Brii Biosciences

Breakthrough innovation & insight

Stock Code: 2137. HK

Improving Patient Health and Choice

2025

Environmental, Social & Governance Report

Contents

2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Overview

CHAIRMAN'S STATEMENT

As Brii Biosciences Limited ("Brii Bio", the "Company", the "Group" or "we") enters its seventh year of operation, I am pleased to present our 2025 Environmental, Social, and Governance ("ESG") report (the "Report"), detailing our continued commitment to sustainable and responsible business practices throughout 2025 (the "Year" or the "Reporting Period").

Guided by our mission to improve patients' health through scientific innovation and patient-centric insights, we have made substantial progress in advancing our clinical pipeline while strengthening our ESG foundations. Under the leadership of our experienced executive team, we continue to focus on developing transformative treatments for diseases with high unmet medical need, with our hepatitis B virus ("HBV") functional cure program remaining our lead program.

In our core HBV program, 2025 was marked by significant clinical progress. Data from Cohort 4 of our ongoing Phase 2b ENSURE study were presented at the American Association for the Study of Liver Diseases ("AASLD") The Liver Meeting® and simultaneously published in *Nature Medicine*, reinforcing BRII-179's potential to improve functional cure outcomes. These insights directly informed an amendment to our ENHANCE study protocol. All three of our fully enrolled Phase 2b studies – ENSURE, ENRICH, and ENHANCE studies – continue to advance, with data expected in the second half of 2026.

Beyond HBV, we substantially advanced our discovery capabilities. Following the appointment of Dr. Brian Johns as our Chief Scientific Officer, we expanded our discovery efforts, supported by wet-lab capabilities in Shanghai and Beijing. Besides, we continue to execute strategic partnerships to optimize our portfolio, including an out-licensing agreement with Joincare Pharmaceutical Group Industry Co., Ltd ("Joincare Group") for soralimixin in the Greater China, while actively seeking partners for our human immunodeficiency virus ("HIV") programs.

Our social responsibility efforts remained centered on our most valuable asset – our people. In 2025, we were honored to receive our second consecutive Platinum Bell Seal for Workplace Mental Health from Mental Health America, reinforcing our commitment to employee well-being. Through Brii Academy and our hybrid learning model, we continue to invest in developing our global workforce, while our enhanced employment policies ensure equitable treatment and growth opportunities across all regions. Aligned with our evolving strategy, we have maintained disciplined financial management, including targeted adjustments to our operating structure and compensation framework to better align management incentives with long-term shareholders' interests and our business performance.

Governance continues to serve as the cornerstone of our ESG approach. Our board (the "Board") of directors (the "Directors") maintains active oversight of ESG strategy and risks, and we have further strengthened our policies to ensure the highest standards of ethical conduct and transparency. Our commitment to scientific integrity is demonstrated through our continued publication of research findings in peer-reviewed journals and scientific forums, including the publication of the data generated from Cohort 4 of the ENSURE study in *Nature Medicine*.

Environmental responsibility remains an important focus, and we have maintained our efforts to minimize our operational footprint while advancing our research mission. We will continue to enhance our environmental management practices across our global operations.

I extend my sincere appreciation to our dedicated employees, partners, and stakeholders for their unwavering support. As we continue our journey, we remain committed to creating sustainable value for all our stakeholders through innovative science and responsible business practices.

Together, we are building a company that not only advances medical science but does so with purpose and responsibility.

Dr. Zhi Hong
Executive Director, Chairman of the Board and Chief Executive Officer

Striving to address healthcare challenges through cutting-edge scientific innovation and crucial patient insights, Brii Bio is actively advancing a range of therapies to enhance treatment options for diseases where patients experience high unmet medical need, limited choice and significant social stigmas.

We cordially invite you to explore our comprehensive ESG report, which highlights our progress towards a more sustainable tomorrow.

In this chapter, we share:

2025 BRII BIO BY THE NUMBERS

Social (Business, Research and Development ("R&D"), Operation)

7
Newly authorized patents

6
Therapeutic candidates

3
Literature newly published

72.00%
of employees specialized in R&D

US$30.29 million
Invested in our R&D initiatives

Governance

71%
Independent non-executive Directors

Over **25%**
of Women on the Board

0
Instances of corruption or bribery

Diverse background and industry experience of our Board members:
pharmaceutical leadership, investment banking, business development, legal transaction, biomedical research, biomedical consulting, etc.

Environmental

10.57%
Reduction in electricity consumption compared to 2024

100%
Proper waste disposal

Social (Human Capital Management, Product Quality and Safety, Access to Healthcare)

5
Brii Talks for knowledge sharing and employee training

3,091
Total Training hours with 100% coverage

21
Employee engagement events

1
Company Award Obtained – Platinum Bell Seal Designation by Mental Health America Platinum Bell Seal for Workplace Mental Health

100%
compliance with applicable quality regulations, codes and standards

6
Brii Academy Trainings

2025 MILESTONES, HONORS AND AWARDS

2025 Brii Bio Milestones[1]

Jan — Operated laboratory space and capabilities in GHDDI in Beijing

Mar — Presented data from Phase 2 ENSURE study as late-breaking presentation at APASL

Mar — Held the HBV Symposium at APASL

May — Presented data from ENSURE study through late-breaking poster and oral presentation at EASL

Jul — Announced licensing agreement with Joincare Group for rights of soralimixin in the Greater China

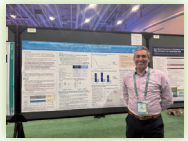
Received Platinum Bell Seal Award for Workplace Mental Health by MHA

2025 Platinum Bell Seal for Workplace Mental Health

Aug — Operated laboratory space and capabilities in Nest.bio Laboratory in Beijing

Nov — Published Phase 2 ENSURE study results in *Nature Medicine*

Nov — Presented late-breaking data from Phase 2 ENSURE study at AASLD



Dec — Established integrated laboratory and capabilities in Shanghai

[1] The full names of the following abbreviations are: GHDDI = Global Health Drug Discovery Institute, APASL = the Asian Pacific Association for the Study of the Liver, EASL = the European Association for the Study of the Liver, MHA = Mental Health America, AASLD = the American Association for the Study of Liver Diseases

ABOUT US

Brii Bio is a biotechnology company developing therapies to improve patients' health by addressing high unmet medical need with limited treatment options. The Company is advancing a broad pipeline of unique therapeutic candidates with lead programs against hepatitis B virus infection. The Company is led by a visionary and experienced leadership team and has operations in key biotech hubs in both China and the United States of America ("U.S.", "United States" or "USA").

OUR BUSINESS APPROACH

Since 2018

- As a clinical-stage biotechnology company developing therapies to improve patients' health by addressing high unmet medical need with limited treatment options.

Where We Stand Today

- Advancing a broad pipeline of unique therapeutic candidates with lead programs against HBV infection.
- Actively seeking partnership opportunities for further development of our HIV programs.
- Committed to the rigorous pursuit of developing differentiated treatment options for patients.
- With integrated capabilities across the U.S. and China, we combine the speed and efficiency of conducting R&D in China with deep global innovation expertise in drug discovery and development.

Where Are We Going: An Ongoing Journey

- Recognizing that continuous advancements in medicine are crucial to human well-being, we are actively accelerating our next stage of corporate growth. By combining in-house discovery efforts with strategic partnerships with global leaders, we are expediting the development and delivery of breakthrough medicines to patients worldwide.

Dr. Zhi Hong, Ph.D.
Executive Director,
Chairman of the Board and
Chief Executive Officer

"In 2025, we made significant progress in our HBV program, with encouraging data from Cohort 4 of the ENSURE study, along with rapid advancement in the ENRICH and ENHANCE studies. These achievements reflect our extensive experience and strong commitment to developing innovative curative treatments for chronic HBV infection. At the same time, the out-licensing of soralimixin in the Greater China and our continued investment in early-stage R&D further reinforce our dual strategy of combining internal innovation with strategic external partnerships to drive sustainable growth."

PIPELINE

Indication	Program	Modality	Pre-clinical	IND	Phase 1	Phase 2	Phase 3	NDA/BLA	Commercial	Our Rights	Partner
HBV Cure	BRII-179	Therapeutic Vaccine								Worldwide	-
	Elebsiran	siRNA								Greater China(1)	Vir Biotechnology
HDV	Elebsiran + Tobevibart	siRNA + mAb					(2)			Greater China(1)	Vir Biotechnology
MDR	Soralimixin(3)	Cyclic Peptide								Ex-China(4)	健康元 Joincare
HIV	BRII-732	Long-acting QW oral								Worldwide	-
	BRII-753	Long-acting injectable								Worldwide	-

(1) Brii Bio obtained exclusive license from Vir Biotechnology, Inc. ("Vir Biotechnology") for the research, development, and commercialization of elebsiran and tobevibart in the Greater China. Greater China includes mainland China, Macau, Hong Kong and Taiwan.

(2) Our collaborator, Vir Biotechnology, is currently performing Phase 3 studies of elebsiran and tobevibart for hepatitis D virus ("HDV") treatment.

(3) Soralimixin was formerly known as BRII-693.

(4) Joincare Group has an exclusive license from Brii Bio for the research, development, and commercialization of soralimixin in the Greater China. Brii Bio retains the rights outside of Greater China.

ESG MANAGEMENT AND STRATEGIC INTEGRATION

Brii Bio is driven by its core values – patients first, trust, integrity, and quality – which form the foundation of our business strategy and guide our ESG approach. We aim to tackle broad healthcare challenges through scientific innovation and patient insights.

ESG Strategy

Our ESG strategy, grounded in our core values, demonstrates our commitment to ESG principles. It tackles key pharmaceutical industry challenges and supports our mission to provide innovative healthcare solutions. By focusing on material issues, we generate sustainable stakeholder value and drive organizational growth.

Under the guidance of the Board, our management team is committed to proactively managing and prioritizing ESG practices and objectives at Brii Bio. As we continue to expand globally and foster innovation, we maintain our strong dedication to corporate responsibility and to creating sustainable value for all stakeholders.

Patients First

Clinical Trial Standard

- We uphold the highest standards of ethics and transparency in our clinical trials.

Technology and Innovation

- We are dedicated to addressing societal inequalities through advancements in medical therapies and innovative drugs.

Patient Advocacy

- We prioritize patient well-being, advocating for their rights. We strive to reduce social stigma through disease education.

Trust

Intellectual Property Protection

- We prioritize ethical conduct, transparency, and open dialogue with stakeholders. We also value intellectual property ("IP") protection to foster continuous innovation.

Information Security

- We place a high priority on safeguarding sensitive information and ensuring data privacy, thereby fostering trust and preserving confidentiality.

Integrity

Corporate Governance

- We uphold strong corporate governance, promoting transparency and ethical decision-making through a comprehensive governance framework.
- Our Board, with diverse industry expertise, guides our executive team and ESG Working Group to integrate core values and ESG priorities into daily operations.

Quality

Product Safety and Quality

- We foster a culture of excellence with robust systems to ensure quality-focused behavior. Our commitment centers on optimizing product quality, safeguarding patient well-being, and preserving our integrity and success.
- In addition to our focus on quality, we are equally dedicated to environmental stewardship. We are attentive to the environmental impacts across our supply chain.

Oversight of the Board

Brii Bio has established a comprehensive governance structure to manage ESG issues, supporting the Company's stability and growth through robust corporate governance. The Board holds overall accountability for our ESG strategies and performance. It reviews, approves, and continually monitors the Company's ESG strategies, targets, and progress to ensure accountability and drive continuous improvement. As part of this oversight, the Board also endorses and assesses these strategies and objectives to maintain alignment with the Company's mission and values. Furthermore, the Board conducts in-depth evaluations to identify and assess risks and material ESG issues relevant to our operations. It also reviews and approves the public disclosure of ESG performance to enhance transparency and stakeholder trust.

Board Statement

Governance and Risks

We prioritize the effective management of ESG risks, integrating them fully into our overall risk management strategy.

The evaluation of ESG risks is centrally led by our Audit and Risk Committee, which also provides the Board with guidance concerning material ESG risks and opportunities.

Material ESG Issues

We build and maintain strong relationships with internal and external stakeholders to support continuous engagement. This enables the effective identification of material ESG issues and the development of strategies consistent with our overarching goals.

We actively monitor global sustainability trends and benchmark our performance against industry peers to rigorously evaluate our ESG practices. This ongoing effort informs our strategic decisions and resource allocation, demonstrating our sustained commitment to excellence in ESG.

ESG-related Goals and Targets

Setting well-defined targets aimed at reducing emissions, enhancing energy efficiency, water efficiency, and waste reduction.

Evaluating and tracking the progress of these targets on a regular basis.

Corporate Governance Structure

Brii Bio's sustainable growth is rooted in strong corporate governance, which secures the shareholders' interests, builds sustainable value, and operates with full transparency. The Board holds the paramount responsibility of overseeing the Company's business operations and strategic direction, with the aim of safeguarding the best interests of the Company and its shareholders.

Dedicated to maintaining and upholding the highest standards of corporate governance, Brii Bio's comprehensive governance structure is established in alignment with Appendix C1 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Listing Rules"), which outlines the Corporate Governance Code. We strictly adhere to the Listing Rules, the Companies Ordinance (Cap. 622 of the Laws of Hong Kong), and all other applicable laws, rules, and regulations.

Our Board is structured to ensure strong independence and oversight, comprising 5 Independent Non-Executive Directors and 2 Executive Directors. To further support the Board's decision-making process, we have established 4 Committees:

- Audit and Risk Committee (*fully independent Committee)
- Nomination Committee
- Remuneration Committee (*fully independent Committee)
- Strategy Committee

Each Committee's role and responsibilities have been explicitly defined in the Terms of Reference.

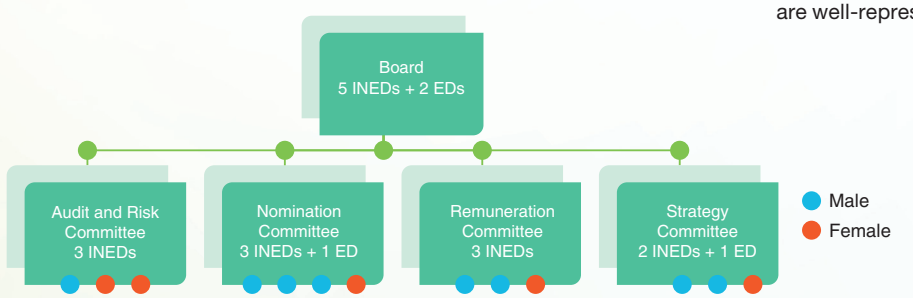
>70% Independent Non-Executive Directors

4 Committees in Total

2 Fully Independent Committees

>25% Female representation in the Board

At Brii Bio, we believe that a diverse Board is essential for robust governance. Our Board brings together outstanding expertise from various scientific and corporate fields, integrating these diverse perspectives to achieve strategic milestones and ensure sustainable growth. In line with our dedication to diversity, we have established a Board Diversity Policy to ensure a range of skills, regional and industry experience, backgrounds, races, genders, and other qualities are well-represented on the Board.



