Abbisko 和誉

Abbisko Cayman Limited

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 2256.HK

2025

Environmental, Social and Governance (ESG) Report

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About the Report

This is the fifth *Environmental, Social and Governance (ESG) Report* ("the Report") released by Abbisko Cayman Limited (Stock Code: 2256.HK, "the Company"). It aims to disclose to investors and other stakeholders the relevant information regarding the environmental, social and governance performance of the Company and its subsidiaries (collectively referred to as "Abbisko", "we", or "the Group"), including strategies, management approaches and related initiatives.

Report Scope

The Report is applicable to Abbisko Cayman Limited and its subsidiaries. Unless otherwise specified, the scope hereof remains consistent with that in Abbisko's consolidated financial statements over the same period.

Reporting Period

The Reporting Period ranges from 1 January 2025 to 31 December 2025 ("the Year" or "the Reporting Period"). Certain contents extend beyond this period.

Basis for Preparation

The Report is prepared in accordance with the *Environmental, Social and Governance Reporting Code* (the version effective since 1 January 2025) issued by the Stock Exchange of Hong Kong Limited ("the Hong Kong Stock Exchange" or "the Stock Exchange").

Reporting Principles

The Principle of Materiality

The Group identified the material issues related to the operation that are of concern to investors and other stakeholders as the highlights of the Report. The presentation of material issues in the Report focuses on the industry characteristics relevant to the Group's operations and the characteristics of the region where it is located. The analysis and results of material issues are detailed in the "Analysis of Material Issues" of the Report. The Report highlights ESG matters that may have an important impact on investors and other stakeholders.

The Principle of Accuracy

The Report is intended to be as accurate as possible. The quantitative information has been explained by data standards, calculation basis and assumption conditions to guarantee that the calculation error range will not mislead the users. Quantitative information and notes are detailed in the "ESG Data Sheet and Notes" section of the Report. The Board of Directors of the Group ("the Board") warrants that there are no false records, misleading statements, or material omissions in the Report.

The Principle of Balance

The Report reflects objective facts and impartially discloses positive and negative information related to the Group. There is no negative event that should have been disclosed but was not disclosed during the Reporting Period.

The Principle of Clarity

The Report is published in Traditional Chinese and English. The Report contains information such as tables, diagrammatic figures and a glossary of terms as a supplement to facilitate a better understanding by stakeholders. To facilitate faster access to information for stakeholders, the Report provides a table of contents and a benchmarking index of ESG standards.

The Principles of Quantification and Consistency

The Report discloses key quantitative performance indicators and, where possible, historical data. The statistics and disclosure of the same indicators in the Report are consistent in different reporting periods. Any change will be fully explained in the notes to the Report so that stakeholders can accurately assess the trend of the Group's ESG performance level.

The Principle of Integrity

The scope of the disclosure of the Report is consistent with the Group's consolidated financial statements.

The Principle of Timeliness

This is an annual report. The Group strives to publish the report as soon as possible after the end of the reporting year to provide stakeholders with timely information for decision-making.

The Principle of Verifiability

The cases and data in the Report come from the original records or financial reports of the Group's actual operations. The Group has adopted the HiESG performance management system to manage its quantitative ESG performance over the years so that the source of the disclosed data and the calculation process can be traced and used to support external assurance work.

Data Sources and Description

The data and cases in the Report are derived from official records in the actual operation of the Group.

The financial data in the Report is measured in RMB. If the financial data in the Report conflicts with that in the annual report of the Group, the latter shall prevail.

Access to the Report

The Report's digital version is published on the information disclosure platform designated by the Stock Exchange, and it is available to be browsed or downloaded at the Group's official website (www.abbisko.com).

Contact Us

For any suggestions on the Report, please contact us:

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Email: public@abbisko.com

Statement from the Board of Directors

As time progresses and new chapters unfold, the global pharmaceutical and healthcare industry is becoming increasingly integrated with the sustainable development agenda. In 2025, amid both opportunities and challenges, Abbisko remained true to its founding mission. We have fully integrated ESG principles into our corporate strategy and daily operations, continued to make breakthroughs in innovative research and development and sustainable management, and further strengthened the foundations and mechanisms of sustainable development governance. During the year, we achieved an important milestone—from pioneering research to first commercial product.

Consolidating the foundations of sustainable development with enhanced governance. The Group continued to optimise its governance structure, strengthen its risk and compliance systems, and improve operational efficiency. We also continuously enhanced organisational resilience and execution capabilities, laying a solid institutional and talent foundation for long-term and stable development. The Group attaches great importance to the significant impacts that ESG issues may have on us. We strengthen communication with shareholders and stakeholders and regularly conduct materiality analysis of relevant issues to better respond to the expectations of shareholders and stakeholders. The Board oversees sustainability matters, reviews and approves ESG management policies, strategies, objectives and annual work plans, and through the ESG working team established under the Board, coordinates and promotes the effective implementation of various ESG policies to ensure the achievement of ESG objectives.

Unlocking the potential of innovative R&D through value transformation. The year 2025 marked a milestone in the development history of Abbisko. Our first self-developed innovative drug, pimicotinib (ABSK021), was approved by the National Medical Products Administration ("NMPA") of China, with the potential to benefit more patients with tenosynovial giant cell tumour ("TGCT"). In addition, the first patient was successfully enrolled in the irpagratinib monotherapy pivotal clinical trial, while several other self-developed drug candidates, including ABSK043 and ABSK061, achieved important clinical progress. The Group has always focused on major disease areas worldwide and is committed to providing patients with higher-quality and more accessible treatment options.

Advancing climate development pathways by shouldering responsibilities. In response to climate change, a major global issue, the Board has incorporated climate change into its regular review agenda, and all functional and business departments have integrated climate risk management into their daily operations. In response to the physical risks, transition risks and opportunities brought about by climate change, the Group has continued to improve its climate management system. Through a series of measures, including formulating emergency response plans for extreme weather, strengthening safety training, improving emergency facilities and increasing investment in energy-saving and emission-reduction technologies, we further mitigate and address the impacts arising from climate change.

In the coming year, Abbisko will mark the important milestone of its tenth anniversary. Building upon a decade of development, we will continue to uphold the mission to "discover and develop novel, differentiated therapies in oncology and beyond to address critical unmet medical needs for patients in China and worldwide". We will pursue innovation with determination and move forward steadily, guiding the Company towards a more certain and resilient future.

01 About Abbisko

Company Overview

Abbisko, established in 2016, is an innovative drug R&D company based in China with a global outlook. Abbisko's product portfolio is primarily centered on small molecules, emphasizing precision oncology and immuno-oncology, with a growing expansion into both non-oncology therapeutic areas and other modalities. Since our establishment, we have strategically built a robust pipeline of 21 program candidates, with a primary focus on oncology. Among them, pimicotinib (ABSK021) has received regulatory approval for marketing, while several other drug candidates are currently in the clinical development stage. The founders and management team of Abbisko possess many years of research, development and management experience at leading multinational pharmaceutical companies and have participated in the development of multiple clinical and approved innovative drugs. Through our dedication to scientific innovation, we aim to deliver transformative therapies that improve patient outcomes worldwide.

General Information

Name in Chinese	和譽開曼有限責任公司
Name in English	Abbisko Cayman Limited
Stock Code	2256.HK
Headquarters	Building 3, No. 898, Halei Road, Zhangjiang Hi-Tech Park, Pudong New Area, Shanghai, China
Major Locations of Operation	The Chinese Mainland: Shanghai, Beijing and Wuxi Overseas: Hong Kong of China, Australia and the United States

Vision

Address critical unmet medical needs for patients in China and worldwide

Mission

We discover and develop novel, differentiated therapies in oncology and beyond

Key Performance and Honours in 2025

Financial performance

RMB612.1million
Total revenue

RMB55.2million
Net profit

R&D performance

RMB508.4million
R&D investment

220
R&D employees

159
Cumulative granted patents

84.0%
Percentage of R&D investment in total expenses

79.7%
Proportion of R&D employees

38
New granted patents

Environmental performance

11.21MWh/person
Electricity consumption per capita

17.44m³/person
Water consumption per capita

5.99tCO_2e/person
GHG emissions per capita (Scope 1 and 2)

0
Emission violation

Employment performance

276
Total number of employees

56.16%
Proportion of female employees

4.00hours
Average hours of training received per employee

100%
Employee training coverage

Honours and Awards

3 Awards for Corporate Influence:

- Recipient of the 2025 China Globalisation New Force Enterprises Top 100 - Leading Enterprise Award
- Recipient of the 2025 Responsible Brand Award at the 15th China Philanthropy Festival and ESG Impact Annual Conference
- Recipient of the 2025 KNX XAwards Best Employer Brand - Outstanding Enterprise Award

5 Capital Market Awards:

- Recipient of the 10th Zhitong Finance Listed Company Awards, including Most Valuable Pharmaceutical Company, Best PR Team and Best IR Award
- Selected as an Outstanding Public Relations Case in the 12th "Baiyucong Cup" (Shanghai)
- Recipient of the Top 100 IRDs at the 2nd JU Dongmi Awards

10 Awards for Innovation and Growth:

- Recognised as a Shanghai High-Energy-Level Enterprise
- Selected for the Zhangjiang Science City Special Development Fund Support List for Growth-oriented Technology Enterprises
- Ranked among the Top 15 Global Competitiveness Innovative Pharmaceutical Companies in Zhangjiang 2025
- Recipient of the China Pharmaceutical Innovation 15-Year Outstanding Achievement Award - Top 15 Most Clinically Promising Dark Horse Award
- Selected for the China Innovative Drugs 10-Year Honour List - Industry-leading Biotech Companies Ranking
- Retain a place on the 2025 China Pharmaceutical Innovation Top 100 Enterprises List
- Recipient of the Annual Science and Technology Innovation Lighthouse Award at the Sixth International Sci-Tech Innovation Festival
- Recipient of the High-quality Paper Award at the 11th Conference on Quantitative Pharmacology and New Drug Evaluation
- Recipient of the 2025 Zhangtongshe Sci-Tech Innovation Pioneer Award
- Elected as a Council Member Unit of the Shanghai Clinical Research Collaborative Development Alliance

02 ESG Management

ESG Governance Structure

The Group has established a top-down ESG Governance Structure covering the ESG decision-making level, the ESG organisational level and the ESG executive level. All levels operate connectively, fulfill their respective responsibilities, and enhance communication to ensure effective operations on Environmental, Social and Governance ("ESG") matters of the Group.

As the top decision-making entity for ESG management, the Board takes overall responsibility for overseeing the ESG-related matters of the Group. The ESG working team under the Board is responsible for coordinating, implementing and overseeing various ESG issues to enhance the efficient operation of the ESG governance structure.

Abbisko's ESG Governance Structure and Responsibilities

ESG decision-making level

The Board

- Supervise the Group's sustainable development and outlook.
- Regularly review the Group's ESG performance and progress in fulfilling ESG goals.
- Review and approve the Group's ESG management policies, strategies, objectives, and annual work plans, including the evaluation, prioritisation and management of significant ESG topics, risks, and opportunities.

ESG organisational level

ESG working team, comprising the General ESG Coordinator, ESG Data and Material Coordinator, and representatives of key departments

- Coordinate and promote the implementation of ESG policies across departments and monitor ESG-related work of each functional department.
- Review and monitor the Group's ESG policies and procedures to ensure compliance with relevant laws and regulatory requirements.
- Continuously track and review ESG performance and goal progress in ESG objectives to ensure the proper management and implementation of ESG tasks.

ESG executive level

Various departments

- Organise, promote, and execute ESG-related tasks according to the Company's ESG management guidelines, strategies, plans and annual work and objectives, in line with the deployments, requirements, and assignments.
- Comply with all relevant ESG policies and regulations.

Communication with Stakeholders

The Group values the views of stakeholders and proactively listens to and responds to their concerns and expectations. In 2025, the Group continued to maintain two-way communication with key stakeholders, including shareholders/investors, customers, employees, subjects, government and regulators, suppliers, partners, media, communities and the public. Through various channels, we gained an in-depth understanding of stakeholders' suggestions and responded accordingly, ensuring that communication mechanisms remain smooth and effective.

Issues of Concern of Abbisko's Major Stakeholders and Main Communication Channels

Major stakeholders	Issues of concern	Main communication channels
Shareholders/ Investors	• Corporate governance • R&D innovation and ethics • Risk management and internal controls	• General meeting of shareholders • Investor relations activities • Information disclosures as a listed company, including but not limited to regular and voluntary announcements
Customers	• Product quality and safety • Access to healthcare • Information security and privacy protection • Customer service management • Clinical trial safety	• Product quality management • Customer communication and complaint mechanisms • Customer satisfaction surveys • Innovative drug development
Employees	• Occupational health and safety • Employee recruitment and rights • Employee training and development • Anti-corruption and anti-bribery	• Channels for employees to express opinions (interviews, meetings, etc.) • Performance evaluations and meetings • Business briefings • Management meetings and employee meetings • Employee training
Subjects	• R&D innovation and ethics • Product quality and safety • Information security and privacy protection • Clinical trial safety	• Informed consent form • Investigational drug safety and complaint channels • Clinical trial management • Pharmacovigilance ("PV") and medication safety
Government and regulators	• Corporate governance • R&D innovation and ethics • Product quality and safety • Environmental management system • Resource management • Emission management • Response to climate change • Energy utilisation • Clinical trial safety	• ESG governance structure • Reporting and attending meetings • Compliance reports • Information disclosure • Filings or approvals • On-site inspections
suppliers	• Supply chain management • Anti-corruption and anti-bribery	• Supplier management • Supplier/contractor evaluation systems • Industry conferences • On-site audits
Partners	• R&D innovation and ethics • Intellectual property protection • Anti-corruption and anti-bribery	• Strategic cooperation projects • Industry conference communications • Professional data platforms • On-site audits
Media	• Corporate governance • R&D innovation and ethics • Product quality and safety	• Press releases • Senior management interviews • Industry conferences • Official social media platforms (e.g., WeChat)
Communities and the public	• Access to healthcare • Public welfare and voluntary services	• Innovative drug development • Voluntary services • Community activities • Information disclosure

Analysis of Material Issues

Considering the national policies in the locations of operation and industry development and combining the Group's strategy and key demands of major stakeholders, the Group referred to Appendix C2 *Environmental, Social and Governance Reporting Code* to the *Main Board Listing Rules* of The Stock Exchange of Hong Kong Limited and analysed the impact of various issues on stakeholders and the Group's business. It followed the process of identifying, prioritizing, reviewing and reporting material issues. Through internal and external assessments, the Group comprehensively determined the materiality matrix and highlighted the highly material issues in the Report.

