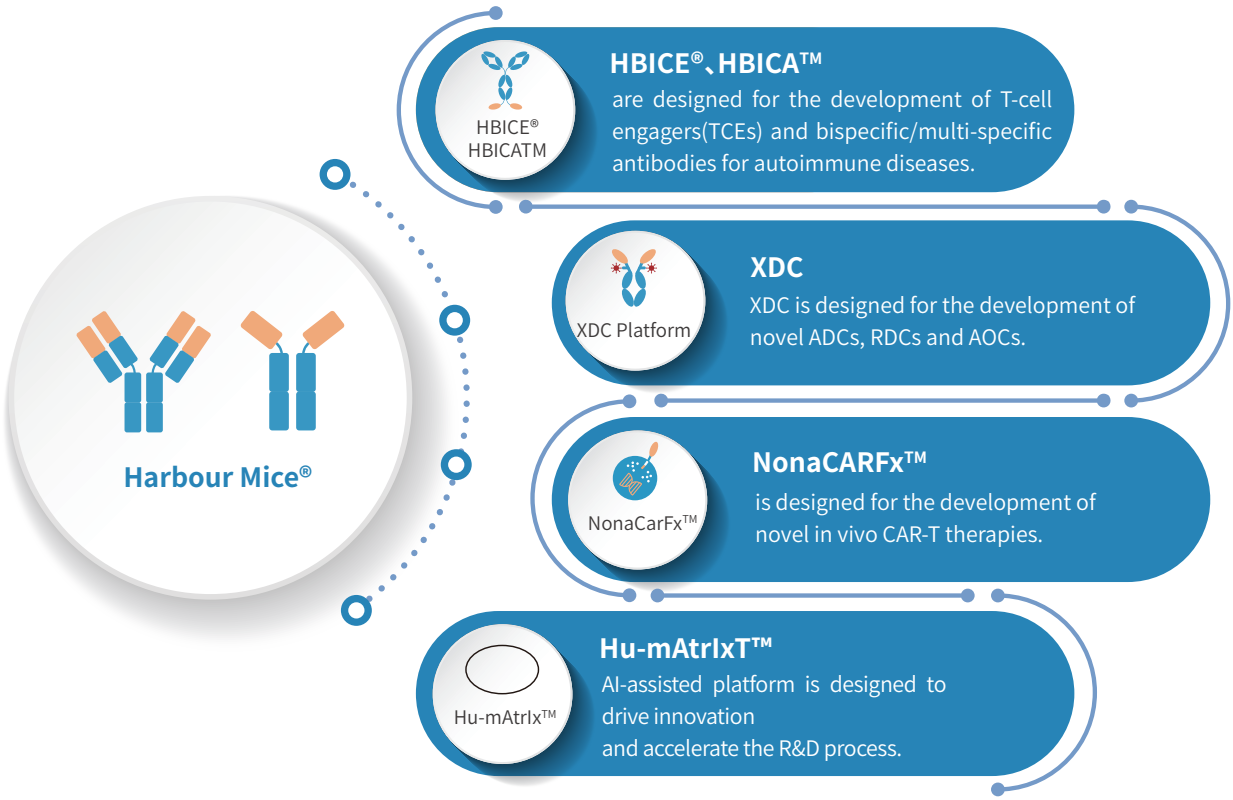
Driven by our three major growth drivers, we continue to strengthen the innovative synergy between our two core strategic pillars, Harbour Therapeutics and Nona Biosciences, evolving from "platform output" to "ecological infrastructure" to continually expand the frontiers of biotherapeutic innovation. By integrating technological breakthroughs, global partnerships, and pipeline expansion, we deliver increasingly valuable treatment options to patients worldwide.

Innovation Strategic Pillars of HBM

Harbour Therapeutics	Leveraging the unique antibody technology platform, deep biological insight, and industry experience, we are committed to the discovery, development and commercialization of innovative antibody therapeutics in the oncology, immunology and other therapeutic fields, and to the creation of a rich and differentiated product pipeline, aiming to lead the next generation of oncology immunotherapy.
Nona Biosciences	Leveraging the technical strengths of our proprietary antibody technology platform and experienced therapeutic antibody discovery team, we are committed to providing holistic solutions that empower innovation for our partners from research institutions, biotech startups and global biopharmaceutical giants on a global scale. The team's one-stop antibody development services range from antigen preparation, animal immunization, single B-cell screening, generation of lead antibodies, engineering modifications, as well as evaluating exploitability and related pharmacological assessments.

Antibody Technology Platforms

As a globally unique fully human antibody platform with comprehensive patent protection and clinical validation, the Group has continuously expanded its technological boundaries based on the Harbour Mice® fully human antibody technology platform. We have progressively established a core technology platform matrix, including a next-generation immune cell engager bispecific antibody platform, an integrated antibody-drug conjugates (ADC) development platform, an mRNA delivery platform, and a CAR-based HCAb library screening platform. The comprehensive capability to expand technology platforms has enabled HBM to achieve full coverage in multiple therapeutic areas such as oncology, autoimmune diseases, and metabolic disorders, as well as in the development of various molecular drug types. This has established a dual competitive edge of "patent moat + technological iterative capability", continuously strengthening its leading position in the global antibody R&D field. In addition to deepening our technology matrix, we are also actively exploring the deep integration of cutting-edge technologies such as AI (Artificial Intelligence) with R&D innovation to improve the efficiency of drug development.



Technology Platforms of Nona Biosciences

Case: First Fully Human Generative HCAb Model Launched to Accelerate Next-Generation Biologics Discovery

In October 2025, HBM officially launched its first fully human Generative AI HCAb (Heavy Chain-Only Antibody) Model, which is powered by the Hu-mAtrIx™ AI platform. Built on proprietary data from HBM's Harbour Mice® platform, the model integrates a fine-tuned large language model (LLM) for sequence generation, supported by high-precision AI classification and drug-developability prediction model. The AI HCAb model establishes a closed-loop process integrating AI design, intelligent screening and wet-lab validation, significantly shortening antibody discovery timelines and reducing R&D costs. By infusing strong AI-driven momentum into the development of next-generation biologics with high specificity and stability, the model further strengthens HBM's global leadership in fully human antibody technology.

Global Communication and Cooperation

Openness and cooperation are vital for accelerating the translation of innovation into practice. Guided by a win-win philosophy, the Group continues to deepen its global network of strategic partnerships, building strong collaborative relationships with world-leading academic institutions and biopharmaceutical companies. Through partnerships, we foster the integration of innovative resources and synergies across sectors. At the same time, we actively engage in industry and academic exchanges to share cutting-edge achievements and practical insights and advance the development and implementation of next-generation innovative therapies, ultimately benefiting patients worldwide.

During the reporting period, we forged significant partnerships with several industry leaders. Through our global collaboration layout, we are exploring new possibilities for innovative therapies.

HBM Global Collaboration Projects

- Reached a licensing agreement with Windward Bio AG (Windward Bio) for the fully human anti-TSLP antibody HBM9378/SKB378.
- Reached a strategic collaboration and licensing agreement with HBM Alpha Therapeutics, Inc., to advance novel endocrine therapies
- Achieved a strategic collaboration with Insilico Medicine, Inc., to jointly promote AI-driven antibody drug discovery
- Reached a global strategic collaboration with AstraZeneca plc (AstraZeneca) to discover and develop next-generation therapeutic antibodies
- Reached a global strategic collaboration with Otsuka Pharmaceutical Co., Ltd., (Otsuka) to advance the development of a BCMAxCD3 bispecific T-cell engager
- Announced a strategic collaboration with Evinova China to accelerate AI-enabled drug development
- Deepened the global strategic collaboration with AstraZeneca to discover and develop next-generation biotherapeutics in oncology
- Reached a global strategic collaboration and licensing agreement with Bristol Myers Squibb Company to discover and develop next-generation multi-specific antibodies
- Announced a long-term strategic collaboration with Lannacheng to jointly advance the development of next-generation radionuclide drug conjugates (RDC)

Case: **Deepening Global Strategic Partnership with AstraZeneca to Set a Model of In-Depth Innovation Collaboration**

In 2025, HBM deepened its global strategic collaboration with AstraZeneca, forming a multi-dimensional collaboration framework built on "co-creation in R&D + equity alignment + shared ecosystem development". In March, both parties entered into a partnership to develop next-generation multi-specific therapeutic antibodies across multiple therapeutic areas. In addition to share subscription and other forms of collaboration, both parties agreed to jointly establish an innovation center in Beijing. In November, the collaboration was further focused on oncology. AstraZeneca will nominate R&D projects annually over the next four years to co-develop next-generation biologics with HBM, including ADC and T-cell engagers (TCE). Leveraging the Group's Harbour Mice® platform, the partnership is evolving from single-project licensing into a long-term ecosystem synergy. This aims to deliver transformative treatment options for unmet global medical needs, setting a new benchmark for innovative industry collaboration.

Case: **Global Strategic Collaboration with Otsuka Pharmaceutical**

In June 2025, HBM reached a global strategic collaboration with Otsuka, a leading global healthcare enterprise, to jointly advance the development of HBM7020, a BCMAxCD3 bispecific T-cell engager. By leveraging the unique advantages of Harbour Mice® and HBICE® technology platforms, HBM7020 is designed to achieve precise targeting with a favorable clinical profile. It holds strong potential to demonstrate significant therapeutic efficacy in autoimmune diseases, ultimately bringing benefit to patients.

Case: **Strategic Collaboration with Evinova China**

In November 2025, at the China International Import Expo, HBM announced a strategic collaboration with Evinova AG, a globally leading health technology company, aimed at advancing digital healthcare within the life sciences sector through an AI-enabled clinical study platform. Under the agreement, HBM and Evinova China will jointly apply AI and digital technologies to improve the development efficiency of innovative biologics. By leveraging their respective strengths, both parties will build an open and AI-driven ecosystem for drug development, enhancing the efficiency of clinical research and accelerating the delivery of innovative treatments to patients worldwide.

We value industry engagement and actively foster global dialogue on innovation. We successfully hosted the "Global R&D Day", gathering experts, scholars, and partners from across the biopharmaceutical field to deeply share the Group's latest advances in antibody technology, clinical development, and other key areas. In addition, we were invited to participate in multiple top-tier industry summits, where we engaged in in-depth discussions on cutting-edge topics such as industry innovation trends and the translation of technology into application, collectively exploring the future direction of the biopharmaceutical sector.



Case: HBM 2025 Global R&D Day

On October 28, 2025, HBM held the Global R&D Day in Shanghai under the theme "Innovation Harbour, Shining Global". The event brought together global pharmaceutical innovation experts, founders of AI-driven pharmaceutical companies, senior executives from multinational pharmaceutical firms, and representatives of investment institutions to explore cutting-edge trends in "AI + Pharmacy" and shape a new ecosystem for global collaboration.

During the event, HBM partnered with multiple enterprises and institutions to officially launch the Global AI + Pharmaceutical Ecosystem Alliance, aimed at reshaping the entire drug development pipeline through artificial intelligence. Roundtable discussions delved into how AI empowers early-stage drug discovery, optimizes clinical trials, and enables new models of cross-border and local innovation synergy.

From strategic vision to technological breakthroughs, from the AI ecosystem to open collaboration, HBM's 2025 Global R&D Day fully embodied the Group's "Innovation-Driven and Partnership-Centered" global strategy. The event highlighted our commitment as an innovative Chinese biopharmaceutical enterprise to accelerate the development of breakthrough therapies by building a robust technology engine and an open innovation ecosystem.

Case: Attending the CBA-China Annual Conference and BioCon 2025

In June 2025, the Chinese Biopharmaceutical Association (CBA)-China Annual Conference in 2025 was held in Suzhou. The conference, organized by the CBA-China, focuses on cutting-edge innovation and global collaboration in biopharmaceuticals, and convenes top industry, academic, and research experts around the world to chart the future of the sector. The main forum addressed two core themes of "International Expansion of Innovative Drugs—Strategies and Pathways for Global Development" and "New Drug R&D, Diagnostic-Therapeutic Innovation, and International Ecosystem Collaboration". These sessions fostered in-depth dialogue on translational medicine breakthroughs, AI-driven advances in drug R&D, and innovative practices in digital diagnostics and therapy. Dr. Yiping Rong, Chief Scientific Officer of HBM, and Dr. Yun He, Chief Technology Officer of Nona Biosciences, attended the conference. Through keynote speeches and roundtable discussions, they engaged with other participants on topics including international collaborative innovation ecosystems and the application of technologies across disease areas.

In July, BioCon China Expo 2025: The 12th International Annual Conference on Full Lifecycle Technologies for Biopharmaceuticals was held in Shanghai, which featured 12 dedicated forums, including the "Global Biopharma Summit Forum" and the "International Biopharma Investment & Partnership Forum". A number of experts and professionals from industry-leading enterprises, investment community and capital market, academia, research institutions, clinical practice, as well as regulatory and policymaking bodies gathered to share insights and foster collaboration. Mr. Dahai Ma, Vice President of HBM and the Head of Business Development of Greater China, attended the roundtable discussion and exchanged insights with numerous guests on the topic "The New Collaboration Landscape: Transaction Models from a Seller's Perspective".