ED: Executive Director; INED: Independent Non-Executive Director

ESG Governance

Brii Bio's core strategy is to holistically embed ESG principles across all operations, driving sustainable development and creating long-term value for every stakeholder. This commitment is essential for improving patients' health, which demand robust sustainability practices.

To achieve this, we have established a comprehensive ESG governance framework designed to foster collaboration at every level of our organization and ensure dynamic and ongoing engagement with our stakeholders.

Through a proactive and top-down strategy, we identify and prioritize critical ESG concerns, implementing tailored solutions that enhance both our sustainability practices and overall business performance.

Board

The Board holds ultimate responsibility for overseeing the Group's ESG policies, targets, and strategies, with special delegation to the Audit and Risk Committee to review ESG report and maintain regular communication. This committee is also responsible for monitoring ESG performance, assessing risks, and evaluating opportunities.

Executive Team

With oversight from the Board, the executive team is tasked with overseeing the implementation of ESG initiatives. Their responsibilities include evaluating and revising the Group's ESG policies, initiatives, objectives, and strategic focus.

ESG Working Group

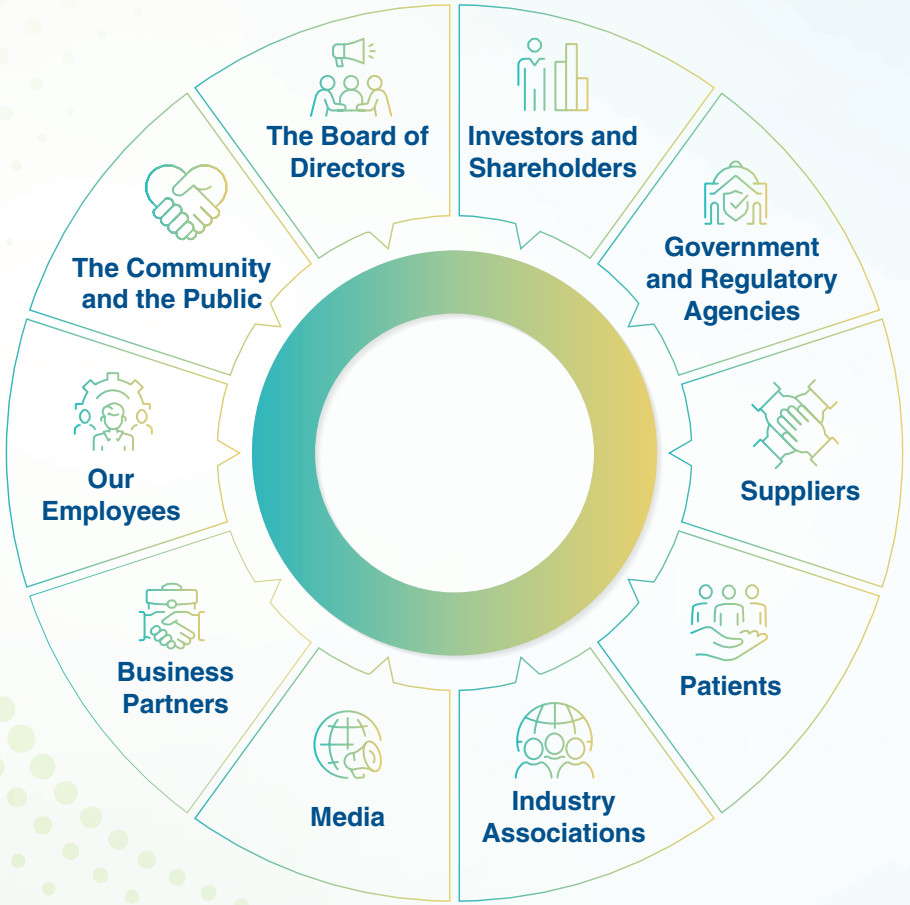
The ESG Working Group, a collaborative assembly of representatives from various functional departments, plays a pivotal role in managing and executing ESG-related practice within their daily operations.

Fostering Trust and Transparency through Proactive Stakeholder Engagement

Trust is central to our strategy, and proactive communication is essential for building stakeholder trust. Through regular engagement, we identify and address stakeholder needs, ensuring our actions are aligned with their ESG priorities.

Brii Bio partners with healthcare providers and governments to combat global health challenges, uniting expertise and resources for impact. For details on how the Group communicates with stakeholders, please refer to the section “Appendix III: Communication between Brii Bio and Stakeholders”.

The major stakeholders of the Group include:



Materiality Assessment

By identifying and prioritizing key ESG topics, we allocate resources to the issues with the greatest impact on our stakeholders and our business.

We previously engaged an independent professional ESG consultant to conduct a comprehensive materiality assessment process. This involved an extensive online questionnaire targeting our key stakeholders, enabling us to gain valuable insights into their concerns and materiality of various ESG topics.

Insights from this assessment have shaped our ESG strategy, identifying key improvement areas and laying the foundation for sustainable initiatives. Periodic materiality assessments help us to refine our ESG approach, ensuring resource allocation meets stakeholder expectations and contributes to long-term business value. Since we do not have significant changes in our business operation and the organization structure, the Board has decided, after careful consideration, to retain the list of material issues disclosed in the 2024 ESG report.

The Report provides detailed insights into our management strategies, key actions, and performance on highly material issues, demonstrating our commitment to transparency and ESG excellence. By focusing on material topics, we address the most significant impacts of our business operations.

Understanding Key ESG Issues

The list of material topics is developed based on the (1) Sustainability Accounting Standards Board ("SASB") materiality map, (2) MSCI materiality database, (3) Biopharma investor ESG communications guidance 4.0, and (4) Appendix C2 "Environmental, Social and Governance Reporting Code" (the "ESG Reporting Code") to the Listing Rules issued by The Stock Exchange of Hong Kong Limited (the "Stock Exchange" or the "HKEX").

Identification of Relevant ESG Issues

Through an analysis of key ESG trends, we identified 24 ESG issues relevant to our Company.

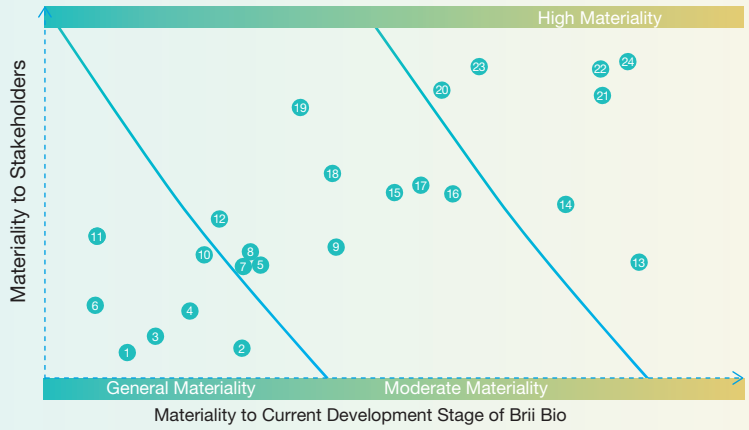
Prioritization of Material Issues

Material topics were scored based on the materiality of the relevant ESG issues by internal and external stakeholders. 7 high material ESG issues are identified, as reflected in the materiality matrix below.

Validation of Materiality Assessment Results

The findings from the materiality analysis and the identified highly material ESG issues were reviewed by the Company's executives, and approved by the Board and the management.

Materiality Matrix of Brii Bio



1. Resource Consumption
2. Green Office
3. Community Investment and Development
4. Drug Affordability
5. Employee Education and Training
6. Climate Change Risk
7. Responsible Marketing
8. Access to Drugs
9. Diversity and Inclusion
10. Emission Management
11. Industry Participation
12. Supply Chain Management
13. Patient Advocacy
14. Information Security
15. Employment
16. Employee Benefits and Remuneration
17. Occupational Health and Safety
18. International Strategic Partnerships
19. Code of Business Conduct and Anti-corruption
20. Technology and Innovation
21. Corporate Governance
22. Product Safety and Quality
23. Intellectual Property Protection
24. Clinical Trial Standard

Materiality	Issues	Corresponding Chapter(s)
High Materiality	Clinical Trial Standard	2. Commitment in Action: Innovation for Better Patient Outcomes
	Product Safety and Quality	4. Operating with Integrity and Ethics
	Corporate Governance	1. Overview
		4. Operating with Integrity and Ethics
	Intellectual Property Protection	2. Commitment in Action: Innovation for Better Patient Outcomes
	Technology and Innovation	2. Commitment in Action: Innovation for Better Patient Outcomes
	Information Security	4. Operating with Integrity and Ethics
	Patient Advocacy	2. Commitment in Action: Innovation for Better Patient Outcomes

ENTERPRISE RISK MANAGEMENT

Brii Bio has established a comprehensive risk management framework to ensure operational resilience and compliance. Our Business Continuity Plan outlines clear procedures for identifying, classifying, and responding to business interruptions, supported by regular training and drills. Additionally, our internal audit process, led by the Quality Assurance team, provides independent oversight and drives continuous improvement through corrective actions. Together, these systems enable effective risk mitigation across operations. For details on internal audits related to product quality, please refer to the “Product Quality” section.

We believe everyone deserves access to groundbreaking medicines. To discover the treatment across diseases with high unmet medical need, we invest significantly in R&D and forge proactive partnerships with scientific leaders, extending the reach of our innovations to a global patient population.

Commitment in Action: Innovation for Better Patient Outcomes

DRIVING R&D INNOVATION AND COLLABORATION

Empowering Governance through Effective R&D Management System

Brii Bio is committed to expanding patient access to life-changing medicines. We drive innovation through significant investment in R&D and our industry-leading technologies. Our structured team, with clearly defined management responsibilities, executes standardized clinical research and development to efficiently deliver new therapeutic options.

Our business relies heavily on R&D strategy as the cornerstone, ensuring our continued competitiveness in the biopharmaceutical industry. The R&D Review Committee ("RDRC") and Corporate Investment Committee ("CIC") have been established by the Company to monitor and provide oversight for the effective management of R&D projects and investments.

Research and Development Review Committee

Chaired by our chief executive officer ("CEO"), the responsibilities of the RDRC include:

- Supervising the launch of new projects (including potential new in-license programs), the progression of portfolio programs through established stage gates, and proposed program termination.
- Offering oversight and recommendations.
- Deciding on pipeline progression and addressing stage gate inquiries.

Corporate Investment Committee

The responsibilities of the CIC include:

- Supervising the management of both new and ongoing investments, while offering strategic oversight and recommendations.
- Approving planned R&D expenditures (after review of the RDRC) and new equity investments, managing existing equity investments, etc.
- The CEO will be responsible for making key decisions related to R&D activities.

Efficiency in compliance is ensured by our RDRC and our Stage Gate Policy. The project development process comprises the following steps:

Program Initiation

- We classify candidates into two categories:

  1) new research candidate and

  2) new in-license candidate
- A formal proposal, which includes inputs from assigned personnel, is mandatory for both types of programs.
- Proposals should encompass a variety of supporting information that aligns with the selection criteria, such as medical rationale, strategic fit, and an assessment of opportunities and risks.
- The proposal will be reviewed by the RDRC and the CIC when necessary.

Stage Gate Reviews

- Upon reaching the pre-defined Stage Gates, the RDRC is responsible for reviewing our programs to confirm that each program should continue through to the next stage of development.
- For later stage gates, the program will undergo a review and approval process conducted by the CIC.

Monitoring Progress of Programs

- The RDRC, or the CEO and members of the leadership team, will conduct an annual review of the program development plans and budgets.

Program Termination

- The proposed program termination will be reviewed by the RDRC.

R&D Program Highlights

In our HBV functional cure program, we continue advancing toward a functional cure through novel combination regimens. All three Phase 2b studies – ENSURE, ENRICH, and ENHANCE studies – are fully enrolled, with data expected in the second half of 2026. In 2025, Cohort 4 of the ENSURE study yielded encouraging results, which were published in *Nature Medicine*, showing that patients who developed hepatitis B surface antibody in response to BRII-179 achieved higher rates of hepatitis B surface antigen ("HBsAg") loss. These insights informed an ENHANCE protocol amendment to evaluate a simplified triple combination regimen designed to shorten treatment duration. We have also engaged with the Center for Drug Evaluation of the National Medical Products Administration of China on potential Phase 3 study designs.

In parallel, we continue optimizing our portfolio through strategic partnerships. In July 2025, we announced the out-licensing of soralimixin to Joincare Group for the Greater China. We are also pursuing external partnerships for our HIV long-acting candidates.

Beyond the above-mentioned programs, we are rapidly expanding our discovery portfolio. With the strengthening discovery capabilities and an artificial intelligence collaboration with OpenBench, Inc., we are well-positioned for long-term growth.

HBV Functional Cure Program

To deliver higher functional cure rates to diverse HBV patient populations, we are pioneering multi-modal combination regimens via our clinical programs and strategic collaborations.

With over 254 million people affected by HBV and current available treatment's functional cure rates stalled at 3-7%, we are advancing a clinical strategy centered on novel combination regimens and strategic collaborations to deliver significantly higher cure rates. Recent data from our ENSURE study, presented in several scientific conferences in 2025, demonstrated improved HBsAg loss in BRII-179-experienced patients, directly informing a simplified and shorter treatment duration of pegylated interferon alfa under the amended ENHANCE protocol.

Looking forward, we remain committed to enhancing our product pipeline and business operations. Our objective is to improve the lives of patients with the highest potential for a cure while sparing others from poorly tolerated treatment regimens.

Mr. Haifeng Cao
Head of China Clinical Development

"We made significant strides in our HBV cure program during 2025, highlighted by encouraging data from Cohort 4 of the ENSURE study and the rapid advancement of the ENRICH and ENHANCE studies. These achievements reflect our experience and commitment to discovering innovative curative treatments for patients with chronic HBV infection. Meanwhile, the out-licensing of soralimixin in the Greater China and our continued investment in early-stage discovery programs reinforce our strategy of combining internal innovation with strategic external collaborations to drive sustainable growth."

Our Research Elite

Our Company's innovative capacity is built upon a foundation of deep scientific expertise and specialized professional skills. We prioritize scientific discovery and research advancement, guided by industry veterans with extensive large-pharma experience. These leaders leverage their comprehensive drug development knowledge to steer programs from initial discovery through successful commercialization, strengthening our proprietary R&D capabilities. Led by our founder and Chief Executive Officer, Dr. Zhi Hong, along with our esteemed Board and scientific advisory board members, our R&D process and drug candidate selection are expertly guided by a leading team. Our in-house R&D team consists of industry-leading professionals averaging 20 years of experience in end-to-end drug development from discovery through commercialization.

The diversified background of members of the Board provides strategic direction for our R&D programs and strengthens our engagement with medical and business communities through their deep expertise across multiple scientific and corporate domains. Our Board and scientific advisory board members possess extensive industry expertise and a proven track record in advancing candidates through clinical development, regulatory review, and commercialization. Composed of leading scientists, physicians, and biopharmaceutical executives, our Board provides strategic guidance that directs our Company toward innovative and impactful healthcare solutions.