Abbisko's Process for Analysis of Material Issues

Identification	• Considering the actual operation conditions, the Group identified 20 material issues pursuant to the *Environmental, Social and Governance Reporting Code* released by the Hong Kong Stock Exchange, referring to the excellent ESG management practices of peers.
Prioritisation	• The Group launched an analysis of material issues after communication with stakeholders, internal interviews and experts, prioritised these issues and identified highly material issues.
Deliberation and report	• The Board reviewed and confirmed material issues. For highly material issues, the Group provided focused disclosure in the ESG Report.

Abbisko's ESG Issue Materiality Matrix

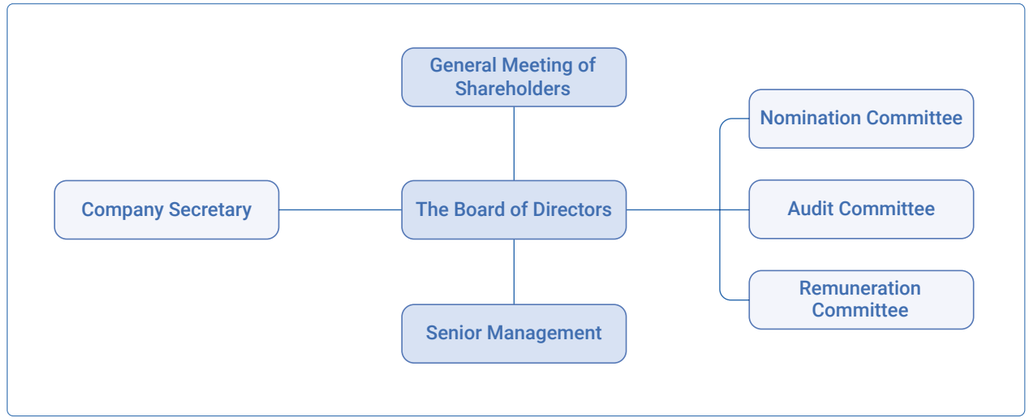
03 Sound Governance, Strengthening the Corporate Foundation

Corporate Governance

Abbisko strictly complies with the *Company Law of the People's Republic of China*, the *Main Board Listing Rules* and the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited* ("Listing Rules"), the *Securities and Futures Ordinance* (Cap 571 of the Laws of Hong Kong) ("SFO"), the *Companies Ordinance* (Cap. 622 of the Laws of Hong Kong), the *Guidelines on Disclosure of Inside Information* issued by the Securities and Futures Commission ("SFC") of Hong Kong, and other relevant laws, regulations, and policy guidelines. The Group has established management systems such as the Memorandum and Articles of Association and the Policy of Communication with Shareholders, constructing a governance framework with clear responsibilities and standardised operations.

As the core governance body of the Company, the Board is accountable to the General Meeting of Shareholders and exercises supervisory functions over the Senior Management. In accordance with the Memorandum and Articles of Association and the *Listing Rules*, major matters are submitted to the General Meeting of Shareholders for discussion and resolution. The Senior Management is responsible for the daily internal operations and management, ensuring the Group's continuous, regulated, and sustainable development.

Abbisko's Governance Framework Chart



Abbisko attaches great importance to equality and diversity within the organisation. The Group has formulated a dedicated diversity policy for the Board, which sets out the objectives and implementation pathways to achieve and maintain the diversity of the Board. Considering multiple factors, such as gender, age, race, language, cultural background, educational background, industry experience and professional experience, it strives for the diversity of the Board. The Nomination Committee of the Board serves as the body responsible for this initiative, coordinating and promoting Board diversity while conducting supervision and evaluation of the implementation of the relevant policy from time to time.

In February and March 2025, the Group appointed one female independent non-executive director and one female executive director, respectively. As of the end of 2025, Abbisko had a total of two female directors, effectively advancing the development of Board diversity.

Abbisko's Board Composition and Board Meetings in 2025

Members of the Board	Numbers of Meetings held in 2025
Number of Directors: 6	General Meeting of Shareholders: 1
Number of Female Directors: 2	Meetings of the Board: 5
Number of Independent Non-Executive Directors ("INEDs"): 3	Closed-door discussion meeting on management and strategy: 1 Audit Committee meetings: 4 Nomination Committee meeting: 1 Remuneration Committee meetings: 3

Note : The participants of the closed-door meeting included the chairman of the Board and all INEDs.

Protection of Investor Rights

Information disclosure

Abbisko strictly complies with the *Listing Rules* and the *Securities and Futures Ordinance*, placing the protection of shareholders' and creditors' rights to information at the core of corporate governance. We have formulated internal management systems such as the *Management Regulations on Information Disclosure* and the *Policy of Communication with Shareholders* to clarify the specific standards, management responsibilities and operational procedures for investor communication and information disclosure.

In terms of the management structure, the Board and the Senior Management of the Group jointly undertake the supervisory and decision-making responsibilities for information disclosure. To ensure the effective implementation of this work, the Group has established a dedicated Information Disclosure Management Team led by the Chief Financial Officer ("CFO") and the Company Secretary. This team has integrated the professional expertise of the Legal and Compliance Department and the Investor Relations Department to carry out the daily operation and management of information disclosure.

The Group strictly complies with the requirements of securities regulatory authorities and discloses information such as financial reports, significant matters and connected transactions in a timely, accurate and complete manner, ensuring that investors have access to authentic and reliable information.

Abbisko's Information Disclosure Process

1. Relevant departments draft the disclosure information.
2. The Information Disclosure Management Team reviews and confirms the information.
3. Communication with third-party institutions, including external lawyers, auditors, and secretary company, to verify the accuracy, timeliness and integrity of the information.
4. Once the Internal Management Team and third-party institutions have confirmed the information, the information will be disclosed externally.
5. In case of delayed or inaccurate disclosure, the Company Secretary will coordinate to verify and correct or supplement the relevant information accordingly.

The Group continuously strengthens the professional capabilities of internal employees in relation to information disclosure and maintains regular communication and close collaboration with external lawyers, secretary companies and other third-party institutions. To stay informed of regulatory developments and strictly adhere to compliance requirements in information disclosure, the Group invited external experts during the Reporting Period to conduct specialised training and briefings on the latest regulatory policies, thereby effectively enhancing the timeliness, accuracy and compliance of information disclosure.

During the Reporting Period, the Group disclosed a total of 53 announcements (excluding Monthly Return of Equity Issuer on Movements in Securities and Next Day Disclosure Returns). This included 23 voluntary announcements related to the Company's latest business updates and three inside information announcements.

Communication with investors

Abbisko adheres to the *Listing Rules* and other relevant laws, regulations, and normative documents. The Group comprehensively implements investor protection measures based on the core principles of "compliance, equality, initiative, honesty, and trustworthiness". The Group continuously strengthens and standardises information communication between the Company and shareholders or potential investors, ensuring the timeliness, effectiveness, fairness and openness of communication processes.

Abbisko's Investor Relations Management Approaches and Measures

Investor research and analysis	• Regular surveys: Through questionnaires, online polls, and other methods, the Group regularly conducts investor surveys to understand investor awareness, satisfaction, investment needs, and other aspects, as well as to collect feedback and suggestions from investors. • Data analysis: The Group conducts analysis on investor behavioural data, market feedback and areas of concern. It has established a comprehensive investor database to understand investor focus and market trends, providing data support for the Group's decision-making and investor relations management.
Protection of rights	• Protection of investor rights: The Group strictly complies with laws and regulations to protect shareholders' legal rights, including the right to information, voting rights, and the right to receive dividends, ensuring that the Group's decisions and business activities align with shareholders' interests. • Optimisation of voting mechanism: The Group has improved the voting mechanism for General Meeting of Shareholders, strengthening communication with shareholders, thus increasing the voter turnout. At the same time, supervision and management of the voting process have been strengthened to ensure the fairness, equity, and transparency of the voting results. • Enhancement of shareholder returns: The Group actively explores methods such as share buybacks to enhance company value and shareholder return.
Establishment and expansion of communication channels	• Establishment of a multi-channel communication and feedback system: The Group sets up dedicated email addresses and hotlines to conduct regular communication and handle complaints and suggestions; publish information and interact with investors through the official website and social media platforms to enhance investor satisfaction and facilitate convenient access to information. • Regular investor communication meetings: The Group organises offline events (such as R&D Day) and online/offline results conference calls, inviting senior management to interact directly with investors and illustrate the Company's operating status, development plans and financial results. • Active participation in external promotional activities: The Group participates in investment forums and industry exhibitions, where senior management employees deliver speeches and engage in on-site communications to showcase the Company's strengths and development prospects, thereby enhancing our visibility and influence.
Crisis management	• Early warning mechanism: The Group has established and improved an investor relations crisis early warning mechanism by closely monitoring market dynamics and public opinion. Potential factors that may trigger crises are identified promptly to enable early preparation and response. • Rapid response: Once a crisis event occurs, emergency response plans are activated immediately. Senior management and the investor relations team promptly communicate with investors, the media and other stakeholders to clarify the facts and adopt proactive and effective measures to resolve the issue, thereby minimising the impact of the crisis on the Group.

During the Reporting Period, the Group held two earnings conference calls, conducted in a hybrid online-offline format with a total of 300 to 500 participants. Abbisko organised more than 10 investor on-site research activities and participated in over 80 industry seminars and roadshow events. The Group also received honours including the "Most Valuable Pharmaceutical Company", "Best PR Team", and "Best IR Award" at the 10th Zhitong Finance Listed Company Awards 2025.

Abbisko Hosts the 2025 R&D Day to Showcase Its Innovative Pipeline Layout and Latest Clinical Progress

In October 2025, Abbisko successfully hosted the 2025 R&D Day in Shanghai. The event brought together representatives from dozens of domestic and international investment institutions, clinical experts and media representatives, and was conducted in a hybrid online-offline format. The management and R&D team of Abbisko provided a detailed introduction to the Company's innovative R&D layout and clinical progress. They also comprehensively reviewed the Company's business logic from science/technology to value, demonstrating Abbisko's strategic determination and confidence in continuously expanding its product pipeline in oncology and beyond.

Dr. Xu Yao-Chang, founder and Chief Executive Officer of the Company, elaborates on the Company's innovative R&D strategy

Risk Management and Internal Control

Risk management

Abbisko strictly complies with the *Company Law of the People's Republic of China*, the *Listing Rules*, and other relevant laws and regulations. The Group has developed internal policies and management systems such as the *Risk Management System*, the *Delegation of Authority Policy*, and the *Employee Business Development Code of Conduct and Behavioural Standards*, which provide institutional support for the effective implementation of risk management.

The Group has established a *risk management system* centred on the "three lines of defence", with clearly defined responsibilities across different positions. Senior management undertakes overall supervisory responsibilities, while each business department is responsible for implementing specific risk management measures within its respective scope of duties. The internal control and internal audit departments independently assess the effectiveness of the risk management system to ensure its continuous and efficient operation and to minimise the potential impact of risk events on operations.

Abbisko's Risk Management System

First line of defence Core business departments	• Responsible for business activities such as R&D and business development ("BD"). • Composed of the following departments: Biology Department, Chemistry Department, CMC Department, Clinical Development Department, and Business Development Department.
Second line of defence Risk control functional departments	• Responsible for establishing business processes and risk controls appropriate to risk management. • Composed of the following departments: Legal and Patent Department, Finance Department, Procurement Department, Human Resources Department, Quality Management Department, Information Technology Department, and EHS Department, etc.
Third line of defence Internal audit departments	• Responsible for conducting independent supervision and review of internal controls, as well as independently assessing the company's risk management and control outcomes. • Led by CFO.

The Group regularly conducts risk identification through a Risk Control Matrix. For identified risks, the Group addresses them by establishing or updating relevant policy documents. Through the Risk Control Matrix, the Group has established and periodically updated a number of policies, including the *Guidelines for Investigator-Initiated Clinical Trials*, *Clinical Trial Insurance Claim Process*, *Data Protection Policy and Framework*, and *Whistleblowing and Internal Investigation Management System*. These measures strengthened the Group's risk control capabilities in key areas such as clinical trials, data security, and anti-corruption and anti-bribery.

Internal control

The Group complies with the *Listing Rules* and other relevant documents. The Group has established policies and systems such as the *Internal Audit System*, *Basic Norms for Company Internal Control*, and *Supporting Guidelines for Company Internal Control* to clearly define the personnel, scope, responsibilities, and procedures involved in internal audit management, providing a solid institutional framework for the Company's standardised operations.

