Shandong Boan Biotechnology Co., Ltd.

山东博安生物技术股份有限公司

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

Stock Code : 6955

2025

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Boan Biotech
博安生物

CONTENTS

1 DEFINITIONS

Unless otherwise stated in the Report, the following terms are defined as follows:

"Boan Biotech" or the "Company"	Shandong Boan Biotechnology Co., Ltd.
the "Group" or "we"	Shandong Boan Biotechnology Co., Ltd. and its subsidiaries
the "Board"	Board of Directors of the Company
"China"	People's Republic of China
"Hong Kong"	Hong Kong Special Administrative Region of the People's Republic of China
"CMO"	CMO manufacturers providing contract manufacturing services for Boan Biotech
"EHS"	Environment, Health and Safety
"ESG"	Environmental, Social and Governance
"ESG Committee" or "Committee"	Environmental, Social and Governance Committee
"ESG Code"	Environmental, Social and Governance Reporting Code set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited
"ESG Report" or the "Report"	Environmental, Social and Governance Report
"GMP"	Good Manufacturing Practice for Pharmaceutical Products
"GSP"	Good Supply Practice for Pharmaceutical Products
"KPI"	Key Performance Indicator
"QA"	Quality Assurance Department
"QC"	Quality Control Department
"RMB"	Renminbi yuan, the lawful currency of China
"Stock Exchange"	The Stock Exchange of Hong Kong Limited
"Year" or "Reporting Period"	From 1 January 2025 to 31 December 2025

2 ABOUT THIS REPORT

This is the fourth publicly available ESG Report issued by the Company on Boan Biotech's ESG performance for the year 2025. Boan Biotech will disclose our environmental and social management policies, strategies, targets and performance indicators in various sections of this Report.

2.1 BASIS OF PREPARATION

The Company has prepared this Report in accordance with the ESG Code issued by the Stock Exchange. The Report has been prepared pursuant to the four Reporting Principles set out in the ESG Code, namely materiality, quantitative, balance and consistency. Boan Biotech has determined the key disclosures in the Report through materiality assessment.

2.2 REPORTING BOUNDARY

Unless otherwise specified, this Report primarily covers the core business having financial significance to and operational impact on Boan Biotech, which is intended to report on Boan Biotech's environmental and social policies and performance. This Report covers the period from 1 January 2025 to 31 December 2025.

2.3 REPORTING PRINCIPLES

The four reporting principles set out in the ESG Code have been applied in this Report as follows:

Reporting Principles	Response from the Group
Materiality	The Company has identified material issues related to the Company through materiality assessment, including inviting various internal and external stakeholders to prioritise the material issues and presenting them in the form of a materiality matrix in this Report. For details of the materiality assessment process and results, please refer to the "Materiality Analysis" section in this Report.
Quantitative	In order to comprehensively assess the Company's ESG performance during the Reporting Period, the Company disclosed the applicable quantitative key performance indicators specified in the ESG Code, and set out the criteria, methodologies, assumptions and references used for calculation of the quantitative key performance indicators, including the sources of key conversion factors.
Balance	The Report provides an unbiased picture of the Company's performance during the Reporting Period, and avoids selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader.
Consistency	The Report is the fourth publicly available ESG Report issued by the Company, using consistent calculation and statistical methodologies and maintaining alignment with pre-listing standards. We will note and explain any changes (if possible) in the footnotes.

2.4 CONSIDERATION AND APPROVAL OF THE REPORT

All information disclosed in this Report is based on the Company's documents and data. The Board assumes full responsibility for the Company's ESG strategy and report preparation.

Upon review and confirmation by the Board, this Report was considered and approved on 30 March 2026.

2.5 READER'S FEEDBACK

If readers have any comments on Boan Biotech's ESG Report or related work, please feel free to contact us by the following means:

Address:
Shandong Boan Biotechnology Co., Ltd.
No. 39 Keji Avenue, High-Tech Industrial Development Zone, Yantai, Shandong Province, China

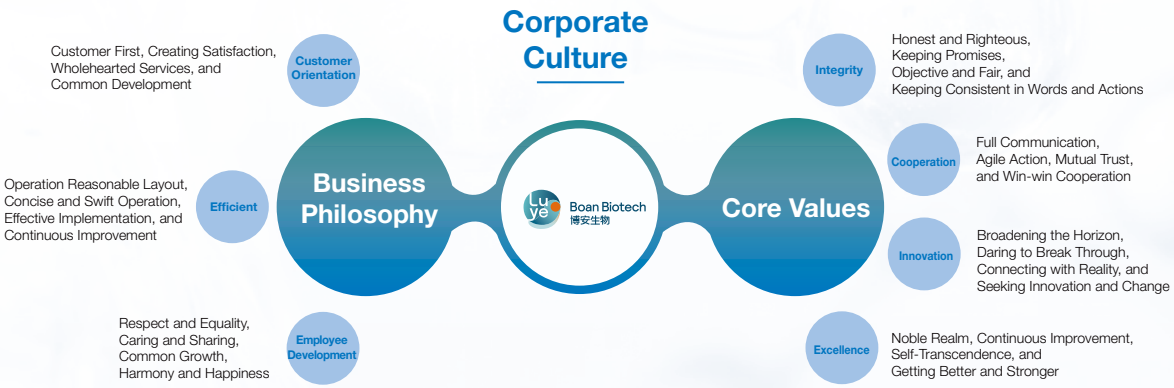
3 ABOUT BOAN BIOTECH

3.1 COMPANY PROFILE

Boan Biotech (6955.HK) is a fully-integrated biopharmaceutical company developing, manufacturing, and marketing biologics, with a focus on oncology, autoimmune diseases, ophthalmology, and metabolic diseases. The Company's drug discovery activities revolve around multiple platforms: Human Antibody Transgenic Mouse Technology Platform, bsAb/msAb/Probody Technology Platform, ADCTechnology Platform and Artificial Inteligence/Big Data Application Platform.

Boan Biotech operates across the entire value chain of the industry covering antibody discovery, cell line development, upstream and downstream process development, analytical and bio-analytical method development, technology transfer, non-clinical research, clinical research, regulatory affairs and registration, and commercial production.

Boan Biotech's portfolio includes five commercial products. Its pipeline includes multiple novel biologics as drug candidates protected for their international intellectual property rights and a number of biosimilar candidates. The Company has been recognized as a "National High-tech Enterprise" and possesses provincial technology platforms such as "Shandong Provincial New R&D Institution" and "Shandong Provincial Engineering Research Center". In addition to China, the Company is also developing biopharmaceutical products in overseas markets, including the U.S., the EU and Japan. With a differentiated portfolio and well-established commercial capabilities, Boan Biotech operates across the industry's value chain from research and development to manufacturing and commercialization, laying a solid foundation for long-term, high-quality growth in the future.



3.2 HONOURS AND RECOGNITION

Four major international standard certifications, ISO 9001/ISO 14001/ISO 45001/ISO 50001

Following rigorous annual surveillance audits and assessments by accredited certification bodies, Boan Biotech maintained the validity of its three international standard certifications – ISO 9001, ISO 14001 and ISO 45001 – throughout 2025, which fully recognizes the Company's outstanding performance and stable management level in its quality, environment, and occupational health and safety management systems. In addition, the Company continued to maintain the effective operation of its ISO 50001 energy management system, further deepening the application of the energy management system and related digital management platforms in its EHS management.

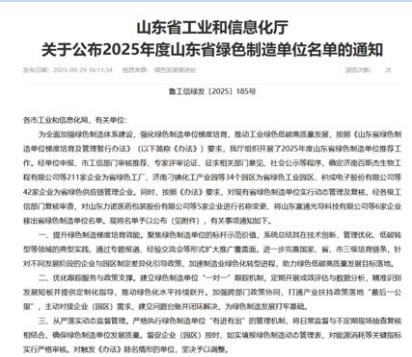
Boan Biotech Honoured as the Annual "Top 100 Innovation and Breakthrough Enterprises" by BIOCHINA

In March 2025, at BIOCHINA 2025 (the 10th session) Annual ENMORE BIO Industry Exhibition, Boan Biotech was honoured as a "Top 100 Innovation and Breakthrough Enterprise". The selection, conducted through expert review and comprehensive evaluation based on multi-dimensional real data, aimed to identify innovative forces in the biopharmaceutical industry. With its differentiated product portfolio, outstanding innovation capabilities, comprehensive and integrated biopharmaceutical platform, and increasingly mature commercialization capabilities, Boan Biotech demonstrated strong growth potential. As one of the few integrated biopharmaceutical companies in China with an end-to-end "R&D – Manufacturing – Commercialization" operating system, the Company has entered the commercialization stage through biosimilars to achieve self-sustaining growth and provide solid financial support for the development of innovative drugs.

Boan Biotech Honoured as a "2025 Top 101 Innovative Pharmaceutical Company in China"

In August 2025, at the 7th China Pharmaceutical Industry Expo (CMC Pharmaceutical Expo), Boan Biotech was honoured as a "2025 Top 101 Innovative Pharmaceutical Company in China". This list, jointly launched by the China Medicine Connect Expo and gpnbio.com, comprehensively evaluates companies from multiple dimensions, including technological innovation, capital and transaction influence, and market and commercialization potential. This award highlights the Company's innovative breakthrough power and further confirms the industry's high recognition of its differentiated product portfolio, outstanding innovation capabilities, and commercialization strength.

Boan Biotech Recognized as "Shandong Green Factory"



山东省工业和信息化厅
关于公布2025年度山东省绿色制造单位名单的通知

鲁工信绿发〔2025〕185号

各市工业和信息化局，有关单位：

为全面加强绿色制造体系建设，强化绿色制造单位梯度培育，推动工业绿色低碳高质量发展，按照《山东省绿色制造单位梯度培育及管理暂行办法》（以下简称《办法》）要求，我厅组织开展了2025年度山东省绿色制造单位推荐工作。经单位申报、市工信部门审核推荐、专家评审论证、征求相关部门意见、社会公示等程序，确定济南百斯杰生物工程有限公司等211家企业为省绿色工厂、济南习满化工产业园等34个园区为省绿色工业园区、积成电子股份有限公司等42家企业为省绿色供应链管理企业。同时，按照《办法》要求，对现有省绿色制造单位实行动态管理及复核。经各级工信部门复核审查，对山东力诺医药包装股份有限公司等5家企业进行名称变更、将山东富通光导科技有限公司等6家企业移出省绿色制造单位名单。现将名单予以公布（见附件），有关事项通知如下。

一、提升绿色制造梯度培育效能。聚焦绿色制造单位的标杆示范价值，系统总结其在技术创新、管理优化、低碳转型等领域的典型实践，通过专题频道、经验交流会等形式扩大推广覆盖面，进一步完善国家、省、市三级培育链条，针对不同发展阶段的企业与园区制定差异化引导政策，加速制造业绿色化转型进程，助力绿色低碳高质量发展目标落地。

二、优化跟踪服务与政策支撑。建立绿色制造单位"一对一"跟踪机制，定期开展成效评估与数据分析，精准识别发展短板并提供定制化指导，推动绿色化水平持续跃升。加强跨部门政策协同，打通产业扶持政策落地"最后一公里"，主动对接企业（园区）需求，建立问题台账并闭环解决，为绿色制造发展打牢基础。

三、从严落实动态监督管理。严格执行绿色制造单位"有进有出"的管理机制，将日常监督与不定期现场抽查复核相结合，确保绿色制造单位发展质量。督促企业（园区）按时、如实填报绿色制造动态管理表，对能源消耗等关键指标实行严格审核。对触发《办法》除名情形的单位，坚决予以调整。

In September 2025, Boan Biotech was successfully included in the "List of Shandong Green Manufacturing Units for 2025" and was awarded the title of "Shandong Green Factory". As a core carrier of green development in the manufacturing industry, the "Green Factory" evaluation criteria cover multiple dimensions, including environmental management, energy utilization, resource recycling, and cleaner production. Boan Biotech has long integrated the concept of green development into every aspect of its industrial chain. Leveraging digital production workshops and intelligent management systems, the Company has continuously optimized key process steps, effectively reducing energy consumption per unit of product and material losses. Such recognition marks that the Company has established an industry-leading green manufacturing system, providing a practical model for the green transformation of the regional biopharmaceutical industry.

Boan Biotech Recognized as "2025 Yantai Municipal Zero-Waste Factory"

烟台市人民政府
The People's Government of Yantai

首页 | 党务公开 | 政务公开 | 政务服务 | 互动交流 | 品质烟台 | 数据查询

关于2025年度烟台市级"无废细胞"名单的公示

根据《关于开展山东省"无废细胞"建设工作的通知》（鲁无废组〔2024〕2号）要求，经单位申报、市县两级评价，确定了2025年度烟台市级"无废细胞"名单，现公示如下：

烟台市生态环境局
2025年11月18日

In November 2025, Boan Biotech was successfully included in the 2025 Yantai Municipal "Zero-Waste Cell" list. In its daily operations, Boan Biotech actively practices the "zero-waste" concept by optimizing production processes, strengthening the classified management and compliant disposal of solid waste, and promoting resource recycling, continuously reducing waste generation and environmental impact during production. This recognition fully reflects the Company's management effectiveness in comprehensive solid waste management and green low-carbon production, and also demonstrates Boan Biotech's corporate responsibility in actively responding to local ecological civilisation initiatives and supporting the achievement of the "Zero-Waste City" goals.

4 SUSTAINABLE GOVERNANCE POLICY

4.1 ESG GOVERNANCE STRUCTURE

Boan Biotech is committed to realising the vision of "becoming a leading biopharmaceutical company", and takes a leading role in pharmaceutical research and development and sustainable progress. We actively integrate the concept of sustainable development into its strategic planning and operational practices. By incorporating ESG factors into our governance system, we effectively monitor and manage Boan Biotech's performance in sustainability Boan Biotech is committed not only to pursuing economic benefits but also to fulfilling its social responsibilities, ensuring transparency and compliance in corporate governance to achieve long-term sustainable development goals.

4.1.1 ESG Governance of the Board

As the highest governing body for ESG issues of the Group, the Board has the overall supervision responsibility for the formulation of ESG governance strategy and targets and reporting. Its responsibilities include reviewing and approving ESG-related policies, overseeing the progress of ESG target implementation, and ensuring the Company's ESG performance aligns with established standards and expectations.

4.1.2 ESG Committee

The Group supervises and manages its ESG governance work through the ESG Committee. Through the establishment of a dedicated ESG Committee, the Group has ensured a high level of attention to, and effective management of, ESG aspects. The ESG Committee, authorised by the Board, is responsible for:

(1) Overseeing the effectiveness of the Group's policies and strategies in ESG, and conducting regular reviews on the strategy, progress and performance of sustainable development;

(2) Identifying ESG risks and opportunities, and reviewing the effectiveness of the Group's risk management and internal control systems;

(3) Setting business-related ESG targets, while monitoring the implementation and progress of these targets;

(4) Reporting to the Board on the management of ESG targets and providing relevant recommendations.