Besides, we foster innovation through targeted skills development and internal mentorship, and by encouraging participation in external training, building a diverse and highly capable R&D team.

Employees in R&D:

72.00%

To strengthen our Corporate Executive team's strategic market insight, we have introduced a policy and issued an industry newsletter monthly. This internal communication tracks market dynamics, competitors' movements, regulatory developments, global trends, and our market positioning, providing leaders with the timely intelligence needed to guide our innovation strategy.

R&D Collaboration

We have advanced our drug candidates through integrated internal R&D capabilities while also engaging in partnerships with prominent global pharmaceutical and biotech entities like Vir Biotechnology and Joincare Group. With our increasing early discovery efforts, we continuously monitor global technological advancements and will actively pursue new collaboration opportunities to expand our pipeline value.

PATIENT-CENTRIC INITIATIVES

Brii Bio's patient-centric innovation strategy is continuously informed by direct patient insights gathered through forums, focus groups, and surveys, ensuring compassion and patient needs remain central to our development approach.

Advancing Sector Development

We advance biopharmaceutical innovation through active participation in major scientific conferences, where we present research and exchange insights with global experts. We promote open scientific dialogue to accelerate the development of comprehensive and patient-centered therapeutic strategies. During the Reporting Period, we deepened this commitment by leading and participating in key scientific forums, such as presenting at the International HBV Cure Workshop. These engagements enabled meaningful knowledge exchange with peers, directly shaping our patient-focused initiatives.

Case Sharing: CEO Dr. Zhi Hong's Strategic Engagement at ZGC Forum

In March 2025, Brii Bio demonstrated its commitment to advancing the biotechnology sector through active global engagement. Under the theme "New Quality Productive Forces and Global Science & Technology Cooperation", our CEO Dr. Zhi Hong contributed to high-level discussions with industry and policy leaders, sharing our expertise in developing innovative therapies.

Case Sharing: Brii Bio Engages at the 4th BIONNOVA Beijing Innovation Forum to Drive Industry Collaboration

Brii Bio actively sponsored and participated in the 4th BIONNOVA Beijing Innovation Forum in September 2025, engaging with over 3,500 industry leaders to advance collective progress in biopharmaceutical innovation. By contributing to dialogues on R&D and clinical development, and exploring collaborations through dedicated sessions, we moved beyond attendance to meaningful knowledge exchange. This engagement demonstrates our governance commitment to transparency and shared sector progress.

Case Sharing: Raising Awareness on World Hepatitis Day

On World Hepatitis Day, Brii Bio launched a social media initiative to raise public awareness of HBV, in direct support of the World Health Organization's global elimination goals. We shared clear and accessible information on prevention, screening, and treatment advances – including progress toward functional cure – to help our audiences to understand the disease and the importance of timely action. By investing in public awareness today, we are helping to build the community knowledge and readiness needed to turn tomorrow's scientific breakthroughs into real-world health gains.

Patient Empowerment Through Knowledge Sharing

We strive to enhance disease awareness and provide accessible health information to empower patients. Our social media channels deliver clear and practical content that supports informed health decisions and proactive self-management, fostering a well-informed community dedicated to sustained well-being.

INTELLECTUAL PROPERTY PROTECTION

Patents achieved by Brii Bio in 2025[2]:

6 New Patent Applications

7 Newly Authorized Patents

Brii Bio safeguards innovation through rigorous intellectual property protection, maintaining a zero-tolerance approach to infringement across all operations.

[2] Numbers reported include both in-licensed and self-owned patents and patent applications.

Implementation of Measures

Brii Bio maintains comprehensive IP protection through systematic policies and procedures. Our framework includes Intellectual Property Policies, Information Technology ("IT") Onboarding/Offboarding Procedures, and detailed guidelines in our Employee Handbook governing the use of IP assets. We are committed to preventing IP infringement and ensuring our Company's IP legality through legal measures and a rigorous patent application and registration process. Our legal folders for patents, trademarks, and other matters are under strict access control. We require all employees to sign comprehensive Confidential Disclosure Agreements designed to protect our Company's intellectual assets. These agreements establish clear employee obligations covering four key areas: maintaining strict confidentiality of business information, properly handling employment-related inventions, securely returning all Company's property upon departure, and ethically managing third-party confidential information.

Brii Bio has established a Patent Committee comprising the CEO, the Chief Operating Officer (formerly the Chief Strategy and Financial Officer), and the Senior Director of Intellectual Property to oversee the protection of the Company's intellectual property assets. The Company Patent Agent maintains all patents in a secured database with access restricted to the Patent Committee members. Additionally, our specialized IP team identifies and safeguards new inventions, and provides advanced guidance on IP issues to senior management and other teams.

We protect intellectual property with strict non-disclosure agreements for all partner and investor collaborations, ensuring clear ownership and responsibilities.

Ensuring Access to Medicines

Brii Bio's mission is to increase access to transformative therapies in underserved markets. Since our founding in 2018, we have worked to broaden patients' choice and improve quality of life by delivering high-quality medications to those who need them most. We listen to patients to build better medicines. Our research uncovers their preferences and challenges, directly guiding us to create accessible and convenient solutions that support adherence.

Amplifying Voices for Better Health Access

At Brii Bio, we systematically listen to patients' voices across key stages of our work to ensure our solutions address real-world needs. To deepen our understanding of the communities we serve, we conducted targeted patient interviews in 2025, focusing on the daily realities of managing chronic HBV infection.

Case Sharing: Building an Accessible HBV Cure: A Qualitative Study of Patient and Physician Perspectives in China

To develop an accessible functional cure for HBV, we conducted in-depth interviews with patients and physicians in China. Our study revealed that patients with HBV endure significant psychological and social burdens, while physicians find the key expectations are not being met with current therapies. These findings, combined with limited patient awareness and a strong demand for predictive tools, underscore the need for targeted education and for integrating stakeholder preferences into the development of more accessible and acceptable therapies. We shared insights from patients and healthcare providers' perspectives for HBV functional cure at the Asian Pacific Association for the Study of the Liver ("APASL") 2025.

ETHICAL RESEARCH

Our commitment to the highest standards of quality, ethics, and integrity is embedded within our clinical trial operations. Through comprehensive standard operating procedures – covering compliance, protocol deviations, and breach management – we prioritize the protection of subject safety and the integrity of all trial data.

We have established a Safety Review Committee, and through the formulation of the Safety Review Committee Charter, we ensure the safety of trial participants. The Charter includes details on its members and scope of authority, meeting arrangements, and communication plans, among other provisions. The Safety Review Committee continuously evaluates existing clinical and laboratory data to assess the safety of the investigational drug, providing relevant information for the progression of the study.

The safety of participants and the reliability of data in every clinical trial are secured by two foundational plans:

Protocol Deviations Management Plan

- Developed by the Clinical Operations team, which consists of cross-functional representatives.
- Provides scope and guidance on protocol deviations identification, methods for notification, frequency of review, reporting, escalation, communication and mitigation.
- Classifies major deviations as those potentially impacting key data integrity or subject rights, safety, and well-being.

Medical Monitoring Plan

- Regulates medical communication process, protocol training, medical data listing review, and medical review for safety cases, etc.

We conduct quarterly audits of our clinical trials to ensure they maintain the highest quality and comply with all local and international regulatory standards.

Our clinical compliance monitoring process is summarized as follows:

Continuous Monitoring

- We maintain ongoing surveillance through audit, regular meetings, detailed report reviews, and systematic feedback collection to identify potential compliance issues early.

Initial Assessment

- When issues are detected, the study lead immediately collaborates with relevant teams to evaluate potential impacts on:
  - Patient safety and rights
  - Data integrity and reliability

Evaluation

- The Quality Assurance team conducts comprehensive impact assessment.
- The Chief Medical Officer provides input on actions to manage compliance affecting investigator sites or external partners.

Intervention Implementation

- Based on the severity and frequency of findings, we deploy appropriate measures:
  - Schedule on-site visits for significant or recurring issues
  - Conduct training on protocol execution, if necessary, for investigators and team members.

Patient Safety

We embed quality and patient safety into our culture, with all employees sharing this responsibility. Our leaders ensure procedures meet rigorous standards for quality, regulatory compliance, and safety data. To effectively manage patient safety risks, we have instituted a Quality Risk Management Policy for specific clinical trials to identify medical risks, ensure patient safety and data reliability, and align with quality and monitoring plans.

We have also established a Development Safety Update Report ("DSUR") Management Standard Operating Procedure ("SOP") to guide the preparation and submission of DSURs. Our interdisciplinary DSUR Working Group systematically compiles safety and efficacy data, monitors safety findings, and assesses their impact. The Pharmacovigilance team conducts comprehensive analyses of trial and post-marketing data, with particular attention to inefficacy cases.

For product quality assurance, we maintain standardized procedures governing drug substances ("DS"), drug products ("DP"), and investigational medical products ("IMPs"). These protocols ensure regulatory and technical compliance through rigorous review of batch records, deviations, and manufacturing processes. Our comprehensive IMP management framework spans the entire product lifecycle – from initial planning through to destruction – with complete batch-level documentation maintained to guarantee full traceability and compliance.

For more on our safety efforts, see the "Operating with Integrity and Ethics" chapter.

Data Transparency

Brii Bio is committed to transparent data sharing from our clinical research. We actively disseminate our latest findings through publications, scientific events, and our corporate website, where we post presentations, study literature, and timely updates on interim results and corporate developments. To further ensure accessibility, we record and archive key insight-sharing sessions and stakeholder events as publicly available webcasts, upholding the highest standards of transparency in all our information practices.

Case Sharing: **BRII-179-related Data Presentations at Major Scientific Conferences in 2025**

Throughout 2025, Brii Bio presented encouraging data from its Phase 2b ENSURE study at three premier scientific conferences – APASL, the European Association for the Study of the Liver ("EASL"), and AASLD – with corresponding press releases issued for each to ensure timely communication with the market. At APASL, we shared data showing BRII-179's potential to identify immune responders for higher HBsAg loss. At EASL, findings indicated that pre-treating patients with BRII-179 may prime immune systems for faster surface antigen clearance. At AASLD, 24-week follow-up data of Cohort 4 reinforcing BRII-179's curative potential were simultaneously published in *Nature Medicine*. Through conference presentations accompanied by press releases, we remain committed to transparent communication of our scientific progress to the investment and medical communities.

Our sustainable progress is driven by our people. We are committed to their growth by providing an inclusive, healthy, and safe environment where personal fulfillment and corporate achievement go hand in hand.

Investing in Our Talent: Development, Well-being, and Inclusion

OUR CULTURE

The dedicated professionals at Brii Bio are driven by innovation and a shared mission to improve patients' health across diseases with high unmet medical need. To support this mission, we have established clear and consistent operational frameworks through localized Employee Handbooks. These customized guides for our U.S. and China offices outline our operational policies, including performance review protocols, working hour regulations, employee benefits, leave policies, and code of conduct. Our employment framework is built on standardized policies, including our Onboarding Procedure and Employee Offboarding Policy. These policies ensure consistent and compliant management of all key employment areas, including recruitment, placement, transfer, training, compensation, benefits, employee activities, and general treatment during employment.

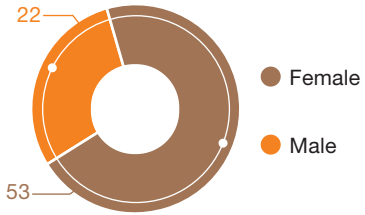
During the Reporting Period, the Group was not aware of any non-compliance with any employment or labor laws and regulations.

EMPLOYMENT KPI

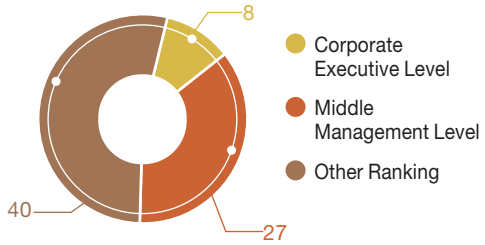
As of December 31, 2025, the total number of employees of the Group was 58 in China and 17 in the U.S.

As of December 31, 2025, our employee turnover rate was 29.91%[3]. A detailed breakdown is as below:

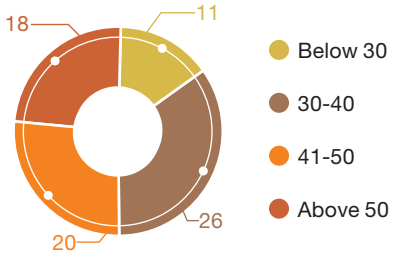
Total Workforce by Gender



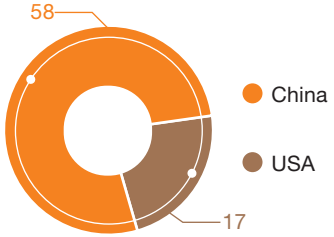
Total Workforce by Ranking



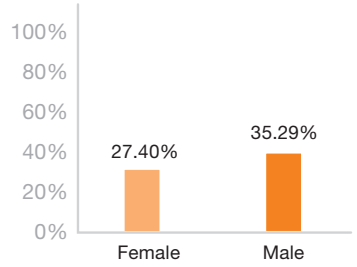
Total Workforce by Age Group



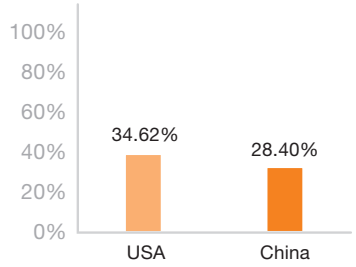
Total Workforce by Country



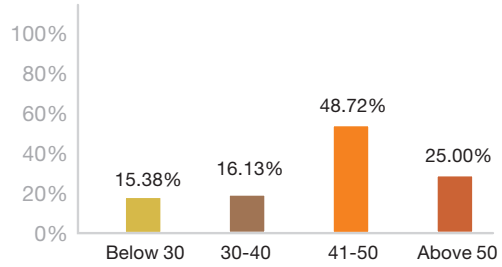
Employee Turnover by Gender



Employee Turnover by Country



Employee Turnover by Age Group



[3] The employee turnover rate for the Year has been updated as follows: Turnover Rate = Departed employees during the Year ÷ (Number of employees at Year-end + Departed employees during the Year). This adjustment is intended to reflect workforce movement based on the total number of employees during the Year.

DIVERSITY, EQUITY, AND INCLUSION IN THE WORKPLACE

We uphold equal employment opportunity as a core principle, embedding it into every talent process. We ensure fairness in the recruitment process, career development, promotions, training initiatives, and reward distribution. We prohibit any form of discrimination based on race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws.

At Brii Bio, our employees are the core of our business and the key to our innovation. Employees' creativity, diligence, and excellence are the foundation of our success. We place talent retention at the heart of our strategy, actively listening through channels like intranet, email, Microsoft Teams, WeChat, Brii Talks, and company town halls. By systematically gathering feedback through multiple channels, we cultivate a supportive and inclusive environment where our team feels valued and heard.