Abbisko's Internal Control Management Structure and Responsibilities

The Board	Formulate the scope of responsibilities for the Audit Committee and regularly review the results of internal control.
Audit Committee	Independently carry out work and exercise supervisory authority, regularly check the results of internal control, and report important internal control matters to the Board.
CFO	Manage and review the internal control business processes and plans, regularly report on internal control results, and formulate and report improvement plans.
Internal Audit Department	Evaluate the Group's key business processes and major workflows, conduct independent reviews, promptly identify issues, report them to the Group's Senior Management, and propose and implement improvement plans.

The Group has fully integrated compliance management into various operational areas, including intellectual property protection, environmental protection and occupational health and safety, and has established corresponding management procedures. Throughout the drug R&D process, the Group continuously supervises the implementation of relevant measures through on-site internal monitoring mechanisms. With the assistance of legal advisers, the Board regularly reviews the Group's compliance with all applicable laws and regulations and conducts semi-annual evaluations and reviews of the effectiveness and adequacy of the risk management and internal control systems.

Anti-corruption and Anti-bribery

Abbisko regards anti-corruption and anti-bribery as the fundamental baseline for compliant business operations and is committed to fostering a clean and transparent business environment. The Group strictly complies with national laws and regulations including the *Anti-Unfair Competition Law of the People's Republic of China*, the *Anti-Money Laundering Law of the People's Republic of China*, the *Supervision Law of the People's Republic of China*, and the *Compliance Guidelines for Pharmaceutical Enterprises to Prevent Commercial Bribery Risks*. The Group also pays close attention to the new regulatory requirements set out in the *2025 Work Plan for Rectifying Misconduct in the Procurement and Sale of Medical Products and Medical Services* to ensure integrity in professional conduct.

The Group has strengthened the development of long-term mechanisms, expanding from the establishment of a domestic compliance system to the promotion of global regulatory compliance. Accordingly, we have formulated a series of internal governance documents, including the *Anti-Bribery and Anti-Corruption Policy*, the *Employee Business Development Code of Conduct and Behavioural Standards*, and the *Whistleblowing and Internal Investigation Management System*. These documents are maintained in both Chinese and English, enabling the systematic implementation of anti-corruption management requirements and supporting the needs of international business development.

The Group has established an anti-corruption and anti-bribery management system with the Chief Executive Officer ("CEO") as the primary responsible person and with clearly defined responsibilities across departments. The Group has comprehensively promoted the prevention, review and handling of corruption-related activities such as bribery and embezzlement to ensure that related risks are effectively controlled.

Abbisko's Anti-Corruption and Anti-Bribery Management System

Responsible department	Specific responsibilities
CEO	• Promote the improvement of the Group's anti-corruption and anti-bribery management system, research and determine on major matters related to the Group's anti-corruption and anti-bribery management; approve and issue the Group's anti-corruption and anti-bribery policy.
Legal and compliance department	• Fully organise and coordinate the Group's anti-corruption and anti-bribery management work.
Procurement department	• Inform and urge third-party companies to comply with anti-corruption and anti-bribery compliance requirements before hiring, selecting, or using a third-party agency.
Human resource department	• Responsible for establishing personnel action procedures for employees who violate the Group's anti-corruption and anti-bribery management system and policy requirements. • Supervise and ensure that employees and other anti-corruption and anti-bribery compliance requirements.
Finance department	• Ensure payments to third-parties are only made when the necessary documents related to the payment or transaction are complete.
Business departments	• Business departments are responsible for managing anti-corruption and anti-bribery work in their daily operations.

During the Reporting Period, the Group strengthened anti-corruption and anti-bribery awareness among directors, employees and suppliers, and further standardised the management of anti-corruption and anti-bribery practices among employees, suppliers and other relevant parties. The Group did not experience any incidents of embezzlement, bribery, extortion, fraud, or money laundering, nor were there any lawsuits arising from such matters.

Abbisko's Anti-Corruption and Anti-Bribery Awareness Initiatives in 2025

Object	Specific content
All directors	• The Group organised a dedicated training session for all directors titled *Sharing on Recent Legislative and Enforcement Developments in Anti-corruption in the Pharmaceutical Sector*.
All employees	• The Group conducted online compliance training covering all employees, addressing the latest regulatory trends, enforcement developments and practical compliance requirements in the field of anti-corruption and anti-bribery.
Suppliers	• The Group evaluated long-term framework agreements and incorporated relevant anti-corruption and anti-bribery clauses into supplier renewal contracts or supplementary agreements.

Additionally, the Group has established a conflict of interest reporting mechanism during the employee onboarding process, with clear internal regulations and reporting procedures to prevent conflicts between employees' personal interests and the Group's interests. At the same time, the Group complies with supervisory and whistleblowing policies such as the *Whistleblowing and Internal Investigation Management System*, following the prescribed handling procedures and implementing protection measures for whistleblowers.

Abbisko's Whistleblowing and Complaint Management Process

Reporting Matters	• Employees report violations through various channels to the Company. • The Legal and Compliance Department receives and retains whistleblowing materials, and based on the circumstances, takes necessary actions or conducts investigations on the reported issues.
Investigation	• If deemed necessary after assessment, the Legal Department will lead the investigation, with cooperation from the Human Resources Department and Information Management Department. Investigators may be appointed based on the whistleblowing or other leads, and an internal investigation will be initiated in a highly confidential manner.
Investigation Report	• After the investigation, the investigators shall draft an investigation report and submit it to the CEO for review. The report should include the investigation results and recommendations for handling the issue. • The investigation results are confidential by default and will only be internally communicated after CEO approval.
Rectification	• If an employee has committed a violation, appropriate measures will be taken based on the severity of the violation. In serious cases, the Company reserves the right to sue the involved individual, report the issue to relevant authorities or transfer the case to the judicial authorities. • The Company will implement appropriate corrective measures based on the situation, which may include but are not limited to compliance training for the employee, implementing a Corrective and Preventive Action ("CAPA") plan, or other actions.

Abbisko's Whistleblowing Management Measures

Basic principles: Encourage whistleblowing facts, prohibit retaliation against whistleblowers, prohibit false whistleblowing and keep the information of whistleblowers confidential

Whistleblowing channels	• E-mail • Mail • Direct report to senior management
Whistleblowing forms	• Real-name or anonymous
Confidentiality measures	• Dedicated personnel manage the process and implement the highest level of confidentiality measures. Except the investigators, no one should be informed of the whistleblower's identity or the contents of the report. • The Group will not disclose the identity of the whistleblower or any related information to any person or institution unless the whistleblower explicitly agrees and signs a written authorisation, or the disclosure is required by law or regulations to national authorities. Retaliation against whistleblowers is strictly prohibited.
Support for whistleblowers	• The Group provides maximum help and support to whistleblowers, including but not limited to paid leave, job reassignment, etc.
Handling method	• If the report is found to be true, disciplinary actions will be taken against the relevant employees based on the severity of the violation. These actions may include written warnings, disciplinary suspension, demotion, or termination.
Record keeping	• The Legal Department is responsible for accurately recording all whistleblowing content, actions taken by the Group, and the investigation or handling results (if applicable). Documents and records should be kept for 3 years, after which the retention period will be decided according to the Group's relevant document retention policies or destroyed.

04 Continued Innovation, Cultivating a Strong R&D Ecosystem

R&D Innovation and Ethics

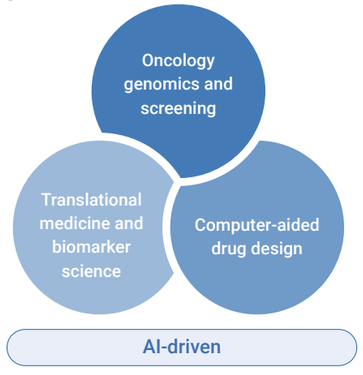
Abbisko regards R&D innovation as its core driving force and attaches great importance to independent R&D as well as the commercialisation of research outcomes. Guided by the mission to "address critical unmet medical needs for patients in China and worldwide", we have established an R&D innovation system to advance the clinical development of pipeline products. At the same time, the Group places strong emphasis on intellectual property protection and industry collaboration. We continuously improve our intellectual property management system to safeguard innovative achievements, providing a solid foundation for sustained innovation and supporting the high-quality development of both the Company and the industry.

R&D Innovation

R&D innovation is the core driving force behind the development of the biopharmaceutical industry and the foundation of Abbisko. Leveraging our outstanding R&D team, the Group has established an innovation-oriented drug discovery platform, covering areas including oncology genomics and screening, computational drug chemistry, translational medicine and biomarker science. This platform significantly enhances the efficiency and success rate of identifying and developing high-quality assets. At the same time, the Company continues to advance the development of an AI-driven drug R&D platform, utilising Discovery AI and Translational AI to empower drug discovery, mechanism research and R&D decision-making, with the aim of improving R&D efficiency and enabling the continuous development of differentiated innovative drugs.

Abbisko's Innovation-Driven Discovery Platform

- **Oncology genomics and screening:** The Group has completed genomic sequencing for over 1,000 oncology cell/model samples, conducted more than 900 tests in biochemistry, biophysics and cytology, and finished over 30 screening items.
- **Translational medicine and biomarker science:** The Group has developed over 500 cell and in vivo models and completed over 500 in vivo studies.



- **Computer-aided drug design:** The Group has established a physical compound library that was designed and synthesised independently and consists of more than 10,000 molecules and a virtual compound library housing over 12 million molecules that can be used for high throughput virtual screening.

During the Reporting Period, the Group further increased its investment in R&D resources, aiming to continuously expand its product pipeline, provide more valuable clinical treatment options and contribute to the sustainable development of global healthcare. During the Reporting Period, the Group's total R&D investment amounted to RMB 508.4 million, accounting for approximately 84.0% of total expenditures. As of the end of the Reporting Period, the Group had 220 R&D personnel, representing approximately 79.7% of the total workforce, among whom 72.3% held a master's degree or above, and 19.1% held a Ph.D. degree.

The Group's R&D strategy focuses on addressing critical unmet medical needs for patients in China and worldwide, with a particular emphasis on small molecule precision therapy and small molecule immuno-oncology. Meanwhile, the Group consistently explores new targets and modalities. As of the end of the Reporting Period, the Group had strategically established a product pipeline comprising 21 drug candidates. Among them, pimicotinib (ABSK021) has received regulatory approval for marketing, while several other candidates are currently undergoing clinical development.

Abbisko's Pipeline Chart

Pipeline (Approved and Clinical-Stage Assets)

Program	Preclinical	Phase I/Ia	Phase Ib/II	Pivotal	NDA/Commercial	Rights
Precision/ Targeted Oncology						
Pimicotinib (ABSK021) CSF-1R	TGCT cGvHD				★ China NMPA NDA approval	MERCK
Irpagratinib (ABSK011) FGFR4	FGF19+ HCC FGF19+ HCC, combo with atezolizumab					Global
ABSK061 FGFR2/3	GC, combo with ABSK043+/-chemo Achondroplasia					Global
ABSK121 FGFR-resistant mutations	Solid tumours					Global
ABSK112 EGFR Exon20	NSCLC/BC					Global
ABK3376 (AST2303) EGFR C797S	EGFR-mut NSCLC	*Partner-led development*				Greater China: ALLIST Ex-China: Abbisko
ABSK131 PRMT5*MTA	Solid tumours					Global
ABSK141 KRAS G12D	Solid tumours					Global
ABSK012 FGFR4 mutations	RMS & Solid tumours					Global
Immuno-Oncology						
ABSK043 Oral PD-L1	Solid tumours NSCLC, combo with furmonertinib NSCLC, combo with glecirasib					Global
ABSK051 CD73	Solid tumours					Global

Oncology | Non-oncology

Pipeline (Preclinical Stage)

Program	Lead Identification	Lead Optimization	IND Enabling	IND Filing	Rights
ABSK211 Pan-KRAS	Solid tumours				Global
ABSK191 CDK4/2 selective	Solid tumours				Global
ABSK192 CNS-penetrant CDK4	Solid tumours				Global
P151 Undisclosed	Cardiometabolic				Global (co-owned with Lilly)
P023 GIPR	Obesity				Global
P011 4th -gen EGFR	Solid tumours				Global
P018 SMARCA2	Solid tumours				Global
P020 ADC	Solid tumours				Global
P017 Synthetic lethal	Solid tumours				Global
P022 STAT6	Atopic Dermatitis, Asthma, COPD				Global

Oncology | Non-oncology

The Group has established and implemented the R&D Project Management System, which clearly stipulates the responsibilities of project management, project initiation and phased review processes, project implementation management, cost management and R&D documentation management for all product R&D projects, thereby standardising the entire R&D project management process.

In 2025, as multiple R&D projects achieved key milestones, the Group's R&D management efficiency and capability to translate research outcomes into practical applications were further enhanced. The NMPA approved the New Drug Application ("NDA") for pimicotinib (ABSK021), marking the first global NDA approval for this product. Pimicotinib (ABSK021) is the first CSF-1R inhibitor approved in China. This milestone achievement signifies the Company's transformation from a pioneer in scientific innovation into an enterprise capable of delivering commercially viable and impactful therapies to patients.

Key R&D Advancements of Abbisko in 2025

Preclinical

ABSK112 / ABSK131

- The latest preclinical research results of the EGFR Exon20ins inhibitor ABSK112 and the PRMT5*MTA inhibitor ABSK131 were presented at the American Association for Cancer Research ("AACR") 2025 Annual Meeting.

Chemical, manufacturing, and control ("CMC")

ABSK061

- The development of the ABSK061 micro-tablet formulation was completed, and the investigational new drug ("IND") application was cleared by the Centre for Drug Evaluation ("CDE") of the NMPA for the treatment of pediatric achondroplasia ("ACH").

Irpagratinib (ABSK011)

- A new formulation of irpagratinib was successfully developed and manufactured to support the initiation of pivotal clinical trials, and the registration application study for the active pharmaceutical ingredient ("API") was initiated.