Case: Nona Biosciences at the 10th CAR-TCR Summit, Empowering Next-Generation in vivo CAR-T Therapies with HCAb Technology Platforms

In September 2025, the 10th CAR-TCR Summit was held in Boston, Massachusetts, USA, under the theme "A Decade of Engineering a Disease-Free World". The summit aimed to review the development of the CAR-TCR cell therapy over the past decade, bringing together industry leaders and scientific pioneers to collectively address the multiple challenges facing the cell-therapy sector amid the current challenging investment environment. This advanced the end-to-end development of cell therapies, ultimately benefiting a broad patient population. At the summit, Nona Biosciences showcased its leading HCAb technology platforms, sharing breakthroughs in advancing the development of next-generation in vivo CAR-T therapies. During the event, Nona Biosciences also presented a poster titled "Next-Generation in vivo CAR-T Enabling HCAb-Based Technologies and Platforms". The poster systematically introduced in vivo CAR-T enabling platforms developed on the basis of the HCAb technology and their significant advantages in improving treatment specificity and reducing immunogenicity.

Diversifying Product Pipelines

Based on a diverse array of technology platforms, HBM has initially established diversified and differentiated product pipelines. Starting from two core diseases—inflammatory diseases and tumors—we are diving into fields such as endocrine and neurodegenerative diseases, while extending molecular patterns towards the "antibody+" domain. In 2025, we continued to advance the clinical development of core products and made multiple academic achievements, thereby enhancing both clinical and academic values.

HBM Core Pipeline Development in 2025

Batoclimab(HBM9161)	• Submitted the biologics license application (BLA) to the National Medical Products Administration (NMPA) in July 2024, with approval pending as of the end of the reporting period.
HBM9378/WIN378	• The Investigational New Drug (IND) application for an innovative drug for Chronic Obstructive Pulmonary Disease (COPD) was approved by NMPA in January 2025. • Our partner, Windward Bio, initiated the POLARIS Phase II clinical trial to evaluate the long-acting dosing regimen of WIN378 in asthma in July 2025.
Porustobart(HBM4003)	• Data on HBM4003 combined with toripalimab for the treatment of refractory neuroendocrine neoplasms was published online in e-Clinical Medicine in January 2025. • Data on Porustobart (HBM4003) combined with toripalimab as a second-line treatment for advanced hepatocellular carcinoma (HCC) was published online in Clinical Cancer Research in May 2025.
HBM7020	• In June 2025, we entered into a global strategic collaboration with Otsuka. The two parties will jointly advance the development of a BCMAxCD3 bispecific TCE for the treatment of autoimmune diseases. The preparation for IND submission is currently underway.
HBM7022/AZD5863	• Initiated a global Phase I/II clinical trial, planning to enroll 280 patients with advanced or metastatic solid tumors. The global Phase I data is expected to be reported in 2026.
HBM9033/SGN-MesoC2	• A global Phase I clinical trial has been initiated, planning to enroll 365 patients with advanced solid tumors.
Academic articles Conference posters	• Published academic articles on AZD5863 and CD117xCD3 in the 2025 issue of the *Journal for ImmunoTherapy of Cancer* (JITC). • Shared posters at major events including the 21st PEGS Boston Summit, the 4th World ADC Asia Summit, and the Festival of Biologics Basel.

Innovation Management

Innovation serves as the core driver of corporate development. We continuously refine our R&D management, strengthen resource and talent empowerment, and protect intellectual property to stimulate innovation vitality. These efforts inject strong momentum into technological breakthroughs and the translation of achievements, reinforcing our core competitive advantages.

R&D Management

HBM is committed to optimizing and upgrading the R&D management model, driving improvements across multiple dimensions including organizational structure, operational efficiency, system development, and team building. This helps us build a standard and efficient R&D management system, laying a solid foundation for managing technological innovation and the translation of R&D achievements.

We consistently uphold the Corporate Portfolio Committee (CPC) as the highest decision-making body for R&D management. We have established a clear R&D management organizational structure, defining the responsibilities and task assignments at each level. We implement a dual-track collaborative management model involving both the Project Owner and the Project Manager. By leveraging mechanisms for consensus-based decision-making, project execution, and tracking & supervision, we efficiently coordinate and advance the implementation of various R&D projects. In 2025, focusing on the core goal of transforming into a technology platform service provider, Nona Biosciences further strengthened its project management capabilities by establishing a professional management team and implementing an end-to-end control mechanism. Guided by client demands, we strictly managed key milestones such as project timelines and periodic progress reporting, achieving refined and standardized management of R&D projects and ensuring close alignment between project progress and client requirements.

Adhering to the principle of "policies first" in R&D management, we continuously optimize internal R&D policies and SOPs. We have developed documents such as the *Data Monitoring Committee Management Process*, the *Study Management Process*, and the *Crisis Incident Management Process*, providing clear operational standards and execution guidelines for R&D activities. In line with the expansion of technology platform services and the practical needs of multi-site R&D activities, Nona Biosciences improved supporting management policies and operational procedures during the reporting period. This ensures that all R&D activities are conducted in a rule-based and regulatory-compliant manner. Meanwhile, we continuously streamline R&D management processes by eliminating redundant steps and optimizing approval workflows, significantly enhancing R&D efficiency. Focusing on comprehensive laboratory management across all dimensions—including equipment, the EHS system, and welfare standards for laboratory animals—we have established and improved a standard laboratory management system. This aims to provide a safe, standardized, and efficient experimental environment for R&D activities. Additionally, we have established a regular R&D discussion mechanism. Through monthly or bi-weekly thematic meetings, we organize R&D teams to analyze and discuss important research topics, core technological breakthroughs, and scientific progress. This facilitates timely identification of R&D challenges, adjustment of R&D direction, and dynamic optimization of R&D plans and resource allocation, thereby improving the efficiency of R&D resources and the focus of R&D tasks.

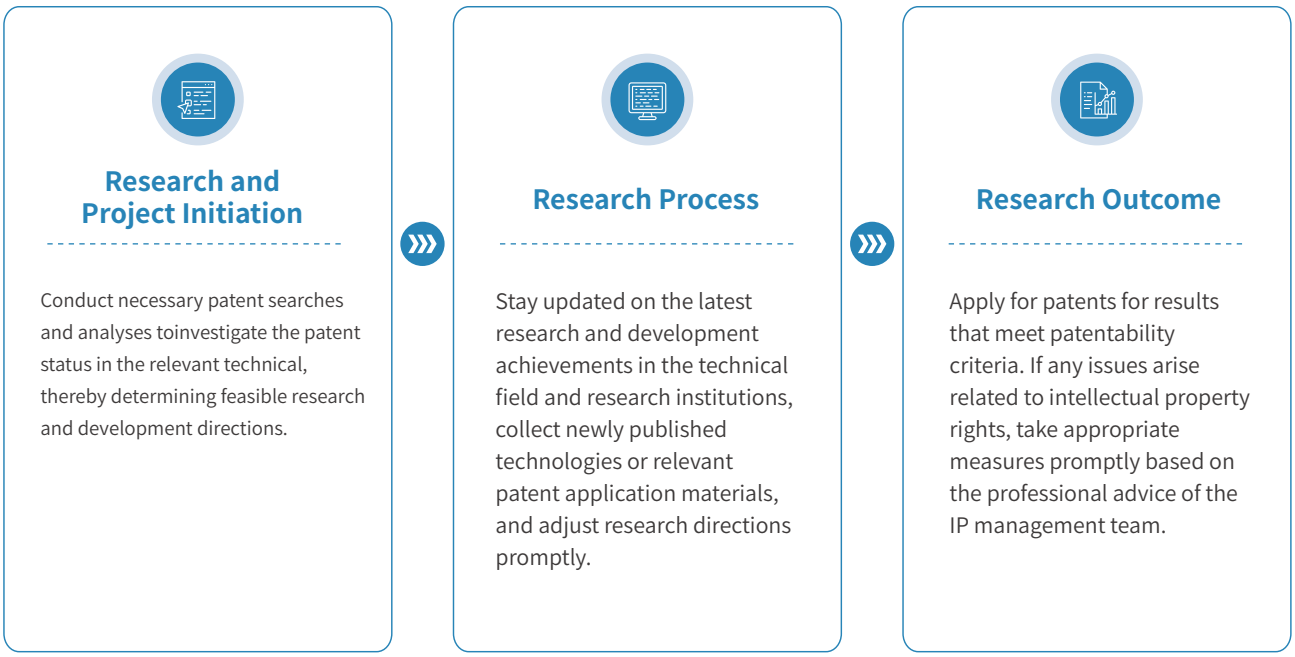
To match the rapid growth of our R&D business, we remain dedicated to empowering innovation through investment in R&D funding and resources. In 2025, R&D expenditures amounted to approximately US$ 39.8 million, primarily allocated to cutting-edge fields such as ADC/XDC technologies, bispecific/multi-specific antibodies, and AI-enabled antibody development. This provides solid financial and resource support for upgrading core technology platforms and advancing high-value R&D projects. We also place emphasis on expanding and enhancing our R&D team. During the reporting period, the R&D team continued to grow, with a focus on recruiting key talents such as senior scientists and project leaders. This strengthens the team's competence in project design, technology R&D, and client communication, building a professional, proficient, and innovative R&D workforce. The Group has established a comprehensive R&D talent training system that provides internal and external training sessions online and offline, enhancing the team's professional and innovative capabilities across multiple dimensions.For external training, we provide R&D employees with ample opportunities to participate in industry conferences and special skill training, covering topics such as laboratory safety standards, operation of advanced experimental equipment, and frontier technology discussions. This helps them stay updated with the latest industry trends and improve their practical skills. We also refine the new employee onboarding training system. By customizing training sessions based on our management processes and proprietary technology platform requirements, we help new employees integrate quickly into the R&D team and master work standards. For internal training, supported by the HR online learning system to build a digital training platform, we regularly conduct online training courses on R&D SOPs, internal management processes, and technology platform operations. This enables regular and accessible training for R&D employees, continuously strengthening the team's professionalism and process execution capabilities.

Intellectual Property Management

HBM consistently gives equal priority to innovation and compliance. We strictly adhere to laws and regulations such as the *Trademark Law of the People's Republic of China* and the *Patent Law of the People's Republic of China*. While protecting our own intellectual property (IP) rights, we earnestly respect the IP rights of others. We are committed to building a systematic intellectual property management system, continuously improving management efficiency, and providing solid support for the Group's sustained innovation and enhanced market competitiveness.

We have formulated and adhered to policies such as the *Intellectual Property Protection Management System* and the *Intellectual Property Agreement,* providing a regulatory basis for end-to-end IP management. In 2025, the Group further updated the *Rules for Rewarding Intellectual Property Inventors*, refining its reward principles for job-related inventions or intellectual achievements. This reduces potential IP disputes at the policy level. The IP team under the Legal Department is responsible for end-to-end management of patents, trademarks, and copyrights—including application, registration, renewal fee payment, and changes in recorded information—while providing professional IP technical guidance for R&D activities. This effectively lowers infringement risks.

Meanwhile, the Group conducts multi-dimensional patent mining and portfolio planning through periodic cross-departmental workshops and closely monitors competitive products and technology updates. We also assess third-party infringement risks as well as the risk of our products infringing on others' patents, thereby strengthening risk prevention and control. While improving IP management mechanisms, we have established an IP management system. By incorporating IP training into the employee training framework, we regularly provide special IP training for new hires in batches, covering core topics such as fundamental IP concepts and internal IP management processes. This helps us strengthen IP protection awareness among all employees.



HBM's Full Intellectual Property Management Process

During the reporting period, we filed 116 new invention patent applications, bringing the total number of patent applications to 449, of which 92 were granted. And we have total 78 trademark applications.

Lean Quality

HBM always adheres to its sense of responsibility and commitment, establishing a robust defense for the drug R&D quality with a comprehensive lifecycle quality management system. This effectively safeguards experimental ethics and medication safety, providing a solid guarantee for improving public health.

Quality Assurance

We strictly comply with the *Drug Administration Law of the People's Republic of China*, and other relevant laws and regulations, developing a *Quality Manual* and multiple SOPs to standardize processes such as self-inspection management, inspection readiness, and management of IMP (Investigational Medicinal Product) recall. A high-standard product lifecycle Quality Management System (QMS) has been established to ensure drug safety, efficacy, and quality control. We have set up a quality management structure including GCP (Good Clinical Practice) quality, GLP (Good Laboratory Practice)/GCLP (Good Clinical Laboratory Practice)/GRLP (Good Regulatory Laboratory Practice) quality, GMP (Good Manufacturing Practice) quality, and GxP data integrity, clearly defining management responsibilities at all levels to strictly control quality at each stage.