The Board has selected two directors to join the ESG Committee and designated one of them as the chairperson. The ESG Committee holds at least one formal meeting annually and, where required, convenes ad hoc meetings by the chairperson to assess and guide the Group's ESG management strategies and practices. The Committee regularly monitors the implementation of ESG policies, evaluate their effectiveness, and prepare and review the annual ESG report and other related disclosures.

Furthermore, the Committee conducts regular assessments of the Group's performance on key ESG issues, reviews progress towards the achievement of targets through annual and special reports, and provides recommendations on actions required to meet these targets. The relevant management status and progress shall be regularly reported to the Board to continuously drive performance improvement in the ESG management of the Group. Based on the recommendations and reports of the Committee, the Board assumes supervisory responsibility by providing necessary guidance and support to achieve ESG targets, thereby ensuring effective governance and continuous advancement of the ESG performance of the Group.

4.1.3 ESG Working Group

The ESG Committee has set up an ESG Working Group to assist the Committee in coordinating and managing the Group's ESG issues and coordinating the implementation and execution of ESG-related work across various functional departments, including strategic development, supply chain management, administration and R&D project management, manufacturing, environmental and occupational health and safety, human resources, patents, laws, finance, etc. Its functions include:

(1) assessing, prioritising and managing material ESG-related issues, including identifying ESG risks related to the Group's business;

(2) assisting in setting ESG targets and related work plans to ensure alignment with the Group's strategic direction;

(3) conducting periodic reviews of ESG target progress, preparing lists and analysis reports on material issues for the Committee' consideration;

(4) recommending appropriate and effective ESG risk management and internal control measures.

4.2 COMMUNICATION WITH STAKEHOLDERS

Boan Biotech consistently regards establishing solid and proactive connections with all stakeholders as a core mission. Through open and efficient communication mechanisms, we are committed to accurately identifying potential challenges and opportunities in the ESG field. During the year, through in-depth questionnaire surveys, we gained a comprehensive understanding of stakeholders' perspectives on key issues such as environmental protection, employee welfare and corporate operations. We expect this Report to serve as a bridge for communication, responding openly to the concerns of the public and the industry by reporting on our annual progress in sustainable development. These efforts aim to deeply understand the needs of our partners and provide solid support for the Company's long-term strategy, thereby driving continuous progress and innovation in the ESG field.

The expectations of our stakeholders for us and our routine communication channels with them are as follows:

Main Stakeholders	Expectations	Communication Channels
Government and regulatory bodies	• Compliance with laws and regulations • Strengthening R&D of pharmaceutical technologies	• Optimizing the legal risk prevention and control system • Vigorously investing in R&D of drugs
Investors	• Good operational management to reduce operational risks • Good return on investment • Transparent information disclosure • R&D ethics	• Regularly holding results announcement conferences and general meetings of shareholders • Optimizing the legal risk prevention and control system • Regularly updating the website to ensure the investors have access to the latest information of the Company • Regularly organizing investor survey and company day events • Regularly participating in strategy sessions and roadshows
Customers	• Providing safe and high-quality medicines • Constantly developing new drugs • Protecting consumers' rights and interests	• Vigorously investing in R&D of drugs • Improving the drug production management system • Conducting customer satisfaction surveys
Employees	• Good working environment • Good career prospects	• Providing good remuneration • Organizing various training activities • Organizing various employee activities • Providing a safe working environment
Partners/suppliers	• Mutual cooperation for win-win results	• Actively seeking superior suppliers and CMO/CDMO partners
Peer companies	• Promoting industry development	• Actively organizing and participating in industry forums and exchange events
Non-governmental organizations	• Constantly developing new drugs	• Vigorously investing in R&D of drugs
Media	• Transparent information disclosure	• Regularly updating the website to ensure the public have access to the latest information of the Company • Release of major business progress via news or WeChat official account

Boan Biotech Presents Research Progress of CLDN18.2-Targeting ADC (BA1301) at ESMO 2025

In October 2025, Boan Biotech presented the phase 1 clinical trial progress of its independently developed CLDN18.2-targeting antibody-drug conjugate (ADC) BA1301 at the European Society for Medical Oncology (ESMO) Congress 2025. This innovative drug is intended for the treatment of advanced solid tumours of the digestive tract, including gastric cancer and pancreatic cancer. The study results showed that BA1301 demonstrated promising objective response rates and survival benefits across multiple gastrointestinal tumours, along with a favourable safety, tolerability and molecular stability profile. This progress not only highlights the platform advantages of Boan Biotech's C-Lock site-specific conjugation technology, but also provides a highly promising new precision treatment pathway to address the unmet medical needs in the field of gastrointestinal tumours.

Boan Biotech Enters into Strategic Collaboration with The Hong Kong University of Science and Technology to Empower Cutting-Edge Drug R&D

In May 2025, Boan Biotech formally entered into a strategic collaboration with The Hong Kong University of Science and Technology (HKUST), focusing on the development of novel anti-cancer drugs and therapies, with in-depth cooperation in frontier areas such as preclinical and clinical research, translation of innovative achievements, and professional talent development. Meanwhile, Boan Biotech will actively support HKUST in its application to establish the "Hong Kong Institute for Life Health Research and Development". This industry-university-research collaboration fully combines Boan Biotech's integrated biopharmaceutical technology platform advantages with HKUST's fundamental scientific research resources, aiming to accelerate smart drug development and the industrialisation of scientific research achievements, thereby contributing to innovation in global precision medicine solutions.

Boan Biotech Presents Early Clinical Research Findings about Its Innovative Anti-CD25 Antibody (BA1106) at AACR Annual Meeting 2025

In April 2025, the early results from a first-in-human phase 1 clinical trial of BA1106, a non-IL-2 blocking anti-CD25 innovative antibody independently developed by Boan Biotech, were presented at the 2025 Annual Meeting of the American Association for Cancer Research (AACR). As the first drug candidate of its kind to enter clinical trials in China for the treatment of solid tumours, the data showed that BA1106 can effectively deplete regulatory T cells (Tregs) in the tumour microenvironment while preserving effector T cells (Teffs), demonstrating a favourable safety profile and preliminary efficacy in multiple relapsed or refractory advanced solid tumours. These findings further validate Boan Biotech's differentiated innovation capabilities and sustained R&D strength in the field of cancer immunotherapy.

4.3 MATERIALITY ASSESSMENT

To fully understand the expectations and concerns of various stakeholders regarding the Group's sustainable development, we have established a systematic materiality assessment mechanism. The Group conducts a materiality assessment review, taking into account industry development trends and the evolution of potential ESG issues, to determine the material issues for the current year. This assessment comprehensively considers internal and external stakeholders of the Group and consists of five main steps, which are as follows:

Survey Review

- Based on the materiality assessment of the previous year, Boan Biotech took into account both "the influence of stakeholders on the Company" and "the influence of the Company on stakeholders". From a wide range of stakeholders, we selected the stakeholders for 2025.

Issues Identification

- The Group referred to the ESG Code and considered ESG trends in the pharmaceutical industry to determine the ESG issue pool relevant to the Group for 2025.

Assessment and Ranking

- Based on the materiality prioritization of the ESG issue pool by the major stakeholders in the previous year, the Group prioritized the ESG issues for 2025.

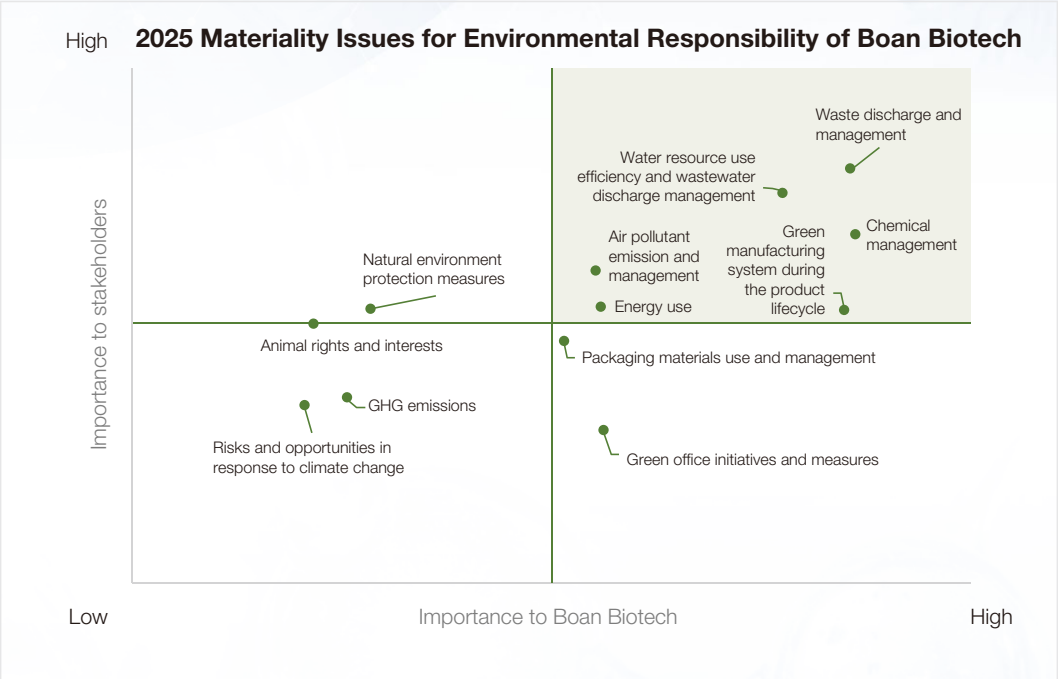
Results Analyzation

- The Group constructed the 2025 materiality matrix from two dimensions: "importance to stakeholders" and "importance to the Group".

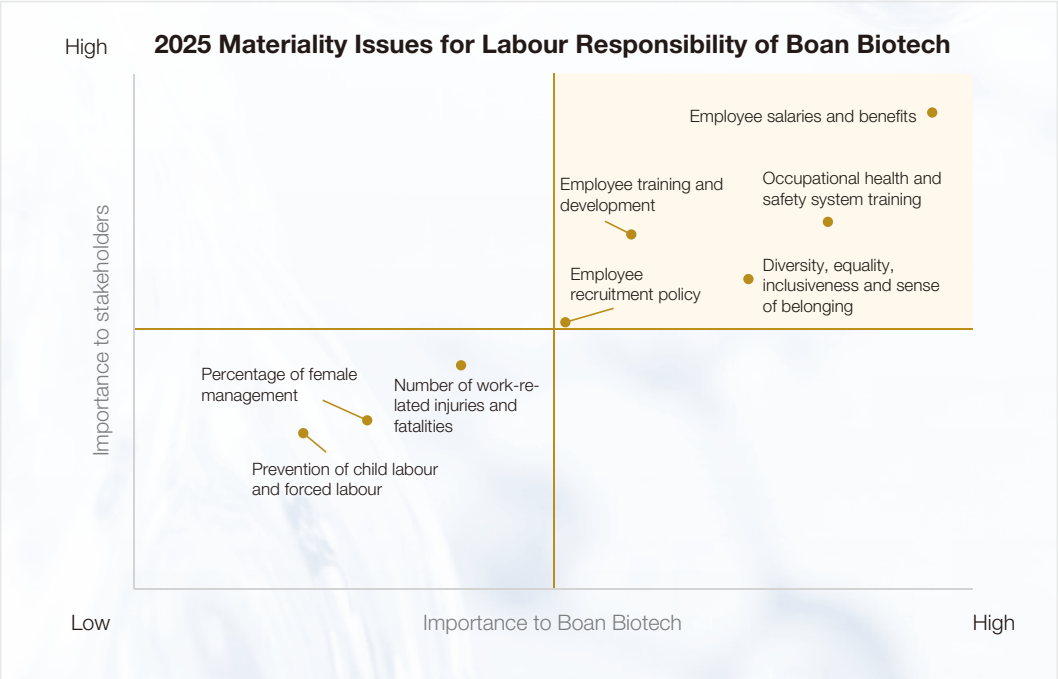
Issues Verification

- The Board reviewed the questionnaire survey results and verified the material issues for 2025.

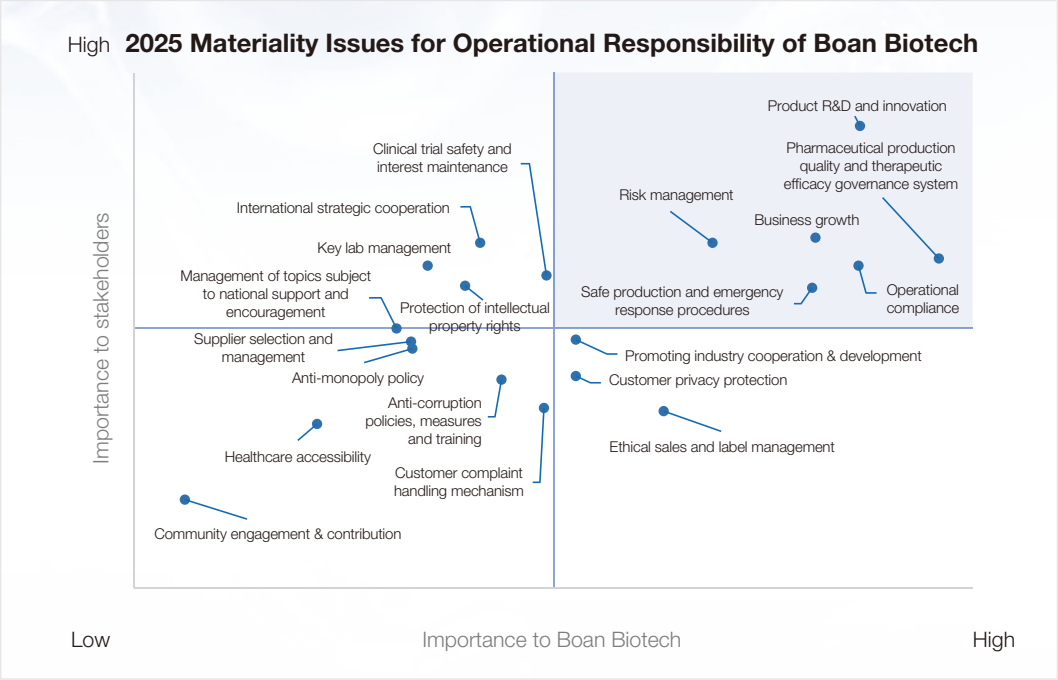
The following charts are the materiality matrixs for Boan Biotech's environmental responsibility, labour responsibility and operational responsibility respectively:



2025 Materiality Issues Matrix for Environmental Responsibility of Boan Biotech



2025 Materiality Issues Matrix for Labour Responsibility of Boan Biotech



2025 Materiality Issues Matrix for Operational Responsibility of Boan Biotech

After reviewing and confirming the analysis results of material issues, the Group has identified a total of 18 material issues. Such issues will be taken as important considerations for our future sustainability direction and are also the focus of disclosures in this Report.