Clinical

Pimicotinib (ABSK021)

- At the 2025 American Society of Clinical Oncology ("ASCO") Annual Meeting, the global Phase III MANEUVER study results of the self-developed CSF-1R inhibitor pimicotinib (ABSK021) for the treatment of TGCT patients were presented in an oral presentation, demonstrating its efficacy, safety and clinical benefit.
- At the 2025 European Society for Medical Oncology Congress ("ESMO Congress 2025"), the long-term efficacy and safety data from the global Phase III MANEUVER study in TGCT patients were also presented in an oral presentation.

Irpagratinib (ABSK011)

- The FGFR4 inhibitor irpagratinib received Breakthrough Therapy Designation ("BTD") from the CDE for the treatment of FGF19-overexpressing hepatocellular carcinoma ("HCC").
- Fast Track Designation granted by the U.S. Food and Drug Administration ("FDA") for the treatment of FGF19-overexpressing HCC.
- The first patient dosing was completed for the registrational clinical trial of irpagratinib monotherapy for HCC completed.
- At the 2025 ESMO GI Congress, Phase II clinical data of irpagratinib in combination with atezolizumab for the treatment of FGF19 overexpressing HCC were presented.

ABSK043

- At the European Society for Medical Oncology Asia Congress ("ESMO Asia") 2025, positive results from the dose-escalation stage of the Phase II clinical study of the oral small-molecule PD-L1 inhibitor ABSK043 in combination with furmonertinib for the treatment of non-small cell lung cancer ("NSCLC") were presented. The first patient dosing under the first-line treatment setting was completed accordingly.
- The first patient dosing was completed in the Phase II clinical study of ABSK043 in combination with glecirasib tablets for the treatment of KRAS G12C-mutated NSCLC.

ABSK061

- The first patient dosing was completed in the Phase II clinical trial of the FGFR2/3 inhibitor ABSK061 for children aged three to twelve with ACH.

Clinical

ABK3376(AST2303)

The next-generation EGFR inhibitor ABK3376 (AST2303) completed the enrolment of the first patient.

ABSK131

- The first patient dosing was completed in the Phase I clinical study of the PRMT5*MTA inhibitor ABSK131 in patients with MTAP-deleted advanced or metastatic solid tumours.

ABSK141

- The KRAS G12D inhibitor ABSK141 received IND clearance from both the NMPA and the FDA to initiate clinical trials for the treatment of patients with advanced solid tumours harbouring KRAS G12D mutations.

NDA/Commercial

Pimicotinib (ABSK021)

- The NMPA approved the first global NDA for pimicotinib (ABSK021). Our partner Merck KGaA, Darmstadt, Germany, is responsible for the commercialization of pimicotinib globally.

R&D Collaboration

Abbisko adheres to the philosophy of open innovation and continues to expand external R&D collaboration. The Group has established a dedicated BD team responsible for systematically identifying and evaluating strategic partnership opportunities and actively expanding and building collaborative mechanisms with external partners. By integrating external resources with internal R&D capabilities, we maximise the commercial potential of independently developed projects, providing strong support for Abbisko's continuous innovation and market expansion.

Partnerships & Collaborations Updates in 2025

Partners	Collaboration Updates
Merck Healthcare KGaA ("Merck")	• In December 2023, the Group reached an exclusive licensing agreement for pimicotinib (ABSK021) with Merck. • In February 2024, the Group received an upfront payment of USD70 million for the licensing of pimicotinib (ABSK021) from Merck. • In April 2025, we announced that Merck exercised its global commercialisation option for pimicotinib (ABSK021), with an option exercise fee of USD85 million, and the Group received the payment in May 2025.
Shanghai Allist Pharmaceuticals Co., Ltd. ("Allist")	• In March 2023, an exclusive licensing agreement was reached with Allist for the Greater China rights of the next-generation EGFR oral small-molecule inhibitor ABK3376 (AST2303). • In May 2024, a clinical research collaboration was established for the combination therapy of ABSK043 and Allist furmonertinib for the treatment of advanced NSCLC. • In March 2025, a clinical research collaboration was established for the combination therapy of ABSK043 and Allist KRAS G12C inhibitor, glecirasib, in the treatment of NSCLC with KRAS G12C mutation.

Ensuring Clinical Trial Safety

Clinical Trial Quality Management

Abbisko regards clinical trial safety and product quality as the cornerstone of corporate development and has established a comprehensive quality management system that fully complies with regulatory requirements and operational practices. The Company has established a Quality Management Department and a Quality Management Committee, chaired by the Chief Executive Officer, with members including the Head of Quality, Chief Medical Officer and Head of CMC Department. The Quality Management Committee reviews and evaluates quality system performance, product quality and major quality-related decisions every six months, providing comprehensive professional guidance for the Group's quality management.

The Group strictly complies with the Good Clinical Practice ("GCP") and the Appendix for Investigational Drugs to the *Good Manufacturing Practice* ("GMP"). The Group has established a comprehensive and effective internal quality management system, with the Quality Manual serving as the overarching framework and, covering the Quality Management Procedures ("QMP"), the Standard Operating Procedure ("SOP") and the Work Instruction ("WI"). In 2025, the Group further formulated and implemented the *Quality Council and Escalation Policy* to enable the timely identification of product quality and pharmaceutical quality system issues, thereby ensuring the safe and stable operation of the quality management system.

In addition, the Group adopted a series of measures to strengthen quality and compliance management in clinical trials, optimise quality management processes, reinforce laboratory review management and increase employee training efforts, continuously improving the standard of clinical trial quality management.

Abbisko's Clinical Trial Quality Management Measures and Achievements in 2025

Measures	Main content
Strengthening quality compliance management	• The Group conducted preclinical quality system compliance and conformity inspections to confirm that ten modules of the preclinical quality system comply with cGMP regulatory requirements of drug regulatory authorities in key markets, including the NMPA of China, the U.S. FDA, the European Medicines Agency ("EMA"), and Japan's PMDA, and are aligned with relevant laws and regulations such as the *Drug Administration Law of the People's Republic of China* and the *Provisions for Drug Manufacturing Supervision*. • In 2025, the quality system implemented 32 new processes, covering areas including IT, legal and compliance, quality management, laboratory management and EHS. In addition, 71 updates were made to preclinical quality system procedures and policy documents, and 25 new quality management policies were established.
Optimising quality management processes	• The Group established a DMS/TMS system, launched policies, procedures and training courses related to preclinical quality, clinical quality and compliance management, and carried out regular maintenance, significantly improving quality compliance levels. • A computerised QMS was also introduced to optimise management processes for modules including supplier management, deviation and change management, and corrective and preventive actions, thereby strengthening the Group's data integrity and quality compliance building.
Strengthening laboratory and internal review management	• Laboratory inspections and internal reviews were conducted at the Wuxi laboratory, reviewing areas such as personnel training, equipment management and analytical testing. A total of 14 CAPA items were established, 16 SOPs were newly created or updated, and a regular inspection mechanism was implemented. These initiatives helped the Group proactively identify deficiencies, gaps and potential risks within the quality system, thereby promoting continuous improvement of the quality management system.
Enhancing employee training	• Various training programmes covering regulations, standard operating procedures and policies were conducted. The average relevant employee training coverage reached 98%, further strengthening the Group's quality culture and employees' awareness of quality compliance.

Application of the DMS/TMS System and the TrackWise System

To establish a core information-based platform for corporate quality management and compliant operations, the Group launched the DMS/TMS system, enabling the online management of policies, procedures and related training for preclinical quality, clinical quality and compliance management.

The DMS system is used for the electronic management of documents throughout their full lifecycle, enabling version control, review and approval, archiving and traceability management. This ensures that data are authentic, complete and compliant with regulatory requirements such as GCP and GMP. The TMS system coordinates employee training plans, training records, assessments and archive management, ensuring that personnel in key positions continuously meet qualification requirements and compliance training standards.

To further enhance the effectiveness of quality management and data integrity, Abbisko's Quality Management Department formally introduced the TrackWise Quality Management System ("QMS") to standardise key processes, including quality events, change control, supplier management, and corrective and preventive actions, thereby ensuring the timeliness and traceability of relevant records.

The implementation of these two systems has strengthened the Group's quality and compliance system building. They not only enable the Group to effectively respond to regulatory audits and reduce compliance risks, but also improve operational efficiency through process standardisation and data assetisation. These systems provide a solid foundation for ensuring quality control throughout the product lifecycle and serve as key support systems for maintaining regulatory compliance and fostering a strong culture of quality and compliance within the Group.

Protection of Rights and Interests of Subjects

In terms of the protection of the rights and interests of subjects, the Group strictly adheres to the *GCP*, the *Declaration of Helsinki*, the *Good Manufacturing Practice* of the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use ("ICH-GCP"), the *Measures for Ethical Review of Biomedical Research Involving Human Subjects*, the *Personal Information Protection Law of the People's Republic of China*, the *General Data Protection Regulation* ("GDPR") (EU), the *Health Insurance Portability and Accountability Act* ("HIPAA") (USA), the *21 CFR Part 50 Protection of Human Subjects* (USA), the ("ICH") *E6 (R3): Technical Guidelines of Quality Management Standards for Drug Clinical Trials*, as well as other relevant laws, regulations, and ethical principles. The Group has designed a protection system centered on three core elements—trial design, ethical regulation, and informed consent, and formulated relevant internal management policies and safeguards to ensure that clinical trials undergo adequate ethical review, thereby protecting the rights, safety and well-being of the subjects.

Abbisko's Measures for Protection of Rights and Interests of Subjects

Dimension	Main content
Trial design	• It is clearly stipulated that all clinical trials must have a complete trial protocol, with the protection of the safety and rights of the subjects as the primary principle.
Regulatory and ethical review	• The Group has established ethical review regulations and process standardisation guidelines, such as the *Document Submissions to IEC/IRB*, which require all complete design and implementation materials to be submitted to an independent ethics committee for approval before clinical trials may commence, thus strengthening internal oversight of the trials. • It is clearly stipulated that the trial protocol and implementation plan must be submitted to national regulatory authorities for approval or implied permit, ensuring regulatory review and surveillance of trials and the safety.
Informed consent	• The Group has implemented regulations and process documents such as the *Development, Review and Approval of Informed Consent Form*, and the *Subject Facing Document Development, Review and Approval* to ensure that informed consent forms and any other written documents in Abbisko's clinical trials comply with relevant laws and regulations, and have been reviewed and approved by the ethics committee, protecting the subjects' right to be informed. • Users of investigational drugs or their guardians can provide feedback or file complaints via multiple channels. Through thorough investigation and analysis, the Group will identify the root causes of any potential product defects and develop corrective and preventive actions to prevent similar incidents in the future.
Protection measures	• Clinical trial insurance is purchased for subjects to further strengthen the protection of their rights and interests.

In addition, as children's physical, physiological and psychological development is a dynamic process, the absorption, distribution, metabolism and excretion of drugs in their bodies, as well as their responses to medications, may differ significantly from those of adults. As a result, paediatric subjects may face additional safety risks in clinical trials that differ from those encountered by adults. The Group therefore places particular emphasis on the safety of paediatric clinical trials and the protection of paediatric subjects, adopting a series of measures to safeguard their rights and interests.

Abbisko's Measures for Protection of Rights and Interests of Paediatric Subjects

Dimension	Main content
Trial design	• The Group adopts trial designs appropriate for children (e.g. sequential enrolment based on developmental stages) and optimises procedures by minimising blood collection volumes and providing a comfortable environment to reduce the burden on paediatric subjects.
Trial design and ethical review	• Clinical trial protocols are subject to specialized review by ethics committees and conducted in accordance with principles such as minimum sample size and minimum suffering.
Informed consent	• A dual informed consent process is implemented. Paediatric subjects must obtain permission from their guardians and, depending on the child's age and level of understanding, their own consent must also be obtained (children aged eight and above are generally required to sign the informed consent form).
Protection measures	• The Group develops and dynamically updates dedicated risk management plans, with rigorous and continuous monitoring and assessment of safety information. Special attention is given to issues not commonly considered in adult studies, such as the potential long-term effects of drugs on developing organs and their impact on immune system maturation. • The Group provides dedicated insurance coverage for paediatric subjects to cover trial-related injuries and compensate for reasonable expenses incurred through participation in the research.

Animal Welfare

Abbisko's clinical trials involve the use of experimental animals. The Group strictly complies with applicable laws and regulations, such as the *Regulations for the Administration of Affairs Concerning Experimental Animals*, the *Guidelines on the Ethical Treatment of Experimental Animals* and the Shanghai *Regulations for the Administration of Affairs Concerning Experimental Animals*. The Group has formulated and improved the *SOP for Animal Experiments*, requiring all animal experimenters to obtain the *Shanghai Training Certificate for Professional Skills of Experimental Animals*. This ensures that the relevant personnel possess the necessary professional knowledge and skills, while all related activities fully consider animal welfare and ethical review requirements, reflecting the Group's respect for life sciences and adherence to scientific research standards.

The Institutional Animal Care and Use Committee ("IACUC") of the Group is responsible for reviewing animal use plans and accepting and handling complaints about animal welfare incidents. Researchers shall submit the *Application Form for Experimental Animal Welfare and Ethical Review*, which shall clarify animal experiment design, set out principles to be followed during the experiment process, and detail the intervention means for unexpected symptoms. In addition, the Group has completed the establishment of a new drug clinical trial application system for in vivo animal experiments, ensuring that the Company's pipeline projects progress steadily and in an orderly manner.