Head of Quality Department

GCP Quality	• Set up or support business to set up and maintain QMS to ensure GCPprocesses/activities in compliance with applicable current guidelines andcountry/regional regulations, in accordance with the company strategies. • Work with Clinical Development team to support and ensure the quality ofthe processes/activities.
GLP/GCLP/GRLP Quality	• Set up or support business to set up and maintain QMS to ensure GLP/GCLP/GRLP processes/activities in compliance with applicable current guidelines and country/regional regulations, in accordance with the company strategies. • Work with Translational Development team and Nona Biosciences to support and ensure the quality of the processes/activities
GMP Quality	• Set up or support business to set up and maintain QMS to ensure GMP processes/activities in compliance with applicable current guidelines and country/regional regulations, in accordance with the company strategies. • Work with CMC team to support and ensure the quality of the processes/activities.
GxP Data Integrity	• Set up or support business to set up and maintain QMS to establish lifecycle management of Data Integrity for GxP process, ensure all the GxP processes/activities meet the requirements of regulations • Perform quality oversight on process/system of GxP area regarding DI, create and maintain computerized system inventory, provide quality oversight for computerized system supplier and CSV supplier. • Work with ITS team and relevant business units to support and ensure DI and CSV.

HBM Quality Management Structure

To achieve end-to-end identification and effective control of quality risks, HBM has established a regular quality review mechanism. The Quality Department regularly reviews the Group's quality management policies, management schemes, and business processes. In 2025, we completed internal reviews of management schemes and processes for GMP and GCP, safeguarding the effective implementation of quality control requirements and the quality management system. Meanwhile, we strictly adhere to GCP requirements and internal SOPs and develop scientific and rigorous quality audit plans. The Group's Quality Control Department, third-party auditors, and external quality assurance teams conduct multi-dimensional and comprehensive internal and external audits of ongoing clinical trials. Such audits focus on key areas such as the completeness of experimental documentation, the standardization of trial operations, data authenticity, subject safety, and ethical compliance. This ensures that the entire clinical trial process complies with trial protocols, SOPs, and relevant laws and regulations, effectively protecting subject safety and their legitimate rights and interests. During the reporting period, we conducted systematic self-inspections within the CMC Department to promptly identify and rectify risks. Externally, we performed on-site audits and qualification reviews of clinical partners, CDMO suppliers, and clinical trial system suppliers to strictly control the quality of external collaborations. Meanwhile, we signed or revised quality agreements with key partners to clarify quality responsibilities and control standards, strengthening quality collaboration across the value chain.

We attach great importance to developing comprehensive quality management capabilities. Through digital empowerment, quality culture cultivation, and professional team building, we ensure the highest level of quality stability. We systematically digitalize quality management. In compliance with regulatory requirements for data integrity, we leverage Veeva QualityDocs for lifecycle auditing, tracking, and traceability of quality documents, with 82 new document versions implemented in 2025. We also established the Group's AI-based quality knowledge base, thereby enhancing the efficiency and intelligence of quality management. Relying on the quality training matrix and Compliance Wire, an employee training system, we have built a hierarchical and categorized training system. During the reporting period, we updated 34 department-specific course packs and 309 training programs and added 40 independent training projects. In 2025, the Group conducted key training programs such as the Checkpoints and Judgment Principles for Drug Registration for GMP-related employees and the ICH E6 R3 regulatory training for GCP-related employees. We also invited external experts to provide training on China CFDI On-Site Inspection Process and Preparation for GXP-related employees. These training sessions continuously strengthen the quality awareness of all employees. As of the end of the reporting period, we have provided training for a cumulative total of 12,970 participants. Our quality team is also actively engaged in external industry conferences, including the DIA Annual Meeting and the CMAC Annual Meeting on Clinical Trial Quality Management. Benchmarking against industry's best practices, we continuously drive internal quality improvement with external insights.

Medication Safety

HBM prioritizes subject safety and drug risk prevention and control. We strictly comply with relevant laws, regulations, and regulatory guidelines such as the *Drug Administration Law of the People's Republic of China*, the *Guidelines for Good Pharmacovigilance Practices*, the *Standards and Procedures for Expedited Safety Data Reporting During Drug Clinical Trials*, and the *Guidelines for the Aggregated Analysis and Reporting of Safety Information During Drug Clinical Trials*. Based on this foundation, we are committed to establishing a scientific, rigorous, and compliant medication safety management system.

We continuously iterate and optimize our pharmacovigilance management system documents. Building upon a series of pharmacovigilance operating procedures and institutional documents, such as *Collection, Processing, and Reporting of Individual Case Safety Reports During the Clinical Period* and *Preparation and Submission of Development Safety Update Reports*, we introduced several new documents during the reporting period, including Chinese and English reference templates for the *Pharmacovigilance Agreement*, a SOP for *Creation and Maintenance of Risk Control Plans and Risk Management Plans*, and corresponding templates for the *Risk Control Plan* and *Risk Management Plan*. These additions further refine our medication risk management processes. We have also established an independent pharmacovigilance team, staffed with professional drug safety physicians and clinical research physicians, who are responsible for the assessment and review of serious adverse events. By considering the pharmacological characteristics of our products and accumulated safety data, the team develops targeted risk control plans, enabling the proactive identification and dynamic management of potential safety risks during clinical trials.

For adverse drug events occurring during clinical research, we have implemented a comprehensive end-to-end management process. This involves collaboration among the Pharmacovigilance Lead, Clinical Research Physicians, and pharmacovigilance specialists and drug safety physicians from Contract Research Organizations (CROs). Together, they undertake the collection, assessment, and reporting of adverse events. Relevant investigators are promptly informed to take necessary medical measures. This approach achieves closed-loop management of drug safety risks, ensuring patient safety.

HBM Individual Case Safety Report (ICSR) Management Process

Event Collection

HBM collects and records all adverse events in clinical research in accordance with relevant regulations, the clinical study protocol, and standard operating procedures. Investigators must collect and record all adverse events occurring from the time the study participant signs the informed consent form until the safety follow-up period, regardless of whether they are related to the investigational product.

Event Processing

HBM utilizes an electronic system to manage information related to adverse events and serious adverse events, with dedicated personnel assigned to ensure the security and integrity of the information system and its data. The CRO's pharmacovigilance team completes the entry, quality control, and medical review of Individual Case Safety Reports.

Event evaluation

The Pharmacovigilance team is responsible for reviewing the assessment results of ICSRs performed by the CRO's drug safety physicians and jointly confirming the evaluation outcomes of serious adverse events with the clinical research physicians.

Event Reporting

The CRO's pharmacovigilance team submits the final Individual Case Safety Reports to relevant parties as required by regulations and the clinical study protocol.

To ensure the safety of clinical research participants and strengthen compliance awareness among all personnel, we have established a comprehensive training and communication mechanism covering the entire clinical research lifecycle. For HBM's clinical team and all personnel involved in clinical research, we conduct mandatory training at critical junctures such as SOP implementation and the initiation of the first research site, and implement regular refresher training to ensure that all relevant personnel are familiar with drug safety risk management requirements and operational standards, thereby solidifying the frontline of medication safety at the execution level.



Animal Experiment Management

HBM steadfastly upholds the ethical baseline of biomedical research. We strictly comply with relevant regulations such as the *Regulations on the Administration of Laboratory Animals* and the *Measures for the Administration of Laboratory Animal Licenses (Trial)*. We have developed the *Animal Use Policy* (AUP) and established SharePoint Workflow, a digital process management system, to standardize laboratory animal management processes. This ensures the compliance of animal experiments while balancing the demands for R&D innovation and animal welfare protection.

We have established an Institutional Animal Care and Use Committee (IACUC) as the core body for animal experiment management and ethical review within the Group. This committee is responsible for supervising the Group's animal experiments and is committed to continuously improving laboratory animal welfare standards. We maintain a close collaboration with Charles River Laboratories, leveraging their professional facilities for the management and use of laboratory animals. Throughout experimental procedures, IACUC provides supervision and professional guidance. All relevant personnel strictly adhere to the rules and regulations of the experimental sites and follow SOPs. All animal facilities we partner with hold complete and valid qualifications, ensuring the professionalism and compliance of laboratory animal husbandry, management, and experiments from the outset. Additionally, we regularly commission third-party organizations to conduct environmental, water quality, and microbial testing on animal laboratories to avoid environmental pollution. In 2025, we underwent on-site and remote audits by key partners. The audit results fully complied with relevant standards, demonstrating our professional management for the Group's animal experiments.

To ensure scientific and standard experimental procedures, we explicitly require that all researchers conducting animal experiments must hold relevant professional certifications before participating in such work. This safeguards the professionalism of experimental operations at the admission level. We have established a comprehensive training mechanism including annual assessments and regular training sessions. For employees at Suzhou Laboratory, we regularly conduct training and assessments on standard experimental operations, animal welfare protection, and compliance management requirements. This continuously enhances the professional skills, sense of responsibility, and awareness of animal welfare protection among them. As of the end of the reporting period, five employees at the Group's Suzhou laboratory had completed training and assessments administered by the Jiangsu Laboratory Animal Association, and four employees in Shanghai hold certificates issued by the Shanghai Laboratory Animal Association.

Guided by the sustainability concept, we are committed to reducing the use of laboratory animals to fulfil our responsibility for safeguarding animal welfare. In the future, we will continue to increase investment in technological innovation, and explore the application of advanced technologies, such as AI-enabled antibody discovery models. This aims to accelerate early-stage R&D processes, thereby reducing reliance on traditional animal models. Additionally, we plan to further expand the R&D and application of alternative methods like organoid and organ-on-a-chip technologies. We will continuously optimize experimental protocols to minimize animal testing while ensuring research quality, thereby promoting the synergistic development of scientific research innovation and animal welfare protection.

Protection of Patients' Rights and Interests

Committed to building a responsible innovation ecosystem, HBM firmly safeguards the rights and interests of clinical trial subjects, including their health rights, personal information, and privacy and security. We continuously improve the mechanisms for protecting subject rights and enhance the customer service system to safeguard patient well-being.

Privacy Protection

We strictly comply with relevant laws and regulations as well as policy documents those relate to the protection of subjects' privacy, such as the *World Medical Association Declaration of Helsinki*, the *Civil Code of the People's Republic of China*, the *Good Clinical Practice (GCP) for Drug Clinical Trials*, and the *Personal Information Protection Law of the People's Republic of China*. We prioritize implementing requirements for protecting participant privacy, ensuring that biomedical research complies with ethical principles such as "informed consent" and "protection of privacy". We have stipulated data and privacy protection for experimental subjects in internal policies and SOPs such as the Information Security Policy and the Data Protection and Privacy Policy, standardizing clinical trial data management.

We integrate privacy protection principles into the full lifecycle management of clinical trials. Before the start of clinical trials, we strictly follow the informed consent process, ensuring that subjects fully understand the risks of the investigational drug and informing them of the usage rights of trial data and privacy protection measures. Subjects can fully protect their rights based on this information. During the trial, subjects are assigned unique codes to replace names and other identifiable information, with the Group's electronic data collection system managing anonymized experimental data. Original medical data files are stored at the research center, and only authorized clinical research monitors, auditors, sponsor quality control personnel, ethics committee members, and regulatory agency personnel can directly access them, thereby preventing unrelated parties from accessing sensitive information. For employees performing clinical trial-related operations, we conduct GCP and business SOP training before the start of related activities to strengthen employees' awareness of subject privacy protection.

We also continuously strengthen internal information security management, regularly conduct internal information security policy training, and annually perform disaster recovery drills for core enterprise resource planning (ERP) systems. We have installed complete firewalls to ensure network security. During the reporting period, the Group did not experience any information security or data leakage incidents, effectively safeguarding participants' privacy and the security of the Group's core data.

Customer Service

As of the end of the reporting period, all products of the Group are in the pre-market research and development stage. Feedback related to these products primarily comes from information generated during clinical trials, including clinical trial data and feedback from study investigators. We strictly implement quality control requirements and have established multiple internal institutional procedures and SOPs to more precisely meet the requirements of GCP. These measures clearly standardize the management processes for safety information, such as adverse events, ensuring the timely optimization of product development strategies and enhancing

We have established multiple feedback channels, encouraging investigators and CROs to provide feedback through various means such as phone calls, web portals, emails, and on-site visits. A dedicated feedback and complaint handling process has been implemented to resolve issues promptly. Regarding problem and opinion investigations, frontline operational staff (CRA) conduct targeted surveys based on business and project specifics, including hospital interviews and relevant information collection. Upon completion of the investigation, operational management personnel collaborated with the Quality Department to analyze the issues. They coordinate with relevant functional departments as needed to ensure effective resolution. Project management personnel are responsible for regularly compiling and archiving complaint cases, enabling full-process traceability. In the feedback and handling phase, we promptly communicate the proposed solutions to the affected hospitals. If participant feedback involves compensation for clinical trial adverse events, we will strictly follow insurance claim procedures and the provisions of the clinical trial agreement signed with the hospital and actively cooperate to complete the necessary compensation processes to protect participants' lawful rights and interests.