Brii Bio is strategically advancing gender diversity, strengthening the representation of women at every level from our Board to senior management.

37.5%
of women in leadership

Ms. Karen D. Neuendorff
Chief People Officer and Head of Human Resources

Biotech is one of the world's most significant industries, directly impacting the lives of billions of people around the world. To understand and address unmet medical need, the industry should represent the population it serves. Women leaders are shaking up the industry to evolve medicine, improve patient care and promote diversity, inclusion, and belonging.

Brii Bio fosters an inclusive workplace by providing equal opportunities, celebrating diverse contributions, and promoting a respectful environment through training on sexual harassment prevention, anti-bullying, unconscious bias, and more, promoting a safe and collaborative environment.

Acquiring Talent, Staff Promotion and Attrition

We pursue fair and equitable hiring to attract skilled professionals through multiple channels, including internal referrals, career sites, and recruitment partners. Our offices in the U.S. and China follow a standardized Recruitment SOP that ensures a consistent hiring process. Our recruitment process begins with a pre-recruitment role definition, continues through structured interviews with standardized evaluations, and concludes with compensation review, reference checks, and formal offers.

Each year, our Recruitment teams produce a comprehensive talent acquisition report. This document outlines job vacancy classifications, details targeted recruitment strategies, and identifies key talent pipelines to meet our evolving staffing requirements.

We maintain a zero-tolerance policy towards child and forced labor. Our hiring practices require all employees to be voluntarily engaged and legally eligible for employment. We verify their identifications when handling the application procedures to prevent the use of child labor and forced labor. In the case of any violation, we will promptly terminate the employment contract with the employee responsible and take necessary actions to prevent the recurrence of such incidents. In 2025, there were no incidents of child labor, forced labor, harassment and discrimination in the Company.

We maintain a structured approach to internal advancement through our Employee Promotion Policy, which mandates bi-annual evaluation cycles. Promotions are granted based on individual performance, demonstrated ability, and notable accomplishments, ensuring our commitment to equitable growth and employee retention is upheld. We believe that strategic hiring and equitable internal promotions are fundamental to maintaining a motivated, retained, and high-morale workforce.

Brii Bio has established an Employee Offboarding Policy to ensure a transparent and respectful transition for departing employees. The process respects employees' decision to resign while requiring coordination with their manager to determine their final workday. We value the feedback gathered through exit interviews, using these insights to continuously improve our work environment and support our commitment to retaining top talent.

Brii Bio has implemented SAP SuccessFactors as our global Human Capital Management system to modernize and streamline our human resources ("HR") operations across the entire employee lifecycle from recruitment to offboarding. The system provides employee self-service capabilities for personal data management and equips managers with efficient team administration tools. Integrated Recruiting and Onboarding modules enhance talent acquisition, while standardized workflows ensure consistent HR practices across all locations, delivering more efficient experience for employees worldwide.

Brii Bio celebrates employee dedication and long-term contributions through our long-service awards program, recognizing the commitment of our team members who have grown with our Company.

Fostering Dialogue with Employees

Brii Bio fosters a culture of continuous improvement through active employee engagement. We maintain open channels for vertical and lateral dialogue, ensuring all team members can contribute ideas that drive innovation and collaborative growth across the organization.

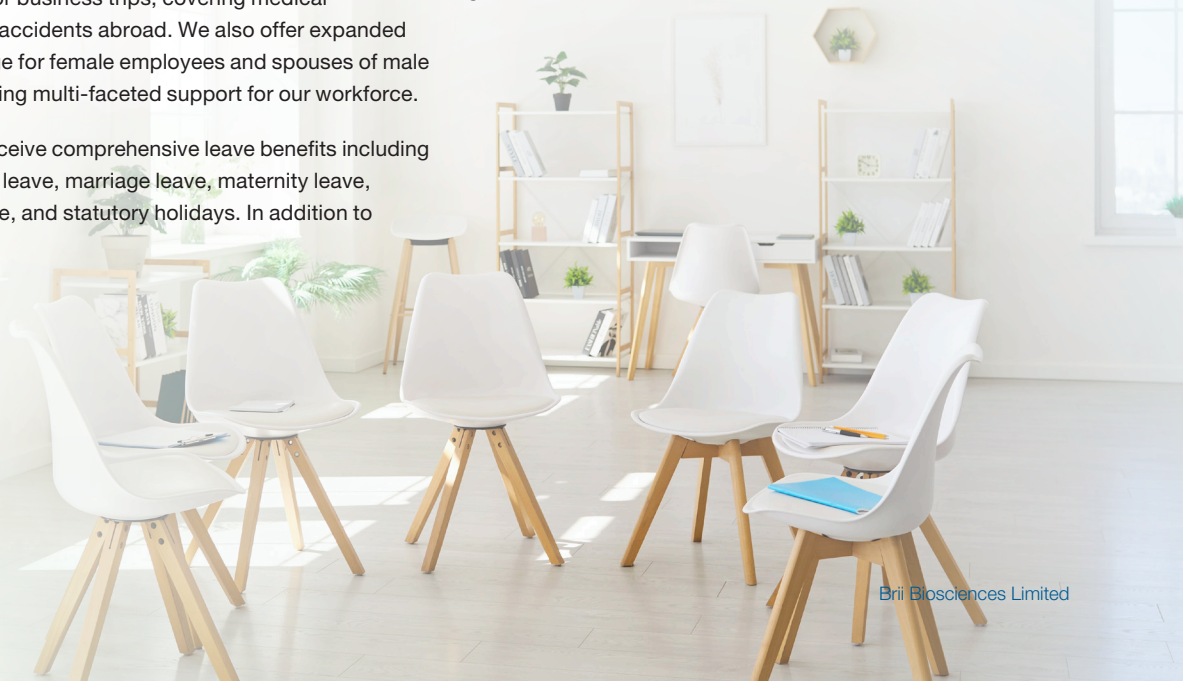
Employee Benefits

Brii Bio maintains competitive compensation through regular reviews of our Employee Handbook, ensuring our remuneration and benefits packages remain market-aligned. The handbook details our complete compensation structure, including base salary and supplemental bonuses such as U.S. sign-on bonuses and relocation packages for new hires.

We also offer various health and wellness benefits. In full compliance with the relevant People's Republic of China (the "PRC") regulations on social insurance, such as the Social Insurance Law of the PRC, we make mandatory contributions to all social insurance programs and the housing provident fund. Additionally, we offer supplementary comprehensive insurance, including medical insurance, pension insurance, work-related injury insurance and unemployment insurance. We provide our employees in China with comprehensive supplementary insurance that extends beyond statutory requirements. This includes personal accident, traffic accident, and critical illness coverage with hospitalization subsidies and family protection for spouses and children. For our employees in the U.S., we also provide dental insurance and vision insurance, which cover preventive care and offer allowances for eyewear and exams, ensuring comprehensive health protection. Our benefits package also features international travel insurance for business trips, covering medical emergencies and accidents abroad. We also offer expanded maternity coverage for female employees and spouses of male employees, ensuring multi-faceted support for our workforce.

Our employees receive comprehensive leave benefits including annual leave, sick leave, marriage leave, maternity leave, bereavement leave, and statutory holidays. In addition to standard leave, our China office's Leave Management Policy also provides paternity, prenatal check-up, miscarriage, and parental leave. Additionally, our U.S. office provides locally-tailored leave types such as voting leave, witness leave, and bone marrow/organ donation leave, ensuring full compliance with federal and regional regulations while addressing specific local needs.

Our long-term talent strategy is further supported by the Employee Stock Ownership Plan and several stock-based incentive programs. By linking employee rewards to our Company's performance, we effectively motivate our team and ensure alignment with shareholders' interests for sustained growth.



WORKPLACE HEALTH AND SAFETY

Brii Bio is committed to employee safety and well-being through comprehensive health benefits and a secure work environment. Our medical providers offer wellness coaching, education, programs, wellness apps and health classes. These resources empower employees to adopt healthier habits, achieve their well-being goals, and enhance their overall health and vitality. To promote proactive health, we offer gift card rewards for completing annual check-ups and Well-Woman Exams, helping our workforce to achieve better health outcomes.

We maintain comprehensive Office Rules with detailed safety measures to protect our employees. We encourage staff to report any unsafe conditions or potential hazards to management, as outlined in our Employee Handbook. Additionally, we provide ample paid time off to support our employees in maintaining a healthy work-life balance.

During the Reporting Period, the Group was not aware of any non-compliance with any laws and regulations on occupational health and safety, and no lost day is found due to work injury. During the past three years (including the Reporting Period), there was no work-related fatal accident in the Group.

Healthy and Safe Office Design

Brii Bio's office design prioritizes employee safety and well-being through carefully considered features:

- Providing electric height-adjustable desks so that our employees can stand or sit while working;
- Designed with windows and walls to maximize diffuse natural lighting and avoid direct lighting that could be harmful to the eyes;
- Featuring a gym with ample natural light to promote healthy lifestyles, and providing soft flooring for comfort and safety;
- Monitoring real-time air quality through testing equipment and monitors, we ensure that our Beijing office's air quality is conducive to employee health; and
- Offering private lactation rooms for nursing mothers.

Besides, we cultivate an inclusive and disability-friendly workplace with fully accessible office facilities designed to meet diverse employee needs.

We protect our global workforce with proactive safety measures. Our U.S. office maintains a Workplace Violence Prevention Plan compliant with the California Labor Code, featuring defined reporting protocols and training to help staff to recognize and respond to threats. In China, we conduct annual rescue and fire drills to ensure emergency preparedness. These initiatives collectively foster a secure, respectful, and prepared work environment across our global operations.

Case Sharing: Implementing Regular Rescue and Fire Drills in Our China Offices

Prioritizing employee safety and operational readiness, we arranged for relevant employees to attend the safety responsibility training for production and operation units.

Employee Care

Brii Bio fosters employee well-being and collaboration through a variety of engaging activities. We celebrate important occasions such as the Spring Festival and our 7th Anniversary, and we honor each individual with birthday recognitions. Seasonal events like Halloween activities bring creativity and fun to the workplace, while regular team lunches strengthen relationships and improve cross-departmental cooperation. These initiatives reflect our dedication to holistic employee care as a core part of our corporate culture and ESG commitment.


Spring Festival Celebration


Birthday Celebration


Brii Bio 7th Anniversary Celebration

Halloween Activities


Team Building Exercise


Team Lunch Gathering

Brii Bio supports employee mental well-being through targeted initiatives, including an Employee Assistance Program ("EAP") for our employees in the U.S. Our EAP supports employees and their families (spouses, children and parents) for issues like stress, depression, work conflicts, and relationship problems. Our U.S. employees can reach out to a Licensed Professional Counselor via phone or computer. By providing these resources, we help our team to navigate personal difficulties and maintain emotional health, reinforcing our commitment to a supportive workplace where every employee feels valued.

Case Sharing: **Platinum Bell Seal for Workplace Mental Health**

Brii Bio's sustained commitment to workplace mental health has been recognized with Mental Health America's Platinum Bell Seal for 2025. This third consecutive certification – progressing from Gold in 2023 to Platinum in 2024 and 2025 – demonstrates our ongoing investment in employee support systems. This achievement reflects our fundamental belief that team well-being directly fuels our ability to develop breakthrough solutions for global health challenges.

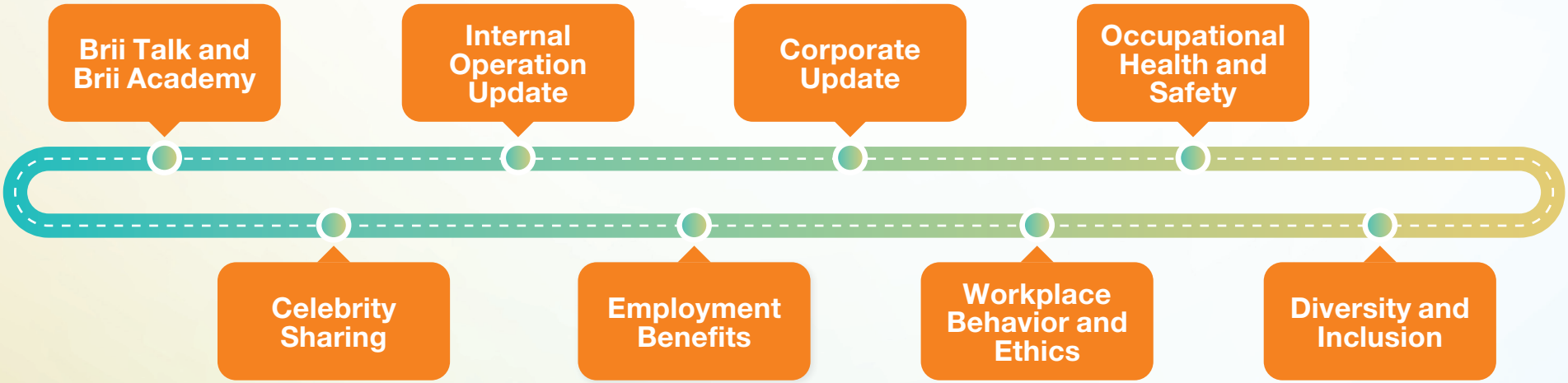
STRATEGIC TALENT DEVELOPMENT AND TRAINING

Brii Bio cultivates an equitable workplace through established frameworks, including our *Employee Handbook, and Employee Promotion Policy*. These documents offer comprehensive guidelines for performance evaluations, goal-setting, and performance-based remuneration and promotion. During annual evaluations, each employee is required to develop individual Objectives and Key Results ("OKRs") with the assistance of line managers, against which their performance is monitored and evaluated. We foster a culture of continuous performance feedback, as outlined in our Employee Handbook. Through interactive dialogues between employees and supervisors, we ensure all performance evaluations are conducted fairly and reflect each individual's contributions accurately.

Personalized Training System

Brii Bio strengthens its team and competitive position by investing in comprehensive employee development. Our Individual Development Plan empowers employees to shape their professional growth through self-assessment, goal-setting, identification of strengths and development areas, and personalized learning paths. Through regular one-on-one meetings with managers, these plans are actively maintained to track progress, identify new opportunities, and ensure alignment with long-term career aspirations, supporting both individual growth and our Company's objectives.

We enhance organizational capability through a hybrid learning model that combines online and offline training methods. Our comprehensive curriculum includes classroom, on-the-job, and function-specific courses like clinical development, information security, and procurement. Compliance and corporate policy training is recorded on the Learning Management System platform, allowing employees to track their training status and submit assignments on time.



With the launch of Brii Talk – More to Learn, we have cultivated a learning-oriented culture at our Company. During the Reporting Period, we followed the training topics that employees were concerned about according to the results of the employee engagement survey. 5 "Brii Talks" sessions were held in 2025, which covered knowledge sharing and employee training. In addition, we reinforced our commitment to employee development and scientific excellence through targeted internal training sessions, which enabled our teams to stay abreast of cutting-edge advancements in targeted therapeutic areas and align with our evolving R&D priorities, fostering a shared vision for innovation. These sessions reflect our dedication to fostering a culture of continuous learning, ensuring our teams remain highly attuned to dynamic industry trends while driving forward our discovery capabilities with clarity and purpose.