Abbisko's Animal Welfare Management Measures

Dimension	Measures
3R Principle	• Researchers shall submit the *Application Form for Experimental Animal Welfare and Ethical Review*, demonstrating the necessity and rationality of an animal experiment under the principles of the 3Rs (Replacement, Reduction, and Refinement, "3Rs"). • In 2025, the Group used a reduced number of animals and more appropriate experimental methods to obtain more scientifically robust experimental data.
Institutional and Personnel Safeguards	• The Group has developed and improved the robust Standard Operating Procedures ("SOPs") for animal experiments as operational guidelines. • All staff engaged in animal experiments shall obtain the *Shanghai Training Certificate for Professional Skills of Experimental Animals*. • Employees are organised to participate in collective training on animal handling and management, with 65 training participations recorded in 2025. • Researchers are also encouraged to actively participate in training and policy seminars related to animal experimentation, such as those addressing the use of narcotic and psychotropic drugs in laboratory animals and animal welfare, interpretation of epidemic prevention policies related to laboratory animals, and seminars on the use and management of narcotic and psychotropic drugs in laboratory animal experiments.
Animal Feeding	• Physiological welfare: In addition to daily attention from animal caretakers to the animals' eating, drinking, and room temperature and humidity, experimenters, as the second responsible staff, shall observe the eating and drinking of the mice and the breeding environment daily. Verification is conducted by multiple personnel at different times each day, and no abnormalities in animals or environmental temperature and humidity within the barrier facilities have been observed. • Psychological welfare: For aggressive animals, if they are wounded in fights, their wounds shall be disinfected with Iodophor and then be bandaged, and be provided with separate cages. To prevent the deterioration of wounds and prevent depression and mental pain of animals, the Group prohibits keeping a single animal in one cage. • Environmental welfare: All activities and experimental operations in the animal barriers shall be gently and carefully carried out. Vigorous movements such as abruptly shifting positions or moving cages are strictly prohibited. It is essential to significantly reduce the noise generated during the experiments and provide animals with appropriate habitats that allow them to obtain comfortable sleep and rest. Social animals shall not be separated to avoid depression.

During the Reporting Period, the Group strictly adhered to industry standards and actively responded to the animal experiment requests submitted by various project teams, including those for efficacy, PK ("pharmacokinetics"), PD ("pharmacodynamics"), MTD ("maximum tolerated dose"), tox ("toxicity"), and model experiments. A total of 119 animal experiments were completed, thereby safeguarding the stable and orderly progress of the Group's pipelines.

Intellectual Property Protection

Abbisko places great importance on intellectual property ("IP") protection, and strictly adheres to domestic and international laws and regulations, such as the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, the Implementation Rules of the *Patent Law of the People's Republic of China*, the *Patent Examination Guidelines*, the *Patent Cooperation Treaty* ("PCT"), the U.S. Patent Act, the *European Patent Convention*, and the *Guidelines for Examination in the European Patent Office*. Additionally, the Group has established internal management systems such as the Intellectual Property Management Measures and the Implementation Measures for Patent Protection and Risk Control, clarifying management requirements in patents, trademarks, copyrights, domain names and trade secrets and regulating the IP management. The Group has also established and improved the IP compliance management system based on the Intellectual Property Compliance Management System Standard (GB/T 29490-2023).

The Group has systematically advanced the development of its intellectual property management system across three dimension: infringement risk monitoring, patent strategy and planning and early warning against patent infringement, thereby comprehensively enhancing intellectual property protection capabilities. During the Reporting Period, the Company was not subject to any penalties from regulatory authorities due to intellectual property infringement.

Abbisko's IP Protection Measures

Infringement risk monitoring

- Conduct patent research during project initiation. Based on the patent research results, adjust the design direction during the drug design phase to avoid existing public patents.
- Continuously monitor global patent publications and promptly provide relevant patent information to research and development personnel to prevent intellectual property infringement.

Patent strategy analysis

- The Company has established a patent tracking, retrieval and analysis system capable of obtaining real-time global patent developments and competitive intelligence, enabling in-depth mining of patent information to provide strong support for the Company's project development and patent strategy.
- Actively promote strategic cooperation with internationally renowned pharmaceutical companies to jointly develop patent strategies for global cancer drug technologies.

Early warning against patent infringement

- During project development, arrange Freedom to Operate ("FTO") analysis as appropriate based on the project's progress to ensure that R&D activities comply with intellectual property requirements.
- In the later stage of a project, if a published patent is found to potentially impact the project, the infringement early warning mechanism will be triggered immediately. Potential risks will be promptly identified, and a comprehensive assessment of potential infringement risks will be conducted, with preliminary solutions proposed.

During the Reporting Period, the Group submitted 93 new patent applications, including 29 priority applications, six PCT applications and 58 formal applications in various countries. By the end of the Reporting Period, the Group had over 500 self-developed patents or patent applications, including nearly 400 overseas patents, with patent coverage in multiple countries or regions globally, including China, the United States, Europe, Japan, South Korea, Canada, Australia, Russia, India, Brazil, Mexico, and others.

05 Solid Quality, Upholding Responsibility for Product Excellence

Product Quality and Safety

Product Quality Management

As of the end of the Reporting Period, the Group has not yet commenced commercial-scale pharmaceutical production. Its current production activities are mainly focused on the small-scale manufacture of investigational drugs and drug candidates required for clinical trials. The development and manufacturing of these products are primarily carried out through Contract Manufacturing Organisation ("CMO").

In terms of production quality management, the Group strictly complies with national laws, regulations and industry standards, including the *Drug Administration Law of the People's Republic of China*, the Regulations for Implementation of *Drug Administration Law of the People's Republic of China*, and the *Good Manufacturing Practice* ("GMP") and its appendices. At the same time, we ensure that our CMO suppliers also comply with related regulatory requirements as well as the Group's internal guidelines regarding production standards, processes and facility conditions.

To ensure the quality of CMO-produced products, the Group conducts regular supervision and review of the quality management systems of CMO suppliers. Any significant quality issues identified during these reviews are documented in detail and reported to the senior management for review and decision-making, ensuring effective control over the quality and safety of candidate drugs.

During the Reporting Period, the Group continuously improved its product quality management by optimising relevant processes and strengthening quality training initiatives.

Abbisko's Product Quality Management Measures in 2025

Main aspects	Key content and outcomes
Procedure updates	• Updated standard operating procedures in areas including deviation management, supplier complaints, customer complaints, third-party management, approval and release of clinical trial APIs and investigational drugs, and recall procedures. • Execute related processes according to the newly established data integrity policy and quality release procedures for Active Pharmaceutical Ingredient ("API") formulations and primary packaging products to support clinical supply in out-licensing projects.
Quality training	• Delivered annual regulatory training to enhance GMP awareness among employees, covering management requirements set out in the Appendix for Investigational Drugs to the GMP, together with annual GMP refresher training on Quality Management in the Global Supply of Investigational Drugs.

Pharmacovigilance ("PV")

The Group's PV system follows industry best practices and is continuously optimised and enhanced. This enables us to proactively respond to the increasingly complex global regulatory environment, safeguard patient safety and well-being, and support the Group's long-term strategic objectives of globalisation and sustainable development. As the Group has not yet fully entered the commercialisation stage, PV activities currently focus primarily on the pre-marketing phase.

The Group strictly complies with relevant laws, regulations and guidelines, including the *Safety Update Reports during Drug Development* ("ICH-E2F"), the *Standards and Procedures for Rapid Reporting of Safety Data during Clinical Trials of Drugs*, the *Clinical Safety Data Management: Definitions and Standards for Expedited Reporting* ("ICH-E2A"), the *Measures for the Reporting and Monitoring of Adverse Drug Reactions* and FDA 21 CFR 312.32. Based on these, the Group has established a multi-level PV management structure covering project, product and corporate levels. This includes safety reporting procedures and mechanisms at the project level, safety and risk monitoring mechanisms and multidisciplinary Safety Management Team at the product level, and a corporate-level Drug Safety Committee. These mechanisms aim to ensure closed-loop management of drug safety risks and provide a solid foundation for clinical trial quality management.

Abbisko's PV Management Framework

Organisation-level Drug Safety Committee	• Formulate internal PV-related regulations and policies, and supervise their implementation across the Group. Exercise the authority of final decision on major drug safety matters.
Product-level Safety Management Team	• Comprised of multidisciplinary experts responsible for ongoing monitoring and evaluation of product safety data, and the proactive identification and mitigation of risks. With its specific activities including periodic signal detection, comprehensive safety evaluations, continuous benefit-risk assessments, and dynamic adjustment of safety monitoring and risk management strategies based on emerging safety evidence.
Pharmacovigilance department	• Take charge of the global monitoring, collection, reporting and analysis of safety information related to pre-marketing clinical trial drugs. Conduct safety surveillance and risk management activities, and establish and maintain drug safety profile.

Abbisko's PV Management Process

Preclinical stage	• Conduct safety evaluations of drugs, including toxicology studies in preclinical trials. Establish a preliminary risk management plan to identify potential risks.
Clinical stage	• The Safety Management Team and its safety review sub-team are responsible for the continuous and holistic monitoring and assessment of product safety data, and the proactive identification and mitigation of risks. With its specific activities including periodic signal detection, comprehensive safety evaluations, continuous benefit-risk assessments, and dynamic adjustment of safety monitoring and risk management strategies based on emerging safety evidence. • The Group has established and operated mature procedures and databases for the handling of adverse events from clinical trials. Adverse events are primarily recorded and reported by clinical investigators in accordance with study protocols. Serious adverse events are subject to expedited reporting and must be reported to the Group within 24 hours of awareness. The Group processes adverse event reports in accordance with applicable laws and SOPs, and submits reports to regulatory authorities within the required timeframe as stipulated by local regulations. • Upon receiving enquiries, complaints or issues related to adverse drug reactions, the relevant departments will promptly follow up and handle the complaints. The Group is committed to ensuring that all feedback and complaints are subject to timely and appropriate investigation, response and follow-up. Ensure that major safety issues are escalated to the Organisation-level Drug Safety Committee for evaluation and decision-making.
Filling stage	• Establish a comprehensive safety strategy and risk management framework to ensure the safe and effective use of drugs upon approval. • Through cross-functional collaboration, conduct thorough safety data analyses to identify and characterise risks. • Develop risk management plans based on risk profiles, and design risk minimisation measures accordingly. Maintain proactive communication with regulatory authorities to safeguard patient medication safety and support full lifecycle management of products.

During the Reporting Period, the Group strengthened PV management through policy enhancement, tool standardisation, PV risk management and routine management practices.

Abbisko's PV Management Measures in 2025

Main aspects	Key content and outcomes
System improvement	• The Group established safety surveillance and risk management mechanisms aligned with major regulatory requirements issued by key authorities, including the CDE, EMA and FDA. On this basis, the Group further improved the SOP system to better support the requirements of global new drug development across China, the United States and the European Union.
Tool standardisation	• The FDA Gateway was established, tested and officially launched, creating an electronic safety data submission channel that complies with U.S. FDA requirements. This system supports the compliant submission of Individual Case Safety Reports ("ICSRs") and improves the compliance and efficiency of safety information transmission between the Group and international regulatory authorities.
PV risk management	• For the innovative drug pimicotinib (ABSK021), comprehensive signal detection and risk management activities were conducted. Adverse reaction information for the drug label was determined, and risk management plans for China and the European Union were jointly developed with Merck. The Group also participated in the preparation and review of safety data included in new drug registration applications for China, the United States and the European Union. • For all innovative drugs within the Group's pipeline, the Safety Management Team organised 19 safety review meetings to screen for potential safety signals.
Routine management	• Through routine measures such as receiving, processing and submitting individual case safety reports, developing and supervising the implementation of safety management plans, and conducting PV training covering responsibilities throughout the product lifecycle, the Group continuously enhanced its PV management capabilities.

Customer Service Management

Abbisko regards customer trust as the cornerstone of corporate development and always places customer interests at the core. The Group strictly complies with relevant laws and regulations, and establishes a standard handling mechanism for customer feedback and complaints to ensure that clinical-related product feedback is handled in accordance with regulatory requirements. During the Reporting Period, the Company has not yet commenced commercial sales of the products, with the primary customers being those involved in R&D collaborations and patent licensing. The Business Development Department serves as the central department responsible for customer service management, overseeing customer relationship maintenance and service.

In terms of marketing communications, the Group did not release any advertisements to the public during the Reporting Period. The Group places great emphasis on the marketing responsibilities as a pharmaceutical company and strictly complies with regulatory requirements relating to advertising and labelling, including the *Advertising Law of the People's Republic of China*, the *Drug Administration Law of the People's Republic of China*, the *Measures for the Categorised Administration of Prescription and Non-prescription Drugs*, the *Measures for the Examination of Drug Advertisements* and the *Provisions on the Administration of Drug Instructions and Labels*. The Group requires that all product and business information unveiled to the public should be strictly reviewed internally to avoid any false or misleading statements and ensure that the regulators and the public have access to accurate, complete, truthful and rigorous information.

During the Reporting Period, the Group has not received any customer complaints, nor have there been any administrative or legal penalties for infringements of customers' rights and interests.

Information Security and Privacy Protection

Information security management

Abbisko attaches great importance to information security and privacy protection. To this end, it strictly complies with applicable laws and regulations, such as the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China* and the *Cybersecurity Law of the People's Republic of China*, and has formulated management regulations and normative documents, such as the Information Security Management and Operations Procedure, the Data Back-up and Recovery Management, the Computerized System Introduction Management and Abbisko Data Protection Policy and Framework.

The Group has systematically established a data security management system and ensures full-process security control across the entire information lifecycle through regular training on personal information protection awareness. During the Reporting Period, the Group did not experience any major information security incidents, including data breaches, data theft or loss of customer information.