Material Issues (in the order of importance from top to bottom)

Environmental responsibility	Labour responsibility	Operational responsibility
Waste discharge and management	Employee salaries and benefits	Product R&D and Innovation
Water resource use efficiency and wastewater discharge management	Occupational health and safety system training	Pharmaceutical production quality and therapeutic efficacy governance system
Chemicals Management	Diversity, equality, inclusiveness and sense of belonging	Business growth
Green manufacturing system during the product lifecycle	Employee training and development	Operational compliance
Air pollutant emission and management	Employee recruitment policy	Safe production and emergency response procedures
Energy use		Risk Management
		Intellectual Property Protection

5 RESPONSIBLE OPERATIONS

5.1 INTEGRITY AND COMPLIANCE

Fully aware of the significance of fostering a fair and incorruptible business environment and ethical culture, the Group has always prioritized anti-corruption efforts as a core focus of its management. Strictly adhering to relevant laws and regulations, including the *Criminal Law of the People's Republic of China,* the *Anti-Money Laundering Law of the People's Republic of China*, and the *Law of the People's Republic of China Against Unfair Competition*, we have established strict codes of business conduct targeting bribery, extortion, fraud and money laundering, which are applicable to all our employees and partners. During the Reporting Period, the Group did not receive any reports of violations or illegal activities related to bribery, extortion, fraud and money laundering. Nor were there any material breaches of anti-corruption related laws and regulations or concluded corruption-related legal cases.

5.1.1 Anti-Corruption Policies and Preventive Measures

Boan Biotech is committed to continuously elevating the standards of integrity and compliance, strictly adheres to relevant laws and regulations relating to bribery, extortion, fraud and money laundering, and closely follows and complies with industry regulatory guidelines such as the *Guidelines for Pharmaceutical Enterprises on Preventing Commercial Bribery Risks* and the *Nine Integrity Practice Guidelines for Medical Institution Staff*, as well as relevant local regulations and drug administration and supervision policies implemented in Shandong Province.

To prevent risks at the source and ensure the transparency and integrity of its operations, the Group has established and continuously optimizes its internal management policies. Our corruption management system encompasses the *Anti-Bribery and Anti-Corruption Policy* and the *Code of Conduct for Drug Promotion*. The Group updated the *Anti-Bribery and Anti-Corruption Policy* in August 2025 to ensure operational integrity. These policies apply to all directors, senior management, employees, partners and other relevant personnel, clearly defining the boundaries of conduct and strictly prohibiting any form of improper transfer of benefits. Violation of these policies may result in disciplinary actions, including written warnings, demotion, suspension or dismissal, depending on the severity of the incident. Cases involving major violations will be referred to law enforcement authorities in accordance with the law.

To enhance the effectiveness of internal supervision, the Group provides multiple reporting channels, including telephone, written correspondence and a dedicated email address (boanethics@boan-bio.com), accepting both named and anonymous reports. Designated personnel are assigned to handle reports with strict confidentiality to protect the privacy of whistleblowers. In its daily operations and third-party collaborations, the Group adheres to the principles of anti-corruption and anti-bribery, and has standardised the inclusion of anti-corruption clauses in the Company's routine contracts. All agents and business partners must undertake to comply with anti-corruption obligations and relevant local laws and regulations. We are acutely aware of the importance of upholding principles against corruption and bribery in our cooperation with business partners and agents. Under the cooperation agreements, all our agents shall undertake to assume the obligation to comply with anti-corruption and anti-bribery measures, including strict compliance with relevant local laws and regulations.

During the Reporting Period, there were no allegations of corruption, embezzlement, or bribery against any agents due to the involvement in the sales of our products. This not only reflects our stringent requirements in partner management but also demonstrates our joint efforts with agents to uphold an environment of integrity in business operations.

5.1.2 Anti-Corruption Training Measures

To continuously enhance the compliance awareness among management and staff, and to ensure the effective implementation of the Company's compliance policies, a series of compliance training courses have been provided for both management and staff. These courses cover key areas such as anti-corruption, anti-bribery, data protection, professional ethics and relevant laws and regulations, aiming to enhance employees' understanding of compliance requirements and their ability to implement them. Through these trainings, we have not only raised the compliance awareness of all employees but also further strengthened the compliance culture within the Company, ensuring that all business activities are in line with laws, regulations and ethical standards.

To ensure the implementation of compliance policies, the Group actively provided systematic anti-corruption training to directors and employees during the Reporting Period in accordance with the latest policy requirements:

Boan Biotech 2025 Special Training on Anti-Corruption and Anti-Commercial Bribery

In September 2025, Boan Biotech conducted a special training on anti-corruption and anti-commercial bribery through a combination of online and offline methods, covering the Company's management and relevant employees involved in key business operations. The training specially invited a professional lawyer as the lecturer, who provided in-depth interpretation and professional guidance on commercial bribery risks. The Chairlady of the Company participated in the entire training session and delivered a speech, fully demonstrating the top management's emphasis on and practical requirements for compliance building. Meanwhile, all participating colleagues strictly completed electronic check-in, effectively ensuring the training coverage and actual implementation.

5.2 SAFE PRODUCTION

With a sound management system as its foundation, Boan Biotech strictly follows ISO 14001 and ISO 45001 international standards to systematically implement environmental protection and occupational health and safety work. Through a rigorous lifecycle management mechanism for chemicals, we strengthen risk identification and emergency response capabilities, combining routine prevention and control with emergency drills, and are committed to creating a safe, environmentally friendly and healthy working environment.

5.2.1 EHS System

Boan Biotech adheres to the EHS management philosophy of "protecting the environment and safeguarding the health and safety of employees". Referring to international benchmark management standards and combining the actual operational conditions of the Company, we continuously improve the integrated EHS management system. To effectively regulate management practices related to environmental protection, occupational health, and safety within the Company, we have clearly stipulated relevant implementation measures in the EHS Manual. This not only lays a solid foundation for achieving EHS policy objectives but also specifically demonstrates our active commitment to environmental and social responsibility. We are committed to deeply integrating the EHS concept into every aspect of corporate culture and operations. The following is an overview of our EHS principles, commitments and targets:

EHS Principles — **Focus on environmental and occupational health and safety to ensure sustainable development**

- Strive to protect the environment, health and safety of employees, establish an environmental and occupational health and safety management system, and adhere to a source control approach with an emphasis on prevention
- Committed to strict compliance with laws and regulations, meet the expectations of stakeholders to the greatest extent, maintain open communication
- Dedicated to continuous improvement and enhancement, upholding innovation in technology and management

EHS Commitment — **Maintain and take effective measures to continuously improve the management system**

- Correct and prevent any deviation from the environmental and occupational health and safety policy and environmental and occupational health and safety target
- All employees shall follow our EHS policy, EHS target and commitment

EHS Targets — **Maintain the normal operation and continuous improvement of the integrated EHS management system**

- The Company established an EHS target system that includes general target and sub-target for each department to ensure the smooth operation of management and the continuous improvement of environmental and occupational health and safety performance
- At the beginning of each year, set the annual targets and indicators according to the overall business targets and the characteristics of the project construction, and properly apply them to the relevant departments/projects based on the allocation of responsibilities, as the basis of control and assessment for the year

EHS MANAGEMENT SYSTEM

Actively responding to national environmental protection policies, Boan Biotech has established a dedicated Safety and Environmental Protection Department. This department is responsible for overseeing the implementation of policies and regulations related to fire safety, safety production supervision, and environmental protection, and for formulating safety production and operation standards tailored to the Company's characteristics. The Company requires all management personnel and employees to strictly comply with laws, regulations, and internal policies in the fields of environment, health, and safety. By clarifying job responsibilities and implementing various management measures, we collectively build a safe, healthy, and environmentally friendly working environment. The Group's EHS management system and mechanisms are as follows:

System Standards and Operational Guidelines

- **Management System Basis:** Strictly adhering to occupational health and safety legal requirements, a comprehensive EHS management system has been established in accordance with *ISO 14001:2015 Environmental Management System* and *ISO 45001:2018 Occupational Health and Safety Management System* standards.

- **Daily Operational Guidance:** The *EHS Safety Manual* serves as a guiding document, providing health and safety guidance for employees' daily work and effectively preventing occupational hazards.

Emergency Response Mechanism

- **Three-Tier Emergency Response System:** We have established a three-tier emergency response system, which includes comprehensive emergency plans, special emergency plans, and on-site response plans.

- **Emergency Response Objective:** To ensure that effective measures can be taken swiftly in the event of an emergency to minimise losses and environmental impacts.

EHS MANAGEMENT PLAN

In accordance with our EHS management policies, commitments and targets, the Safety and Environmental Protection Department of the Group is responsible for formulating the *EHS management plan* and conducting regular reviews. To ensure the effective achievement of annual safety and environmental goals and indicators, this department implements quarterly supervisory inspections. It assesses the implementation and effectiveness of the environmental and occupational health and safety management plans and truthfully reports the results to the management representatives.

We clearly specify the details of each action plan, including key elements such as the allocation of responsibilities and the implementation timeline. The plan covers the duties that various functional departments and management levels must undertake to achieve the targets, the specific methods and technical measures adopted, and the necessary resource allocation, thereby ensuring the feasibility and successful implementation of the plan.

ENVIRONMENTAL FACTORS, HAZARDOUS SOURCE IDENTIFICATION, RISK ASSESSMENT, AND RISK CONTROL PLANNING

The Group identifies significant environmental factors and major risk items in its operational activities through systematic procedures for the identification of environmental factors, hazardous source identification, and risk assessment. In particular, we conduct comprehensive control over intolerable risks that may cause environmental impacts or occupational safety hazards. Based on this, the Safety and Environmental Protection Department has formulated the *Procedures for the Identification of Environmental Factors, Hazardous Source Identification, and Risk Assessment and Control*. Each department follows such procedures to carry out the identification work and to assess and select key risk items that may have significant impacts on environmental protection or occupational health and safety.

Environmental factors	Hazardous sources
• Emissions to the air and water • Waste management • Soil pollution • Community impact • Use of raw materials, resources, and energy	• Activities that may cause personnel injuries • Occupationally induced disease • Property loss or operational disruptions

We have taken different measures to safeguard the health and safety of our employees, contractors, suppliers, customers, as well as visitors to our business premises and production bases in the community. The relevant measures include:

- Implementing a safety production responsibility system to enhance supervision and management of the production process, with the aim of preventing and reducing production safety accidents, ensuring the safety of employees' lives and protecting property from damage;

- Strictly adhering to Good Manufacturing Practice (GMP) and relevant environmental emission standards to reduce air pollution, wastewater discharge and other environmental pollutions;

- Implementing occupational health and safety and environmental protection guidelines that cover operational safety in laboratories and production facilities, while also closely monitoring compliance with these guidelines;

- In accordance with the law, we entrust qualified third-party vendors and institutions with the handling of hazardous waste generated during research and development and production processes to meet legal and regulatory requirements;

- During the conduct of clinical trials, the rights and interests of clinical trial subjects are protected, and subjects are strictly provided with complete safety information before the trial and whenever necessary to safeguard their right to be informed and their safety interests.

Boan Biotech 2025 Emergency Drill for Pressure Vessel Steam Leakage Incident

In April 2025, Boan Biotech organized an emergency drill for sudden incidents involving pressure vessels and steam systems. By simulating high-risk scenarios, the drill tested and enhanced the capability for accident response, emergency command, and cross-departmental coordination. The drill focused on improving early warning and response mechanisms, strengthening personnel safety awareness, and optimizing on-site decision-making and resource allocation processes. Through continuous drills and evaluations, the Company further improved its safety management system to ensure the operational safety of critical facilities and the effectiveness of emergency response.

5.2.2 Chemicals Management

Boan Biotech's production bases undertake high-standard research and development, quality control, and routine maintenance tasks. Given that relevant operations frequently involve various hazardous chemicals, we have established a stringent protection system, with a particular focus on strengthening the management of key aspects such as fire prevention and electric shock prevention. For high-risk operations such as the dismantling of lye pipelines, we strictly provide professional protective equipment such as protective masks and emergency eyewash stations to fully ensure the safety of employees in both routine operations and emergency situations.

In terms of compliance management, we strictly abide by the *Production Safety Law of the People's Republic of China* and other relevant regulations, and implement various safety management tasks in accordance with the *Departmental Responsibilities of the Manufacturing Department*. The Safety and Environmental Protection Department is responsible for implementing national and corporate production safety and environmental protection policies, closely following up and promptly communicating the latest directives from government authorities. In addition, the department actively participates in formulating the Company's safety regulations and operating procedures, providing professional advice for operational decision-making, ensuring that all departments and employees strictly fulfil their safety responsibilities, and continuously improving the Company's safety protection system.

The Company continues to maintain the validity of its ISO 14001 environmental management system, demonstrating that it has established a systematic production safety control mechanism in chemicals management. This certification requires the enterprise to implement a full lifecycle management system for chemicals, including establishing a chemicals inventory (name, characteristics, using department), storage classification and segregation (separate storage of flammables/corrosives, ventilation and explosion protection, temperature monitoring), operating specifications (anti-static drum opening, dedicated personnel management), and leakage emergency response plans (annual drills), effectively reducing production safety risks related to chemicals. This system ensures that chemicals meet standardised operational requirements at all stages from procurement and use to disposal, supporting the enterprise's compliance in production safety.

5.3 SUPPLY CHAIN MANAGEMENT

Boan Biotech deeply recognizes that establishing a responsible and sustainable supply chain system is key to achieving our ESG targets. We are committed to building a supply chain that balances operational efficiency, business ethics, and environmental friendliness, aiming to create positive value for society and the environment by enhancing the resilience and compliance of the supply chain.

5.3.1 Supply Chain Functions

Our Supply Chain Management Team has the following four functions:

Functions of the Supply Chain Management Team of Boan Biotech

Business Planning	Procurement	Supply Chain Operations	Supply Chain Optimization
Development of supply and demand planning, as well as production and raw material planning	Procurement of equipment and materials for preclinical studies, clinical trials and manufacturing	Import and export customs declaration, transportation and storage of raw materials, clinical samples and drugs	Optimization of supply chain operations and management

5.3.2 Supply Chain Management

The Group has established a comprehensive standardized supply chain management system that covers the entire process from procurement to supplier management. In terms of asset procurement, we have developed a strict approval procedure for the *Asset Requisition List*, requiring each department to complete the list and obtain written approval from the authorized financial officer and department head before proceeding with the procurement. This ensures that all procurement activities comply with the Company's regulations. To further optimize supply chain efficiency and risk control, we have adopted the following specific management measures:

Differentiated Procurement Management

Differentiated management is implemented for different types of procurement: for direct procurement, we prioritize suppliers from the GMP-certified supplier list, and for indirect procurement, we strictly follow a bidding process to carefully select agents or distributors.

Multi-Dimensional Supplier Evaluation

The supplier selection process employs a multidimensional comprehensive evaluation mechanism. In addition to considering basic elements such as price competitiveness and supply stability, we also take into account key indicators such as quality control systems, compliance records, corporate scale and strength, market reputation, and logistics costs in the assessment. This ensures that the selected suppliers can meet all of the Company's business needs.

Supply Chain Sustainability and Risk Control

We place great emphasis on the sustainable development performance of suppliers, specifying environmental protection and social responsibility clauses in our supplier policies. We require cooperative suppliers to comply with local environmental regulations, implement pollution prevention measures, and continuously improve their environmental performance. During the supplier qualification review stage, in addition to verifying ISO system certification documents, we also use professional systems to check for any adverse records of potential partners, effectively managing environmental and social risks in the supply chain.