Since its establishment in 2018, Brii Academy has served as the foundation of our commitment to global workforce development. As we advance through 2025, we continue to refine our learning initiatives, ensuring they remain precisely tailored to the specific needs of each local market while maintaining our core culture of learning, diversity, and growth.

Our key learning initiatives for 2025 can be outlined as follows:

Learning Needs Survey 01

To establish a data-driven foundation for leadership development, Brii Bio launched the **Leadership Mastery Series in 2025** with a comprehensive **Leadership Competency Survey**, followed by targeted **Focus Group Discussions**. Using the Korn Ferry Lominger Competencies Framework—which groups competencies into four key dimensions: **Thought, Results, People**, and **Self**—we engaged senior leaders to identify the most critical capabilities required for success at Brii Bio.

Result Analysis 02

Informed by survey and focus group insights, **Decision Quality** was identified as the top development area within the "Thought" factor. Its core associated competencies—**Manages Complexity, Strategic Mindset, Business Insight, and Manages Ambiguity**—were likewise highlighted as vital for improvement.

Planning and Application 03

To directly respond to these leader-identified priorities, Brii Bio is strategically designing its leadership development initiatives. The process involves prioritizing development areas based on focus group insights, designing tailored learning programs to address competency gaps, leveraging Brii Academy tools for practical support, and implementing interactive Learning Labs alongside relevant LinkedIn Learning paths to enhance leadership capabilities.

Our learning framework integrates two core components: online self-learning modules on LinkedIn and interactive Brii Learning Labs. These labs serve as dynamic forums for deep material exploration, case study analysis, experience sharing, and practical role-playing exercises. Guided by the principle "Empower, Enhance and Excel", this framework enables our leadership to foster a workplace where continuous learning, diverse perspectives, and professional growth are fundamental to our corporate culture.

Brii Academy offers two distinct learning paths designed for different career groups, with quarterly course assignments that provide valuable resources to support employees in excelling in their current roles and advancing in their professional development.

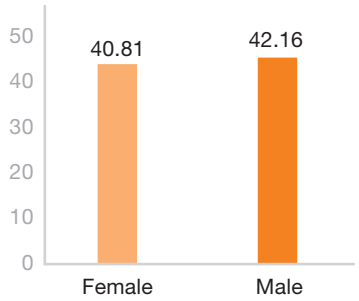
	Effective Leadership Learning Path	Professional Development Learning Path
Target Audience	Directors and above, people managers	Associate Directors & below, individual contributors
Objective	Create a leadership team that not only excels in their scientific and technical expertise but also effectively guides, motivates, and empowers their teams to achieve overall excellence.	Strengthen communication and interpersonal skills, spark innovation, and improve overall performance.
Key Topics	• **Communication** • **Performance Management** • **Business etiquette**	• Business etiquette • Communication • OKR
Follow Up	• Brii Learning Labs • Focus groups • Check-ins • Surveys	

We have launched a learning and development benefit since 2023, providing employees access to a curated Professional Development Learning Path with LinkedIn learning videos to enhance their skills and knowledge. Looking ahead, we aim to refine our training model and expand topics to continuously elevate our employees' competencies.

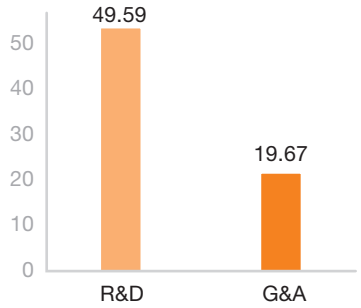
Case Sharing: **Brii Bio's Compliance Essentials Program in our U.S. Office**

Brii Academy launched the "Compliance Essentials Learning Path" for all U.S. employees in late 2025. This mandatory training program, delivered through the new Mineral Learning Management system, covers essential topics including workplace safety, cybersecurity, diversity and inclusion, and harassment prevention. The initiative is designed to reinforce a culture of safety, ethics, and regulatory compliance, with completion status linked to the annual performance evaluation process.

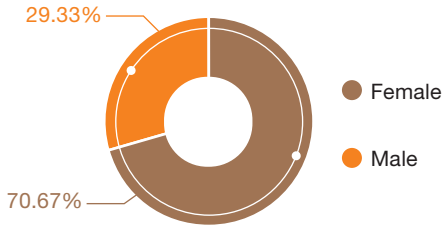
Average Training Hours per Employee by Gender (Hours)



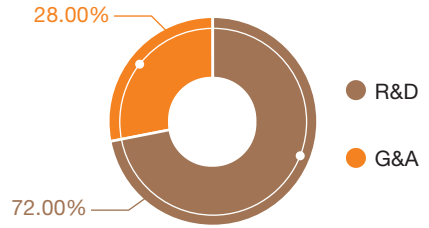
Average Training Hours per Employee by Function (Hours)



Percentage of Employees Trained by Gender



Percentage of Employees Trained by Function



Guided by our core values of patient first, trust, integrity and quality, we are dedicated to responsible business practices. This dedication involves partnering with socially and environmentally responsible suppliers, safeguarding data privacy and security, and upholding robust governance and ethical standards across all our business operations.

Operating with Integrity and Ethics

PRODUCT QUALITY

We have instituted a Quality Policy by implementing a robust quality management system to maintain product quality across its entire lifecycle. This involves enforcing stringent quality control measures throughout production and supply processes, while also strengthening oversight.

During the Reporting Period, the Group was not aware of any violations of any laws and regulations related to the health and safety, advertising, labelling and privacy matters of our products.

Product Quality Governance Structure

We have established a SOP called Quality Management Review ("QMR") to outline the processes and requirements for conducting the QMR. This procedure ensures effective management of process performance and product quality across the entire product lifecycle.

QMR meetings are conducted at least quarterly to evaluate the progress of the continuous quality plan and review key metrics, including vendor audits, training, inspection outcomes, and corrective/preventive actions. Attendees include the Quality Head and key executives.

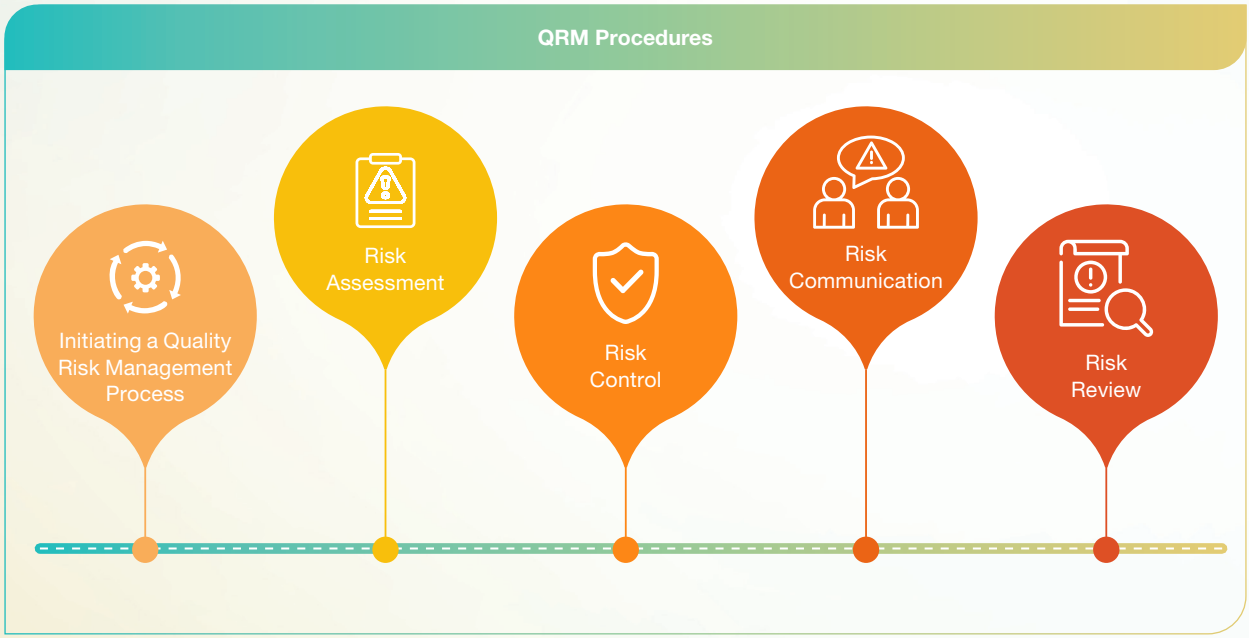
Product Quality Management

Brii Bio recognizes the critical need for high-quality products and reliable suppliers. To support this, we have established a Quality Assurance ("QA") Audit SOP that outlines the processes for planning, conducting, reporting, and closing Good Practice ("GxP") audits, including Good Clinical Practice ("GCP"), Good Laboratory Practice ("GLP"), and Good Manufacturing Practice ("GMP").

Dr. Ellee de Groot, Ph.D.
Chief Technology Officer

"Effective supply chain management and product quality governance are paramount in ensuring timely production, meeting demand, and maintaining high standards of safety and ethics. By implementing robust supplier codes of conduct, comprehensive selection processes, and ongoing evaluation, we optimize the impact of our core assets and uphold our commitment to quality and integrity."

We have implemented a Quality Risk Management ("QRM") SOP to tackle potential risks that may occur during the development process. To ensure thorough risk assessment and the application of suitable mitigation measures, we developed the QRM SOP. This procedure forms the basis of our quality risk management system, aiding in the identification and prioritization of areas needing ongoing improvement.



In our thorough periodic review of the pharmaceutical quality system, we assess various elements, such as internal and partner audits, regulatory inspection findings, vendor management and audit activities, non-conforming materials, complaints, recalls, and internal change controls for validated and regulated systems. We have established the Drug Product Release Management to standardize the process for the release of DS, DP, and packaged/labeled investigational medicinal product for use in human clinical trials. Release is only permitted after verification that all in-process and release testing acceptance criteria have been met, and all associated documentation has been received and reviewed.

Handling Patient Safety Events

Our vendor contracts incorporate details on acquiring safety databases. Each Safety Management Plan for each study outsourced to vendors includes comprehensive descriptions of how safety data are collected, processed, and reported to regulators, researchers, and institutions. We conduct 100% quality control on cases managed by vendors, and the Group's Quality Assurance department regularly audits these vendors.

Employee Quality Training

The Group has established a Training SOP that details the procedures for our training program, covering employees, contractors, and consultants involved in GxP and other regulated activities at Brii Bio.

We have developed targeted quality training programs customized to the specific requirements of each department and role, ensuring projects are carried out as planned. New employees complete an onboarding training matrix, while existing employees engage in a continuous training matrix that addresses the skills, knowledge, and competencies essential for their daily responsibilities. Staff involved in GxP or other regulated activities must complete training on key SOPs, including Standard Operating Procedure Management, Training, Regulatory Inspections, and GxP Training as designated by the QA department. This training must be completed before new, revised, or re-issued SOPs take effect.

Safety Governance

We uphold our "Patient First" culture. The Group has implemented a Safety Governance SOP that details the procedures for monitoring the safety of clinical study participants. This includes specifying regulatory requirements from various countries, defining the content needed for collecting safety information from researchers, and establishing the methods and channels for reporting. We have also formed a Safety Management team to oversee, review, and assess the safety profile of investigational products throughout their lifecycle.

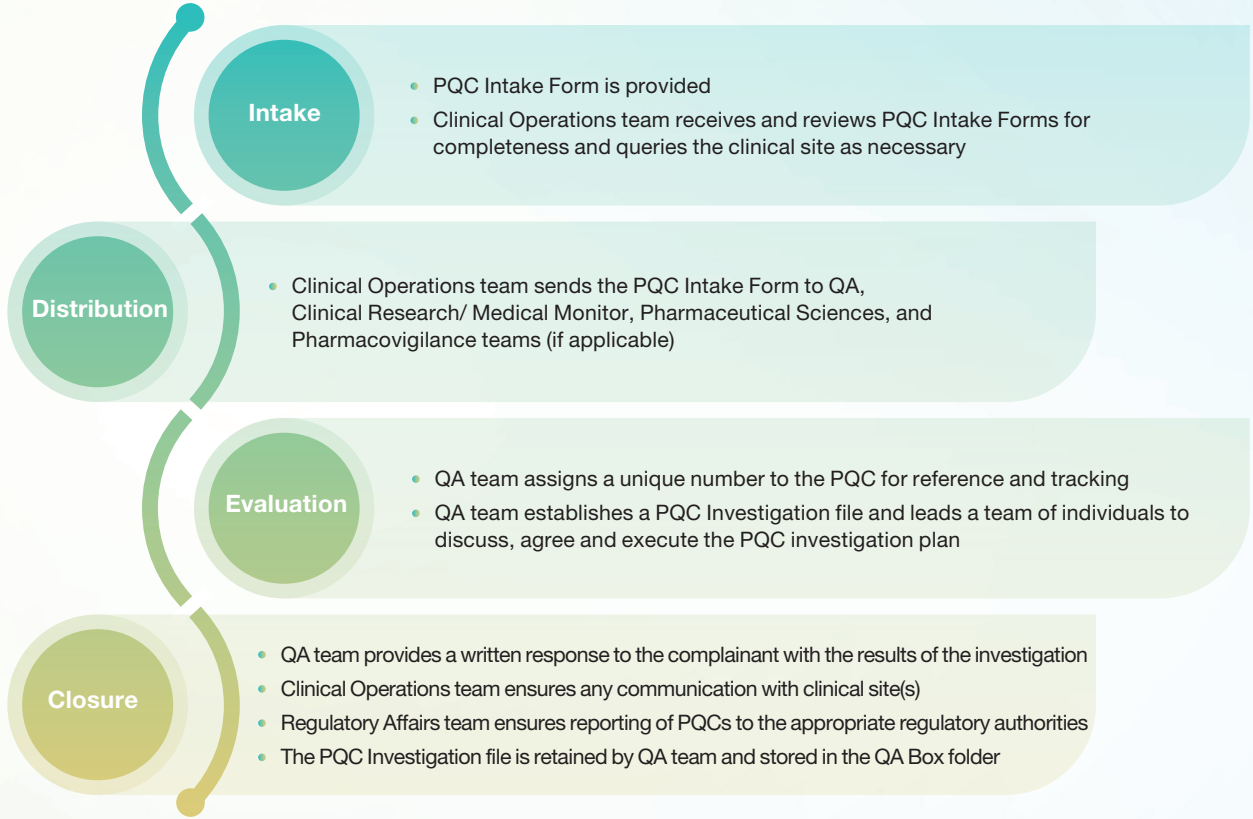
We have implemented a Medical Monitoring SOP to safeguard the safety and well-being of clinical trial participants and ensure consistent medical monitoring activities. All medical monitoring tasks will be performed by a qualified Medical Monitor team with the appropriate medical expertise.