Abbisko's Information Security Management Measures

Measures	Main content
Regulation development	• IT-SOPs were comprehensively reviewed and revised, and updates were completed for documents including the Information Security Management Structure Diagram, the Information Security Management and Operation Procedure, and the Employee Guidelines for Information Security Conduct.
System construction	• The Company completed the construction of a disaster recovery data centre, conducted risk assessments and annual reviews of the IDC data hosting service provider, and carried out emergency disaster recovery drills. • A two-factor authentication platform was deployed to enhance the security protection of remote access to internal network resources. • The signature database for network, system, database and email was expanded by 46%. A total of 24 locally deployed systems and more than 80 virtual machines are currently in operation, representing an increase of approximately 10% compared with the previous year. Additional operation and maintenance investment in cybersecurity was made to strengthen information security protection capabilities. • General system vulnerabilities were optimised and upgraded, further safeguarding information security.
Access control and circulation management	• File server usage standards and access permissions were established to ensure the secure and reliable operation of servers and to prevent unauthorised deletion of data or information leakage. • A graded management mechanism for technical secrets is implemented. Dedicated personnel are assigned to manage confidential technical materials, with defined classification levels and corresponding access permissions. • The circulation scope of electronic documents is strictly restricted. Except where necessary for work purposes, electronic documents must not be disseminated across departments, and lending or distribution to any third-party is strictly prohibited.
Security awareness campaigns	• All new employees are required to watch the *Information Security Awareness and Security Practices* training video and study relevant training materials after joining the Group. • Regular "IT Tips" information security awareness materials are sent via email and group chats to all employees, strengthening their awareness of information security.
Confidentiality clauses	• The Group signs confidentiality agreements with employees, suppliers, clinical trial institutions and investigators to effectively safeguard information security. • When cooperating with external third-parties, the Group requires the signing of dedicated non-disclosure agreements ("NDAs") or the inclusion of confidentiality clauses in relevant cooperation contracts to effectively prevent the leakage of sensitive information.

Protection of subject and customer privacy

The Group places great emphasis on the protection of subject and customer privacy and strictly adheres to national and international laws, regulations, and ethical guidelines, such as the *Personal Information Protection Law of the People's Republic of China*, the *General Data Protection Regulation* (EU) ("GDPR"), and the *Regulations on Promoting and Regulating Cross-border Data Flows*, with a view to ensuring that the personal information and privacy of subjects are fully protected throughout the clinical trial process.

Abbisko's Personal Information Protection Management System

CEO	• As the primary responsible person for privacy protection, the CEO coordinates and supervises the protection of personal information across the Group.
Data Protection Officer ("DPO")	• The DPO is responsible for supervising the data protection strategy, providing advice and guidance for data processing activities, and evaluating compliance with data protection legislation. The DPO has direct access to the top management of Abbisko and provides independent advice and guidance.
Legal Director	• With the support of the legal compliance team, the Legal Director ensures that risks are properly managed. The Legal Director is responsible for ensuring that strategic goals align with best practices for data protection, that control measures are in place, and that established standards are met. The Legal Director also identifies relevant risks associated with data protection.
Information Asset Owner ("IAO")	• Senior employees, such as department directors, department managers, system managers, and senior executives, act as IAOs. They are responsible for identifying and managing the data risks related to personal information processed within their control across operations and systems. IAOs may delegate their tasks to information asset administrators as needed.
Employees	• All employees are responsible for managing the information they use to the highest standards. This includes following operational policies, processes, and procedures, completing the required training, and ensuring that they are aware of and comply with their legal obligations.

The Group has formulated management policies including the *Data Protection Policy and Framework* and the Protection of Subject's Personal Information in Clinical Trials. These policies have clearly defined the management responsibilities of each department and further standardised requirements for the processing methods of personal information, cross-border transfer of personal information and notification obligations, thereby standardising the processing of subjects' personal information by employees.

During the Reporting Period, the Group conducted an online personal information protection training session covering all employees, which included interpretations of personal information protection laws and explanations of recent cases. This initiative further enhanced employees' awareness of personal information protection and reinforced the concept of safeguarding personal data.

During the Reporting Period, the Group did not experience any incidents of subject privacy disclosure.

Supply Chain Management

Abbisko's supplier system consists of both production and non-production suppliers. Its procurement covers a wide range of categories, including research materials, biological/toxicological/chemistry services, CMC (Chemistry, Manufacturing and Controls) services, clinical services, research equipment and maintenance, and general services. In procurement and supplier management, the Group strictly adheres to the principles of openness and fairness, striving to establish long-term, stable and mutually beneficial partnerships. Priority is given to suppliers located in regions where the Group operates, actively supporting the coordinated development of local industrial supply chains.

In accordance with internal policies including the Procurement Policy, the Supplier Quality Assessment Procedure, the Supplier Quality Management Procedure and the Clinical Vendors Oversight, the Group has systematically defined and strictly implemented specific requirements regarding supplier onboarding, evaluation, quality agreement signing and audit standards. Through a combination of supplier onboarding review and ongoing dynamic management, we continuously conduct quality supervision and performance management to ensure that suppliers meet the Group's quality requirements.

Abbisko's Supplier Management Process

Demand confirmation	• The requesting department raises a procurement request. • The requesting department and the procurement department jointly determine the evaluation criteria.
Supplier comparison and selection	• Adhering to the principles of cost-effectiveness, quality, schedule coordination and fair competition, the procurement department request for quotations from multiple suppliers as needed and conducts multi-dimensional assessments to ensure that suppliers meet project requirements. Any form of under-the-table operation is strictly prohibited to ensure fairness and impartiality.
Supplier admission	• Upon confirmation through the procurement process, the suppliers' onboarding materials, such as valid qualification certificates and credit reports, are reviewed.
Procurement application and contract	• Once the supplier is onboarding into the system, the requesting department submits a Purchase Request and contract process, which then triggers the approval workflow.
Routine management	• For suppliers already in the system, the Group conducts routine management regarding their actual project delivery, cost control and quality, along with periodic performance evaluations.

In the daily management of suppliers, the Group takes proper quality management measures specific to different category suppliers to ensure the smooth R&D implementation of projects.

Abbisko's Supplier Quality Management Measures

Suppliers subject to GMP and Good Laboratory Practice ("GLP")

Supplier audits

- Suppliers shall receive written or field audits according to the contribution of their materials or services to the quality of final product, and the extent and likelihood of their impact on patients' safety.
- The Group sets different audit criteria for suppliers according to the quality supervision regulations on different types of materials and applicable laws and regulations. In the light of material type and audit results, audits may be organised at different intervals ranging from one to five years.

Supplier performance review

- The Group signs quality agreements with CMOs and evaluates their performance annually.

Suppliers subject to GCP

Supplier quality management

- The Group specifies service contents and delivery quality in the agreements signed with suppliers and requires suppliers to comply with GCP requirements.
- Suppliers shall prepare the work plans for clinical trial activities they undertake, setting out job duties, methods, processes and personnel and technical requirements. Abbisko's functional departments are responsible for reviewing and approving these work plans and supervising their implementation.
- Suppliers' quality management systems are evaluated through multiple methods. Depending on project requirements and supplier risk levels, in-field or remote audits are conducted. During the implementation of projects, the Clinical Department performs in-field or remote quality control.
- The Group requires suppliers to report quality incidents, review their preventive and corrective measures, and track the implementation of these measures.

Supplier performance evaluation

- Through risk assessments, different supplier categories are identified and corresponding evaluation frequencies are established.
- A more quantitative annual supplier quality management performance evaluation system has been implemented, with more refined follow-up strategies and requirements based on risk assessment.

Supplier training

- Targeted training is provided to suppliers whose quality culture requires improvement. Participants include heads of departments involved in the supplier's quality management system, helping to improve project execution efficiency and compliance management capabilities.

In terms of responsible procurement, the Group, in strict accordance with the *Anti-Unfair Competition Law of the People's Republic of China*, the U.S. *Foreign Corrupt Practices Act*, and other laws and regulations, includes anti-commercial bribery clauses in contracts, and explicitly requires suppliers to prohibit any form of bribery and other unfair competition practices.

The Group actively fulfils its environmental and social responsibilities. Where feasible, suppliers' performance in areas such as environmental protection and labour rights is taken into consideration, with priority given to suppliers capable of providing products or services that meet specific environmental standards.

06 Symbiosis with Nature, Protecting the Green Environment

Environmental Management System

Abbisko is a company focused on the discovery and development of innovative drugs. The environmental impacts arising from our operations primarily originate from daily office activities and laboratory R&D activities. Abbisko strictly complies with applicable laws and regulations of China and places of business, such as the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, and the *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste*. In addition, the Group has formulated internal management regulations such as the Management Regulations on Hazardous Waste and the Safety Management Regulations on Pharmaceutical Hazardous Chemicals, to ensure full compliance throughout environmental management processes.

The Group's Human Resources and Operations Department is responsible for centrally managing environmental matters and has established an environmental management system within the Group, covering regulation formulation, risk assessment, target setting, monitoring and reporting, internal and external audits, and continual improvement. This aims to minimise the environmental impact of the Group's operations and to promote the Group's green development.

Abbisko's Environmental Impact Analysis

Input of environmental factors

Energy	Water resources	Raw materials	Packages
Purchased power, gasoline and diesel	Municipal water supply and purified water	Experiment reagents and raw materials of drugs for clinical trial purpose	Cartons and foam boxes

Output of environmental factors

Exhaust gases	Waste water	Non-hazardous waste	Hazardous waste
Particulate matters, nitrogen oxides, sulfur oxides, volatile exhaust gas from raw materials and exhaust gas generated in laboratories	Experimental and domestic waste water	Domestic waste and laboratory waste	Inorganic waste liquid, fluorescent tubes, organic waste liquid, waste drugs, activated carbon, general chemical reagents, empty glass reagent bottles, laboratory contaminated waste, cell debris and medical waste

Abbisko's Environmental Management Actions and Achievements

Environmental management actions	Specific measures and outcomes
Environment impact assessment	• Comply with applicable laws and regulations, including the *Law of the People's Republic of China on Environmental Impact Assessment*, the *Regulations on Environmental Protection Management for Construction Projects* and the *Regulations on Planning and Environmental Impact Assessment*. • Entrust qualified third-party agency to conduct environmental monitoring and impact assessment on the surrounding atmosphere, noise and waste water. The Company entrusts qualified organisations to carry out environmental impact assessments per the law on new, renovation and expansion projects.
Identification of potential risks	• Regularly identify potential environmental risk sources and establish an Environment Emergency Response Plan internally, set up an emergency response team and provide emergency rescue facilities. • Regularly organise annual emergency drills to improve the Company's emergency response capabilities to environmental risks and reduce the environmental impact of environmental emergencies.
Environmental management objectives	• Promise to control greenhouse gas emissions, electricity consumption and water consumption at a relatively low level based on actual operations. • Further improve the identification and statistics of waste sources and strive to reduce harmless and hazardous waste.
Environmental protection promotion	• Provide new employees with environmental protection awareness orientations to reinforce their implementation capabilities. • Post up energy-saving posters and signs in offices.
Environmental measures adoption	• Advocate environmentally friendly operation, reduce the consumption of water, electricity and other resources, and promote the reuse of recyclable resources. • Prioritise the use of environmentally friendly office products or choose environmentally friendly business activities. • Strictly control emissions that endanger environmental protection.

During the Reporting Period, Abbisko did not experience any environmental pollution incidents, nor was it investigated by eco-environmental authorities for any environmental violations or illegalities. There were no significant administrative or criminal penalties imposed. The Group was not ordered by the relevant people's governments or government departments to undertake rectification, shutdown, relocation, or closure within a specified time frame.

Resource Management

Energy Utilisation

Abbisko's primary energy sources consist of purchased electricity and gasoline used by company-owned vehicles. The Group strictly complies with relevant laws and regulations, including the *Environmental Protection Law of the People's Republic of China* and the *Energy Conservation Law of the People's Republic of China*. Through measures such as energy-saving transformation, routine management, regular equipment maintenance and enhanced energy-saving awareness, the Group strives to improve energy efficiency and promote the implementation of energy targets.

Abbisko's Energy Conservation Management Measures

Management type	Management measures
Energy-saving transformation	• Equip the laboratory exhaust fan units with energy-saving technologies, high-efficiency filters, and environmentally friendly adsorption materials to significantly reduce operational energy consumption and pollution emissions. • Adopt the building management system ("BMS") to automatically regulate the ventilation and air conditioning system and optimise the operating parameters of the central air-conditioning control system. As a result, the peak electricity consumption during the summer of 2025 decreased by approximately 6.9% compared with previous years.
Routine management	• Initiate moderate use of air conditioners; formulate and implement rules for air conditioner management; set the person in charge of air conditioners in the office; turn off air conditioners half an hour before getting off work each day. • Require employees to turn down high energy-consuming equipment such as laboratory fume hoods to the lowest setting after experiments. • Keep any unessential equipment in laboratories turned off on weekends and holidays.
Regular equipment maintenance	• Maintain and inspect air conditioners regularly to ensure energy efficiency.
Enhanced energy-saving awareness	• Post up energy-saving posters and signs in offices; remind employees to turn off lights, computers, air conditioning and taps after work. • Immediately turn off lights and computers after work; check and turn off the power switches of all equipment in office areas and workstations before weekends and holidays. • Enhance employees' awareness of energy conservation in new employee training and annual retraining.

Water Resource Utilisation

Abbisko's water consumption mainly comes from municipal water supply and purified water. The Group strictly complies with relevant laws and regulations, including the *Water Law of the People's Republic of China* and the *Provisions for the Administration of Urban Water Conservation*. With the objective of controlling water consumption at a relatively low level and improving water utilisation efficiency, the Group continues to improve its water resource management system. Measures such as the introduction of water-saving facilities, enhancement of water-saving awareness and regular inspections are implemented to promote refined water resource management.