Boan Biotech actively promotes green procurement, and has developed and implemented environmentally friendly procurement practices, including:

- When purchasing office supplies, give priority to products with environmental certification documents and environmental rating labels
- When purchasing electrical products used in offices or workshops, consider environmentally friendly products with low energy consumption (e.g. Class I energy efficiency), which are more energy efficient and environmentally friendly
- When purchasing office furniture, require the boards and substrates to meet the E0 level of the new international testing standard

Supplier Distribution of Boan Biotech in 2025

By geographical region	Domestic	Number	1,994
	Overseas	Number	83

During the year, Boan Biotech had a total of 1,994 domestic suppliers and 83 overseas suppliers, and the above supplier engagement practices apply to all suppliers to ensure the sustainability of our supply chain.

6 INNOVATION AND QUALITY ASSURANCE

Boan Biotech is committed to becoming a global leader in the field of biopharmaceuticals, focusing on the exploration, development, manufacturing and marketing of innovative biological products. Leveraging a series of independently developed drug candidates and proprietary technology platforms, we have established a comprehensive R&D system, becoming one of the few pharmaceutical companies in China capable of independently completing the entire process from early drug research to commercialization.

With profound expertise and extensive industry experience, our core R&D capabilities span several key areas, including antibody discovery, cell line development, upstream and downstream process development, analytical and bio-analytical method development, as well as technology transfer, pilot production and commercial production. These capabilities not only support the efficient advancement of innovative drug development but also lay a solid foundation for the Company's competitiveness in the global biopharmaceutical field. Looking ahead, we will continue to invest in R&D innovation, driving the development and application of breakthrough therapies to bring more treatment options and hope to patients.

In terms of advancing the translation of R&D achievements and ensuring quality compliance, we strictly adhere to high manufacturing standards. During 2025, the Company achieved significant results in commercialization, with two of our products, "Boyoujing®" and "Boyouping®", successfully passing domestic GMP (Good Manufacturing Practice for Pharmaceutical Products) certification and receiving official approval for marketing. The successful approval of these two core products not only fully validates our high-quality large-scale production and quality control capabilities, but also further expands the Company's commercial product portfolio.

Product Images of Boyounuo®, Boyoubei®, Boluojia®, Boyouping® and Boyoujing®

6.1 PRODUCT INNOVATION & PROTECTION OF SCIENTIFIC RESEARCH ACHIEVEMENTS

Product R&D and Innovation

Boan Biotech is committed to the research and development of biosimilars and advanced biological products, gathering talented individuals in biotechnology and closely collaborating with numerous industry partners. We adhere to innovation and excellence as our core development strategy, continuously strengthening our technology platforms to provide a solid foundation for new drug development. The Group's core R&D strengths are built upon technology platform: antibody development. Their functions cover the entire lifecycle of new drug development—from early research, preclinical development, clinical trials to commercial production—providing strong technical support and innovation impetus. In the future, we will continue to deepen platform development, striving to drive the development and application of more breakthrough therapies.

Antibody R&D Technology Platforms	**BA-huMab® Fully Human Antibody Platform** • Contains almost the entire human antibody κ light chain variable region genes and human heavy chain variable region genes (IgM and IgG1) • No humanization required, high antibody affinity and low immunogenicity • Validated in 10+ innovative antibody programs
	bsAb/msAb/Probody Platform • Develop next-gen ICIs based on PD-(L)1 (e.g., PD-1/IL2 immunocytokines) to overcome low response and drug resistance of conventional ICIs • Multiple oncology and autoimmune bsAbs & msAbs in the pipeline • Reduce on-target toxicity of Abs in non-tumor tissues through probody or masking peptides to expand therapeutic window
	ADC Platform • Use novel toxins with excellent therapeutic potential • Use glycosite-specific conjugation to improve safety profile • Design novel bispecific ADCs to address highly heterogeneous tumors • Design innovative dual-toxin ADCs to overcome drug resistance • Multiple bispecific ADCs and dual-toxin ADCs in the pipeline • Probody ADCs in the pipeline **Artificial Intelligence/Big Data Application Platform** • An AI for Science (AI4S)-driven innovation model integrating agents for science, intelligent drug discovery platforms, and R&D of novel-mechanism biologics • Conduct an intelligent platform BA-AI for molecular computing to support developability assessment of antibodies

Intellectual Property Protection

Boan Biotech fully recognizes the pivotal role that the construction and maintenance of intellectual property rights play in ensuring the long-term development of the Company. To protect our innovative achievements, we have established a dedicated Intellectual Property Department to ensure that the concept of intellectual property management is deeply embedded in every stage, from research and development to manufacturing and marketing. This strategic approach not only helps strengthen our industry-leading technological position but also provides robust protection for the Company's commercial interests and legal rights.

In terms of compliance management, Boan Biotech strictly adheres to the *Patent Law of the People's Republic of China* and the *Trademark Law of the People's Republic of China*, among other laws and regulations. To further strengthen internal management, we have established a series of detailed internal systems, including the *Intellectual Property Workflow of Shandong Boan Biotechnology Co., Ltd.* and the *Patent Management System of Shandong Boan Biotechnology Co., Ltd.,* to ensure comprehensive protection of intellectual property and enforcement of various regulations.

We have specified all aspects of patent management, including the allocation of responsibilities within the patent work organization, the management and implementation of patent rights, and the utilization of patent information. Meanwhile, the Intellectual Property Workflow covers the management of intellectual property in various fields, including patents, trademarks, copyrights, and know-hows. It includes application processes, rights evaluation and search procedures, with the aim of establishing a professional, standardized and systematic intellectual property management framework. These procedures help us to effectively mitigate intellectual property risks, enhance the value of the Company's intangible assets, and utilize resources more efficiently.

For our drug candidates, we have filed various patent applications worldwide to ensure the protection of patent rights in different countries and regions. In addition, our intellectual property protection strategy extends beyond patents to include trademarks, trade secrets and other forms of intellectual property, creating a comprehensive protection system to provide full legal protection and commercial competitiveness for the Company's innovative achievements. During the year, Boan Biotech has obtained 50 registered patents and has 43 pending patent applications worldwide. 90 PRC and overseas trademarks were validly licensed, while 10 trademarks were pending.

As at the end of the year, the number of patents and trademarks of Boan Biotech granted and pending in PRC and overseas is as follows:

Registered patents		
	Validly licensed patents	**Validly pending patents**
Domestic	30	15
Overseas	22	26

Registered trademarks		
	Validly licensed trademarks	**Validly pending trademarks**
Domestic	28	7
Overseas	62	3

Some patents granted to Boan Biotech in 2025

EUROPÄISCHES PATENT | EUROPEAN PATENT
BREVET EUROPÉEN

Hiermit wird bescheinigt, dass für die in der Patentschrift beschriebene Erfindung ein europäisches Patent für die in der Patentschrift bezeichneten Vertragsstaaten erteilt worden ist.

It is hereby certified that a European patent has been granted in respect of the invention described in the patent specification for the Contracting States designated in the specification.

Il est certifié par la présente qu'un brevet européen a été délivré pour l'invention décrite dans le fascicule de brevet, pour les États contractants désignés dans le fascicule.

EP3932949 02.07.2025

ANTI-CD25 ANTIBODY AND APPLICATION THEREOF

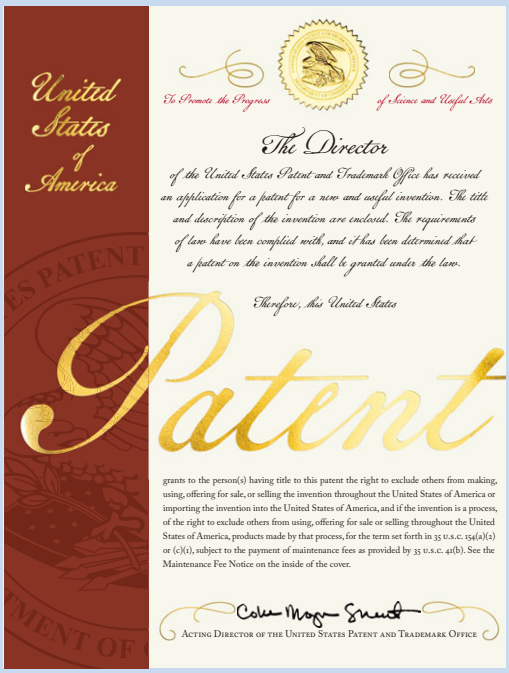
Patentinhaber | Proprietor(s) of the patent | Titulaire(s) du brevet

Shandong Boan Biotechnology Co., Ltd.
No. 39, Keji Avenue
High-Tech Zone
Yantai, Shandong 264670
CN

António Campinos

URKUNDE | CERTIFICATE | CERTIFICAT

Anti-CD25 antibody and its applications



United States of America

To Promote the Progress of Science and Useful Arts

The Director

of the United States Patent and Trademark Office has received an application for a patent for a new and useful invention. The title and description of the invention are enclosed. The requirements of law have been complied with, and it has been determined that a patent on the invention shall be granted under the law.

Therefore, this United States

Patent

grants to the person(s) having title to this patent the right to exclude others from making, using, offering for sale, or selling the invention throughout the United States of America or importing the invention into the United States of America, and if the invention is a process, of the right to exclude others from using, offering for sale or selling throughout the United States of America, products made by that process, for the term set forth in 35 U.S.C. 154(a)(2) or (c)(1), subject to the payment of maintenance fees as provided by 35 U.S.C. 41(b). See the Maintenance Fee Notice on the inside of the cover.

Acting Director of the United States Patent and Trademark Office

Bifunctional fusion protein targeting PDL1 and TGF β and use thereof

6.2 PRODUCTION MANAGEMENT & QUALITY ASSURANCE

Boan Biotech has always regarded "excellent quality" as the core foundation of production management. We strictly adhere to the highest international recognized standards, leveraging our large-scale production capabilities to establish and implement a rigorous quality management system covering the entire supply chain, from raw material procurement, process control to finished product dispatch. This systematic quality control mechanism not only ensures the stability and reliability of product quality but also provides a solid support for the Company's core competitiveness, continuously driving Boan Biotech's innovation and steady development in the biopharmaceutical field towards excellence and a sustainable future.

6.2.1 Quality Management System

Our production base located in Yantai High-Tech Zone, Shandong Province, specializes in the pilot and commercial production of antibody drugs, equipped with world-class biopharmaceutical production facilities and fully automated control systems. In terms of quality management, we have established an integrated quality management system that complies with *China's Pharmaceutical Administration Law,* the *Good Manufacturing Practice for Pharmaceutical Products* and the *EU GMP* standards. This system has successfully passed the stringent reviews by the regulatory authorities in China and the EU. The *Quality Manual* we implement establishes a full lifecycle quality control mechanism, from the inspection of raw and auxiliary materials upon arrival, process control during production to the release of finished products, setting the quality goal of "continuously improving product quality and exceeding customer expectations."

GMP Pharmaceutical Quality Management System

Boan Biotech has established a comprehensive quality management system that covers the entire lifecycle of pharmaceutical products, from the research and development, technology transfer, commercial production, supply chain management to post-market monitoring, and controls all key factors that affect the quality of drugs. Within this system framework, we have built a standardized management system, including a complete quality control documentation system, a comprehensive quality assurance mechanism, and strict risk control measures. By implementing these standardized requirements, we ensure that quality management standards are strictly enforced in every production link. Through regular system audits and continuous improvement, we continuously enhance compliance levels, keeping the quality management system in optimal condition. During the year, the Company continued to implement high-quality control standards, ensuring that the production of core products such as Boluojia® stably complies with China's GMP certification requirements, demonstrating the Group's high standards for routine quality management. Looking ahead, we will continue to optimize the system to ensure that we provide patients with safe, effective and stable quality drugs.

Quality Manual

The Group strictly complies with the requirements of the *Pharmaceutical Administration Law* and the *Good Manufacturing Practice for Pharmaceutical Products* and meets the standards of ISO9001:2015—*Quality management systems—Requirements*, ICH Q10 *Pharmaceutical Quality System* and GMP. Based on these, we have developed the Quality Manual as the guiding document of the quality management system. The manual ensures the implementation of quality concepts through three main pathways: documentation control, process optimization and personnel training, providing a systematic guarantee for achieving the "high-quality" goal by embedding the quality philosophy into all levels of the organization and the entire business process. We regularly review and update the content of the manual to adapt to regulatory changes and technological development needs, continuously improving the quality management system.

6.2.2 Production Management & Quality Assurance

Our production and operation team works closely with cross-functional teams including quality assurance, quality control, pharmacovigilance and supply chain management, strictly adhering to GMP standard operating procedures to produce products that are safe and meet high international quality standards. Throughout the entire production process, we not only meet the requirements of international regulatory authorities such as the U.S. FDA and the European Medicines Agency, but also continuously benchmark against the drug regulatory standards of various countries. During the year, the Company continued to maintain rigorous quality control measures and optimized production processes, ensuring that the production system consistently complies with various international high-standard inspection requirements, including Brazilian GMP, fully demonstrating our firm commitment to manufacturing high-quality products.

6.3 DRUG SALES AND CUSTOMER SERVICE MANAGEMENT

Throughout the entire process of drug research, development and production, Boan Biotech adheres to the highest quality standards and strictly complies with laws and regulations, striving to ensure the quality and safety of drug sales and customer service. We have fully compiled drug labels and instructions for use in strict accordance with the standards approved by the National Health Commission and the National Medical Products Administration, fully complying with the requirements of the *Regulations on the Administration of Drug Instructions and Labels*. In terms of advertising and promotion, we strictly implement the *Pharmaceutical Administration Law of the People's Republic of China* and follow the *Measures for the Examination of Drug Advertisements*, ensuring that all advertising content is reviewed and approved by the relevant authorities and obtains an approval number before being released, resolutely eliminating any misleading or false publicity. Through these strict quality control measures, we ensure the accuracy and authenticity of all drug information and effectively safeguard patient safety.

6.3.1 Product Sales and Quality Management

The Group strictly complies with relevant Chinese pharmaceutical management regulations and has established a comprehensive product quality assurance system. In terms of quality control, we continued to implement the *Sample Receiving, Inspection and Handling Procedures* during the year. These procedures, jointly reviewed and approved by the Quality Assurance Department and the Quality Control Department, further clarify the responsibilities of each party involved and implement full-process monitoring from sample receipt to the completion of inspection, ensuring data integrity in the processes of inspection, review and submission. For products that do not meet the standards, we continue to strictly follow the *Drug Return Handling Procedures*, with the Company bearing all costs related to returns and exchanges to ensure that consumer rights are not harmed.

We place great emphasis on market feedback, have established a response mechanism strictly in accordance with the *Complaint Management Procedures*, set up a dedicated customer service team to handle consumer complaints via phone calls, and conduct regular analysis and summarisation of feedback information. To enhance cross-departmental coordination and disposal efficiency, functional teams such as quality supervision and pharmacovigilance closely follow the progress of each complaint throughout the process, and perform standardized operations in accordance with the continuously improved the *Complaint Handling Operating Procedures*, ensuring a rapid response and effective resolution to consumer concerns. Meanwhile, in accordance with relevant regulatory requirements, we continue to strictly implement the *Drug Recall Management Regulations*, which include detailed product recall operation guidelines, clear handling steps, specified responsible personnel to be notified and the disposal methods for recalled products, providing a comprehensive system to ensure swift initiation and standardized handling in the event of potential risks. During the year, we received 2 product complaints or enquiries, all of which were properly handled according to established standard procedures. There were no cases of product recalls due to quality issues during the year.