We place great emphasis on enhancing our trial-subject management capabilities and have implemented multiple measures to strengthen service and management standards. We regularly hold specialized clinical-trial management training to improve staff expertise, invite personnel from clinical research hospitals to share subject-management experience and draw on industry best practices, and provide targeted training for employees involved in external engagements to standardize external coordination processes, thereby laying a solid foundation for delivering high-quality client service and ensuring standardized management of trial subjects.

During the reporting period, the Group did not experience any product recall incidents due to safety and health reasons, nor did it receive any complaints regarding products or services.

07

People Oriented

HBM consistently upholds a people-oriented development philosophy, treating talent development as the core support for the Group's sustainable growth. We respect employee rights, aiming to foster a diverse, equal, and inclusive workplace for all employees. We have built a high-quality talent cultivation and development system, provided competitive compensation and benefits, and strengthened occupational health and safety protections. These efforts enable employees to grow alongside the Group's development. We also focus on public well-being, contributing our technical strengths to safeguarding public health and building a harmonious society.

ESG Topics:

- Compliance Employment
- Employee Rights and Welfare
- Employee Diversity and Equal Opportunities
- Employee Development and Training
- Occupational Safety and Health
- Inclusive Healthcare
- Public Service and Charity Activities

7.1. Employee Rights	35
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7.3. Health and Safety	42
7.4. Benefiting Society	44



Employee Rights

Fully aware of the critical role of employees in corporate development, HBM adheres to lawful and compliant employment practices, earnestly respecting and safeguarding the legitimate rights and interests of all employees. We have established a comprehensive employee rights protection system dedicated to creating a warm and friendly workplace that enhances employees' sense of belonging and well-being.

Compliant Employment

As a global biopharmaceutical company, the Group strictly complies with the *Labor Law of the People's Republic of China*, the *Provisions on the Prohibition of Using Child Labor* and other relevant laws and regulations, as well as the legal requirements of the countries and regions where we operate overseas. We are committed to respecting and protecting the legal rights of all employees. We strictly prohibit the employment of child labor, forced labor, and other illegal employment practices. During the recruitment process, we require all applicants to complete an application form to verify their identity and age, thereby preventing the hiring of child labor at the source. In the event of any violation of employment regulations, we will handle the matter strictly in accordance with relevant laws and regulations and hold those responsible accountable. By the end of the reporting period, the Group had no incidents involving child labor or forced labor.

To attract outstanding talents at home and abroad, HBM is diversifying recruitment channels, forming a landscape characterized by "deepening domestic recruitment, expanding overseas talent attraction, and advancing internal referrals". We actively participate in the Shanghai Youth Vocational Internship Program, offering practical platforms and growth opportunities for young talents. Additionally, we deepen cooperation with universities through industry-academia collaborative initiatives like the Guest Lecturer Program at Soochow University, building bridges for talent cultivation and development to support the growth of young professionals. As our international business deepens, we are optimizing and broadening our recruitment networks in key overseas regions such as the United States. Leveraging major international online recruitment platforms like LinkedIn and Indeed and collaborating closely with globally renowned headhunting firms, we precisely source high-end biomedical talents worldwide, enriching our global R&D and operational teams. Furthermore, we enhance the employee referral mechanism by strengthening incentives. In 2025, the proportion of internal referrals increased significantly compared to the previous year, fostering a positive talent attraction atmosphere characterized by "talent attracting talent".



Compensation and Benefits

HBM is committed to providing employees with fair and industry-competitive compensation and benefits. We have established a scientific and comprehensive compensation and benefits system that balances short-term incentives with long-term commitment. This fully enhances employee motivation and safeguards their life quality and long-term development.

Our compensation structure includes a fixed salary with variable performance bonuses, emphasizing technology-driven achievements. This ensures stable basic income for employees and "greater rewards for greater contributions and higher pay for better performance" by linking variable performance bonuses with working achievements. We also implement long-term incentive plans that closely align employees' benefits with the Group's long-term development. This makes employees participants and beneficiaries of corporate growth, enhancing their loyalty and sense of belonging and inspiring their motivation for long-term commitment. Meanwhile, we place great importance on the strategic balance between short-term and long-term incentives. This ensures that the compensation system aligns with both the industry practices and legal requirements of the regions where we operate and fully reflects the value and contributions of each employee. Building on this scientific and equitable compensation structure, we conduct comprehensive market salary surveys and internal compensation reviews annually to accurately track industry salary levels and market trends. During the reporting period, we made special compensation adjustments for key roles and conducted a comprehensive salary review for all employees, further optimizing the compensation structure. This ensures the Group's competitive salary package in the market, fairly rewarding the contributions of all employees.

In terms of employee benefits, we fully consider employees' work and life demands, providing comprehensive and differentiated benefits for domestic and overseas employees. Employees in China enjoy a comprehensive benefits package, including mandatory social insurance (including basic endowment insurance, basic medical insurance, unemployment insurance, work injury insurance, and maternity insurance) and housing provident fund, supplemental commercial insurance, meal subsidies, annual health check-ups, and holiday gifts. Overseas employees are also provided with benefits such as medical insurance, life insurance, disability insurance, and 401K retirement plans, effectively safeguarding their physical and mental health and legitimate rights. We provide annual leave, sick leave, maternity leave, nursing leave, marriage leave, and bereavement leave, among others.



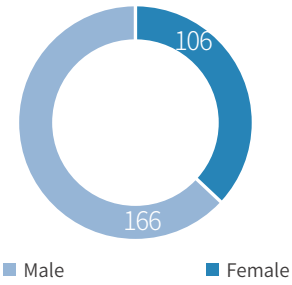
Diversity, Inclusion, and Equity

HBM consistently advocates for the principle of equal employment, integrating the concepts of diversity, inclusion, and equity into corporate management. We firmly oppose all forms of discrimination, dedicated to creating a workplace where everyone is equal, respects each other, and collaborates for shared progress. Our policies, such as the *Employee Handbook* of the United States office, explicitly prohibit discrimination. Discrimination against any job applicant or employee based on personal characteristics—including race, gender, skin color, age, family background, national tradition, religious belief, physical condition, or nationality—is prohibited at all stages, including recruitment, promotion, training, and compensation allocation. This ensures that every employee has access to fair development opportunities. Furthermore, we continuously provide suitable positions and employment opportunities for disadvantaged groups, such as individuals with disabilities, helping them better integrate into the workplace and realize their self-worth. As of the end of the reporting period, HBM had 272 employees and employed a total of three individuals who are people with disabilities or veterans.

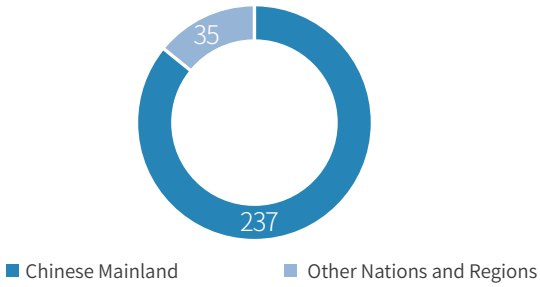
We provide thoughtful care, providing facilities such as nursing rooms and rest areas for female employees to safeguard their working rights and daily needs. We also comprehensively promote the individual development plan (IDP) mechanism, offering equal career development support to all employees. Regardless of job grade, gender, or location, every employee receives personalized growth guidance and development resources. Our well-established policy system also provides a solid foundation for a truly inclusive working environment.

HBM's Employee Composition in 2025

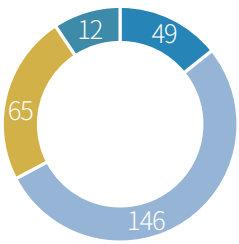
Number of Employees by Gender (Person)



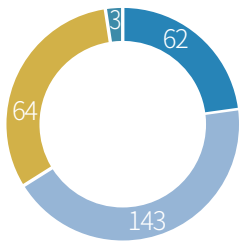
Number of Employees by Region (Person)



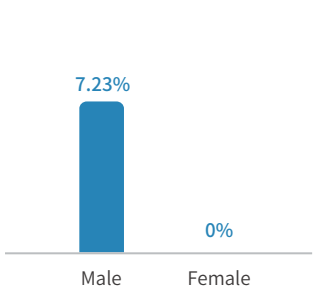
Number of Employees by Age (Person)



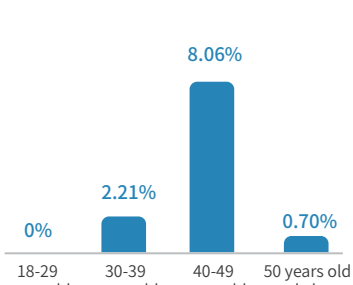
Number of Employees by Education Background (Person)



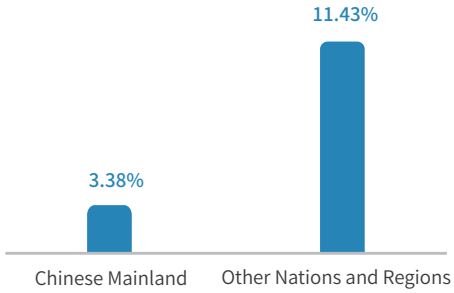
Employee Turnover Rate by Gender (%)



Employee Turnover Rate by Age (%)



Employee Turnover Rate by Region (%)



Notes: Turnover rate of employees by category = number of employees of the category who left during the reporting period/total number of employees in the category * 100%

Employee Care

HBM values the voices and feelings of its employees. We have established a comprehensive employee communication mechanism with "vertical integration and horizontal coordination". Additionally, we organize diverse employee care activities to continuously enhance their sense of well-being, identity, and belonging, fostering a harmonious and congenial workplace.

To ensure that employees' opinions and needs are heard promptly and addressed effectively, we have established a sound communication channel system. Through the HR mailboxes, one-on-one interviews with the CEO, Townhall Meetings, and Leadership Team Meetings, we ensure that information on the Group's strategy, business developments, and policy changes is communicated in a timely manner. At the same time, employees can use these channels to directly raise work-related difficulties, suggestions, and feedback, enabling alignment and efficient collaboration across all levels.

Employee Communication Channels at HBM

HR mailbox	Employees can contact their respective HRBP for job inquiries and communication by emailing the HR or by face-to-face communication directly.
One-on-one interviews with the CEO	The CEO holds regular one-on-one interviews with some of the employees to share work experience, listen to their recent updates, encourage them to speak their minds, and understand their expectations.
Townhall Meeting	The Group shares the latest development trends, business status, and policy advocacy directly with all employees through regular Townhall Meeting. Employees can raise their questions in the Q&A session and the CEO answers questions on the spot. In addition, the Company awards outstanding individuals and teams at staff meetings to strengthen the identity of all employees.
Leadership Team Meeting	The Group holds regular management meetings and monthly Executive Meetings to discuss major management issues of the Company. Leadership Team Meeting (include middle managers) is arranged as required to convey important development strategies and corporate decisions and discuss important matters for business development.

Case: Labor Relations Harmony Survey

In 2025, the Group participated in a Labor Relations Harmony Questionnaire Survey conducted by Suzhou Industrial Park. We collected feedback from over 30 employees on nearly 50 topics, including communication mechanisms, reporting channels and processes, work intensity, corporate benefits, employee satisfaction, performance evaluations, individual career development paths, and psychological support. For findings identified in the survey, the Human Resources Department will implement rectifications and optimizations to address employee concerns and improve the employee experience.

To enrich employees' leisure time and strengthen team cohesion, we organize a variety of activities that blend cultural traditions with team building, allowing employees to relax and foster camaraderie outside of work.





Dr. Jingsong Wang, Chairman of the Board, presented five-year service awards to employees who reached their fifth anniversary with the Group



Team-building activities in the United States



Leadership Meeting and hiking team-building activity





Lantern Festival riddle-guessing activity

In recognition of our outstanding performance in employer brand building during the reporting period, we were honored as the "Globalization Practice Pioneer Employer". Additionally, Nona Biosciences won the first prize in the "2025 Greater Suzhou Employer Branding Competition". These honors fully reflect external recognition for our exceptional performance in areas such as safeguarding employee rights, developing career progression systems, and fostering corporate culture.





Nona Biosciences won the first prize in the "2025 Greater Suzhou Employer Branding Competition"

Talent Development

Consistently aligning employee development with corporate growth, the Group has built a talent development system offering comprehensive training, clear promotion channels and attractive incentives. This system provides diverse growth resources and great development potential for employees at all levels and in various positions, supporting their growth and helping to create a high-quality, professional talent team with diversified members.