To comply with regulatory requirements and enhance the efficiency of our quality management system, we have established an Internal Audit Process to monitor regulatory compliance and recommend necessary corrective and preventive actions. Prior to conducting the internal audit, an initial audit plan must be drafted, outlining the purpose, scope, and methods. Once the internal audit plan is approved, a kick-off meeting will be held to provide an overview of the internal audit process, its purpose and scope, and the benefits of participating in and supporting the audit. Actions required following the approval of an Internal Audit Report will be managed through a Corrective and Preventive Action ("CAPA") process in accordance with Brii Bio's CAPA SOP.

Product Complaints and Recalls

The Group has implemented a Product Quality Complaints and Recall of Investigational Medicinal Products SOP. This procedure details the steps for receiving, distributing, evaluating, and resolving Product Quality Complaints ("PQCs") related to clinical trials and drugs. If a supplier of a comparator or other therapeutic drugs specified in the clinical trial protocol initiates a drug recall due to product quality or safety issues, we will ensure that all distributed drugs are recalled promptly upon receiving the recall information.

During the Reporting Period, no products were sold or shipped that had to be recalled for safety and health reasons, nor were there any customer complaints about products and services.



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

We foster partnerships with suppliers who share our ethical standards and values, emphasizing sustainability and social and environmental responsibility. In our supplier engagements, we uphold principles of transparency and fairness, ensuring a thorough approach across the supplier lifecycle, from qualification assessment to auditing and evaluation.

We adhere to our Purchase Process as a framework for managing business activities with non-GxP suppliers. Following the bidding process, the Procurement department or authorized personnel will add the vendor to the Non-GxP Vendor List. This list is regularly updated and reviewed semi-annually, with tracking maintained in the electronic document management system.

Our Vendor Selection and Vendor Qualification processes are designed to meticulously select, maintain, and retain GxP suppliers, while also addressing potential social and environmental risks associated with these suppliers, in order to ensure compliance with GxP regulations. We have established a Work Instruction on Contract Initiation, Negotiation, Approval, and Execution to ensure the accuracy of contract content and, when necessary, secure technical support from relevant departments, ensuring contracts are properly managed.

We have established a Supplier Code of Conduct that sets out the expectations and standards for continued collaboration with our suppliers. This code covers key areas such as business ethics, anti-corruption measures, labor rights, health and safety, quality, and environmental responsibility, serving as a guide for the daily management of our suppliers.

The Group prioritizes a sustainable supply chain and encourages effective social and environmental risk management practices. We proactively share our Supplier Code of Conduct with key suppliers to ensure high product quality, safety, and sustainability. We are dedicated to ensuring that our suppliers consistently deliver top-quality products, with a focus on the health and safety of consumers and patients.

We promote green procurement practices. For instance, purchased paper products are labeled with recycled material identification and the toner cartridges we use are made from over 25% recyclable materials.

Brii Bio's Supplier Code of Conduct

Striving to ensure that our supply chain management contributes to enhance sustainability practices

Environmental, Health and Safety Management

- Strict adherence to environmental, health, and safety laws and regulations in each country and operating region.
- A healthy, secure, environmentally friendly, and pleasant workplace.

Business Ethics and Compliance

- Governance that is transparent and honest, with zero tolerance for corruption and bribery.
- Compliance with all applicable antitrust and fair competition laws and regulations.
- Compliance with data privacy regulations in every applicable country and region.

Employee Rights

- Promotion and protection of human rights, including the abolition of all forms of slavery, forced labor, and child labor.
- Respecting the right of employees to join independent trade unions, engage in collective bargaining and exercise freedom of association.
- Providing a workplace that is free of harassment and discrimination.

Product Safety and Quality

- Establishment of a robust system for monitoring and controlling product quality to ensure the compliance with all applicable laws, regulations and standards at any site where the supplier operates.
- Implementation of a safety programme for the operation and maintenance of all business activities, with products manufactured and services provided in accordance with applicable safety standards.

Key points from our *Supplier Code of Conduct*

Comprehensive Supplier Selection Process

The Supplier Evaluation team employs a thorough procedure to assess potential suppliers based on criteria including quality, industry experience, labor management practices, and environmental and social credentials. We conduct a rigorous review to ensure suppliers meet our standards before being added to our supplier list.

We conduct a comprehensive supplier qualification assessment as the final step in our Supplier Selection Process to confirm that suppliers meet our stringent criteria. Suppliers are classified into three categories based on the type of services they provide.

Tier 1 suppliers

Goods or services are regulated by a regulatory health authority body and have a direct impact on a study, subject safety, or data integrity

Tier 2 suppliers

Goods or services are regulated by a regulatory health authority body but do not have a direct impact on a study, subject safety, or data integrity

Tier 3 suppliers

Goods or services are not regulated by a regulatory health authority body

Brii Bio's Supplier Selection Process

Supplier Assessment and Evaluation

The QA team routinely conducts requalification assessments of our approved suppliers throughout our partnership. The frequency of these assessments is based on the supplier's tier level and its historical performance.

Categories	Assessment Method	Assessment Requirements
Tier 1 suppliers	On-site or remote auditing	• Routinely audited at least every two years from the date of the previous audit • Suppliers who exhibit non-compliance that requires issue escalation may be audited more frequently
Tier 2 suppliers	Evaluated by a questionnaire customized to the activities to be outsourced	• Routinely audited at least every three years • Suppliers who exhibit non-compliance that requires issue escalation are then evaluated based on Tier 1 supplier requalification requirements
Tier 3 suppliers	Not subject to QA audit	Not subject to routine audit

The QA and Procurement teams independently assess suppliers' quality and performance, rating them on a scale of 1 to 5. Suppliers scoring below 3 undergo re-evaluation or face potential termination.

All suppliers, whether from China or other regions, are managed in strict compliance with our supply chain management policies and practices. During the Reporting Period, the Group engaged a total of 241 suppliers, including 141 from China and 100 from regions outside China.

BUSINESS ETHICS

Integrity is a core value, and our primary objective is to create a positive impact for patients and society. We strictly adhere to relevant laws and regulations, including the U.S. Foreign Corrupt Practices Act of 1977, as amended, the U.K. Bribery Act 2010, the People's Republic of China Anti-Unfair Competition Law, and the Criminal Laws of China. We uphold a firm "zero-tolerance" policy against corruption and actively enforce measures to ensure employees comply with integrity and regulatory standards across all operations, cultivating a culture grounded in honesty and integrity.

During the Reporting Period, the Group or its employees was not involved in any litigations of corruption or bribery. We will continue our work to ensure patient safety and benefits always come ahead of profit and we will not leave patients behind.

Upholding High level of Business Ethics

We have established an Anti-Bribery and Anti-Corruption Policy that strictly prohibits all forms of corruption and bribery in our business operations. Violations by any Company's associate or agent may lead to severe penalties for both the Company and the individuals involved. A code of conduct is incorporated into our Employee Handbook. Additionally, we have developed a Code for Securities Transactions by Directors and Employees to ensure compliance with the Company's guidelines on securities transactions. We have also implemented a Medical Interaction and Promotion Policy to provide a compliance framework for interactions with healthcare professionals and medical institutions, and the promotion of pharmaceutical products. Furthermore, a Supplier Code of Conduct has been established to regulate the ethical conduct of our suppliers in their business practices.

Anti-corruption Training

We are dedicated to cultivating a culture of compliance by ensuring employees are well-versed in relevant requirements through extensive training and education. We actively conduct business ethics education and training programs for all employees, including the Directors and senior management. We have also conducted training for new employees, covering general legal and compliance requirements of our Company, as well as anti-bribery-related policies in 2025. We have also provided compliance training for staff and explained the updated Anti-Corruption Policy. In addition, the Group has also arranged for employees to read the updated Whistleblowing Policy and complete the relevant assessment.

During the Reporting Period:

10 hours

Aggregate compliance training hours undertaken by Directors in Company-organized sessions

11 hours

Aggregate compliance training hours undertaken by employees in Company-organized sessions

Whistleblowing Channels

We have established a Whistleblowing Policy to foster a culture of transparency and good faith while effectively overseeing compliance and the application of business ethics. This policy details the procedures for investigating and resolving whistleblowing reports, strengthening anti-corruption efforts and preventing misconduct, fraud, or corruption that could jeopardize the Company's interests. We also streamlined the reporting and investigation procedures in 2025, explicitly referencing relevant laws and regulations such as the Criminal Law of the People's Republic of China, the Law of the People's Republic of China Against Unfair Competition, and the U.S. Foreign Corrupt Practices Act.

We encourage all employees to report complaints or concerns regarding misconduct, with the option to disclose their identity or remain anonymous. Multiple reporting channels are available, including telephone, website, and other designated methods. Whistleblowers may also directly send the reported content and information to the compliance officer via email. Upon receiving a whistleblowing report, the Legal, Compliance, and Human Resources departments will thoroughly assess the issue raised by the whistleblower and initiate the appropriate process to address and resolve the complaint in line with established procedures and policies.

Protection of the Whistleblowers

We have implemented a Whistleblowing Policy to ensure the protection of the legal rights and interests of individuals and organizations who report violations of laws and regulations to the designated reporting authority, in accordance with legal requirements.

The identities of the whistleblower and the individual concerned are generally kept confidential, although certain investigations may require disclosing the reporter's identity due to the nature of the case. Any form of retaliation or violation of the legitimate rights and interests of the whistleblower or witnesses is strictly prohibited. If a person involved in the complaint has a conflict of interest, he/she will be excluded from the entire process to ensure impartiality and fairness, fostering an environment that values ethical conduct.

RESPONSIBLE MARKETING

We have implemented a Medical Interaction and Promotion Policy to establish a compliance framework for interactions with healthcare professionals and medical institutions, as well as for the promotion of pharmaceutical products. This policy ensures these activities are carried out transparently, with full accountability, and in accordance with applicable laws, Company's policies, industry guidelines, and best practices. We provide accurate product information and support healthcare professionals in promoting responsible drug use.

During the Reporting Period, the Group was not aware of any non-compliance with any laws and regulations relating to the marketing of our products.

DATA PRIVACY AND SECURITY

Brii Bio strictly adheres to relevant laws and regulations, including the Network Security Law of the People's Republic of China, Personal Information of Telecommunications and Internet Users Protection Regulations, Computer Software Protection Regulations, and Computer Software Copyright Registration Measure. We have established an Information Security Policy along with a set of SOPs to manage user access to specific data and information, ensuring data and intranet security. Information is classified into various confidentiality levels with corresponding access rights. Additionally, we have implemented proactive measures, such as deploying professional-grade firewalls and utilizing robust antivirus programs.

Safeguarding Information Security

Strict regulations govern the collection, use, and disclosure of data related to patients and trial subjects to safeguard confidential commercial information. At Brii Bio, we enforce a zero-tolerance policy for any violations of our confidentiality policies.

We have implemented an IT – Personnel Onboarding/Offboarding Procedure to provide clear guidelines for managing internal information controls and access for departing personnel, ensuring robust information security. Additionally, we have established an IT Disaster Recovery procedure to standardize data recovery processes in the event of a disaster.

Prior to participating in a trial, each subject must sign an informed consent form to ensure he understands the trial's purpose, details, and associated risks. All employees are required to sign a confidentiality agreement upon joining the Group to protect patient privacy. For operations in China, we have established an Investigational Drug File Management procedure to define the management of Investigational Drug files, clarifying document ownership. An Investigational Drug file must be created before each batch of investigational drug is released for studies in China, with relevant departments confirming the details of each item prior to release. These files must be retained for at least two years after the product is withdrawn from the market.

Our U.S. office has implemented a dedicated Brii Bio WiFi network, separate from the WeWork WiFi network, to strengthen security measures.

Comprehensive Training

We prioritize enhancing employee awareness of information security. We regularly conduct information security training courses to strengthen employees' knowledge and skills in safeguarding information security and privacy.

During the Reporting Period, the Group was not aware of any non-compliance with any laws and regulations on data privacy and security.

Our Company is dedicated to advancing corporate sustainability by optimizing resource management and climate initiatives to reduce our environmental footprint. We seek to positively impact the planet, fostering long-term prosperity for the communities we support while integrating eco-friendly practices into our business operations.

Promoting Environmental Sustainability

SUSTAINABLE OPERATIONS

Our core business focuses on research and development within the biotechnology industry. As the Group outsources drug production to third-party Contract Development and Manufacturing Organizations, our daily office operations do not involve manufacturing processes, resulting in minimal environmental and natural resource impact.

We recognize the importance of environmental protection and have implemented measures to minimize our environmental impact in our Beijing and Shanghai offices. We actively monitor waste production, wastewater discharge, energy and water consumption, and greenhouse gas ("GHG") emissions. Our Office Rules promote proper waste disposal, energy and water conservation, and sustainable office practices. To achieve our environmental goals, we designate dedicated staff as environmental stewards to ensure these objectives are met.

We have set four environmental targets aimed at improving our emission levels, energy efficiency, water efficiency, and waste reduction. These targets have been reviewed and approved by the Board, and we have put in place effective measures to achieve them. As we move toward a sustainable future, we recognize the critical importance of green operations in meeting our responsibilities to the environment and the community.

In 2025, we fully complied with all environmental laws and regulations applicable to our operating locations. During the Reporting Period, the Group recorded no violations of relevant environmental protection laws and regulations that materially impact our business operations, including those related to air and greenhouse gas emissions, discharges into water and land (where applicable), and the generation of hazardous and non-hazardous waste (where applicable).

Brii Biosciences Limited

Emission Target

We aim to establish a carbon emission management system and strive to reduce carbon emissions year by year.

- Improve environmental management and related data tracking and collecting procedures.
- Enhance employee training and raise awareness of our carbon reduction goals.

Waste Reduction Target

We strive to further enhance our waste management, and increase the percentage of waste properly classified, recycled and disposed of.

- Enhance advocacy and awareness on waste classification and disposal process.
- Provide waste management training to employees and contract workers.

Energy Efficiency Target

We aim to continuously monitor our office energy consumption and improve office energy efficiency year by year.

- Strengthen the promotion of energy saving practices and raise awareness of our energy efficiency target.
- Designate on-site engineer to monitor and check on air conditioning system and lighting daily to avoid unnecessary energy waste.

Water Efficiency Target

We strive to keep monitoring our office water consumption and gradually increase water efficiency.

- Put up signs around the office to increase awareness of water usage at the office.
- Take meter readings regularly and check for hidden leaks.

Energy Saving

We prioritize efficient and sustainable energy use to minimize our environmental footprint and promote responsible production. The main source of our energy consumption is the electricity purchased for our office operations.

During the Reporting Period:

- Electricity consumption from offices in Beijing and Shanghai: **91,784.90 kWh** in total
- Average electricity consumption per person: **1,582.50kWh/person**[4]
- Total electricity consumption decreased by **10.57%** compared to 2024

We have implemented various measures to improve energy efficiency. We promote the use of LED lighting and energy-saving labeled appliances, maximize the use of natural daylight, and arrange for engineers to conduct on-site inspections to optimize lighting and air-conditioning for maximum energy efficiency. Our offices are divided into multiple lighting zones, each equipped with independently controllable lighting switches. We require employees to be responsible for turning off the lighting fixtures in their respective office areas when they are the last to leave. The restrooms in our Beijing office are equipped with motion-sensor lighting, which automatically turns off when not in use to conserve energy.