6.3.2 Information Security and Privacy Protection

Boan Biotech places high importance on the protection of personal information of customers and partners, strictly adhering to national laws and regulations such as the *Personal Information Protection Law* and the *Group's Personal Data Protection Policy*. We have established a robust information security system through multiple protective measures: on the technical side, we apply advanced encryption to electronic data, deploy state-of-the-art network security protection systems to ensure that only authorised personnel can access personal data; on the management side, we promptly destroy confidential waste documents that may contain personal data and regularly clean up personal data that exceeds the necessary time length. In addition, we regularly train employees to strengthen their understanding of data protection requirements in their daily work. We are committed to continuously optimizing protection mechanisms to ensure the confidentiality, integrity and availability of all data to the highest standards and effectively safeguard the legitimate rights and interests of customers and partners.

7 GREEN HOME

At Boan Biotech, the concept of sustainable development is deeply embedded in our corporate culture. Through systematic management measures such as the formulation of the *Emergency Response Plan for Sudden Environmental Incidents* and the implementation of the *Environment, Health and Safety (EHS) Education Program*, we continuously reduce the impact of our business operations on the environment and natural resources, striving to build a model green enterprise. We not only implement environmental protection concepts internally but also actively promote and work with our supply chain partners to implement environmental protection measures, promoting an environmentally friendly transformation across the entire industry chain.

In terms of operations, Boan Biotech's environmental management covers major facilities such as production bases, laboratories and offices, with environmental impacts mainly reflected in the treatment of hazardous and non-hazardous waste, energy consumption, greenhouse gas emissions and chemical management. Relevant environmental performance data have been fully presented in the Environmental Performance Indicators Table in the appendix of this Report. During the year, we have strictly complied with national environmental regulations regarding air pollutant and greenhouse gas emissions, pollution prevention and control of water and soil, and the disposal of hazardous and non-hazardous wastes. There were no major environmental non-compliance events during the Reporting Period.

Boan Biotech complies with the following laws and regulations related to environmental protection and having a significant impact on us (including but not limited to)

- *Environmental Protection Law of the People's Republic of China*
- *Environmental Protection Tax Law of the People's Republic of China*
- *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*
- *Law of the People's Republic of China on the Prevention and Control of Water Pollution*
- *Law of the People's Republic of China on Environmental Impact Assessment*
- *Law of the People's Republic of China on Energy Conservation*
- *Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution*
- *Law of the People's Republic of China on the Prevention and Control of Soil Pollution*
- *Law of the People's Republic of China on the Promotion of Cleaner Production*
- *Renewable Energy Law of the People's Republic of China*

In view of various major environmental factors, we have developed a number of environmental protection policies with reference to the applicable laws and regulations, some of which are shown as follows:

Major environmental factors	Internal policies of Boan Biotech (including but not limited to)
• **Hazardous and non-hazardous wastes**	• *Waste Management Procedures*
• **Air pollution**	• *Toxic, Hazardous and Combustible Gas Leakage Detection and Alarming Management System* • *Waste Gas Management Procedures*
• **Environmental accidents**	• *Emergency Response Plan for Sudden Environmental Incidents*
• **Energy management**	• *Energy and Resource Management Procedures*
• **Noise**	• *Noise Management and Control Procedures*

7.1 GREEN OPERATIONS

Adhering to the philosophy of "focusing on environmental protection and ensuring sustainable development", Boan Biotech integrates green concepts into every aspect of corporate operations. We have established a comprehensive environmental management system covering the entire product lifecycle from product design, manufacturing to final disposal, and strictly adhere to the following four core principles in practice:

- Non-hazardous raw materials
- Clean production
- Waste resource utilization
- Low-carbon energy

By continuously optimizing production processes and resource allocation, the Group has not only effectively improved resource utilization efficiency but also achieved tangible results in energy conservation and emission reduction, fulfilling our social responsibility for environmental protection.

Categories	Management measures
Energy use	• Post environmental protection slogans on “Save Electricity” • Control the temperature of air conditioners and avoid running air conditioners and heaters during non-working hours • Turn off computer screens and other electrical equipment after work • Use low energy-consuming lighting fixtures (e.g. LED lights) • Purchase electrical appliances with energy labels (e.g. Class 1 energy label appliances)
Water resource use	• Post environmental protection slogans on “Save Water” • Promote awareness of water conservation and guide employees to use water rationally • Use water-saving systems and appliances (e.g. water-saving taps)
Office supplies	• Post ‘Save Paper’ signs in key locations • Encourage double-sided printing to reduce paper use • Promote paperless (OA) office work
Packaging materials	• Implement a packaging material recycling system

Optimizing Operational Mechanisms to Promote Green and Low-Carbon Production Efficiency

Boan Biotech optimized production energy consumption control by establishing a demand-based start-stop mechanism for the workshop pure steam unit, shutting down equipment promptly when no production demand exists to reduce ineffective energy consumption. Through this refined management and the coordinated implementation of multiple energy-saving and water-saving measures, the total annual cost of water, electricity and gas decreased by RMB3.7 million, achieving a win-win outcome of cost reduction and carbon reduction.

7.2 AIR EMISSIONS & WASTE MANAGEMENT

Under the global wave of sustainable development, Boan Biotech deeply understands the critical role and special mission of biopharmaceutical enterprises in environmental protection. We not only strictly comply with national environmental protection laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Air Pollution* and the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, but also proactively adopt international standards and the strictest local environmental norms, demonstrating the Company's environmental leadership.

To achieve harmonious development between operational activities and ecological balance, Boan Biotech has established a systematic environmental management system. We have formulated internal policies such as the *Waste Management Procedures*. Through scientific control of wastewater, exhaust gas, and solid waste, we continuously optimize emission reduction technologies and resource recycling efficiency. In particular, in the waste treatment process, we implement regulations such as the *Waste Treatment Regulations* and the *Emergency Response System for Hazardous Chemical Leakage* to strictly monitor the entire lifecycle of waste from generation to final disposal.

In terms of actual implementation, general waste generated in the production process (such as recyclable packaging materials and cartons) is delivered to urban environmental protection agencies for unified treatment. For hazardous waste, including waste reagent bottles, medical waste, waste culture media, and office ink cartridges, we rigorously select third-party institutions with professional qualifications for safe disposal to ensure compliance with non-hazardous standards. In addition, in accordance with the management requirements of the pollutant discharge permit, we continuously strictly control various emission indicators to ensure that all emissions stably meet national and local environmental protection standards.

For detailed environmental performance data, please refer to the Environmental Performance Indicators Table in the appendix.

EHS protection measures in relation to Boan Biotech's operations and manufacturing

1. Strictly comply with GMP certification regulations and relevant pollutant discharge standards in the production process to reduce the discharge of air, wastewater and other pollutants;

2. Implement safety guidelines on employees' health and safety, environmental protection as well as operation of laboratory and production facilities and production safety, and closely monitor internal compliance with these guidelines;

3. Appoint qualified third parties to dispose of all hazardous wastes arising from R&D and production activities in accordance with applicable laws and regulations.

Air Emissions & Waste Management Targets and Actions of Boan Biotech

Waste reduction target: Hazardous waste generation ≤ 35 tonnes

- The penicillin bottles generated during the experimental process in the preparation workshops are first washed, crushed, and then disposed of as general waste to reduce the disposal amount of hazardous waste; and
- Reasonably control the purchase quantity of chemical reagents to reduce the amount of obsolete scrapped products.

Emission reduction target: Standard emission of volatile organic compounds (VOCs)

Measures taken

- Regularly replace the activated carbon in the VOCs adsorption tank to ensure the continuous and efficient operation of the waste gas collection and treatment device; and
- Regularly entrust a qualified third-party testing institution to monitor the exhaust gas to ensure that the VOCs emission concentration meets the pollutant discharge permit requirements, achieving compliant emissions.

7.3 WATER RESOURCES

Boan Biotech fully recognizes the preciousness of water resources and always prioritises water resource protection in environmental management. We strictly adhere to the *Water Law of the People's Republic of China* and other laws and regulations, and have established a comprehensive water resource management system. Through systematic water-saving measures and wastewater recycling mechanisms, we ensure the rational use and effective protection of water resources. During operations, the Company strictly implements wastewater treatment procedures, ensuring that all discharged water quality meets national and local environmental standards. During the Reporting Period, there were no violations or abnormal issues related to water resource use.

In terms of specific implementation, we fully implement the principle of water conservation and the strategy of "multi-purpose water use" for various water use activities, including industrial production, equipment cooling, cleaning and domestic water. In addition, the Company regularly commissions professional third-party testing institutions to conduct wastewater quality monitoring and assessment, maintaining high standards of water quality management to ensure the achievement of water resource management targets.

7.4 ENERGY USE & CLIMATE CHANGE

Actively responding to the national “dual carbon” strategy and the global trend of green and sustainable development, Boan Biotech integrates climate resilience into its daily operations and continuously improves energy efficiency. By establishing a systematic energy management system and climate governance framework, we steadily promote energy conservation, emission reduction and low-carbon transformation, striving to achieve deep synergy between ecological environmental protection and high-quality corporate development.

7.4.1 Energy Management

On the basis of strict compliance with relevant energy and environmental laws and regulations, Boan Biotech is committed to establishing a systematic and normalised energy management mechanism. Through continuous optimization of internal coordination mechanisms and daily management processes, we have gradually clarified the practical direction of energy control, providing a pragmatic management foundation for implementing energy conservation and emission reduction work. Taking into account the actual operational characteristics of each production base, we actively promote multiple energy optimization measures, including establishing an energy use monitoring mechanism to precisely control daily energy consumption. At the same time, we regularly review energy use status and continuously implement equipment energy efficiency optimization and technology upgrades. These initiatives not only ensure our compliant operations but also drive the Company to gradually establish an efficient and comprehensive energy management system.

Optimizing Production Energy Efficiency and Utility Management

In response to the energy-intensive nature of the biopharmaceutical manufacturing process, the Group has deeply integrated the concept of energy conservation and emission reduction into the entire lifecycle of production scheduling and equipment operation and maintenance. Through cross-departmental collaboration and refined management, we continue to implement the following specific energy optimization measures:

- Production Equipment Scheduling: For high-energy-consumption production and testing equipment, dedicated personnel are responsible for operation and monitoring. By optimizing production shifts and rational scheduling, we minimise equipment no-load running time, effectively improving output efficiency per unit of energy consumption.

- Utility and Steam Management: For the critical steam use in biopharmaceutical manufacturing, the Production Department and Engineering Support Department dynamically assess and adjust steam demand based on actual production processes and seasonal changes, avoiding excess energy supply.

- Preventive Inspections and Maintenance: Strengthen the daily inspection mechanism for plant infrastructure, with particular focus on regular maintenance of air conditioning units, steam pipelines and power equipment. Strictly inspect and promptly rectify ageing issues in pipelines and equipment, reducing energy loss during transmission and ensuring stable and efficient system operation.

7.4.2 Climate Change Response

Boan Biotech deeply recognizes the global challenges and systemic risks posed by climate change to the industry, and regards climate change response as one of the core strategies for the Company's long-term sustainable development. We are committed to exploring and implementing commercially viable green operational measures, deeply integrating the concept of low-carbon transformation into various business decisions and daily management. Looking ahead, we will continue to optimize our climate and environmental governance system and actively introduce efficient energy-saving and emission-reduction technologies. At the same time, through maintaining high-standard and transparent environmental information disclosure mechanisms, we will deepen cooperation with stakeholders across the value chain to jointly promote the green and low-carbon transformation of the biopharmaceutical industry and contribute to achieving global sustainable development goals.

Governance:

The Group deeply recognizes the long-term impact of climate change on the global biopharmaceutical industry supply chain and stable operations, as well as the increasingly stringent expectations of regulators and capital markets regarding climate risk disclosure. In response, the Group has established a robust governance mechanism to identify, monitor and manage various climate-related risks and potential opportunities. The governance of climate-related matters strictly follows the Group's overall ESG governance framework.

Under this framework, the Board assumes ultimate supervisory responsibility for the assessment and response to climate-related risks and opportunities. Through implementation by the ESG Committee and the ESG Working Group, the Board regularly receives reports on climate risk assessments, ensuring that all climate strategies remain highly aligned with the Group's long-term business development goals. For further details on the Group's climate governance framework, please refer to the "ESG Governance Structure" section of this Report. During the year, we conducted internal employee ESG training through a third-party professional consultancy firm, continuously enhancing the ability of management and core business departments to identify and manage climate risks. In the future, the Group will further improve its climate governance framework and strengthen the professional skills of the Board and management in climate finance and risk response.

Strategy:

Climate change has become a major challenge facing the world. As an integrated biopharmaceutical enterprise, Boan Biotech is fully aware of the profound impact of climate change on the Company's entire value chain of R&D, manufacturing and commercialization. We have systematically incorporated climate change factors into our corporate strategic planning. At the physical risk level, extreme weather events may threaten the safety of our production facilities and logistics located in coastal areas. At the transition risk level, increasingly stringent low-carbon policies will impose higher requirements on production energy efficiency and carbon emission management.

Identification, Assessment and Management of Climate Risks and Opportunities

To effectively address the above challenges, the Group systematically identifies and assesses the risks and opportunities posed by climate change to different operational segments through cross-departmental collaboration. The following are the core climate risks identified by the Group:

Physical risks	Transition risks
Our coastal production facilities in Yantai, Shandong may be affected by extreme weather events and natural disasters that may occur as a result of climate change	In the context of policy trends towards low-carbon, high-efficiency and green transformation, the government may impose higher low-carbon technology requirements on companies, resulting in higher operating costs. For instance, upgrades in production processes aimed at energy saving and emission reduction may increase the investment costs of the Company

To address climate-related risks, we continuously promote process optimization in R&D and production, reducing the carbon footprint of our operational activities through specific measures such as improving energy efficiency and reducing energy consumption, demonstrating the Company's practical commitment to climate governance.

Climate Scenario Analysis and Financial Impact Analysis

Given the nature of the Group's industry, its scale of operations, as well as the climate-related data foundation, analytical methods and internal resource allocation currently available at this stage which still need further improvement, the Group has not yet conducted a systematic assessment of climate scenario analysis and related financial impact analysis during the year. In the future, as relevant regulatory requirements become clearer and internal data foundations and analytical capabilities gradually improve, the Group will assess the feasibility of conducting climate scenario analysis and financial impact assessment at an appropriate time, and will gradually integrate climate-related risks and opportunities into overall risk management and strategic planning.

Risk Management:

At this stage, the Group primarily integrates the identification and assessment of climate-related risks into internal management through its ESG governance framework. Through the coordination of the ESG Working Group, combined with internal environmental factor identification procedures, the Group conducts material assessments of physical and transition climate risks.