Abbisko's Water-Saving Measures

Management type	Management measures
Use of water-saving facilities	• Install water-saving devices such as sensor taps.
Reuse of wastewater	• Wastewater generated in Wuxi Abbisko Biomedical Technology Co., Ltd.'s ("Abbisko Wuxi") daily operations, such as concentrated laboratory washing water and rooftop exhaust tower circulation water, is reused after being treated by wastewater treatment equipment.
Enhanced water-saving awareness	• Strengthen employees' awareness of water-saving by posting water conservation signs and posters in office areas, and promoting the reuse of water resources to avoid water waste.
Regular inspections	• Strictly monitor water consumption in office areas. • Regularly inspect and maintain the water piping network to reduce the waste of water such as dripping and leakage. • Close the valves in areas where water is not frequently used.

Management of Packages

As of the end of the Reporting Period, the Group remains in the clinical research stage of pharmaceutical development and has not yet commenced large-scale production or commercial sales. The main manufactured products were clinical formulation products, and the packages were cartons, foam boxes and dry ice. Packaging materials such as cartons and foam boxes generated during laboratory operations are reused internally within the Group, thereby reducing resource consumption while achieving cost savings and operational efficiency improvements.

Emission Management

The pollutants generated by Abbisko during daily operations and R&D processes include exhaust gas, waste water, noise and solid waste. The Group strictly complies with relevant laws and regulations, including the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, and the *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste*, as well as applicable international and local emission standards. It carries out monitoring, treatment and discharge of exhaust gas and waste water according to law, standardise waste classification, labelling and recording, and ensure compliance in the whole process. Meanwhile, the Company actively seeks the latest emission purification technologies or equipment to reduce pollutants. During the Reporting Period, the Group did not experience any incidents of illegal discharge of waste water and exhaust gas or illegal disposal of solid waste.

Abbisko's Pollutant Emission Status and Treatment Methods

Type	Emission status and treatment methods
Waste water	• Standards: The *Integrated Wastewater Discharge Standard* (GB 8978-1996) and the *Wastewater Quality Standards for Discharge to Municipal Sewers* (GB/T 31962-2015). • Types: Domestic sewage, experimental sewage, laboratory cleaning sewage and spray column circulating water. • Test indicators: pH, Chemical Oxygen Demand, 5-day Biochemical Oxygen Demand, suspended solids, ammonia nitrogen, Linear Alkylbenzene Sulfonates, organic solvents, total residual chlorine and fecal coliform. • Treatment: Abbisko Therapeutics Co., Ltd. ("Abbisko Shanghai") discharges the waste water to the municipal sewage network. Wastewater generated by Wuxi Abbisko Biomedical Technology Co., Ltd. ("Abbisko Wuxi") is reused after being treated by wastewater treatment equipment. • Improvement measures: The Group has installed waste water treatment equipment in the basement and improved the wastewater treatment system to reduce the environmental impact of waste water discharge.
Exhaust gases	• Standards: The *Integrated Emission Standards of Air Pollutants* (DB31/933-2015) and the *Emission Standards for Odor Pollutants* (DB31/1025-2016). • Types: Laboratory exhaust gas. • Test indicators: Non-methane total hydrocarbons, ethyl acetate, methanol, tetrahydrofuran, acetonitrile, N, N-dimethylformamide, N, N-dimethylacetamide, isopropanol, n-butanol, xylene, benzene series compounds, 1,2-dichloroethane, 1,2-dioxane, dimethyl sulfoxide, odour concentration and acetone. • Treatment: Set micro-negative pressure in laboratories, collect exhaust gases through fume hoods, and discharge them after being absorbed and treated by an activated carbon purifier and spray column; discharge the airflow inside the biosafety cabinet at high altitude after being treated by High Efficiency Particle Air ("HEPA") filters.
Noise	• Improvement measures: Noise issues in the R&D building office area have been resolved by replacing the fan bearings, significantly improving the office environment.
Non-hazardous waste	• Types: Domestic waste and harmless laboratory waste. • Treatment: Entrust municipal environmental sanitation organisations to dispose of domestic waste and recycle harmless laboratory waste or entrust a third-party organisation to collect such waste for disposal.
Hazardous waste	• Management regulations: Internal regulations such as the Management Regulations on Hazardous Waste of Abbisko Wuxi and the Management Regulations on Hazardous Waste of Abbisko Shanghai. • Types: Inorganic waste liquid, fluorescent tubes, organic waste liquid, waste drugs, activated carbon, general chemical reagents, empty glass reagent bottles, laboratory contaminated waste, cell debris, medical surgical masks, medical examination gloves and hollow droppers. • Treatment: Classify hazardous waste into corrosive hazardous waste, highly active organometallic reagents, infectious medical waste and damaging medical waste. They are treated by professional staff per the prescribed procedures to ensure that employees receive necessary protection, and engage a professional and legally qualified waste disposal company for disposal. • Improvement measures: Strengthen chemical warehouse management, such as implementing a dual-lock system and registering and reporting chemical entries and exits. Additionally, add spill-proof trays to the chemical storage areas in laboratories and chemical warehouses to prevent leaks.

Response to Climate Change

Governance

Climate change has become a major global challenge. Abbisko continuously monitors climate-related risks and opportunities and actively promotes the improvement of its climate management system. The Board discusses and reviews climate-related issues relevant to the Group and oversees the overall progress of climate change response initiatives. The senior management coordinates and plans the implementation of climate-related initiatives, ensuring the effective execution of ESG policies and measures that include climate considerations. Relevant functional and business departments incorporate climate change management into their daily work.

To enhance the Board's capacity to fulfil its responsibilities regarding climate-related issue, the Group regularly circulates ESG training materials (covering climate-related topics) to the Board, keeping them informed of the latest developments and emerging trends. At the same time, the Group compiles an annual report on climate-related progress, which is submitted to the Board for review to ensure ongoing oversight of the identification and management of climate-related risks and opportunities.

Strategy

The Group recognises the profound impact of climate change and proactively identifies related risks and opportunities. Through in-depth analysis of climate risks and opportunities that may significantly affect the Group's business model and value chain, the Company gains clearer guidance for risk management while identifying potential development opportunities in the transition to a low-carbon economy, thereby supporting sustainable growth.

Abbisko's Climate-related Risk and Opportunity Analysis

Risk/ Opportunity Type	Risk/ Opportunity description	Timeframe of impact[1]	Impact on business model and value chain	Financial impact
Physical risks	Acute physical risks: The severity of extreme weather events such as typhoons, floods, and droughts caused by climate change is increasing.	Short, medium and long term	• Employee commuting disruptions, potentially affecting employee health and safety; • Laboratory operation interruptions and potential asset damage; • Transportation difficulties leading to insufficient supply of raw materials and hindering the progress of drug R&D.	Increased operating costs
	Chronic physical risks: Rising sea levels, increasing temperatures, and other impacts caused by long-term climate changes.	Long term		
Transition risks	Policy and regulatory risks: Changes in national and local policies, laws and regulations lead to stricter requirements and oversight for the Group and its products.	Short, medium and long term	• Deployment of new drug discovery and development initiatives to adapt to policy updates; • Strengthened regulatory oversight requiring energy-saving and technological transformation projects to meet stricter compliance standards.	Increased operating costs
	Reputational risks: Increasing stakeholder focus on the Group's sustainable development.	Short, medium and long term	• Strengthening ESG management and improving disclosure transparency to maintain investor confidence; • Increasing capital supply as more investors are optimistic about low-carbon development.	Decreased operating revenue
Energy source opportunities	With the introduction of green energy policies, the accessibility of renewable energy is gradually improving, and prices may decrease over time.	Medium to long term	• Reduced costs associated with the use of low-carbon energy and lower carbon reduction costs.	Decreased operating costs Increased operating revenue
Product and service opportunities	Climate change may pose various health challenges to humans, presenting the Group with new market opportunities.	Medium to long term	• Create new revenue opportunities and enhance profitability.	

Note: The timeframe of impacts is determined with reference to the *Sustainability Disclosure Standards for Enterprises–Basic Standards (Trial)* issued by the Ministry of Finance of China, as well as the Company's operational realities. Short term refers to within one year (inclusive) after the end of the Reporting Period; medium term refers to one to five years (inclusive) after the end of the Reporting Period; and long term refers to more than five years after the end of the Reporting Period.

To address climate-related risks, the Group has established and continuously improved its climate change management system, gradually setting and implementing carbon reduction targets. At the same time, through a series of measures, including the formulation of emergency response plans for extreme weather, strengthening safety training, improving emergency facilities and increasing investment in energy-saving and emission-reduction technologies, we further mitigate and respond to the impacts of climate change. Although the Group has not yet formulated a dedicated climate transition plan, we continue to invest in strengthening our R&D capabilities and promoting technological innovation to meet emerging demands. At the same time, we enhance communication with stakeholders and continuously convey our determination and vision regarding climate action.

Risk management

The Group has incorporated climate risk identification, assessment and management into its overall operational risk management framework. Climate-related risks are comprehensively evaluated across multiple dimensions, including likelihood of occurrence and degree of impact on the business model and value chain. These risks are included in the risk control matrix and prioritised alongside other risk categories. To address climate risks, the Group relies on a "three lines of defence" risk management structure, consisting of core business departments, risk management functional departments and the internal audit department, thereby continuously enhancing risk management effectiveness.

Metrics and targets

In accordance with relevant standards such as the *GHG Protocol: A Corporate Accounting and Reporting Standard (2004)* jointly issued by the World Resources Institute ("WRI") and the World Business Council for Sustainable Development ("WBCSD"), the Group conducts annual greenhouse gas inventories, quantifying and disclosing total greenhouse gas emissions and emission intensity to assess the Group's performance in addressing climate change.

At the same time, the Group actively responds to China's strategic objectives of "30·60" peak carbon emissions and carbon neutrality. Based on its own operating practice, the Group is committed to control the Group's greenhouse gas emissions in scope 1 and scope 2 at a low level and continuously promoted the measurement of greenhouse gas emissions in scope 3, to steadily promote low-carbon development.

07 Cohesive Employees, Empowering Talent Development

Employee Recruitment and Rights

Abbisko adheres to the "people-oriented" core principle, and places great importance on employee employment management and the protection of employee rights. The Group strictly complies with relevant laws, regulations and policy requirements, including the *Labour Law of the People's Republic of China*, the *Labour Contract Law of the People's Republic of China*, and the *Provisions on the Prohibition of Child Labour*. We have established and continuously improved an internal management system centred on the Employee Handbook, aiming to protect the legitimate rights and interests of every employee through sound institutional frameworks and strict compliance management, while fostering an equal, diverse and inclusive workplace environment.

During the Reporting Period, the Group did not experience any violations related to employee recruitment and dismissal, working hours and leave, promotion and equal opportunities, anti-discrimination or diversity. As of the end of the Reporting Period, no litigation or dispute cases had arisen in relation to the above matters.

Employee recruitment

The Group has established the Recruitment Guidelines, adhering to the principles of openness, fairness and impartiality in talent recruitment. We actively expand diversified recruitment channels to attract outstanding talent, ensuring transparency and standardisation in the recruitment process and fostering a fair competitive environment.

The Group explicitly prohibits the establishment of any discriminatory requirements based on race, religion, ethnicity, gender or household registration. The Group strictly prohibits the employment of child labour or underage workers. During the recruitment process, strict qualification verification procedures are implemented to confirm the age of candidates, preventing the employment of child labour or underage workers and ensuring full compliance with labour regulations. During the Reporting Period, the Group strictly complied with relevant labour laws and regulations, and no incidents of child labour or forced labour occurred.

Abbisko's Recruitment Process

Personnel demand reporting → Plan formulation → Information release → Resume screening → Assessment and evaluation → Review and hiring

Employee rights

The Group actively safeguards the legitimate rights and interests of employees by formulating and implementing management policies such as the Employee Handbook, ensuring that employees' lawful rights are fully protected. During the Reporting Period, the Group signed labour contracts with employees legally, with the labour contract signing rate being 100%. The Group was not penalised by relevant authorities for violating employees' rights.

The Group strictly prohibits forced labour, discrimination, and other actions that violate employees' legal rights. The Group has established the *Whistleblowing and Internal Investigation Management System*, allowing employees who experience or witness incidents of forced labour or discrimination to report through various channels, such as email, written complaints, or directly reporting to senior management.

Abbisko's Employee Rights Protection Policy

Compensation	• Pay employees in full and on time, and make salary adjustments annually based on the Group's operating performance and market compensation levels. • Strive to provide employees with competitive salary and benefits, adhering to the principles of combining short-term and long-term incentives, fairness, and jobs tied to salary, encouraging employees to strive for excellence through various means and enhance their work enthusiasm. • Reward employees' short-term contributions through annual or other bonuses.
Social insurance	• The Group ensures the timely payment for employees' pension insurance, medical insurance, unemployment insurance, work injury insurance, maternity insurance, and housing provident fund.
Working hours	• The Group reasonably arranges working hours and rest periods for employees, with employees' weekly working hours not exceeding 40 hours. • The Group encourages employees to improve work efficiency. If overtime work is needed, one must apply for approval in writing to the relevant department in advance.
Leave and holidays	• Employees are entitled to statutory holidays, annual leave, marriage leave, pre-maternity leave, maternity leave, paternity leave, breastfeeding leave, and personal leave.

Employee welfare

The Group has established a comprehensive employee care system, and provides diversified benefits to safeguard employees' quality of life. We maintain open communication channels with employees and have established an efficient and transparent feedback mechanism to enhance organisational cohesion.