We equip doors and windows with seals to prevent the escape of temperature-controlled air. We regularly clean the air conditioners. We require the office temperature to be maintained at a consistent level, such as keeping the air conditioning at 26°C in the Beijing office. Both the Beijing and Shanghai offices utilize water-cooled air conditioning systems, which are more energy-efficient compared to traditional air-cooled systems. Printers are either set on timers or fully powered off during non-operational hours. Printers automatically enter "energy-saving" mode after being inactive for a certain period of time. Our onboarding training highlights the importance of energy conservation and emission reduction, with energy-saving signs placed in relevant office areas. Our Beijing and Shanghai offices allow employees to forgo wearing ties and full suits in hot weather to reduce air conditioning usage and also permit employees to wear casual attire every Friday to further decrease the need for air conditioning.

[4] The intensity of values only involved the number of employees in China offices.

Carbon Reduction

We are dedicated to minimizing our carbon footprint and raising employee awareness of climate-related issues through a range of measures aimed at reducing carbon emissions across all operations. We promote online meetings to limit unnecessary business travel and encourage staff to use public transportation or shuttle buses to decrease greenhouse gas emissions.

During the Reporting Period, our GHG emissions were **48.7 tons** of carbon dioxide equivalent, which is mainly attributed to Scope 2 emissions resulting from electricity purchased.

Case Sharing: **Organize team-building activities with the theme "Virtual Great Wall 13 – Checkpoint Trek Challenge"**

To promote a low-carbon lifestyle and raise the environmental awareness, we have organized the "Virtual Great Wall 13 – Checkpoint Trek Challenge". This initiative brings together colleagues from different offices across the Company, dividing participants into 11 teams for a collective "online trekking journey". The challenge is considered successful if all team members complete the 13 checkpoints of the Great Wall within 13 days — equivalent to a cumulative total of 80,000 steps per person.

Water Management

In our daily operations, office water consumption is the primary source of both water usage and wastewater discharge. Our water is sourced from local waterworks, ensuring no issues with water availability.

During the Reporting Period:

- Total water consumption from our Beijing and Shanghai offices: **992.53m³**
- Water consumption intensity: **17.11m³ per person**[4]
- Total water consumption decreased by **12.00%** compared to 2024

We have adopted multiple water-saving initiatives to reduce consumption. We conduct regular meter readings to monitor usage closely and adjust water pressure to minimize waste. Routine meter checks are performed to identify hidden leaks. If water leakage is detected, repairs will be carried out immediately. Our toilets are fitted with infrared sensors and water-saving labels, and we place water-saving reminder stickers in each restroom and pantry to promote staff awareness of water conservation.

During the Reporting Period, the area where the Group is located did not have any problems in obtaining water for use, and there was a stable water supply system.

Waste Management

Our waste primarily consists of office waste produced during daily operations. We do not generate hazardous waste in the course of our business activities.

During the Reporting Period:

- Total non-hazardous waste generated by our Beijing and Shanghai offices: **26.64 tons**
- Average **0.46 tons per person**[4]

We strictly comply with waste classification regulations in Beijing and Shanghai, where our offices are located, by providing designated bins for recyclables, perishable biomass waste, and other waste, accompanied by clear classification instructions for employees. As our business focuses on research and development, packaging materials are not applicable to our operations and are therefore not reported.

To reduce waste generation, we have implemented various measures focused on waste minimization. We utilize a Just In Time procurement model to prevent waste from excess inventory. Our offices provide ceramic mugs and sterilization cabinets to decrease paper cup usage. We offer waste sorting bins for employees in pantry. The Group has placed used battery collection boxes in the pantry, which will be collectively disposed of once full. We encourage double-sided printing and paper conservation, leverage online business management systems and email to minimize unnecessary printing, and reuse certain office supplies. Recycling bins are used to collect paper documents, and electronic hand dryers are installed to reduce paper towel consumption. The Group has placed “Please Save Paper” environmental signage in the printing rooms to enhance employee awareness of environmental protection.

RESPONDING TO CLIMATE CHANGE

In alignment with China's commitment to the United Nations to peak carbon dioxide emissions before 2030 and achieve net-zero emissions by 2060, our Group actively supports national initiatives and promotes low-carbon practices in our daily operations. As a growing company, we recognize the importance of this effort by thoroughly evaluating our environmental impact, minimizing our carbon footprint, and enhancing business resilience against climate change across our operations.

Looking ahead, we will continue to assess the impact of climate change on our business. We have evaluated our exposure to climate risks over both the short and long term and integrated climate actions into our green operations management. Periodically, we will review associated risks and opportunities in a more thorough and detailed manner. The Group places great importance on climate-related issues. In accordance with the climate-related disclosure requirements of the Stock Exchange's "Environmental, Social and Governance Reporting Code", we are committed to enhancing our capabilities in identifying and managing climate risks.

Governance

The Group integrates climate change management into daily work routines, making it one of the Company's key priorities. The Board is responsible for the overall leadership and supervision of ESG matters, including authorizing the Audit and Risk Committee to monitor ESG performance, assess risks, and seize opportunities – including those related to climate. Under the oversight of the Board, the executive team is tasked with driving the implementation of ESG initiatives, including those addressing climate-related issues. In 2025, our Directors have received ESG-related training. The Company will continue to enhance training on climate-related issues in the future.

Strategy

In response to China's decarbonization goals, we actively identify the main sources of greenhouse gas emissions. Currently, we have implemented multiple carbon reduction measures, including optimizing energy usage to lower operational emissions, establishing emergency response plans to enhance operational resilience, incorporating emissions reduction as an integral part of overall environmental management, and systematically tracking policies and regulations to maintain compliance.

Climate Change Risk		Time Horizons^	Risk Description*	Response Measures
Transition Risk	Reputation	Medium to Long-term	Transforming how the community perceives an organization's impact on the transition to a lower-carbon economy, whether it is seen as a contributor or distraction.	• Stay informed about the latest climate disclosure requirements • Strengthen climate disclosure and enhance communications with stakeholders
	Policy	Medium to Long-term	Implementation of carbon-pricing mechanisms.	• Remain informed about climate-related laws and regulations to ensure timely action • Explore opportunities related to emissions trading
	Legal	Medium to Long-term	• Climate-related regulations and litigation • Enhanced emissions reporting obligations	• Persist in enhancing supplier risk assessment and management processes • Enhance monitoring of international raw material price trends
	Market	Medium to Long-term	Rising costs of raw materials due to fluctuations in supply and demand for specific commodities, products, and services.	• Monitor weather forecasts attentively and promptly notify employees in the event of severe weather conditions • Develop extreme weather emergency response plans
Physical Risk	Acute Physical Risk	Short-term	Acute and chronic physical risks include increased severity of extreme weather events and long-term shifts in climate patterns.	
	Chronic Physical Risk	Long-term		

Climate-related opportunities	Time Horizons^	Opportunities Description	Response Measures
Resources efficiency improvement	Medium to Long-term	• New advanced technology not only reduces water consumption, but also cuts operating costs	• Reduce the use of energy such as steam, water and electricity in daily operations • Improve operational technologies to reduce water consumption to address water risks
Energy sources	Medium to Long-term	• Implementation of low-emission energy sources reduces energy costs and decreases the Group's operating expenses • Emergence of new technologies enhances the Company's reputation, driving consumer demand for its products and services, consequently increasing the Company's revenue	• Increase the use of low-emission energy/clean energy in operational activities • Improve corporate reputation and attract more investors who prefer low-emission manufacturers through the transition to more efficient energy use • The operation area can be considered for the installation of clean energy sources such as solar and wind power, as alternatives to fossil fuels and the development of new technologies

* None of the aforementioned risks have a material impact on the asset value of the Group, and the risks described reflect anticipated effects. In the future, we will continue to deepen and refine our scenario analysis work by leveraging our accumulated professional expertise, comprehensive capabilities, and resource allocation.

^ Time horizons defined as: Short-term = <5 years; Medium-term = 5-15 years; Long-term = >15 years.

Risk Management

We place high importance on the potential impacts of climate-related risks and opportunities, monitor the effects of climate change on our operations to ensure timely responses, and have established systematic processes for identification, assessment, prioritization, and monitoring. Annually, we review the applicability of key climate-related issues through a combination of industry analysis, internal discussions, and expert consultations. The Group also implements effective management practices to reduce emissions in areas such as energy usage, minimizing GHG emissions caused by energy consumption.

Metrics and Targets

We have consistently disclosed Scope 1 and Scope 2 emissions in our annual ESG reports to analyze usage trends and assess the Company's performance in managing and reducing emissions. Currently, we have initiated preliminary data collection efforts with the relevant departments to identify significant Scope 3 categories for the Group's operations, with the aim of future disclosure.

Greenhouse Gas Emissions[5,6]	Unit	2025
Direct greenhouse gas emissions (Scope 1)	tons of CO_2e	**0**
Indirect greenhouse gas emissions (Scope 2)	tons of CO_2e	**48.70**
Total greenhouse gas emissions (Scope 1 and 2)	tons of CO_2e	**48.70**
Greenhouse gas emissions intensity per employee (Scope 1 and 2)	tons CO_2e/employee	**1.57**

[5] The Greenhouse Gas Protocol is made by reference to the Greenhouse Gas Protocol published by the World Resources Institute and the World Business Council for Sustainable Development, and the ISO 14064 of Greenhouse Gas Emissions Standard by the International Organization for Standardization.

[6] We define the accounting boundary for greenhouse gas emissions using the operational control approach and employ a location-based methodology for the calculations.

Climate-related Targets

We are committed to establishing a carbon emission management system and strive to reduce carbon emissions year by year. For more details on the initiatives we have implemented to achieve our environmental goals, please refer to the "Carbon Reduction" of the "Promoting Environmental Sustainability".

In accordance with the requirements of Part D of Appendix C2 to the Listing Rules, the Group makes climate-related disclosures based on the "Comply or Explain" principle. As certain initiatives are currently in the capacity-building phase and the data foundation is still being enhanced, we have prioritized the establishment of governance structures and data foundation in 2025, providing qualitative disclosures in line with the "Reasonable Information Relief" principle. We have formulated a clear roadmap for improvement and will continuously refine our data foundation and measurement methodologies. The overall disclosure level will be progressively elevated as data coverage and methodologies mature, ensuring that information is traceable, comparable, and subject to continuous improvement.

APPENDIX I: SUSTAINABILITY DATA SUMMARY[7]

The following is the summary of the sustainable development information of the Reporting Period in the environmental aspect:

Environmental Aspect[8]	Unit	2025
Greenhouse Gas Emissions		
Direct greenhouse gas emissions (Scope 1)	tons of CO_2e	**0.00**
Indirect greenhouse gas emissions (Scope 2)	tons of CO_2e	**48.70**
Total greenhouse gas emissions (Scope 1 and 2)	tons of CO_2e	**48.70**
Greenhouse gas emissions intensity per employee (Scope 1 and 2)	tons CO_2e/employee	**1.57**
Waste		
Total non-hazardous waste generated	tons	**26.64**
Non-hazardous waste intensity (per employee)	tons/employee	**0.46**
Paper consumption		
Paper consumption	kg	**481.25**
Paper consumption intensity (per employee)	kg/employee	**8.30**
Energy consumption		
Total electricity consumption	MWh	**91.78**
Total electricity consumption intensity (per employee)	MWh/employee	**1.58**
Water Consumption		
Total water consumption	Cubic meter	**992.53**
Total water consumption intensity (per employee)	Cubic meter/employee	**17.11**

[7] The statistical methods used for the sustainability data disclosed in the Report are consistent with those used last year.

[8] The environmental data of our U.S. office would be provided and calculated in the future.

The following is the summary of the sustainable development information of the Reporting Period in the social aspect:

Social Aspect	Unit	2025
Number of Employees		
Total number of employees	person	**75**
Total Number of Employees (by Gender)		
Female	person	**53**
Male	person	**22**
Total Number of Employees (by Employee Category)		
Middle management	person	**27**
Corporate executive level	person	**8**
Other ranking	person	**40**
Total Number of Employees (by Age Group)		
Aged below 30	person	**11**
Aged 30-40	person	**26**
Aged 41-50	person	**20**
Aged over 50	person	**18**
Total Number of Employees (by Geographical Region)[9]		
China	person	**58**
USA	person	**17**
Employee Turnover Rate[3]		
Employee turnover rate	%	**29.91**

[9] Regions are mainly classified based on factors such as different types of businesses of the Group and the volume of business in cities.

Social Aspect	Unit	2025
Employee Turnover Rate (by Gender)[3]		
Female	%	**27.40**
Male	%	**35.29**
Employee Turnover Rate (by Age Group)[3]		
Aged below 30	%	**15.38**
Aged 30-40	%	**16.13**
Aged 41-50	%	**48.72**
Aged over 50	%	**25.00**
Employee Turnover Rate (by Geographical Region)[3]		
China	%	**28.40**
USA	%	**34.62**
Occupational Health and Safety		
Work-related fatalities in the last 3 years (including the Reporting Period)	person	**0**
Rate of work-related fatalities	%	**0**
Lost days due to work-related injuries	day	**0**
Development and Training		
Percentage of Employees Trained by Gender[10]		
Female	%	**70.67**
Male	%	**29.33**

[10] The percentage of employees trained for the Year is calculated as the number of employees trained by each category ÷ the total number of employees trained x 100%.

Social Aspect	Unit	2025
Percentage of Employees Trained by Employee Category[10]		
Middle management	%	**36.00**
Corporate executive level	%	**10.67**
Other ranking	%	**53.33**
Percentage of Employees Trained by Employee Function[10]		
R&D	%	**72.00**
General & Administrative ("G&A")	%	**28.00**
Average Training Hours of Employees by Gender[11]		
Female	hour	**40.81**
Male	hour	**42.16**
Average Training Hours of Employees by Employee Category[11]		
Middle management	hour	**34.84**
Corporate executive level	hour	**23.68**
Other ranking	hour	**49.02**
Average Training Hours of Employees by Employee Function[11]		
R&D	hour	**49.59**
G&A	hour	**19.67**

[11]. The average training hours of employees for the Year is calculated as the total number of training hours of employees by each category ÷ the number of employees by each category.

APPENDIX II: ABOUT THE REPORT

Overview

This 2025 ESG Report outlines Brii Bio's ongoing commitment to sustainability and responsible business practices. It details our progress in integrating ESG principles across operations while advancing our core mission to develop innovative treatments for diseases with high unmet medical need. The Report aims to provide stakeholders with a transparent overview of our sustainability objectives, key advancements, and future direction.