Employee Training

Adhering to the principle of "training on demand, precise empowerment", we continuously improve our employee training system and our comprehensive training matrix, which covers professional capabilities, management skills, and corporate culture. We also use digital platforms and personalized mechanisms to make training more relevant and effective, helping employees to develop their professional competence and skills. We have developed a digital employee training platform based on our talent management system (TMS). The platform integrates various training resources and provides employees with a choice of online and offline training sessions based on their needs. This enables flexible study and makes learning much more convenient and effective. During the reporting period, a total of 2,253 training hours were completed, averaging 8.3 hours per person.



Professional Training

- We regularly carry out training on Fridays in the form of technical seminars to stimulate learning enthusiasm, expand the knowledge, and improve the professionalism of our employees.
- In 2025, we delivered targeted PIP (Performance Improvement Plan) training tailored to the needs of different departments and positions; additionally, each department regularly conducts internal professional training aligned with its business characteristics.



Management Training

- We engage professional third-party organizations to conduct training for management through Workshop to enhance their comprehensive management capabilities, including leadership, coordination, decision-making, and crisis management.
- We organize weekly meetings with team managers to constantly learn their managerial concepts and modes that advanced with the times by exchanging ideas on management topics.
- We conducted training on leadership and competency assessment, assessed the core talents based on the external assessment system. We also conducted training and provided guidance based on the assessment results.

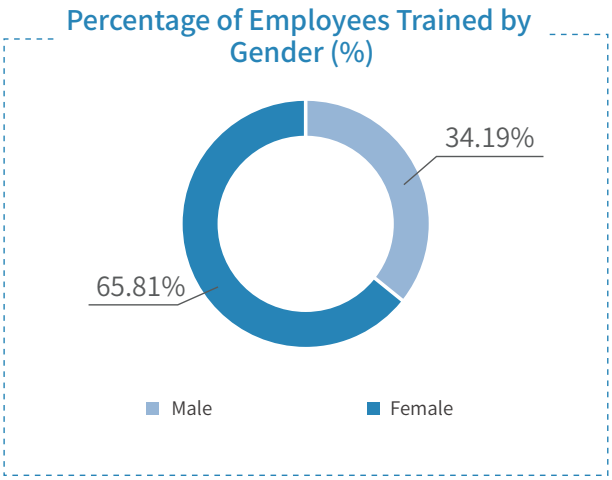


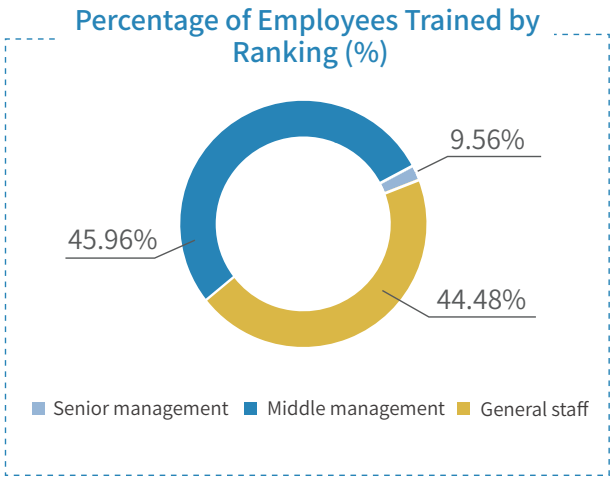
Corporate Culture Training

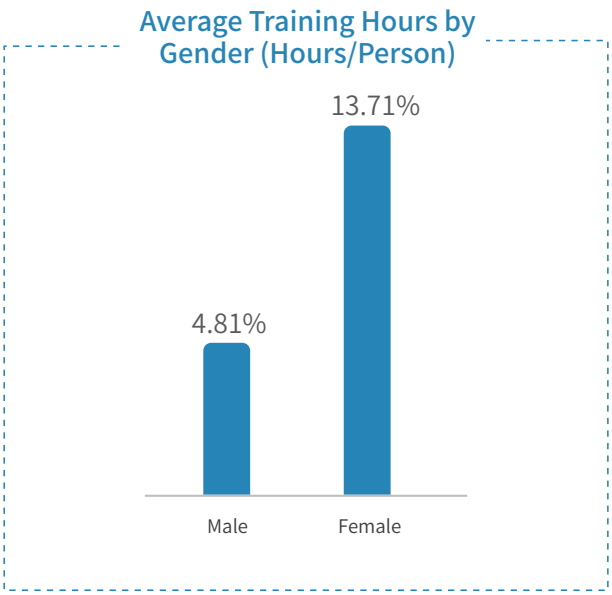
- We regularly organize cultural Workshops for new employees and the management to help them understand what kind of roles they are playing in the corporate culture and help them practice our corporate culture.

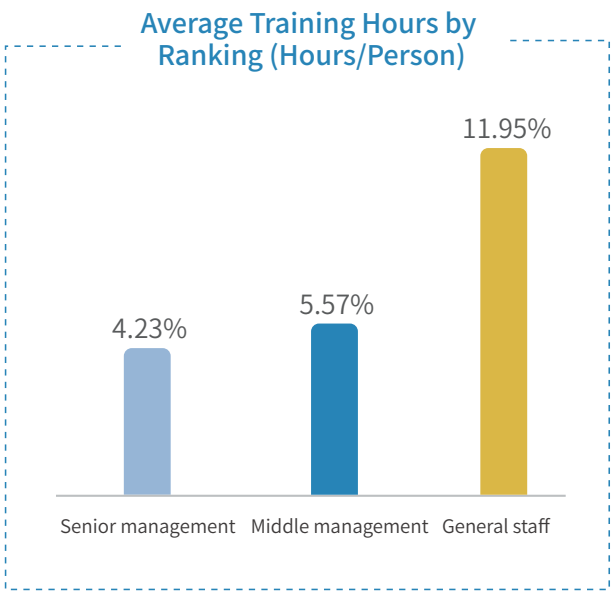
To ensure that our employees grow with the Group, we have fully implemented the IDP mechanism. We guide our employees in setting career goals and development paths based on our strategic goals and their personal career plans, formulating personalized development plans for each employee. We promote employee development through professional training and hands-on experience, as well as providing qualifications and certifications. Additionally, our department heads regularly conduct review communications with employees, track employees' development progress, and adjust and optimize their development plans as needed. This helps employees to improve their capabilities and meet job requirements, creating a win-win situation for both employees and the Company.

In addition, in accordance with the *Education Aid Policy*, the Group continues to provide financial support for employees to obtain professional qualifications and participate in vocational skills training, encouraging them to continuously enhance their professional capabilities and competitiveness. The policy remained in effect in 2025, and during the reporting period, education assistance was provided to one employee to support the development of personal skills.









Note: Percentage of employees trained in each category = number of persons trained in that category/total number of employees trained * 100%

Career Development

To unlock the full potential of every employee, we have established a clear, transparent and well-defined career development system. We provide diverse career development paths, encouraging employees to take the initiative and surpass their own limits. We have formulated and strictly implemented the *Position and Rank Management Regulations*, which clearly define the responsibilities, job requirements, and promotion pathways for each role. These regulations provide clear guidance on employees' career development and ensure that their career progression is standardized and fair.

We have established a scientific and effective performance appraisal mechanism, which we continuously optimize based on our corporate development and job requirements. We conduct top-down performance reviews every six months, during which line managers communicate with employees one-on-one about their performance. During these conversations, the managers affirm employees' achievements and highlight areas for improvement. They also create improvement plans for employees based on performance results, helping them to continuously enhance their work capabilities and effectiveness.

During critical stages of employee promotion, we give them the opportunity to communicate one-on-one with the Human Resources Department and line managers. We also help them to determine the direction of their career development based on their needs. Furthermore, we encourage the internal flow of talent by establishing a cross-departmental development platform. We provide employees with project collaborations and other development opportunities to help them broaden their career horizons and gain diverse work experience. These efforts optimize the allocation of talent resources and stimulate team vitality.

Case: **Job Rotation of PhD Scientists from the US Team**

We advocate a learning-oriented organizational culture that encourages employees to explore and learn. We provide internal transfer opportunities for employees with cross-disciplinary skills, enabling them to develop further in areas of interest based on their expertise, while gaining experience in different roles. In 2025, one of the PhD scientists from our US team was transferred to our business development department. In addition to successfully adapting to the new roles, the scientist also leveraged personal solid scientific research background to clearly communicate the Group's technology platforms and cutting-edge technologies to potential partners. This has effectively enhanced the professionalism of the business development teams and contributed to advancing the Company's technology collaboration business. It is an excellent example of how individual transformation and development needs can be aligned with corporate requirements.

Health and Safety

Promoting employee well-being and increasing their productivity and creativity starts with ensuring the health and safety of employees. We adhere to the *Work Safety Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, and the *Fire Protection Law of the People's Republic of China*. We have established the *Comprehensive Emergency Plan for Production Safety Accidents of Harbour BioMed (Shanghai) Co., Ltd.*, and other policies and rules and review them on a yearly basis. We also identify policy loopholes and optimize management clauses in line with industry regulatory requirements and our business developments and management needs. This ensures the continued applicability, rationality, and effectiveness of these management policies, thus laying a solid institutional foundation for health and safety management.

We adhere to the goal of "preventing and reducing work injuries for safe production" for health and safety management. We have established a comprehensive EHS prevention and control management structure encompassing department heads, EHS coordinators and all employees and contractors, incorporating occupational health and safety management into all aspects of daily operations. In 2025, amidst a significant expansion in personnel scale, business scope, and equipment investment, the Group's health and safety management efforts focused on maintaining and consolidating existing EHS management achievements, steadily optimizing management processes, and strengthening prevention and control capabilities. Going forward, we will set more scientific and advanced quantitative management goals to continuously improve our health and safety management. The Group did not experience any work-related fatalities in the past four years. During the reporting period, HBM lost zero working days due to work-related injuries.

In 2025, building upon our established, mature management measures, we further strengthened occupational health control. Our efforts focused on three areas: risk identification and prevention, emergency response to hidden hazards, and occupational disease prevention. This enabled us to develop a comprehensive occupational health protection system that effectively safeguards employees' health and safety rights.

Occupational Health Management

Risk identification and prevention

- Continuously monitor and identify occupational disease hazard factors in workplaces according to industry standards such as the *Technical Specifications for Occupational Health Surveillance* (GBZ 188-2025) to get accurate knowledge of hidden risks.
- Provide employees with protective equipment that meets the required standards and standardize the processes for using, maintaining and replacing it to reduce occupational health risks at the source.

Hazard reporting and emergency response

- Conduct regular inspections of workplaces where acute occupational disease hazards may occur; and focus on maintaining communication alarm devices and emergency facilities to ensure they are in a good working state.
- Develop well-structured emergency response procedures for safety incidents; clarify the structure of the emergency response organization and the responsibilities of all relevant departments and personnel; and standardize the entire emergency response, incident management and post-event review process to ensure all safety incidents are dealt with in a timely, efficient and orderly manner, minimizing casualties and property losses.
- Carry out annual fire and emergency evacuation drills jointly with property management personnel, simulating special emergency scenarios such as laboratory leaks. These efforts will familiarize employees with evacuation channels and routes and emergency response process, and ensure they are proficient in using emergency equipment. This will enhance the entire staff's safety awareness and emergency response capabilities.

Occupational disease prevention

- Ensure that employees sign the *Notice of Occupational Disease Hazards* in daily management to guarantee their right to information and protect their health.
- Implement green substitution strategies for experimental reagents in the laboratory, prioritizing low- and non-toxic alternatives to reduce the use of harmful substances and minimize the risk of occupational diseases.
- Conduct regular pre-, on- and off-job occupational health check-ups for employees in key positions, such as those working in laboratories, and maintain comprehensive occupational health records for all employees.
- Make sure that emergency medical kits, emergency showers, eyewashes, oxygen alarms and other emergency protection devices in office and laboratory areas are always in good working order.

In addition, we take a flexible and efficient approach to delivering health and safety training and fostering a healthy and safety culture. This promotes safety concepts among our employees and helps normalize and achieve comprehensive safety education. In terms of the training mechanism, we hold weekly laboratory meetings, daily meetings and occasional sessions where we share safety cases and tips on energy conservation and emissions reduction. This simplified training mechanism effectively saves staff time while continuing to strengthen their health and safety awareness. This fosters a positive working atmosphere in which everyone discusses safety, observes safety rules and values safety at all times.

Benefiting Society

"Committed to Improving Patients' Life" is HBM's unwavering philosophy. We deeply embed this core social responsibility into our corporate strategy and, leveraging our R&D capabilities and technology platforms in innovative medicine, fully supporting the clinical development and future commercialization of partnered products. We are committed to improving the accessibility and affordability of differentiated antibody therapies to genuinely benefit patients and their families, and to building a solid defense for human health.