In the future, as climate-related regulatory requirements and market attention increase, the Group will, on the basis of its existing internal management, further assess the feasibility of introducing more systematic and structured climate risk and opportunity management processes, gradually improve the relevant identification, assessment and response mechanisms, and strengthen disclosures as appropriate to more comprehensively address the Stock Exchange's relevant requirements.

Metrics and Targets:

The greenhouse gas emissions generated by Boan Biotech during its operations mainly come from production equipment, refrigeration equipment, vehicles and office electricity consumption. We deeply recognize our responsibility in environmental protection and are committed to taking various actions to reduce corporate energy consumption, improve energy utilization efficiency and reduce corresponding greenhouse gas emissions.

Greenhouse Gas Emission Metrics

To further strengthen the management of greenhouse gas emissions data, the Group has orderly advanced the calculation of greenhouse gas emissions in accordance with the *Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*. During the year, the Group's greenhouse gas emissions are as follows:

	Unit	2025	2024	2023
Total GHG emissions (Scope 1 and 2)[1]	tonnes CO_2 equivalent	13,468.21	13,916.91	13,499.85
Total GHG emissions intensity	tonnes CO_2 equivalent/ Revenue in RMB10,000	0.017	0.019	0.22

For detailed performance indicators, please refer to the "Environmental and Social Performance Indicators Table" in the appendix.

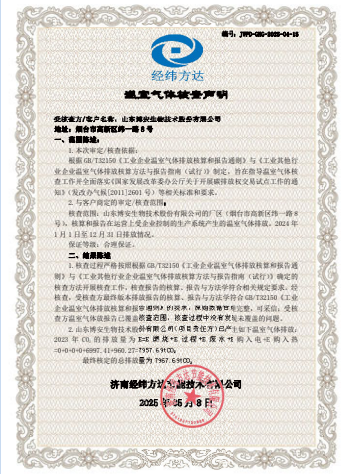
The Group has not yet disclosed the specific amounts or proportions of assets affected by climate transition risks, physical risks and opportunities, mainly because the relevant data is still being collected and assessed, and reasonable data exemptions apply[2]. At the same time, the Group has not yet formulated any specific capital expenditure or investment plans for climate-related risks and opportunities, and internal carbon pricing and climate performance incentive mechanisms are still under study. In the future, the Group will continue to enhance its climate data management and analytical capabilities, improve resource tracking and decision-making mechanisms, and gradually incorporate climate factors into capital utilization and remuneration policies to support the Group's sustainable development goals.

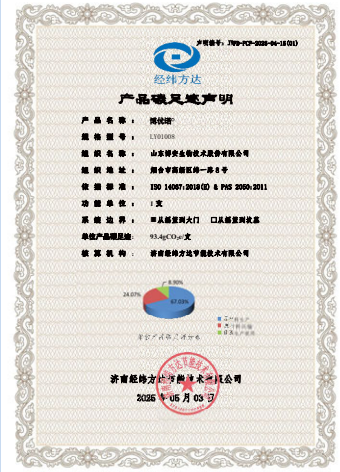
Furthermore, we commissioned a professional third-party institution to conduct a comprehensive review of greenhouse gas emissions in our operations and to carry out a carbon footprint assessment for our key products during the year. This assessment covered the carbon footprint of major products such as Boyounuo® and Boyoubei®, and the calculation methodology strictly complied with ISO 14067 and relevant national standards. These precise data and professional assessments enable the Company to more scientifically identify sources of environmental impact, providing solid data support for the subsequent formulation of carbon reduction strategies. Through systematic data collection and analysis, we are committed to optimizing every link in the product lifecycle and steadily advancing the transition to a low-carbon operational model.

1 The calculation method for emission data of greenhouse gases (Scope 1) from automobiles made reference to the *Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions by Land Transport Enterprises (Trial)*; the calculation method for emission data of greenhouse gases (Scope 1) from refrigerants made reference to IPCC AR6 report; and the calculation method for emission data of greenhouse gases (Scope 2) from use of industrial steam made reference to the *Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions of Enterprises in Other Industries (Trial)* issued by the National Development and Reform Commission of the People's Republic of China. The emissions of Scope 2 are calculated using the location-based method. The calculation method for emission data of greenhouse gases from use of electricity and related emissions factors in 2025 made reference to the national grid average emission factor, 0.5306t CO_2/KWh, indicated in the *Announcement on the Release of 2023 Electricity Carbon Dioxide Emission Factors* jointly issued by the Ministry of Ecology and Environment and the National Bureau of Statistics.

2 Pursuant to the ESG Code issued by the Stock Exchange and relevant implementation guidance, an issuer may use reasonable and supportable information that is available at the reporting date without undue cost or effort to make disclosures.

2025 Greenhouse Gas Verification and Product Carbon Footprint Declaration





Climate Targets

The Group actively responds to the national "dual carbon" climate targets and manages climate targets through operational energy management measures. The Group is long-term oriented towards reducing greenhouse gas emissions, and the related targets apply to the overall operations of the Group and are consistent with the national medium – and long-term low-carbon development direction. It will continue to optimize energy use efficiency, improve climate-related management measures, and gradually enhance its low-carbon operation capabilities in the future. As the Group's greenhouse gas emission data system is still under construction and improvement, and a sufficiently complete historical data baseline has not yet been established to support the setting of scientific and commercially feasible quantitative emission reduction targets, the Group currently primarily advances climate-related management work in a qualitative manner. In addition, the qualitative targets at this stage do not involve independent external verification of quantitative indicators.

Nevertheless, to continuously strengthen the data foundation for carbon emission management, during the year the Group not only completed a comprehensive greenhouse gas inventory at the operational level, but further commissioned a professional third-party institution to complete a product carbon footprint verification for its core commercialized products in compliance with ISO 14067 standards. In the future, based on these accurate and traceable carbon emission baseline data, the Group will gradually assess and formulate specific, measurable quantitative climate-related targets to more scientifically guide the Company's low-carbon operational transformation and overall carbon reduction strategy. We will continue to promote the full implementation of environmental protection concepts at all levels of corporate operations and regularly assess environmental management performance to ensure that all environmental measures achieve maximum effectiveness.

7.5 PACKAGING MATERIALS MANAGEMENT

Boan Biotech adheres to a sustainable development strategy in the field of product packaging, integrating environmental concepts into every link from raw material selection, production processes to logistics and transportation. We strictly follow relevant regulations and systematically achieve packaging lightweighting and improved resource efficiency through innovative packaging design, process optimization, and transportation management systems. Currently, our product packaging primarily uses recyclable carton materials. Meanwhile, we strengthen supply chain collaboration, reduce the consumption of raw and auxiliary materials as well as packaging materials through precise material management, and prioritise the use of environmentally certified materials. Looking forward, we will continue to develop more environmentally friendly packaging solutions and take concrete actions to reduce the impact on the ecological environment.

8 PEOPLE ORIENTATION

Boan Biotech regards employees as the most valuable asset and the core engine driving innovation and sustainable development. We are committed to creating a people-oriented workplace ecosystem, building a safe, healthy and inclusive working environment. From the perspective of talent strategy, we have constructed a systematic system covering the entire process of employment management, multi-dimensional career development, and all-round employee care. Through systematic talent cultivation and development plans, we pave diversified growth paths for employees, empowering them to unlock their potential across innovation and R&D, professional excellence, and management capabilities. Through refined human resources management, we ensure that employees' rights are respected, their needs are addressed, and their value is recognized, ultimately achieving a win-win scenario where individual career aspirations align with corporate development goals.

8.1 EMPLOYMENT MANAGEMENT

Recruitment, dismissal and promotion

Boan Biotech strictly adheres to relevant laws and regulations, including the *Labour Law of the People's Republic of China*, the *Labour Contract Law of the People's Republic of China*, the *Employment Promotion Law of the People's Republic of China*, and the *Contract Law of the People's Republic of China*. We have established a comprehensive human resources management system that upholds the principles of "selecting outstanding talents, fairly assessing performance, and fully unlocking potential" and implements a fair and just employment mechanism. We have formulated the *Recruitment and Interview Management System*, which clearly stipulates the processes for salary structure, dismissal procedures, talent recruitment, and promotion channels. We consistently follow our recruitment principles of "openness, fairness, competition and merit-based" and have strict regulations on recruitment procedures, salary grade and position determination, and induction arrangements.

All recruited employees enter into employment contracts in accordance with the *Labour Contract Management System*, which details core terms such as employment, job responsibilities, working hours, and termination conditions to protect employees' rights in accordance with the laws. Meanwhile, the Company implements the *Remuneration and Welfare Management System* to establish a competitive remuneration system and a fair and transparent performance evaluation mechanism. Through reasonable incentive measures, we enhance organizational efficiency. Boan Biotech is committed to fostering a workplace environment that values employees' contributions and sense of achievement, providing continuous professional growth platforms for employees, aiming to achieve a win-win situation between personal development and corporate strategic goals.

8 PEOPLE ORIENTATION

Working hours, holidays, equal opportunities, diversity, anti-discrimination and other benefits and welfare

Boan Biotech adheres to the core values of equality, diversity, and anti-discrimination, regarding each employee as a valuable asset to the Company's development. We respect the diverse cultural backgrounds and customs of our employees and strictly follow the principle of fairness in all aspects of human resources management, including talent recruitment, career development, promotion evaluation, training systems, and incentive mechanisms. We eliminate any discriminatory treatment based on race, ethnicity, age, gender, religious belief, or physical condition. We are committed to building an inclusive workplace ecosystem, promoting the integration of diverse cultures, and creating a work atmosphere of mutual respect and complementary strengths, thereby enhancing employees' sense of belonging and gathering diverse talents for the Company's sustainable development.

In terms of compliance, Boan Biotech strictly implements laws and regulations such as the *Law of the People's Republic of China on the Protection of Women's Rights and Interests* and the *Law of the People's Republic of China on the Protection of Persons with Disabilities*, and firmly opposes any discriminatory practices. The Human Resources Department of the Company has formulated the *Working Hours and Leave Management System for Employees* in accordance with the laws, which clearly defines standard working hours, rest and leave policies, and fully protects employees' labour rights and interests.

Elimination of child labour and forced labour

Boan Biotech strictly complies with the *Law of the People's Republic of China on the Protection of Minors* and the *Regulations on the Prohibition of Child Labour* and fully regulates its employment management to resolutely eliminate child labour and forced labour. In terms of specific implementation, our Human Resources Department strictly controls the recruitment process, establishes a legal working age verification mechanism, and checks job applicants' identity documents through the system to ensure that all recruited personnel meet the national minimum employment age standards. For potential child labour employment situations, the Company has established a complete emergency handling procedure. Once a violation is found, the employment relationship will be immediately terminated, a special investigation mechanism will be launched to trace the root of the problem, and an effective rectification plan will be implemented. At the same time, we continuously strengthen the enforcement of the system and optimize the preventive review system to effectively prevent such violations. During the Reporting Period, we did not have any breach of laws and regulations relating to employment and labour practices, nor did we find any incident of child labour or forced labour.

During the Reporting Period, Boan Biotech had a total of 696 employees, including 695 full-time employees and 1 part-time employees. The number of employees of the Group by gender, employment type, employee category, age group, and geographical region, is shown as follows:

		Number of Employees
By gender	Male employees	248
	Female employees	448
By employment type	Full-time employees	695
	Part-time employees	1
By employee category (by job title)	Directors and senior managers	23
	Managers and supervisors	50
	Other employees	623
By age group	Aged 18-25	96
	Aged 26-35	386
	Aged 36-45	184
	Aged 46-55	26
	Aged 56 and above	4
By geographical region	Chinese Mainland	694
	Overseas	2

During the year, the employee turnover rate of Boan Biotech by gender, age group and geographical region is shown as follows[3]:

Employee turnover rate		Number	Percentage %
By gender	Male employees	33	13.31%
	Female employees	44	9.82%
By age group	Aged 18-25	11	11.46%
	Aged 26-35	47	12.18%
	Aged 36-45	18	9.78%
	Aged 46-55	1	3.85%
	Aged 56 and above	0	0.00%
By geographical region	Chinese Mainland	75	10.81%
	Overseas	2	100.00%

8.2 SAFETY FIRST

As a leading enterprise in the biotechnology field, Boan Biotech deeply recognizes the importance of health and safety risks associated with its R&D and operational activities. We not only strictly comply with relevant occupational health and safety laws and regulations such as the *Production Safety Law of the People's Republic of China* and the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, but have also established a comprehensive internal management system based on these, ensuring the effective implementation of all regulations through institutionalised policies and procedures.

We have integrated employee occupational health and safety prevention into the core of our daily operational management. By clarifying safety standards and management responsibilities at all levels, the Company focuses on implementing employee health protection and labour protection requirements, ensuring that all occupational safety measures comply with regulatory standards. We are committed to building a safe research and production working environment, with protection covering all employees. In daily management, new employee training has incorporated safety guidelines such as accident prevention, personal protection and reporting mechanisms as core content, enhancing employees' safety awareness from the source.

We are committed to building a safe research and working environment, with protection covering all employees. New employee training has incorporated core content including accident prevention and reporting mechanisms. To continuously optimize the occupational health and safety environment, the Company implements multiple safeguard measures, strictly enforcing internal regulations such as the *Occupational Health and Supervision Management System* and the *Personal Labour Protection Equipment Management Procedures*. In conjunction with safety operating procedures that comply with GMP standards, we regularly conduct safety assessments of the working environment in laboratories and production facilities, ensuring employee occupational safety in every operational link through rigorous operating procedures and inspection mechanisms. At the same time, for operational positions involving special operations, we strictly implement the *Special Operation Personnel Management System* to ensure that relevant personnel have professional qualifications and perform their duties in compliance with standards.

[3] Calculation formula for employee turnover rate: Number of resigning employees in this category/Total number of employees in this category x 100%.

Production safety-related policy documents

Health and Safety	Health and Safety Training and Hidden Hazard Identification
• Production safety responsibility system • Occupational health and supervision management system • Personal labour protection equipment management procedures • Special operation personnel management system	• Production Safety Inspection System • EHS Education and Training System • Hidden Hazard Identification and Management System • Hidden Hazard Reporting and Whistleblower Reward System

Boan Biotech has established a systematic occupational safety risk prevention and control system. Through regular comprehensive workplace safety inspections and hazard identification, we promptly identify and eliminate potential occupational health and safety risks, ensuring a safe working environment for employees. In terms of occupational safety culture building, the Group's professional departments regularly organize targeted safety knowledge training for employees, covering key aspects such as job safety operating procedures, emergency response procedures, and the correct use of personal protective equipment, continuously enhancing employees' occupational safety awareness and risk prevention capabilities.

To safeguard employees' occupational health, the Company has established a comprehensive occupational health surveillance system, including regular occupational health examinations and monitoring of the working environment, effectively preventing the occurrence of occupational diseases. For employees diagnosed with occupational diseases, the Company strictly provides reasonable job adjustment plans and corresponding compensation in accordance with relevant regulations, ensuring that employees' rights and interests are fully protected. During the Reporting Period, Boan Biotech recorded no work-related fatalities or lost days due to work injury.