Basis of Reporting

The Report has been prepared in accordance with the requirements set out in Appendix C2 "Environmental, Social and Governance Reporting Code" to the Listing Rules issued by the Stock Exchange. The Report complies with the mandatory disclosure requirements and "comply or explain" requirement in the ESG Reporting Code. The content follows the four reporting principles of "Materiality", "Quantitative", "Balance" and "Consistency". To learn more about how the Group applies these four principles, please refer to the section titled "Appendix IV: HKEX Code, SASB Standards and Biopharma Guidance 4.0".

Reporting Scope

The scope of the Report covers the core business of the Group from January 1, 2025, to December 31, 2025. The data scope of environmental key performance indicators ("KPIs") covers the offices in China[12]. We plan to enhance our sustainability monitoring by broadening its scope and deepening our analytical approach, enabling continuous assessment and systematic improvement of our ESG performance.

Source of Data and Reliability Assurance

The data and cases in the Report are mainly from the statistic reports and official documents of Brii Bio. We undertake that the Report contains no false or misleading statements and are responsible for the accuracy, completeness, and authenticity of the statements and their contents.

Report Approval

The Board and management have approved and confirmed the Report on March 19, 2026 and the Board assumes full responsibility for the contents disclosed in the Report.

Report Access

The Report is available in both English and Traditional Chinese. If there is any inconsistency between the two versions, the English version shall prevail. To view online or download, please visit the "About Us" section of the Company's website (http://www.briibio.com) or the Stock Exchange's website (https://www.hkexnews.hk/).

Feedback

We value stakeholder feedback as essential to enhancing both our reporting and our ESG performance. We welcome your input and encourage you to share your perspectives with us using the contact information below.

Contact: Brii Bio Investor Relations Department
Website: http://www.briibio.com/
Email: ir@briibio.com
Address: Room 1201, Building 2, Jinchuang Plaza, No.702 Zhongke Road, Pudong, Shanghai, 200120, P.R. China

[12] For office in the U.S., the data will be considered to be included in the future. As our U.S. office is a coworking office in WeWork, by sharing the public facilities with other companies, the data collection method is going to be enhanced in the future.

APPENDIX III: COMMUNICATION BETWEEN BRII BIO AND STAKEHOLDERS

Major stakeholders	Communication channels
Board	• Board and executive team meetings • Information disclosure
Employees	• Internal and external training • Work performance assessment • Employee activities and team building • Publications (e.g. Employee Newsletter)
Patients	• Patient surveys • Educational program
Investors and Shareholders	• General meetings of shareholders/investors • Information disclosure • Regular teleconferences • Mailbox • Roadshows
Industry Associations	• Routine meetings of industry experts and doctors • Industry exchanges and seminars • Project cooperation

Major stakeholders	Communication channels
Business Partners	• Open tendering and bidding process • Industry seminars/meetings • General visits/meetings • Business conferences
Government and Regulatory Agencies	• Regular supervision checks • Official document release • Policy implementation • Information disclosure • Lectures and Symposiums
Suppliers	• Supplier evaluation • Field on-site inspections • Daily communication
Media	• Information disclosure • Product release • Meetings
Community & Public	• Media communication and interviews • Contributing to epidemic control • Participating in community construction

APPENDIX IV: HKEX CODE, SASB STANDARDS AND BIOPHARMA GUIDANCE 4.0

Table A: Index Table of HKEX ESG Reporting Code

A. Environmental			Related Section(s)
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 emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	5. Promoting Environmental Sustainability
	A1.1	The types of emissions and respective emissions data.	We do not have air pollutant emissions from stationary combustion or mobile sources.
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	We do not generate hazardous waste during our business operations and the related data is therefore not disclosed.
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	5.1 Sustainable Operations Appendix I: Sustainability Data Summary
	A1.5	Description of emission target(s) set and steps taken to achieve them.	5.1 Sustainable Operations
	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.	5.1 Sustainable Operations

A. Environmental			Related Section(s)
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	5. Promoting Environmental Sustainability
	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).	5.1 Sustainable Operations Appendix I: Sustainability Data Summary
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	5.1 Sustainable Operations Appendix I: Sustainability Data Summary
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	5.1 Sustainable Operations
	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.	5.1 Sustainable Operations
	A2.5	Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced.	The Group outsources the packaging services of finished products to the contract development and manufacturing organization. Since the scope of environment data only covers the Group and this KPI is therefore not disclosed.
A3: The Environment and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	5. Promoting Environmental Sustainability
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	5. Promoting Environmental Sustainability

B. Social			Related Section(s)
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.	3. Investing in Our Talent: Development, Well-being, and Inclusion
	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	3. Investing in Our Talent: Development, Well-being, and Inclusion Appendix I: Sustainability Data Summary
	B1.2	Employee turnover rate by gender, age group and geographical region.	3. Investing in Our Talent: Development, Well-being, and Inclusion Appendix I: Sustainability Data Summary
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.	3.4 Workplace Health and Safety
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	3.4 Workplace Health and Safety Appendix I: Sustainability Data Summary
	B2.2	Lost days due to work injury.	3.4 Workplace Health and Safety Appendix I: Sustainability Data Summary
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	3.4 Workplace Health and Safety

B. Social			Related Section(s)
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	3.5 Strategic Talent Development and Training
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	3.5 Strategic Talent Development and Training Appendix I: Sustainability Data Summary
	B3.2	The average training hours completed per employee by gender and employee category.	3.5 Strategic Talent Development and Training Appendix I: Sustainability Data Summary
B4: Labor Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	3. Investing in Our Talent: Development, Well-being, and Inclusion 3.3 Diversity, Equity, and Inclusion in the Workplace
	B4.1	Description of measures to review employment practices to avoid child and forced labor.	3.3 Diversity, Equity, and Inclusion in the Workplace
	B4.2	Description of steps taken to eliminate such practices when discovered.	3.3 Diversity, Equity, and Inclusion in the Workplace

B. Social			Related Section(s)
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	4.2 Responsible Supply Chain Management
	B5.1	Number of suppliers by geographical region.	4.2 Responsible Supply Chain Management
	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.	4.2 Responsible Supply Chain Management
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	4.2 Responsible Supply Chain Management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	4.2 Responsible Supply Chain Management

B. Social			Related Section(s)
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.	2.2 Patient-Centric Initiatives 2.4 Ethical Research 4.1 Product Quality 4.4 Responsible Marketing 4.5 Data Privacy and Security
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	4.1 Product Quality
	B6.2	Number of products and service related complaints received and how they are dealt with.	4.1 Product Quality
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	2. Commitment in Action: Innovation for Better Patient Outcomes
	B6.4	Description of quality assurance process and recall procedures.	4.1 Product Quality
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	4.5 Data Privacy and Security

B. Social			Related Section(s)
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.	4.3 Business Ethics
	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.	4.3 Business Ethics
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	4.3 Business Ethics
	B7.3	Description of anti-corruption training provided to directors and staff.	4.3 Business Ethics
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.	2.2 Patient-Centric Initiatives
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	2.2 Patient-Centric Initiatives
	B8.2	Resources contributed (e.g. money or time) to the focus area.	2.2 Patient-Centric Initiatives

Climate-related Disclosures			
(I) Governance	19.	An issuer shall disclose information about: (a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. (b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about: (i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee. (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.	5.2 Responding to Climate Change

Climate-related Disclosures			
(II) Strategy	20.	**Climate-related risks and opportunities** An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term.	5.2 Responding to Climate Change
	21.	**Business model and value chain** An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain.	5.2 Responding to Climate Change Determining the Scope of the Value Chain: We have applied the reasonable information relief, as we were unable to obtain all reasonable and supportable information to determine the scope of our value chain as of December 31, 2025 without undue cost or effort.

Climate-related Disclosures			
	22.	**Strategy and decision-making** An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose: (a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. (b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).	5.2 Responding to Climate Change We do not have a climate-related transition plan at present, but will explore the feasibility of implementation in the future.
	23.	An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).	
	24.	**Financial position, financial performance and cash flows** **Current financial effect** An issuer shall disclose qualitative and quantitative information about: (a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and (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.	5.2 Responding to Climate Change Quantifying Current and Anticipated Financial Effects: We have applied the financial effects relief, as the level of measurement uncertainty involved in estimating these effects is so high that the resulting quantitative information would not be useful.

Climate-related Disclosures			
	25.	**Anticipated financial effect** The issuer shall provide qualitative and quantitative disclosures about: (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. (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.	
	26.	**Climate resilience** An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range.	Use of Climate-Related Scenario Analysis: We have applied the reasonable information relief, as we have yet to finalize our methodology for climate-related scenario analysis and were therefore unable to consider all reasonable and supportable information available as of December 31, 2025 without undue cost or effort.

Climate-related Disclosures			
(III) Risk Management	27.	An issuer shall disclose information about: (a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks. (b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and (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.	5.2 Responding to Climate Change
(IV) Metrics and Targets	28.	**Greenhouse gas emissions** 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; and (c) Scope 3 greenhouse gas emissions.	5.2 Responding to Climate Change

Climate-related Disclosures			
	29.	An issuer shall: (a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions; (b) disclose the approach it uses to measure its greenhouse gas emissions; (c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and (d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	5.2 Responding to Climate Change Measurement Approach, Inputs and Assumptions for Scope 3 Greenhouse Gas Emissions: We have applied the reasonable information relief, as we were unable to obtain all reasonable and supportable information available as of December 31, 2025 without undue cost or effort when selecting the measurement approach, inputs and assumptions used to measure our Scope 3 greenhouse gas emissions.

Climate-related Disclosures			
	30.	**Climate-related transition risks** An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	5.2 Responding to Climate Change Calculation of Metrics (particularly cross-industry metric categories): We have applied the reasonable information relief, as we were unable to obtain all reasonable and supportable information available as of December 31, 2025 without undue cost or effort.
	31.	**Climate-related physical risks** An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	
	32.	**Climate-related opportunities** An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	
	33.	**Capital deployment** An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	

Climate-related Disclosures			
	34.	**Internal carbon prices** **An issuer shall disclose:** (a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and (b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making.	5.2 Responding to Climate Change The Group does not apply a carbon price in its decision-making.
	35.	**Remuneration** 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).	5.2 Responding to Climate Change The Group has not incorporated climate-related considerations into its remuneration policy.
	36.	**Industry-based metrics** 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. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	5.2 Responding to Climate Change

Climate-related Disclosures			
	37.	**Climate-related targets** 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.	5.2 Responding to Climate Change As global environmental practices and data management continue to be optimized, environmental data is trending towards stability. We will continue to monitor data changes and set quantitative targets at the appropriate time.
	38.	An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target.	5.2 Responding to Climate Change The target setting has not been validated by a third party at present. We will consider setting quantitative targets and seeking third party validation in the coming years.
	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.	5.2 Responding to Climate Change
	40.	For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39.	Our targets have not been derived using a sectoral decarbonisation approach for the time being. We will further study the applicability of carbon credits. More information will be disclosed in future reports.
	41.	**Applicability of cross-industry metrics and industry-based metrics** 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 (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).	We do not disclose any cross-industry metrics and industry-based metrics at present, but will explore the feasibility in the future.

Table B: Reporting Principles of HKEX ESG Reporting Code

HKEX ESG Reporting Principle	The description of the application by the Group	Related Section(s)
Materiality	The Report has identified and disclosed the process of determining material ESG factors and the criteria for relevant selection, as well as the description of key stakeholders and the process and results of stakeholder engagement. Due reference has been made to the 12 high-priority ESG topics referred under the Biopharma Investor ESG Communications Guidance 4.0.	1.6 ESG Management and Strategic Integration
Quantitative	The statistical standards, methodologies, assumptions and/or calculation tools, as well as the sources of conversion factors used in reporting emissions in the Report, are stated in the Report.	Appendix I: Sustainability Data Summary
Balance	The Report presents the Group's performance during the Reporting Period in an impartial manner, avoiding choices, omissions or presentation formats that may unduly influence readers' decisions or judgments.	All sections of the Report
Consistency	Unless otherwise stated, the statistical methods used for the data disclosed in the Report are consistent with those used last year. Any changes will be clearly stated in the Report.	Appendix I: Sustainability Data Summary

Table C: SASB Materiality Map of Biotechnology & Pharmaceutical Industry

Material issues recommended by SASB in Biotechnology & Pharmaceuticals	Relevant material ESG issues identified by the Group
Human Rights & Community Relations	Clinical Trial Standard, Community Investment and Development
Access & Affordability	Access to Drugs, Drug Affordability
Product Quality & Safety	Product Safety and Quality
Customer Welfare	Patient Relationship
Selling Practices & Product Labelling	Responsible Marketing
Employee Engagement, Diversity & Inclusion	Diversity and Inclusion
Supply Chain Management	Supply Chain Management
Business Ethics	Code of Business Conduct and Anti-Corruption

Table D: High-priority ESG Topics of Biopharma Investor ESG Communications Guidance 4.0

Shared High-priority ESG Topics for the Biopharma Sector	Relevant material ESG issues identified by the Group
Access to Healthcare and Medicine Pricing	Access to Drugs, Drug Affordability
Business Ethics, Integrity, and Compliance	Code of Business Conduct and Anti-Corruption
Climate Change	Climate Change Risk
Clinical Trial Practices	Clinical Trial Standard
ESG Governance	Corporate Governance
Environmental Impacts	Emission Management, Green Office, Resource Consumption
Human Capital Management	Employment, Diversity and Inclusion, Employee Education and Training, Employee Benefits and Remuneration
Innovation	Technology and Innovation
Pharmaceuticals in the Environment and Antimicrobial Resistance	N/A
Product Quality and Patient Safety	Product Safety and Quality
Risk and Crisis Management	N/A
Supply Chain Management	Supply Chain Management

APPENDIX V: LIST OF APPLICABLE LAWS AND REGULATIONS

We strictly comply with the applicable laws and regulations, including but not limited to the following, during our operations:

- Drug Administration Law of the People's Republic of China
- GMP of Pharmaceutical Products
- GCP
- GLP
- Good Pharmacovigilance Practice
- Trademark Law of the People's Republic of China
- Patent Law of the People's Republic of China
- United States Code-Title 35: Patents
- United States Code of Federal Regulations-Title 37: Patents, Trademarks, and Copyrights
- 2016 Defend Trade Secrets Act in the U.S.
- 1996 Economic Espionage Act in the U.S.
- Uniform Trade Secrets Act in the U.S.
- Cybersecurity Law of the People's Republic of China
- Pharmaceutical Industry Standard of the People's Republic of China
- U.S. Foreign Corrupt Practices Act of 1977
- U.S. Bribery Act 2010
- Anti-Unfair Competition Law of the People's Republic of China
- Criminal Laws of the People's Republic of China
- Labor Contract Law of the People's Republic of China
- Provisions on the Prohibition of Using of Child Labor
- Labor Law of the People's Republic of China
- Occupational Safety Law of the People's Republic of China
- Occupational Safety and Health Act in the U.S.
- Environmental Protection Law of the People's Republic of China
- The Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste
- The Federal Pollution Prevention Act of 1990 in the U.S.