At the same time, we continue to engage in broader social welfare efforts and respond proactively to societal needs. We take initiative in philanthropy, community support, and industry collaboration, working with partners to create an inclusive, mutually supportive social ecosystem and, through concrete actions, contribute to sustainable social development and progress.



08

Low-Carbon and Green Development

We adhere to the principles of green and low-carbon development. We are committed to fulfilling our environmental governance responsibilities and are continuously improving our environmental governance system. Through technological innovation and management optimization, we have significantly increased the efficiency of our resource utilization and reduced the environmental impact of our operations. This is how we contribute to environmental protection and address climate change.

ESG Topics:

- Combating Climate Change
- Emissions Management
- Water Use Management
- Energy Use
- Material and Packaging Use Management

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Response to Climate Change

Global climate change caused by human activities is one of the major global challenges faced by the contemporary human society. The direct and indirect impacts of climate change have already and will continue to affect human survival and health. Addressing climate change has become a unified action for the entire society. As a global biopharmaceutical company, the Group has always been committed to the mission of "Healthy life, Breakthrough Medicines". We have been actively promoting climate action to reduce the loss of life and health risks caused by frequent extreme weather events in the context of climate change. Our aim is to encourage society as a whole to address climate change and promote global health and well-being.

Governance

In pursuit of its long-term goal of improving human well-being through climate governance, the Group has tasked its Board of Directors with addressing climate-related issues. These issues are monitored, managed and decided upon via our ESG governance structure.

The Board of Directors convenes at least twice a year to oversee the management of climate-related issues, and to assess and decide on climate-related risks and opportunities. It takes these risks and opportunities into account when making strategies, major transaction decisions, risk management procedures, and relevant policies at the Group level. The Board of Directors also reviews progress towards climate-related targets to help the Group achieve its long-term sustainable development goals in the context of climate change. During the reporting period, we did not incorporate climate-related metrics into our compensation policies. However, we are considering introducing relevant compensation and performance systems in future years, depending on the circumstances at the time. The Audit Committee, which sits under the Board of Directors, is responsible for coordinating the management of climate-related risks and opportunities. It guides and oversees the implementation of climate response strategies, targets and management policies by the ESG Working Group, and regularly reports to the Board of Directors.

At management level, we have started to incorporate climate change mitigation and adaptation into the remit of the relevant business units and the EHS department. The business unit managers are responsible for overseeing, managing and implementing specific climate-related tasks, as well as reporting progress to the Audit Committee. This enhances the effectiveness of managing climate change issues.

For more information on our ESG governance structure and climate-related governance, please refer to the "ESG Governance" section of this report.

Strategy

Climate change is an environmental challenge that the global community is facing today. We recognize the potential impact of associated risks and opportunities on our business and value chain. Consequently, we are committed to fully integrating climate risk management into our corporate risk management system.

Analysis of Climate-Related Risks and Opportunities

Since 2024, we have been identifying and assessing climate-related risks and opportunities using the climate information disclosure frameworks of HKEx and the International Financial Reporting Standards (IFRS). This process is based on our operational realities, business planning, industry research and global climate regulatory trends. We have also developed corresponding risk mitigation measures and opportunity capture strategies in order to proactively manage the impact of climate change on our business operations.

We have identified three climate-related risks and three climate-related opportunities associated with our operations, financing channels or capital costs in the short, medium or long term. We have assessed the probability and potential impact of these risks and opportunities, and determined their overall impact. As assessed, these climate-related risks and opportunities are deemed to have a low level of impact on our financial position, business model, and value chain. During the reporting period, our financial position, financial performance and cash flows were not impacted by these risks and opportunities. These factors are also not expected to result in significant adjustments to the carrying amounts of our assets and liabilities in the next reporting period.

Risk Type	Risk Description		Timeframe	Impact on Value Chain	Expected Financial Impact	Impact Level
Physical risks	Acute risk	R1 Increased Frequency of Extreme Weather	Short and medium term	· Inbound logistics · Operations · Outbound logistics	Increase in operating costs	Low
Transition risks	Policy and legal risks	R2 Strengthening of regulation on existing products and services	Long term	· Operations · Marketing and sales	Increase in operating costs	Low
	Market Risk	R3 Increase in raw material price	Medium term	· Inbound logistics · Operations · Outbound logistics	Increase in operating costs Decrease in operating income	Low

Opportunity Type	Opportunity Description	Timeframe	Impact on Value Chain	Expected Financial Impact	Impact Level
Resource utilization efficiency	O1 More efficient R&D and operational models	Short and medium term	· Operations	Decrease in operating costs	Low
Market	O2 Emerging markets	Medium and long term	· Operations · Marketing and sales	Decrease in operating costs	Low
Resilience	O3 Resource substitution/diversification	Short, medium, and long term	· Inbound logistics · Operations · Outbound logistics	Decrease in operating costs Increase in operating income	Low

Note:
1. Considering the Company's business planning and climate-related policies of countries or regions, we define the short-term, medium-term, and long-term time spans as 0-3 years, 3-10 years, and 10 years or more.
2. The affected value-chain stages include inbound logistics, operations, outbound logistics, marketing and sales.

Scenario Analysis

In light of the long-term nature, complexity and uncertainty of climate-related risks and opportunities, we have developed two climate scenarios, including low emissions and high emissions, which are in line with the climate-related disclosure standards and recommendations. This approach allows us to analyze the financial impacts and magnitude of the risks and opportunities for us in the event of various levels of global warming, thereby enhancing our climate resilience.

	Optimistic/Low Emissions Scenario	Pessimistic/High Emissions Scenario
Definition	Ambitious climate action keeps global warming below 1.5°C or well below 2°C.	Without further action to address climate change, the global temperature is expected to rise by more than 4°C by the end of this century.
References	● Physical risks: SSP (Shared Socioeconomic Pathways) scenario 1-2.6 produced by IPCC (Intergovernmental Panel on Climate Change): Sustainable societies dominated by clean energy, with climate policies to limit global warming to well below 2°C. ● Transition risks: IEA (International Energy Agency) NZE 2050 (net zero emissions by 2050) scenario: Aggressive global climate action limits global warming to within 1.5°C and encourages major economies to become carbon neutral by 2050.	● Physical risks: IPCC's SSP5-8.5: Economic development is dependent on the use of fossil fuels, which results in an increase in greenhouse gas emissions, and no new climate policies are put into place. ● Transition risks: IEA STEPS (the Stated Policies Scenario): Governments promote the optimization of the energy mix and the development of clean energy technologies in accordance with existing policy frameworks and plans.

R1 Increased Frequency of Extreme Weather

Risk evaluation findings: In the short to medium term, frequent extreme weather events pose a potential threat to our business continuity under both scenarios, with a low level of risk impact in each case. However, the frequency and severity of extreme weather events are significantly higher under the high emissions scenario than under the low emissions scenario, resulting in stronger risk transmission. This risk primarily affects three key segments of the value chain through extreme weather events such as typhoons and floods. These are inbound logistics (the transportation of bulk drugs and equipment), operations (laboratory and office functions at our core bases in Suzhou and Shanghai), and outbound logistics (the distribution of R&D samples and products). Consequences may include infrastructure damage, disruption to R&D experiments and logistical transport delays. These would directly increase our operating costs, for example repairs to assets, logistics premiums and losses due to downtime. This would pose challenges to our business continuity.

Response measures: We have established a multi-dimensional risk prevention and control system and implemented a routine meteorological information monitoring mechanism. We have also developed and implemented emergency response plans for sudden environmental incidents in our Suzhou and Shanghai offices. We carry out routine emergency drills and special training to raise awareness of, and improve response capabilities to, extreme weather events among all employees. We have built a diverse supplier network to reduce our reliance on single-region sourcing and to ensure a stable supply of core and auxiliary materials and equipment. This approach minimizes the operational impact of logistics disruptions and enhances resilience against risks in both scenarios.

R2 Strengthening Regulation on Existing Products and Services

Risk evaluation findings: In the long run, policy and legal and regulatory risks continue to exist in both scenarios, with a low level of risk impact in each case. As countries accelerate the fulfillment of their commitments under the *United Nations Framework Convention on Climate Change* and the *Paris Agreement*, climate-related policies and regulatory requirements are becoming increasingly stringent. In the low emissions scenario, global coordination to advance low-carbon transition will lead to increasingly detailed requirements for environmental compliance, carbon emissions disclosure, and green supply chains. In the high emissions scenario, nations may introduce more mandatory climate policies to address the consequences of delayed action. This risk primarily affects the operation (production and R&D compliance costs) and marketing and sales (product access and low-carbon certification requirements) segments. It directly leads to increased operational costs, such as environmental investments and compliance remediation.

Response measures: We adhere to the principle of "compliance first", continuously monitoring global and local climate-related policy and regulatory developments. Based on these developments, we promptly optimize our ESG management system and enhance our climate risk management capabilities and disclosure standards. This ensures that our business operations are fully aligned with policy directives and helps us to proactively mitigate risks associated with increased compliance costs.

R3 Increase in Raw Material Price

Risk evaluation results: Within the medium-term timeframe, the risk of rising raw material prices exhibits differentiated impacts under two scenarios: under the low-emission scenario, the impact level is low, while under the high-emission scenario, it escalates to a medium-low level. Climate change may restrict the production of some raw and auxiliary material suppliers due to extreme weather events, policy restrictions, and other factors, leading to increased prices for pharmaceutical raw materials, logistics, and packaging materials. These impacts primarily affect inbound logistics (increased procurement costs), operations (higher production costs), and outbound logistics (elevated distribution costs). If the Group's future business involves the commercial production phase of pharmaceuticals, this will not only directly push up operating costs but may also result in a decline in operating income due to insufficient cost pass-through capacity, posing potential pressure on profitability.

Response measures: The Group has established a supply chain risk management system to mitigate the impact of raw material supply volatility on costs. Measures include reducing dependence on a single supply source, expanding the R&D and procurement channels for alternative materials, and establishing safety stocks for core materials. Furthermore, the Group has incorporated green and low-carbon factors into the procurement considerations for packaging materials and proactively collaborates with suppliers early in the process to promote carbon reduction management.

O1 More Efficient R&D and Operational Models

Within the short and medium term, opportunities exist to enhance resource utilization efficiency by optimizing R&D and operational models under both scenarios. Under the low-emission scenario, as the concept of sustainable development deepens and low-carbon technologies are widely adopted, the Group can leverage initiatives such as digital platform construction, operational process optimization, and R&D technology iteration to allocate energy, materials, and other resources more efficiently. This reduces the resource consumption per unit of R&D investment, thereby offsetting potential upward pressure on operating costs. Under the high-emission scenario, intensified resource constraints force enterprises to strengthen intensive resource utilization. By improving emergency management systems—such as the implementation of contingency plans for sudden environmental incidents at two locations, the regularization of emergency drills, and enhanced capabilities to prevent and control extreme weather events—the Group ensures business continuity while indirectly optimizing resource use efficiency. This opportunity has a significant positive impact on operations. Although its current impact level is low under both scenarios, it will continue to reinforce the foundation for the Company's low-cost operations over the long term.

O2 Emerging Markets

Within the medium and long term, the impacts of climate change on human health will continue to emerge, creating new market demand and growth opportunities for the pharmaceutical industry, which are clearly evident under both scenarios. Under the low-emission scenario, changes in the incidence trends of climate-related diseases (such as infectious diseases and chronic inflammation triggered by extreme weather events) may drive growing demand for expanded indications of existing drugs and innovative medicines. We can leverage our R&D strengths in tumor immunology and immunological diseases to unlock the potential value of our products in the treatment of climate-related diseases and expand market space. Under the high-emission scenario, climate-related health issues intensify, accompanied by more pronounced changes in disease spectrum and an expanding gap in new drug demand, presenting wider opportunities for the Company's innovative drug R&D and market expansion. This opportunity spans various value chain segments including operations, marketing, and sales. By continuously enhancing climate management capabilities and standardizing information disclosure, we have the potential to drive steady growth in operating income. Currently, the impact level of this opportunity is low under both scenarios, but its medium and long term market potential is substantial.