Boan Biotech 2025 "Production Safety Accident Special Emergency Drill"

To continuously enhance employees' occupational health and safety awareness and emergency response capabilities, the Group organized a personal injury emergency drill in the drug substance workshop in September 2025.

The drill simulated a scenario where an employee suffered an eye injury while handling chemicals. On-site personnel immediately took correct emergency measures for flushing and first aid, followed by coordinated actions from various departments to carry out site control, communication and notification, and medical rescue. The entire process was rapid, orderly and efficient.

This drill further strengthened employees' safety protection awareness and self-rescue and mutual rescue skills, enhanced the comprehensive emergency response capability of on-site personnel for occupational health emergencies, and laid a good foundation for creating a safe and healthy working environment.

8.3 TALENT TRAINING

Boan Biotech always adheres to the philosophy that "employees are the most valuable asset of the Company" and strives to build a top-notch team with professional quality and innovation capabilities through a systematic talent cultivation mechanism and diversified career development channels. To effectively enhancing employee capabilities in line with corporate strategic goals, we have customized a talent training system that meets our business development needs. Through a comprehensive training framework and personalised development plans, we promote employee career growth and organizational innovation simultaneously.

To promote continuous learning and growth among employees, we have established a comprehensive learning and communication platform, covering a wide range of activities such as industry technology seminars, professional skills workshops, and cross-departmental project competitions. These measures not only strengthen team collaboration but also effectively stimulate innovation potential and enthusiasm for technical exchange. At the same time, we actively encourage employees to participate in external academic seminars and professional certification courses to continuously introduce cutting-edge knowledge and advanced technologies, and comprehensively enhance the innovation competitiveness of individuals and teams. Through such a complete training and development strategy, Boan Biotech aims to build a learning organization and lay a solid foundation for maintaining technological leadership and competitive advantages in the rapidly changing industry environment.

Boan Biotech adopts a comprehensive training model of "induction training, facilitator guidance, and on-the-job mentoring" to provide growth opportunities for fresh graduates and help them unleash their potential. To continuously optimize the talent cultivation mechanism and closely integrate employee professional development with corporate strategic goals, we have formulated the *Management System for External Training Programmes*. Based on the professional requirements of different job categories and the future development direction of the Company, this system allocates a special education budget annually to systematically support employees' participation in various training programmes. The training options we offer cover multiple aspects, including:

- Online and offline training provided by external institutions (including: PMP and other certification qualification exams)
- On-the-job education courses (including: on-the-job postgraduate courses, MBA or EMBA training)

Any employee who meets the training requirements may apply for training in accordance with the system's approval process, subject to review and approval.

8 PEOPLE ORIENTATION

Boan Biotech adheres to the concept of balancing talent cultivation with business development. The Human Resources Department, together with various business units, has formulated a targeted *Annual Training Plan*, which covers pre-job training, on-the-job training, and off-the-job training, as well as the specific implementation of training content.

Pre-job training	**On-boarding training** • Corporate culture, policies and regulations, products or services and areas of business of the Company, getting to know the office environment, etc. • GMP (2010 revision), *Pharmaceutical Administration Law*, microbiology knowledge, pharmacovigilance, workshop and laboratory safety, and other professional knowledge **Induction training** • Job responsibilities, position-related SOP documents, mastering relevant knowledge and skills for the position
Job training	**Basic training** • *Pharmaceutical Administration Law*, quality control standards including GMP/GLP/GCP, microbiology knowledge, safety knowledge, and computerized system training **Professional training** • SOP documents, pharmaceutical regulations, EHS systems, computer systems, management skills, etc.
Continuous Training	**Company-level Training** • All employees: 2010 GMP and appendices, *Pharmaceutical Administration Law*, microbiology knowledge, laboratory and workshop biosafety, pharmacovigilance, computerized system knowledge training **Department-level Training** • Training on operational deviations, pharmaceutical regulations, management capabilities, SOP and EHS management system
Off-job training	Participating in external training activities organized by government authorities, industry associations, training institutions, etc., including specialized training courses, seminars, public lectures, overseas study tours, and other external training events

Boan Biotech Second Action Learning Empowerment Camp

During the Reporting Period, Boan Biotech organized the second “Action Learning Empowerment Camp”, designed for management personnel around four aspects: “management cognition – practical tools – work management – team management”. Through management courses and action learning practical projects, the camp comprehensively improved the management level of managers, helping to build high-performance teams with shared management concepts, collaborative awareness, and broad vision and practical capabilities.

Boan Lecture Series

In April and September 2025, Boan Biotech meticulously planned a series of training courses under the “Boan Lecture Series”, with the themes “DeepSeek Empowers Office Automation to Enhance Workplace Competitiveness” and “Identification and Preventive Measures of Home Life Safety Hazards” respectively, for in-depth discussions on relevant topics.

8 PEOPLE ORIENTATION

Boan Biotech has established a comprehensive and multi-level training curriculum system based on different job characteristics and individual development needs. This includes customized induction training for new employees, management talent development programmes, project management skills, job-specific professional skills, as well as courses on workplace culture and communication skills. These systematic training programmes aim to help employees continuously strengthen their professional competence and career adaptability in the rapidly evolving industry environment, thereby achieving the synergistic development of personal value and corporate goals.

During the year, the employee training data of Boan Biotech are as follows[4]:

		Number of employees trained	Percentage of employees trained
By gender	Male employees	224	34.84%
	Female employees	419	65.16%
By employee category (by job title)	Directors and senior managers	17	2.64%
	Managers and supervisors	47	7.31%
	Other employees	579	90.05%

		Average training hours (hour)	Total training hours (hour)
By gender	Male employees	71.3	17,682
	Female employees	76.5	34,272
By employee category (by job title)	Directors and senior managers	42.1	968
	Managers and supervisors	63.8	3,190
	Other employees	76.9	47,909

[4] The percentage of employees trained by relevant category is calculated by dividing the number of employees trained in that category by the total number of employees trained; the average training hours of employees by relevant category is calculated by dividing the total training hours of employees in that category by the total number of employees in that category.

8.4 EMPLOYEE CARE

Boan Biotech not only strictly implements the basic welfare guarantees stipulated by the state but also strives to build a comprehensive employee care system. We have meticulously designed a series of welfare programmes aimed at creating a workplace environment filled with humanistic care, where every employee can fully unlock their potential and achieve self-fulfilment.

Holiday benefits	To provide employees with certain holiday benefits during traditional holidays in some countries, including the Chinese New Year, Women's Day, Mid-Autumn Festival, Children's Day, etc.
Commercial insurance	To strengthen the protection of employee health by providing inpatient and outpatient medical insurance, 24-hour personal accident insurance and critical illness insurance.
Annual physical examination	To organize a physical examination every year and establish health records for employees.
Employee mutual assistance guarantee plan	An employee mutual assistance guarantee fund was established to assist employees suffering various accidents and major family hardships. In addition to assisting employees in obtaining statutory benefits and commercial insurance, a certain amount of money will be granted from the mutual assistance fund to help employees and their families to tide over their difficulties.
Wedding gift money	To prepare wedding gift money for newly married employees.
Rewards for excellence	Annual commendations at the Company level and the subsidiary level are held every year to reward employees and teams with outstanding performance and to encourage employees to actively participate in practical projects with innovative value.
Other employee benefits	Such as birthday benefits, childcare fees, long-term service awards, etc.

In terms of the comprehensive development of employees, we have specifically planned a diverse range of team activities, including regularly held fitness clubs, employee birthday celebrations, themed team activities, lectures on healthy lifestyles, and warm family days. These activities not only enhance employees' physical fitness but also promote emotional communication and collaboration among team members, effectively improving employees' physical and mental health.

Case: 2025 Employee Care Activities


Arbor Day Activity

Lantern Festival Activity

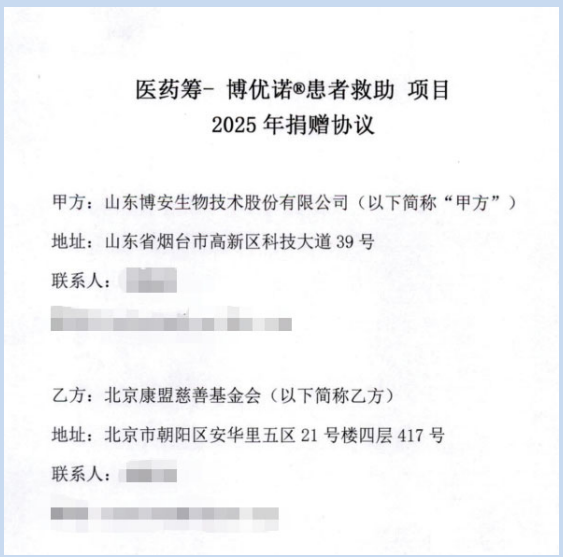

Fun Fitness Sports Day


Summer Team Building BBQ Activity

8.5 COMMUNITY CONTRIBUTIONS

Boan Biotech has always regarded corporate social responsibility as a core mission. With the philosophy of "innovative healthcare for the benefit of humanity", we continuously promote the development of the medical and health industry. Leveraging our expertise in the biopharmaceutical field, we provide better treatment options for global patients through innovative drug research and development and the sharing of medical resources. Among these efforts, the Boyounuo® Patient Relief Project continued to be a significant philanthropic initiative for the Group in 2025, helping numerous economically disadvantaged patients access necessary high-quality medical services and significantly improving their health conditions and quality of life.

Boyounuo Patient Relief Project



医药筹- 博优诺®患者救助 项目
2025 年捐赠协议

甲方：山东博安生物技术股份有限公司（以下简称“甲方”）
地址：山东省烟台市高新区科技大道 39 号
联系人：[redacted]

乙方：北京康盟慈善基金会（以下简称乙方）
地址：北京市朝阳区安华里五区 21 号楼四层 417 号
联系人：[redacted]

In line with our commitment to corporate social responsibility, the Group continued to sign donation agreements with the Beijing Health Alliance Charitable Foundation and other organizations in 2025, donating bevacizumab injections in batches. This programme, implemented through a national public welfare network, provides precise drug assistance to effectively alleviate the financial burden of patients with serious illnesses and helps to improve the social medical relief system.

9 APPENDICES

9.1 APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE

ENVIRONMENTAL PERFORMANCE INDICATORS TABLE[5]

Environmental Data Summary Table of Boan Biotech in 2025			Previous data
	Unit	Data in FY2025	Data in FY2024
Air Emissions[6]			
Nitrogen oxides (NO_x)	kilograms	–	–
Sulphur oxides (SO_x)	kilograms	–	–
Carbon monoxide (CO)	kilograms	–	–
Fine particulate matter (PM2.5)	kilograms	–	–
Inhalable particulate matter (PM10)	kilograms	–	–
Energy consumption[7]			
Total direct energy consumption	'000 kWh	–	–
Direct energy consumption intensity[8]	'000 kWh/Revenue in RMB'000	–	–
Total indirect energy consumption	'000 kWh	30,492.66	30,263.30
Indirect energy consumption intensity	'000 kWh/Revenue in RMB'000	0.039	0.042
Gasoline			
Total consumption	litres	–	–
Total consumption	'000 kWh	–	–
Consumption intensity	'000 kWh/Revenue in RMB'000	–	–
Outsourced electricity			
Total consumption	'000 kWh	10,809.67	10,916.40
Consumption intensity	'000 kWh/Revenue in RMB'000	0.014	0.015
Outsourced industrial steam			
Total consumption	tonnes	26,380.00	26,137.00
Total consumption	'000 kWh	19,682.98	19,346.90
Consumption intensity	'000 kWh/Revenue in RMB'000	0.025	0.027
Water			
Total consumption	m^3	159,279.00	160,910.00
Consumption intensity	m^3/Revenue in RMB'000	0.20	0.22
Packaging materials			
Total consumption	tonnes	33.63	25.31
Consumption intensity	tonnes/Revenue in RMB'000	0.000043	0.000035

5 The statistical scope of environmental data for FY2025 is Boan Biotech Yantai Production Base.

6 During the Reporting Period, the Group did not use any vehicles and has thus eliminated air emissions. As the Group had no significant air pollutant emissions during the Reporting Period, no relevant data is disclosed.

7 The total energy consumption of the Group includes outsourced electricity and outsourced industrial steam consumption, and the calculation method is based on the "Accounting Methods and Reporting Guidelines for Greenhouse Gas Emissions of Enterprises in Other Industries" (Trial). During the Reporting Period, the Group did not use any vehicles, and gasoline consumption was zero.

8 The density calculation is based on the Group's annual revenue per RMB'000 as the denominator. The Group's total revenue for the year was RMB784,822,000.

Environmental Data Summary Table of Boan Biotech in 2025			Previous data
	Unit	Data in FY2025	Data in FY2024
GHG emissions (Scope 1 and 2)			
Emissions from refrigerants (Scope 1)[9]	tonnes	0	397.80
Emissions from industrial steam usage (Scope 2)[10]	tonnes	7,732.60	7,661.37
Emissions from purchased electricity (Scope 2)[11]	tonnes	5,735.61	5857.74
Total GHG emissions	tonnes	13,468.21	13,916.91
Total GHG emissions intensity	tonnes/Revenue in RMB'000	0.017	0.019
Production wastewater discharge			
Production wastewater discharge	tonnes	164,194.00	158,702.00
Production wastewater discharge intensity	tonnes/Revenue in RMB'000	0.21	0.22
Non-hazardous waste produced[12]			
Total production	tonnes	3.66	3.450
Total recovery	tonnes	3.66	3.45
Production intensity	tonnes/Revenue in RMB'000	0.0000047	0.0000047

9 The calculation of GHG emissions from refrigerants (Scope 1) is based on the "Sixth Assessment Report on Climate Change" issued by the Intergovernmental Panel on Climate Change (IPCC).

10 The calculation of GHG emissions from industrial steam (Scope 2) is based on the "Accounting Methods and Reporting Guidelines for Greenhouse Gas Emissions of Enterprises in Other Industries" (Trial) issued by the National Development and Reform Commission.

11 The greenhouse gas emissions from purchased electricity (Scope 2) are calculated using the location-based method, with reference to the national average carbon dioxide emission factor for electricity in 2023, as specified in the "Announcement on the 2023 Carbon Dioxide Emission Factor for Electricity" published by the Ministry of Ecology and Environment of China and the National Bureau of Statistics.

12 The non-hazardous waste categories included in the Group's statistics for 2025 are paper and outer packaging cartons.

Environmental Data Summary Table of Boan Biotech in 2025			Previous data
	Unit	Data in FY2025	Data in FY2024
Hazardous waste produced			
Total production	tonnes	32.45	33.77
Total production intensity	tonnes/Revenue in RMB'000	0.000041	0.000046
Medical waste			
Total production	tonnes	16.95	14.17
Waste culture media	tonnes	12.94	11.34
Waste biological drugs	tonnes	1.72	1.98
Other medical waste	tonnes	2.29	0.85
Production intensity	tonnes/Revenue in RMB'000	0.000022	0.000020
Organic waste liquid			
Total production	tonnes	0.33	0.66
Production intensity	tonnes/Revenue in RMB'000	0.00000041	0.00000090
Waste reagent bottles and packages			
Total production	tonnes	14.38	18.21
Production intensity	tonnes/Revenue in RMB'000	0.000018	0.000025
Waste mineral oil and lubricating oil			
Total production[13]	tonnes	–	–
Production intensity	tonnes/Revenue in RMB'000	–	–
Laboratory waste			
Total production	tonnes	0.80	0.74
Production intensity	tonnes/Revenue in RMB'000	0.00000101	0.00000101

[13] Since the lubricating oil for the equipment has not reached its replacement cycle, the generation of waste mineral oil and lubricating oil is nil this year.