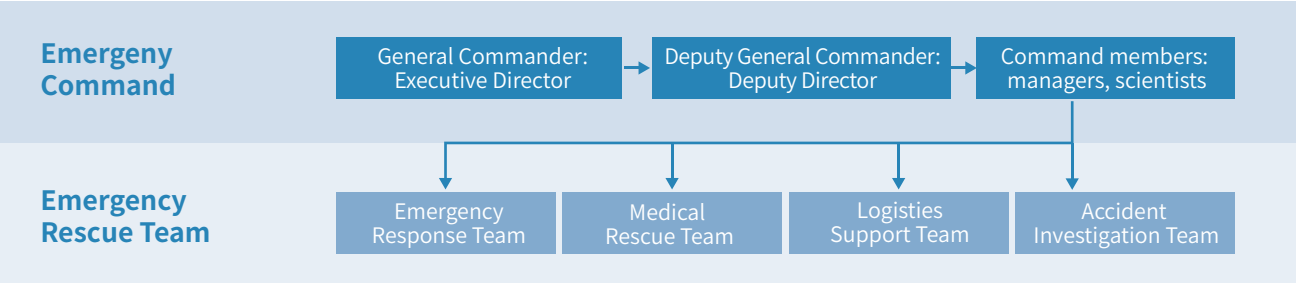
O3 Resource Substitution/Diversification

Within the short-, medium-, and long-term timeframe, resource substitution and supply diversification will bring the Group opportunities to enhance supply chain resilience. Under the low-emission scenario, the global low-carbon transition drives the restructuring of supply chain systems. By establishing a diversified supplier network, reducing dependence on a single supply source, and developing eco-friendly alternative materials, we can strengthen supply chain stability and mitigate the impact of climate-related risk on inbound logistics, operations, and outbound logistics. Under the high-emission scenario, frequent extreme weather events, geopolitics, and other factors intensify supply chain volatility, making supply chain resilience one of the enterprises' core competencies. Through multiple sourcing methods, alternative material R&D, and other management initiatives, we can not only ensure business continuity but also reduce operating costs and minimize revenue loss via supply chain optimization, rendering the opportunity even more valuable.

▶ Response Strategies

To address climate-related risks, we have established a scientific and robust emergency organizational structure and standardized emergency management processes, to conduct regular environmental hazard inspections and targeted governance. In addition, we deploy sufficient environmental emergency supplies, facilities, and equipment with regular maintenance to ensure that all emergency resources remain in good working conditions, enabling an orderly and effective response to all accidental or sudden environmental incidents.

Emergency Organization Framework



Emergency Response Procedure

Discover

If an environmental accident occurs, employees should use the most convenient means (walkie -talkies, mobile phones, fire alarms, etc.) to report, and immediately carry out emergency response work if they have the ability to deal with the accident (using fire extinguishers to put out initial fires, etc.).

Judge

The Company emergency center must make a preliminary judgement based on the incident about whether the incident is controllable within the enterprise. If it may affect the external environment or require external rescue, the center should immediately report it to the Pudong New Area Ecological Environment Bureau, Shanghai Zhangjiang Science City Construction Management Office, and other departments.

Rescue

If the incident is controlled within the enterprise, the emergency general commander shall record the time and content after receiving the accident report call, and report it to the relevant members of the emergency command according to the classification of the accident, so as to immediately carry out rescue under the premise of ensuring personnel safety and minimizing property loss.

Evaluate

The emergency command team shall make a preliminary assessment of the time to confirm the emergency state and effectively confirm the emergency level. The emergency general commander shall issue the rescue action order and start the emergency plan; In case of emergency, the discoverer on the scene can call the emergency number of relevant government departments.

HBM regards energy-efficiency management as our core approach, continuously advancing emissions reductions to strengthen resilience to climate risks. The Group strictly adheres to the *Energy Conservation Law of the People's Republic of China*, the *Energy Policy Act* of the United States and other relevant laws and regulations. We have established an energy consumption management system and, guided by three strategies—reducing waste, optimizing equipment, and optimizing processes—continuously improve energy use efficiency and reduce energy consumption.

HBM's Energy-saving measures

Reduce energy waste

- Assign dedicated staff to perform regular inspections during and after office hours to promptly turn off electrical equipment left on, preventing energy waste at the source
- Strengthen cleaning and maintenance of high-power equipment such as air conditioners by regularly cleaning and replacing filters to ensure optimal operation and effectively reduce power consumption

Equipment optimization

- Optimize electrical equipment configuration—e.g., install lighting timers and replace units with inverter (variable-frequency) air conditioners—to improve energy use efficiency and further cut consumption

Process optimization

- In R&D and laboratory processes, prioritize commercially radiation-sterilized consumables to avoid steam autoclaving; through process optimization, reduce energy use and practice green, low-carbon operations

Resilience Summary

Based on the results of the dual-dimensional scenario analysis of climate-related risks and opportunities, although the impact levels of various climate-related risks are relatively low, the Group has established a climate management mechanism that integrates risk prevention and control and opportunity exploration. We have also developed response strategies that advance timely emergency measures and efficient management in parallel, effectively safeguarding HBM's climate adaptability and operational resilience. Overall, the climate-related risks currently faced by the Group are predominantly low to medium-low. Only individual risks such as increase in raw material price have intensified under the high-emission scenario. Meanwhile, regardless of whether global climate action presents an optimistic or pessimistic scenario, HBM is able to unlock potential climate-related opportunities through targeted management measures. Going forward, the Group will continue to focus on three core climate-related risks and three key climate-related opportunity areas. On one hand, we will dynamically optimize risk response strategies and strengthen full value-chain risk prevention and control. On the other hand, we will deepen efforts in intensive resource utilization, innovative drug R&D, and supply chain layout optimization. While continuously enhancing climate adaptability and operational resilience, we will transform climate-related opportunities into a significant driver of sustainable development, thereby creating long-term value for all stakeholders.

Risk Management

As the landscape of climate risks continues to evolve, the Group has integrated material climate-related ESG risk categories into its overall risk management and internal monitoring system to timely identify and address the potential risks and opportunities brought by climate change. This ensures that climate-related risks are identified, evaluated and managed on par with operational, financial, and compliance risks. On this basis, we have established sound processes and mechanisms for managing climate-related risks and opportunities and fully incorporated them into the risk management framework with "three lines of defense" and the Company's overall risk management processes. And thus, we are able to enhance our climate risk adaptability and business resilience. Our climate risk management process consists of four key phases: identification, assessment, response, and monitoring & reporting. The specific steps are as follows:

HBM Climate Risk Management Process

Identification

- Based on factors such as climate change trends, the Company's business layout and operational status, external regulatory requirements, market development trends, peer benchmarking, and stakeholder expectations, we conduct interviews with various business departments to develop and regularly update HBM's climate risk and opportunity inventory.

Assessment

- From dimensions such as time horizon, value chain impact links,probability of occurrence,and degree of impact,we analyze each climate-related risk and opportunity[1], assess the potential impact, and determine thedegree ofimpact and prioritization.

Response

- Based on the results of climate risk assessments, we develop response measures and work with the ESG working group and relevant business departments for implementation, aiming to mitigate the negative impacts of climate risks while seizing climate-related opportunities.

Monitoring & Reporting

- The ESG working group regularly monitors the implementation status of climate risk response measures, adjusts action plans promptly in light of actual operational dynamics, and concurrently summarizes progress on all initiatives on a regular basis.
- Reporting is conducted in strict accordance with the Group's risk management framework with "three lines of defense" and ESG governance structure. Besides, we continuously track the progress of climate targets, further optimize climate governance measures, and improve governance effectiveness.

1. As the Group is in the process of refining its climate risk and opportunity management mechanism, we do not yet have the data accumulation and technical reserves required to conduct a comprehensive quantitative analysis. Accordingly, during the reporting period, we have prioritized qualitative analysis of the impacts of climate-related risks and opportunities. We will advance quantitative assessment of material risks at an appropriate time based on the materiality and significance of risk impacts, and disclose relevant analysis results in a timely manner.

Metrics and Targets

The Group's greenhouse gas emissions primarily consist of direct emissions from company cars and indirect emissions from electricity consumption in R&D and office premises. We actively respond to global initiatives. Based on the establishment of sound climate governance, strategy and risk management system, we, regarding 2022 as the baseline year, have set greenhouse gas emission and energy efficiency targets and defined the path to achieve these targets. We regularly calculate climate-related indicators, continuously monitor and track progress toward our climate targets, and disclose such information on a routine basis in annual ESG reports. Given that the impact of climate-related risks and opportunities on HBM is low, the Group does not implement internal carbon pricing at the current stage.

In addition, we consistently review our current climate management status. In line with business strategy, market changes, and management plans, we intend to optimize our climate target setting in future years. We will also develop more detailed emission reduction pathways, specifying concrete implementation measures, timelines, and resource allocation, to ensure that the Company's emission reduction targets are aligned with global climate actions.

GHG Emissions Target

From 2022 to 2026, Scope 1 and 2 GHG emissions intensity (GHG emissions/R&D investment) compound reduction of no less than 3%

Paths to the Target

- Integrating energy-saving design into the construction of new facilities
- Increase the investment and use of renewable resources
- Gradually integrate the current and future "dual carbon" goals and relevant policy guidance into the Group's emissions management

Energy Efficiency Target

From 2022 to 2026, power consumption intensity (consumption/R&D investment) compound reduction of no less than 3%

Paths to the Target

- By using innovative production technology, reduce the energy demand in the R&D process
- Improve the energy efficiency of each facility
- Use innovative renewable energy technologies

During the reporting period, the Group's energy consumption and GHG emissions were as follows:

Specific items	Unit	2023	2024	2025
Direct energy consumption[2]	MWh	/	42.70	46.33
Including: Gasoline consumption	MWh	/	42.70	46.33
Indirect energy consumption	MWh	1,713.06	1,804.65	1,888.00
Including: Purchased electricity consumption	MWh	1,713.06	1804.65	1,888.00
Comprehensive energy consumption	MWh	1,713.06	1,847.35	1,934.33
Comprehensive energy consumption intensity	MWh/US$ million R&D investment	38.00	87.97	48.64
Total GHG emissions[3]	tCO_2e	819.55	887.30	979.51
Scope 1 GHG emissions	tCO_2e	/	10.44	11.33
Scope 2 GHG emissions	tCO_2e	819.55	876.86	968.18
GHG emissions intensity	tCO_2e/US$ million R&D investment	18.18	42.25	24.63

Notes:

1.Due to the diverse upstream and downstream data sources, limited availability of third-party data, and an underdeveloped accounting basis associated with the Group's Scope 3 emissions, the relevant information does not yet meet the disclosure criteria of reasonable availability without undue cost or effort. Therefore, during the reporting period, the Group did not disclose Scope 3 greenhouse gas emission data. In the future, we will initiate a comprehensive value-chain Scope 3 emissions inventory and accounting at an appropriate time when the data foundation is mature, accounting capabilities are enhanced, and value chain collaboration is in place.

2.As the Group does not hold material assets highly sensitive to climate-related transition risks or physical risks, and the impact of climate-related risks and opportunities on the Group is relatively low, no amounts of assets or business activities subject to climate-related risks or opportunities that require separate quantitative disclosure were identified during the reporting period. Furthermore, no separate capital expenditures, financing, or investment arrangements specifically for climate-related matters were made. Consequently, the Group did not disclose relevant cross-sector metrics during the reporting period.

2. The Group's energy consumption calculations refer to GB/T 2589–2020 *General Principles for Calculation of Comprehensive Energy Consumption.*

3. The Group's greenhouse gas emissions data are calculated and reported with reference to the GHG Protocol. The Group's direct greenhouse gas emissions partly result from fugitive emissions caused by refrigerant use. Due to their minimal volume and significant data collection challenges, these emissions are not disclosed. In 2025, the emission factors for purchased electricity in the Group's Suzhou and Shanghai regions adopted the Jiangsu provincial power grid emission factors from the *Announcement on the Release of CO2 Emission Factors for Electricity in 2023* issued by the Ministry of Ecology and Environment of China and the National Bureau of Statistics, and the Shanghai electricity emission factors from the *Notice on Issuing the Shanghai Public Grid Electricity and Heat CO_2 Emission Factors for 2020–2024* issued by the Shanghai Municipal Bureau of Ecology and Environment and Shanghai Municipal Bureau of Statistics. For the GHG emissions accounting basis for 2023 and 2024, please refer to the Group's 2023 and 2024 ESG reports.

Resource Utilization

The Group adheres to an environmentally responsible approach in managing every aspect of its operations. We strengthen the standardized management of resources such as water resources, packaging materials, and paper, and are committed to continuously improving resource use efficiency, to build a sustainable operational model.

Water Resource Management

All of the Group's operational water is sourced from municipal supply. We strictly comply with the *Water Law of the People's Republic of China* and other local laws and regulations, actively advancing water resource management and addressing water-related risks. We have established water-use efficiency targets[4] and, by continuously improving our water management mechanisms and implementing various conservation measures, we enhance water utilization efficiency. To build awareness, we provide water-saving education across daily production and operations for all employees and encourage everyone to take part in water-conservation practices, jointly promoting the sustainable use of water resources.

Water Use Efficiency Target

After 2026, the water resources use intensity (consumption/R&D investment) will achieve negative growth

Paths to the Target

- Assess water risk in the R&D and production process
- Maximize water recovery and reuse

During the reporting period, the Group's water usage was as follows:

Specific items	Unit	2023	2024	2025
Water usage	ton	1,137.00	1,225.00	1,382.00
Water usage intensity	ton/US$ million R&D investment	25.22	58.34	34.75

Green Office and Packaging Management

We fully integrate the concepts of green and low-carbon development into our daily operations. Through diverse initiatives promoting green office practices, we faithfully fulfill our corporate environmental responsibilities and support ecological sustainability. Guided by the principle of "making the best use of resources and promoting efficient circular use," we prioritize double-sided and black-and-white printing in daily office work and reuse draft paper to control paper consumption at the source. We also strongly advocate reducing the use of disposable products, sort and reuse recyclable materials, and maximize the utilization efficiency of various resources. In addition, we actively work with suppliers to participate in a reagent outer packaging box recycling program, further improving resource circularity through packaging reuse.

4. The Group's water efficiency targets are set with 2022 as the baseline year. The Company will further review water resource management status, timely review and assess water efficiency targets and progress, and plan to optimize water efficiency target setting in future years based on business strategy, market changes, and management plans.

To foster energy-saving and environmental awareness among all employees, we post posters on energy conservation and emissions reduction throughout office and laboratory areas, continuously promote energy-saving concepts, and encourage employees to cultivate good habits such as turning off lights, conserving water, prioritizing public transportation for commuting, and promptly switching off idle air conditioners and laboratory equipment, thereby embedding the green office mindset into everyday practice.

During the reporting period, the Group's packaging material consumption was as follows:

Specific items	Unit	2023	2024	2025
Total packaging material used	kg	70	60	72
Intensity of packaging materials used	kg/US$ million R&D investment	1.55	2.86	1.81

Pollution Prevention and Control

Being fully aware of the harm that improper discharge and waste disposal may cause to ecosystems and human health, the Group strictly complies with the *Environmental Protection Law of the People's Republic of China*, and the environmental compliance requirements of the Netherlands, the United States, and Australia. We have established the *Guidelines for EHS*, EHS-related SOPs, and other systems and procedures. We regularly review and update the policies to adapt to new industry requirements and regulatory changes, continuously improving the effectiveness of the EHS management system. Furthermore, with 2022 as the baseline year, we have established waste reduction targets to guide our environmental management efforts and outline implementation pathways. We conducted annual reviews to assess the consistency of management practices and target achievement, steadily advancing green and compliant operations and fostering the coordinated sustainable development of the Company and the environment.

Wastewater Management

The Group's wastewater mainly originates from laboratory effluents generated during R&D and from domestic sewage produced by employees' daily office activities. We strictly comply with the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Clean Water Act* of the United States, and other applicable local laws, regulations, and industry standards in our operating jurisdictions. We treat compliant wastewater discharge as a key component of environmental management and ensure wastewater is subject to segregated control and tiered treatment.

HBM Wastewater Management Strategy

Compliant discharge

- For various laboratory wastewater, we strictly implement harmless treatment processes and discharge through dedicated experimental wastewater pipelines into the sewage network. We optimize chlorine tablet dosage to reduce excessive use while ensuring effective sterilization and disinfection, thereby lowering pollutant residues. Following enhanced disinfection treatment, the wastewater is discharged through dedicated pipelines.
- Domestic sewage is discharged in compliance with regulations into the municipal sewage network via sewage pipelines within the park. Disinfectant tablets and ammonia nitrogen removers are regularly added to enhance sewage purification.
- We regularly clean wastewater pools and properly handle wastewater sludges to continuously ensure stable and compliant discharge water quality.

Regular monitoring

- On a quarterly basis, we engage qualified third-party institutions to conduct comprehensive testing of wastewater discharge indicators. This ensures that wastewater discharge concentrations and all parameters comply with the *Discharge Standards of Water Pollutants for Pharmaceutical Industry Bio-pharmaceutical Category* (GB 21907—2008), the *Discharge Standard of Pollutants for Bio-pharmaceutical Industry* (DB31/373—2010), and other relevant regulations, and helps identify and prevent potential pollution risks in a timely manner.

During the reporting period, the wastewater discharge of HBM was as follows:

Category	Item	Unit	2023	2024	2025
Waste water	Waste water discharge	m^3	1,023.3	1,102.5	1,243.80

Waste Gas Management

We actively respond to the requirements of national and local environmental protection authorities, strictly complying with the *Air Pollution Prevention and Control Law of the People's Republic of China*, the *Clean Air Act* of the United States, and other regulatory requirements in the regions where we operate. We have also established a full-process management and control mechanism for waste gas to proactively control and reduce emissions. Our waste gas mainly originates from certain physical and chemical tests. To achieve systematic control over waste gas emissions, we install activated carbon adsorption devices at laboratory fume hoods and exhaust systems to filter waste gas before discharge and regularly replace the activated carbon filters in the fresh air system. We also continuously monitor waste gas according to local standards of each park and quarterly commission professional third parties to test waste gas emissions to ensure compliance.

During the reporting period, the Group's waste gas emissions are detailed as follows:

Category	Item	Unit	2023年	2024年	2025年
Waste gas emission[5]	Air emission	m^3	$9.73*10^7$	$1.51*10^7$	$1.51*10^7$
	Emissions of volatile organic compounds (VOC)	kg	27.85	18.12	18.12

5. In 2025, the Group's total waste gas emissions and the duration of emissions remained unchanged from 2024.

Solid Waste Management

To continuously reduce the environmental impact of our operations, we prioritize standardized waste management, comply with the waste management requirements of the countries and regions where we operate, and strictly implement standards such as the *Hazardous Waste Storage Pollution Control Standard* (GB 18597-2001), the *Hazardous Waste Collection, Storage and Transportation Technical Specifications* (HJ 2025-2012), and the *Standards for Pollution Control of General Industrial Solid Waste Storage and Disposal Sites* (GB 18599-2020). We classify hazardous and non-hazardous wastes, set waste-reduction targets, and—based on our R&D and operational characteristics—have established a detailed, standardized waste management system to ensure all waste is properly disposed of.

Waste Reduction Target

The final waste discharge amount outperforms the standard of the local waste discharge requirements of the production facility

Paths to the Target

- Commit to taking the first-level of cleaner production as a benchmark, adopt advanced and applicable technologies, processes and equipment to implement cleaner production technological transformation, and promote the full coverage of cleaner production
- Conduct laboratory waste assessment to reduce the generation of hazardous waste
- Assess opportunities for reducing and recycling materials
- Advocate a paperless office

HBM Waste Classification and Management Strategy

Hazardous Waste

- We complete the declaration of hazardous waste in the Shanghai Hazardous Waste Management Information System on an annual basis.
- A dedicated hazardous waste storage area is set up for the separate and isolated storage of hazardous waste, with properly posted labels and complete management ledgers.
- We strictly implement hazardous waste disposal procedures and regularly entrust qualified third-party institutions for compliant disposal, ensuring full traceability of the entire disposal process.

Non-hazardous Waste

- Recyclable waste (e.g., reagent packaging, office waste paper) is sorted, centralized, and uniformly transported to designated waste collection points for recycling and reuse.
- We continuously improve the solid waste management ledger by detailing records of waste generation, disposal, and recycling volumes, enhancing refined waste management and increasing resource recycling efficiency.

During the reporting period, the solid wastes generated by HBM were as follows:

Category	Item	Unit	2023	2024	2025
Hazardous Waste	Medical waste	ton	3.50	1.91	6.67
	Other wastes	ton	5.94	6.88	16.93
	Total hazardous wastes[6]	ton	9.44	8.79	23.60
	Intensity	ton/ US$ million R&D investment	0.21	0.42	0.59
Non hazardous Waste	Non-recyclable waste	ton	10.05	8.00	9.00
	Recyclable domestic waste	ton	2.98	2.60	2.80
	Total non-hazardous waste	ton	13.03	10.60	11.80
	Intensity	ton/ US$ million R&D investment	0.29	0.50	0.30

Noise Management

HBM strictly abides by the *Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise*. We strengthen the noise source monitoring and management, and quarterly commission third party organizations to test the noise near the building, to ensure that the noise meets the *Emission Standard for Industrial Enterprises Noise at Boundary.*



6. Due to the Group's business volume grew in 2025, total hazardous waste increased compared with 2024.

Appendix: Index to the HKEx's ESG Reporting Code

Part C: "Comply or explain" Provisions

Subject Areas, Aspects, General Disclosures and KPIs			Title of sections
Aspect	Description		
A: Environmental			
A1: General Disclosure	Emissions (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.		8.3. Pollutant Prevention and Control
	A1.1	The types of emissions and respective emissions data.	8.3. Pollutant Prevention and Control
	A1.3	Total hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	8.3. Pollutant Prevention and Control
	A1.4	Total non-hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	8.3. Pollutant Prevention and Control
	A1.5	Description of emission target(s) set and steps taken to achieve them.	8.1. Response to Climate Change 8.3. Pollutant Prevention and Control
	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.	8.3. Pollutant Prevention and Control
A2: General Disclosure	Use of Resources Policies on the efficient use of resources, including energy, water and other raw materials.		8.2. Resource Utilization
	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).	8.1. Response to Climate Change
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	8.2. Resource Utilization
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	8.1. Response to Climate Change
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	8.2. Resource Utilization
	A2.5	Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced.	8.2. Resource Utilization
A3: General Disclosure	General Disclosure Policy to reduce the issuer's significant impact on the environment and natural resources.		8.2. Resource Utilization 8.3. Pollutant Prevention and Control
	A3.1	Describe the significant impacts of business activities on the environment and natural resources, as well as the actions taken to manage such impacts.	8.2. Resource Utilization 8.3. Pollutant Prevention and Control

B: Social			
B1: General Disclosure	Employment Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.		7.1. Employee Rights
	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	7.1. Employee Rights
	B1.2	Employee turnover rate by gender, age group and geographical region.	7.1. Employee Rights
B2: General Disclosure	Health and Safety (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.		7.3. Health and Safety
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	7.3. Health and Safety
	B2.2	Lost days due to work injury.	7.3. Health and Safety
	B2.3	Description of occupational health and safety measures adopted and how they are implemented and monitored.	7.3. Health and Safety
B3: General Disclosure	Development and Training Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.		7.2. Talent Development
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	7.2. Talent Development
	B3.2	The average training hours completed per employee by gender and employee category.	7.2. Talent Development
B4: General Disclosure	Labor Standards Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.		7.1. Employee Rights
	B4.1	Description of measures to review employment practices to avoid child and forced labor.	7.1. Employee Rights
	B4.2	Description of steps taken to eliminate such practices when discovered.	7.1. Employee Rights
B5: General Disclosure	Supply Chain Management Policies on managing environmental and social risks of the supply chain.		5.4. Responsible Supply Chain
	B5.1	Number of suppliers by geographical regions.	5.4. Responsible Supply Chain

B: Social			
B5: General Disclosure	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.	5.4. Responsible Supply Chain
	B5.3	Description of practices used to identify environmental and social risks along the su pply chain, and how they are implemented and monitored.	5.4. 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.	5.4. Responsible Supply Chain
B6: General Disclosure	Product Responsibility Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.		6.3. Lean Quality 6.4. Protection of Patients' Rights and Interests
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	6.4. Protection of Patients' Rights and Interests
	B6.2	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	6.4. Protection of Patients' Rights and Interests
	B6.3	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	6.2. Innovation Management
	B6.4	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	6.3. Lean Quality
	B6.5	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	6.4. Protection of Patients' Rights and Interests
B7: General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.		5.3. Compliant Operations
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	5.3. Compliant Operations
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	5.3. Compliant Operations
	B7.3	Description of anti-corruption training provided to directors and staff.	5.3. Compliant Operations
B8: General Disclosure	Community Investment 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.		7.4. Benefiting Society
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	7.4. Benefiting Society
	B8.2	Resources contributed (e.g. money or time) to the focus area.	7.4. Benefiting Society

Part D: Climate-related Disclosures

Climate-related Disclosures Requirements	Content	Title of sections
Governance	(a) the governance body(s) responsible for oversight of climate-related risks and opportunities	4.2. ESG Governance Structure 8.1.1 Governance
	(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities	4.2. ESG Governance Structure 8.1.1 Governance
Strategy	Climate-related risks and opportunities	8.1.2. Strategy
	Business model and value chain	8.1.2. Strategy
	Strategy and decision-making	8.1.2. Strategy
	Financial position, financial performance and cash flows	8.1.2. Strategy
	Climate resilience	8.1.2. Strategy
Risk Management	(a) the processes and related policies used to identify, assess, prioritise and monitor climate-related risks	8.1.3. Risk Management
	(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)	8.1.3. Risk Management
	(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	8.1.3. Risk Management
Metrics and Targets	Greenhouse gas emissions	8.1.4. Metrics and Targets
	Climate-related transition risks	8.1.4. Metrics and Targets
	Climate-related physical risks	8.1.4. Metrics and Targets
	Climate-related opportunities	8.1.4. Metrics and Targets
	Capital deployment	8.1.4. Metrics and Targets
	Internal carbon prices	Not implemented
	Remuneration	Not implemented
	Industry-based metrics	Not disclosed
	Climate-related targets	8.1.4. Metrics and Targets