SOCIAL PERFORMANCE INDICATORS TABLE[14]

Social Performance Indicators Summary Table of Boan Biotech in 2025			
Employment			
			Number
By gender	**Total workforce**		696
	Male employees		248
	Female employees		448
By employment type	Full-time employees		695
	Part-time employees		1
By age group	Aged 18-25		23
	Aged 26-35		50
	Aged 36-45		623
	Aged 46-55		96
	Aged 56 and above		386
By geographical region	Chinese Mainland		184
	Overseas		26
Number and rate of employee turnover			
		Number	**Percentage**
By gender	Male employees	33	13.31%
	Female employees	44	9.82%
By age group	Aged 18-25	11	11.46%
	Aged 26-35	47	12.18%
	Aged 36-45	18	9.78%
	Aged 46-55	1	3.85%
	Aged 56 and above	0	0.00%
By geographical region	Chinese Mainland	75	10.81%
	Overseas	2	100.00%

[14] The statistical scope of social data for FY2025 is within the Group. Unless otherwise specified, the statistical scope of social data of the Group for the year is consistent with that for FY2024.

Health and Safety

Number of work-related fatalities

	2025	2024	2023	
Number of work-related fatalities	0	0	0	Person
Rate of work-related fatalities	0	0	0	%

Lost days due to work injury

	2025	2024	2023	
Lost days due to work injury of employees of the Company	0	0	0	Day

Occupational Health and Safety Measures

Number of employees participating in safety training during the Reporting Period	108	Person

Development and Training

Percentage of Employees Trained

		Number	Percentage of Employees Trained
By gender	Male employees	224	34.84%
	Female employees	419	65.16%
By employee category (by job title)	Directors and senior managers	17	2.64%
	Managers and supervisors	47	7.31%
	Other employees	579	90.05%

Training hours

		Average hours (hour)	Total training hours (hour)
By gender	Male employees	71.3	17,682
	Female employees	76.5	34,272
By employee category (by job title)	Directors and senior managers	42.1	968
	Managers and supervisors	63.8	3,190
	Other employees	76.9	47,909

Supply Chain Management			
Number of suppliers			
Suppliers		Supplier	2,077
By geographical region	Domestic	Supplier	1,994
	Overseas	Supplier	83

Product Responsibility		
Percentage of products sold subject to recalls		
Total number of products sold during the Reporting Period	Vial	1,045,000
Percentage of products sold subject to recalls	Percentage	0
Number of complaints		0
Number of complaints	Case	0

Anti-corruption		
Number of legal cases regarding corrupt practices		
Number of concluded legal cases regarding corrupt practices brought against the Company during the Reporting Period	Case	0
Number of concluded legal cases regarding corrupt practices brought against the employees during the Reporting Period	Case	0

Community Investment	
Resources Contributed	
Amount of donations to local communities (including direct and indirect) donations of materials and cash during the Reporting Period	Donation of bevacizumab injections to Beijing Health Alliance Charitable Foundation

9.2 CONTENT INDEX OF THE ESG CODE

Mandatory Disclosure Requirements	Description	Relevant Section or Statement in this Report
Governance Structure	A statement from the Board containing the following elements: (i) a disclosure of the Board's oversight of ESG issues; (ii) the Board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the Board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	4.1 ESG Governance Structure
Reporting Principles	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG Report: **Materiality:** The issuer should make a report when the ESG issues determined by the Board become sufficiently important to investors and other stakeholders. **Quantitative:** Key performance Indicators in respect of historical data need to be measurable. The issuer should set targets (which may be actual numerical figures or directional, forward-looking statements) to reduce a particular impact. In this way the effectiveness of ESG policies and management systems can be evaluated and validated. Quantitative information should be accompanied by a narrative, explaining its purpose, impacts, and giving comparative data where appropriate. **Consistency:** The issuer should use consistent methodologies to allow for meaningful comparisons of ESG data over time.	2.3 Reporting Principles
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG Report and describing the process used to identify which entities or operations are included in the ESG Report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	2.2 Reporting Boundary

General Disclosures and Key Performance Indicators	Description	Relevant Section or Statement in this Report
Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	7.2 Air Emissions & Waste Management
KPI A1.1	The types of emissions and respective emissions data.	APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE
KPI A1.2	Deleted on 1 January 2025	
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	7.2 Air Emissions & Waste Management
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	7.2 Air Emissions & Waste Management

General Disclosures and Key Performance Indicators	Description	Relevant Section or Statement in this Report
Environmental		
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	7 Green Home
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	7.4 Energy Use & Climate Change During the Reporting Period, the Company has systematically implemented various energy-saving measures, effectively reducing the energy consumption for production and the energy intensity per unit. In the next year, we will continue to review the setting of targets.
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	7.3 Water Resources The Company is not in a water-intensive industry, and has encountered no issues in sourcing water. In the next year, we will continue to review the setting of targets.
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	7.5 Packaging Materials Management APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE

General Disclosures and Key Performance Indicators	Description	Relevant Section or Statement in this Report
Environmental		
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	7 Green Home
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	7 Green Home
Social		
Employment and Labour Practices		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	8.1 Employment Management
KPI B1.1	Total workforce by gender, employment type (for example, full – or part-time), age group and geographical region.	8.1 Employment Management APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	8.1 Employment Management APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE

General Disclosures and Key Performance Indicators	Description	Relevant Section or Statement in this Report
Social		
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to providing a safe working environment and protecting employees from occupational hazards.	8.2 Safety First
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	8.2 Safety First APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE
KPI B2.2	Lost days due to work injury.	5.2 Safe Production APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	5.2 Safe Production

General Disclosures and Key Performance Indicators	Description	Relevant Section or Statement in this Report
Social		
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	8.3 Talent Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	8.3 Talent Training APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE
KPI B3.2	The average training hours completed per employee by gender and employee category.	8.3 Talent Training APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to preventing child and forced labour.	8.1 Employment Management
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	8.1 Employment Management
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	8.1 Employment Management

General Disclosures and Key Performance Indicators	Description	Relevant Section or Statement in this Report
Social		
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	5.3 Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	5.3 Supply Chain Management APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	5.3 Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	5.3 Supply Chain Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	5.3 Supply Chain Management

General Disclosures and Key Performance Indicators	Description	Relevant Section or Statement in this Report
Social		
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	6 Innovation and Quality Assurance
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	6.3 Drug Sales and Customer Service Management APPENDIX I SOCIAL PERFORMANCE INDICATORS TABLE
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	6.3 Drug Sales and Customer Service Management APPENDIX I SOCIAL PERFORMANCE INDICATORS TABLE
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	6.1 Product Innovation & Protection of Scientific Research Achievements
KPI B6.4	Description of quality assurance process and recall procedures.	6.2 Production Management & Quality Assurance
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	6.3 Drug Sales and Customer Service Management

General Disclosures and Key Performance Indicators	Description	Relevant Section or Statement in this Report
Social		
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to bribery, extortion, fraud and money laundering.	5.1 Integrity and Compliance
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	5.1 Integrity and Compliance APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	5.1 Integrity and Compliance
KPI B7.3	Description of anti-corruption training provided to directors and staff.	5.1 Integrity and Compliance
Community		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	8.5 Community Contributions
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	8.5 Community Contributions
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	8.5 Community Contributions APPENDIX I ENVIRONMENTAL AND SOCIAL PERFORMANCE INDICATORS TABLE

Part D: The "Comply or Explain" Principle		Climate-related Disclosures	
(I).	**Governance**		
19(a)	the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities:	7.4.2	"Climate Change Response"
i)	how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;		
ii)	how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;		
iii)	how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;		
iv)	how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see "Remuneration" paragraph);		
19(b)	management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities:	7.4.2	"Climate Change Response"
i)	whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and		
ii)	whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.		

Part D: The "Comply or Explain" Principle		Climate-related Disclosures
(II). Strategy		
Climate-related Risks and Opportunities		
20(a)	describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;	7.4.2 "Climate Change Response"
20(b)	explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;	
20(c)	specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur;	
20(d)	explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	
Business Model and Value Chain		
21(a)	a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain;	7.4.2 "Climate Change Response"
21(b)	a description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated.	
Strategy and Decision-making		
information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation:		7.4.2 "Climate Change Response" We have not formulated a climate-related transition plan in previous reporting periods. The disclosure progress for this year is "Not applicable". In the future, the Group will continue to focus on the impact and management of climate on our strategy and decision-making.

Part D: The "Comply or Explain" Principle		Climate-related Disclosures
(II).	**Strategy**	
i)	current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities;	
ii)	current and anticipated adaptation and mitigation efforts (whether direct or indirect);	
iii)	any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan;	
iv)	how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and	
22(b)	information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).	
23.	An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).	
Financial Position, Financial Performance and Cash Flows		
Current Financial Effect		
24(a)	how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period;	7.4.2 "Climate Change Response"
24(b)	the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	
Anticipated Financial Effect		
25(a)	how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	7.4.2 "Climate Change Response"
i)	its investment and disposal plans;	
ii)	its planned sources of funding to implement its strategy;	
25(b)	how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	

Part D: The "Comply or Explain" Principle		Climate-related Disclosures
(II).	**Strategy**	
Climate Resilience		
26(a)	the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:	7.4.2 "Climate Change Response"
i)	the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;	
ii)	the significant areas of uncertainty considered in the issuer's assessment of its climate resilience;	
iii)	the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;	
26(b)	how and when the climate-related scenario analysis was carried out, including:	
i)	information about the inputs used, including:	
	(1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios;	
	(2) whether the analysis included a diverse range of climate-related scenarios;	
	(3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;	
	(4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change;	
	(5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties;	
	(6) time horizons the issuer used in the analysis; and	
	(7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis);	
ii)	the key assumptions the issuer made in the analysis;	
iii)	the reporting period in which the climate-related scenario analysis was carried out.	

Part D: The "Comply or Explain" Principle		Climate-related Disclosures	
(III).	**Risk Management**		
27(a)	the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:	7.4.2	"Climate Change Response"
i)	the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);	7.4.2	"Climate Change Response"
ii)	whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;		
iii)	how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);		
iv)	whether and how the issuer prioritises climate-related risks relative to other types of risks;		
v)	how the issuer monitors climate-related risks;	7.4.2	"Climate Change Response"
vi)	whether and how the issuer has changed the processes it uses compared with the previous reporting period;	No change	
27(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);	7.4.2	"Climate Change Response"
27(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.	7.4.2	"Climate Change Response"

Part D: The "Comply or Explain" Principle	Climate-related Disclosures
(IV). Metrics and Targets	
Greenhouse gas emissions	
28. An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO_2 equivalent, classified as: (a) Scope 1 greenhouse gas emissions; (b) Scope 2 greenhouse gas emissions; (c) Scope 3 greenhouse gas emissions.	7.4.2 "Climate Change Response" ENVIRONMENTAL PERFORMANCE INDICATORS TABLE During the year, the Group has not yet carried out systematic identification, data collection or quantification of Scope 3 greenhouse gas emissions, and therefore has not disclosed the relevant data. In view of the fact that the relevant accounting methods and internal management mechanisms are still being improved, the Group has not yet been able to reasonably confirm the most relevant Scope 3 categories. Based on the preliminary assessment of the current nature of its business, the potentially relevant categories include purchased goods and services, capital goods, upstream transportation and distribution, business travel and employee commuting, etc., subject to further verification in the future when data conditions mature. The Group will, in the future, gradually assess the feasibility of Scope 3 category identification and data disclosure depending on the development of internal capabilities and related requirements.

Part D: The "Comply or Explain" Principle		Climate-related Disclosures
29(a)	measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;	ENVIRONMENTAL PERFORMANCE INDICATORS TABLE
29(b)	disclose the approach it uses to measure its greenhouse gas emissions including:	
i)	the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;	ENVIRONMENTAL PERFORMANCE INDICATORS TABLE
ii)	the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions;	ENVIRONMENTAL PERFORMANCE INDICATORS TABLE
iii)	any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	
29(c)	disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions;	
disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).		
Climate-related transition risks		
30.	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	7.4.2 "Climate Change Response"

Part D: The "Comply or Explain" Principle		Climate-related Disclosures
(IV). Metrics and Targets		
Climate-related physical risks		
31.	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	7.4.2 "Climate Change Response"
Climate-related opportunities		
32.	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	7.4.2 "Climate Change Response"
Capital deployment		
33.	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	7.4.2 "Climate Change Response"
Internal carbon prices		
34(a)	an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis);	The Company has not yet adopted an internal carbon pricing mechanism and will assess its applicability in due course based on business needs and the maturity of relevant management tools.
34(b)	the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions.	
Remuneration		
35.	An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).	Climate-related performance has not been taken into account in the remuneration system.
Industry-based metrics		
36.	An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry.	Not applicable

Part D: The "Comply or Explain" Principle		Climate-related Disclosures
(IV).	**Metrics and Targets**	
Climate-related targets		
37.	An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:	7.4.2 "Climate Change Response" At present, no quantitative baseline period has been set, and interim targets are not applicable to the Group's qualitative climate targets. In the future, the Group will gradually improve the setting and disclosure of quantitative targets depending on the progress of data foundation, management capabilities and regulatory requirements.
	(a) the metric used to set the target;	
	(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	
	(c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);	
	(d) the period over which the target applies;	
	(e) the base period from which progress is measured;	
	(f) milestones or interim targets (if any);	
	(g) if the target is quantitative, whether the target is an absolute target or an intensity target;	
	(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	
38.	An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	
	(a) whether the target and the methodology for setting the target has been validated by a third party;	No
	(b) the issuer's processes for reviewing the target;	7.4.2 "Climate Change Response"
	(c) the metrics used to monitor progress towards reaching the target;	7.4.2 "Climate Change Response"
	(d) any revisions to the target and an explanation for those revisions.	None to date

Part D: The "Comply or Explain" Principle		Climate-related Disclosures
(IV).	**Metrics and Targets**	
39.	An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	7.4.2 "Climate Change Response"
40.	For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:	7.4.2 "Climate Change Response"
	(a) which greenhouse gases are covered by the target;	7.4.2 "Climate Change Response"
	(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	7.4.2 "Climate Change Response"
	(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;	We will set quantitative climate targets in the future
	(d) whether the target was derived using a sectoral decarbonisation approach;	No
	(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	We have not used carbon credits
	(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	
	(ii) which third-party scheme(s) will verify or certify the carbon credits;	
	(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	
	(iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).	
Applicability of cross-industry metrics and industry-based metrics		
41.	In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics and industry-based metrics.	Not applicable

Boan Biotech
博安生物