Abbisko's Employee Care Measures

Employee welfare	• Provide commercial insurance for all employees and distribute holiday welfare packages during major festivals. • Establish a dedicated sports fund, set up basketball and badminton clubs, and purchase sports equipment and supplies. • Regularly organises employee cultural activities, such as employee birthday parties, holiday celebrations, and team-building events. • Hold offline courses on emotional and stress management. During the Reporting Period, 35 employees participated in and benefited from these initiatives.
Care for employees in need	• Visit and provide support to families of employees with disabilities, learning about their living conditions and providing daily necessities such as rice, flour, cooking oil and rice cookers.
Care for female employees	• On International Women's Day (March 8th), offer female employees blessings, gifts, and a half-day holiday. • Provide a dedicated mother and baby room for employees in need. • Provide welfare packages for pregnant employees, benefiting three employees during the Reporting Period.
Employee communication	• Establish and improve various internal communication channels, including the official website, CEO email and corporate WeChat account, and regularly hold all-staff meetings. • Conduct periodic employee satisfaction surveys through questionnaires or interviews, covering three aspects, including department atmosphere, cooperation with line managers, and collaboration with colleagues.

Mid-Autumn Festival Basketball Club Activity

Commended by the local Disabled Persons' Federation for visiting families of employees with disabilities

Occupational Health and Safety

Abbisko's business primarily focuses on new drug discovery and development, and does not currently involve large-scale production. In terms of occupational health hazards, the primary risk arises from the volatilisation of chemical materials in laboratories. Regarding production safety, the main potential hazards include unexpected incidents such as hazardous chemical leaks and fires.

The Group strictly complies with relevant laws and regulations, including the *Work Safety Law of the People's Republic of China*, the *Occupational Disease Prevention and Control Law of the People's Republic of China*, the *Fire Protection Law of the People's Republic of China*, and the *Regulations on the Safety Management of Hazardous Chemicals*. It has established management policies such as the Occupational Disease Prevention Responsibility System and the Laboratory Safety Manual. In 2025, the Group revised the Laboratory Safety Manual, further detailing operational requirements for laboratory instruments and equipment, as well as regulations on the storage and use of chemicals. The manual also clarifies procedures for waste disposal, emergency response, laboratory safety facilities and equipment usage, and accident reporting requirements. It aims to define employee responsibilities and further improve the occupational health and safety management system.

The Human Resources and Operations Department of the Group is the department responsible for managing occupational health and safety. Specialised positions are set up at operational sites with laboratories, dedicated to conducting daily inspections and compliance management of environmental protection and occupational health and safety. During the Reporting Period, the Group did not identify any occupational disease cases or suspected cases, and no work safety incidents or work-related injuries occurred.

In 2025, in accordance with the *Biosecurity Law of the People's Republic of China* and the requirements for laboratory construction and biosecurity management, the Group established a Biosecurity Committee responsible for monitoring and implementing biosecurity laws and regulations and ensuring that biosecurity management is standardised, systematic and scientifically managed.

The legal representative of the Group bears responsibility for security in biological laboratories and is responsible for organising the establishment of a biosecurity management system and approving major laboratory biosecurity-related matters on a regular basis. The laboratory head serves as the primary person responsible for biosecurity in the laboratory, as well as approval and supervision of laboratory access systems, daily implementation and emergency response. The laboratory biosecurity administrator is responsible for inspecting and supervising all biosecurity-related operations. All laboratory personnel are required to strictly comply with working regulations and safety operating procedures.

Abbisko's Occupational Health and Safety Management Measures

Main aspects	Main content	2025 key achievements
Routine management	• Strengthen the supervision and management of risk factors by regularly inviting third-party inspection organisations to conduct comprehensive testing of occupational disease hazard factors. • In daily operations, store hazardous chemicals (including precursor chemicals, explosive precursor chemicals and highly toxic chemicals) separately in secure cabinets within a dedicated warehouse according to their characteristics, attach the Material Safety Data Sheet ("MSDS") to each chemical, and implement dual-person and dual-lock management to enter the warehouse at the same time and record chemicals in a timely manner. • Conduct daily inspections, laboratory safety checks, and cross-departmental joint inspections, and create written records to promptly analyse and track safety issue rectifications. • Before entering the laboratory, employees are required to wear protective equipment, including laboratory coats, masks, gloves and safety goggles. Laboratories are equipped with safety facilities such as eyewash stations, emergency showers and fire extinguishers.	• Shanghai Laboratory: Routine inspections were conducted weekly, and four special inspections were organised. Targeted rectification initiatives were implemented, including hazardous chemical compliance rectification, fume hood safety usage rectification, electrical safety improvements and occupational hygiene improvements in formulation laboratories, thereby continuously reducing laboratory safety risks. • Wuxi Laboratory: Safety inspections are conducted once per month, and routine patrol inspections are carried out to ensure the safe storage and use of chemicals while strengthening safety inspections of equipment and instruments.
Employee training	• Promote the Occupational Disease Prevention Responsibility System, laboratory safety systems, and other occupational health and safety-related awareness programmes. • Organise regular training sessions, including biosecurity • Employees in safety-sensitive positions must complete safety training and pass assessments before engaging in operations.	• Shanghai Laboratory: Training programmes included EHS training for new employees, annual laboratory EHS refresher training and regular policy learning sessions. Offline training covered 312 participations, while online training on policies, SOPs and operational procedures covered 886 participations. • Wuxi Laboratory: Training was conducted on equipment and instrument safety, as well as the storage and use of chemicals.
Emergency drills	• The Group conducts regular annual publicity, education and training on fire safety knowledge and skills, and organises the implementation and drills of fire-fighting and emergence evacuation plans. • Establish a comprehensive emergency response mechanism to maximise the avoidance or reduction of accident losses.	• Shanghai Laboratory: A total of four emergency drills were conducted, covering scenarios such as theft or loss of highly toxic substances, biological sample leakage, fire incidents and hazardous chemical leakage. • Wuxi Laboratory: One fire emergency drill was conducted.

Biological sample (virus) leakage drill

Emergency evacuation and fire extinguisher operation drill

Employee Training and Development

Employee training

Abbisko places great importance on talent development and has established management policies such as the Training Management System to provide employees with a comprehensive career development platform and continuously enhance their management capabilities, professional expertise and job-related skills.

Abbisko's Employee Training System

Method	Training	Trainees	Content	2025 highlights
Offline courses	New employee training	New employees	• Overview of the policies and regulations of departments, laboratory safety manuals and general knowledge of work.	• Conducted quarterly, with participants being employees hired within the last three months, the total number of participants was 32.
	Training of professional systematic course	All employees	• Multiple departments such as Biology, Chemistry, CMC and Clinical departments and a total of 20 courses and professional fields.	• Conducted skill-based training, mainly targeted at front-line and key business employees, with 60 employees participating.
	Leadership/ management training	Mid-level management personnel /project managers	• Application of management tools, cross-department communication, team motivation, multitasking management, etc.	• Conducted leadership training, mainly targeted at middle management, with over 30 employees participating.
Online courses	Online learning	All employees	• Skills training, leadership training, professional knowledge training, anti-corruption training, etc.	• The average online learning time per employee exceeded four hours.

The Group has opened the online learning platform to all employees and integrated it into the GMP system. The platform provides more than 600 high-quality courses, covering not only general knowledge in fields such as biopharmaceuticals, the internet, semiconductors and electronic information, but also soft-skill courses addressing self-management, managing others, managing current tasks and preparing for future responsibilities. These resources comprehensively support employees' personal development and growth.

During the Reporting Period, the Group invested approximately RMB 200,000 in employee training and has achieved full coverage of employee training.

Employee promotion and development

Abbisko values employees' career development and has established and implemented the Abbisko Promotion Scheme, creating a scientifically sound employee promotion system. Based on the unique characteristics of each employee and the job requirements, a clear and transparent promotion path has been established, including management track, R&D track, clinical track, and functional track. The Group assesses employees' qualifications for promotion through various dimensions, including education background, years of service, performance, management experience, project experience, and certification skills, ensuring equality and fairness in the promotion process.

Abbisko's Promotion Channels for Employees

Management	• Associate directors and above across all departments.
R&D	• Front-line employees in the Biology, Chemistry and CMC departments. This track is divided into three sub-tracks: biological research, medicinal chemistry research and CMC.
Clinical	• Front-line employees in the Clinical Development Department. This track includes nine sub-tracks, covering clinical development, pharmacovigilance, project management, clinical operations, data statistics, quality management, clinical pharmacology, etc.
Function	• Front-line employees of functional departments such as the Human Resource Department, Finance, Legal and Operations.

The Group has established a regular incentive system, setting up four major year-end awards based on employees' years of service and job characteristics to motivate employees' growth and improve talent retention. For employees whose performance does not meet standards, the Group has formulated a performance improvement plan to help employees improve their performance and enhance their development capabilities.

Abbisko's Employee Incentive Award Setup

Excellence Star

Recognises employees who have made outstanding contributions to the Group's business during the year. Encourages employees to maintain high levels of work quality and results, contributing to the Group's sustainable development.

Pioneer Star

Encourages employees to break existing rules, innovate, and bring new vitality to the Group.

Navigator Star

Recognises outstanding managers. Team leaders, who are core employees, bear the responsibility of task delegation. This award encourages team managers to take on more business and management responsibilities.

Leap Star

Recognises new employees who perform excellently in their first year. Encourages new employees to take initiative, actively integrate into the team, learn about the Group's products, and quickly contribute to business development.

Additionally, since 2019, the Group has adopted several share incentive plans to motivate employees and, directors who have made outstanding contributions to the Group, enhancing employee enthusiasm and promoting benign development of business. During the Reporting Period, the Group granted equity incentives, including Restricted Stock Units ("RSUs") and Stock Options, to over 60 employees, covering a total of 13.93 million shares.

08 Concerted Efforts, Building a Harmonious Community

Public Welfare and Voluntary Services

While striving for leadership in innovative R&D and promoting high-quality corporate development, Abbisko has consistently taken an active role in public welfare initiatives. Looking ahead, Abbisko will continue to fulfil its social responsibilities and contribute to the advancement of human health and social progress.

Promoting Healthy Lifestyles and Supporting Rural Public Welfare

On 20 November 2025, the 12th J.P. Morgan Corporate Challenge Shanghai officially kicked off. Abbisko has participated in this event for three consecutive years, with 18 employees taking part in the 2025 race. In 2025, the J.P. Morgan Corporate Challenge continued its long-standing tradition of supporting charitable causes in host cities. On behalf of all participants, a charitable donation was made to the YouChange China Social Entrepreneur Foundation, further supporting rural empowerment initiatives and helping more rural entrepreneurs, particularly women, to realise their value and personal development through industrial innovation.

Abbisko' s Public Welfare Running

Access to healthcare

Abbisko has always focused on the development of drugs for major diseases in China and globally. Leveraging the Group's expertise in small-molecule drug development, it deeply explores the advantages of small-molecule drugs in cost control, ease of storage and transportation, and administration method. Through these efforts, Abbisko continues to advance the development of innovative medicines that combine excellent efficacy with strong economic accessibility, providing higher-quality and more accessible treatment options for patients worldwide.

Expansion into Non-oncology Research Areas to Improve Medication Convenience for Paediatric Patients

In December 2025, the first patient dosing was completed for the Phase II clinical trial of the Group's self-developed highly selective small-molecule FGFR2/3 inhibitor ABSK061 for children aged three to twelve with ACH.

ACH is an autosomal genetic rare disease that causes severe growth and developmental disorders in children, for which effective treatments remain limited. ABSK061, a highly active and selective small-molecule FGFR2/3 inhibitor independently developed by the Group, has demonstrated significant target inhibition activity, favourable pharmacokinetic characteristics and strong safety advantages in preclinical studies. Its oral administration has the potential to significantly improve medication convenience and adherence for patients, particularly paediatric patients, and shows promising potential for the treatment of children and adolescents with ACH.

In 2025, the Group's self-developed highly selective small-molecule FGFR4 inhibitor irpagratinib ("ABSK011") received Breakthrough Therapy Designation ("BTD") from the CDE of the NMPA for the treatment of HCC. This represents the second BTD obtained by Abbisko for its drug candidates. The granting of this designation is expected to accelerate subsequent application review and approval processes, bringing new hope to many patients with unmet medical needs.

Key Regulatory Designations for Abbisko's R&D Products

Product	Indication	Regulator Designations	Time of Grant
Innovative CSF-1R Inhibitor Pimicotinib (ABSK021)	TGCT	BTD from the China NMPA	July 2022
		BTD from the U.S. FDA	January 2023
		Priority Medicine ("PRIME") Designation from the European EMA	June 2023
		Fast Track Designation ("FTD") from the U.S. FDA	December 2023
FGFR4 Inhibitor Irpagratinib, ABSK011	HCC	BTD from the China CDE	May 2025
		FTD from the U.S. FDA	December 2025

The Group focuses on minority groups in the community with unmet medical needs, and actively advances the development of several candidate drugs for rare disease indications. By the end of the Reporting Period, the Group had developed several small molecule drugs that have received Orphan Drug Designation ("ODD") from the U.S. and European regulators, covering multiple indications such as TGCT.

Drugs Developed by Abbisko Already Granted with ODD

Time of Grant	Product	Indication	Recognitions
March 2023	Next-generation FGFR4 mutant inhibitor ABSK012	Soft tissue sarcoma	ODD from the U.S. FDA
December 2023	Innovative CSF-1R Inhibitor pimicotinib (ABSK021)	TGCT	ODD from the European EMA
April 2024	Highly selective FGFR4 inhibitor irpagratinib (ABSK011)	HCC	ODD from the U.S. FDA

ESG Data Sheet and Notes

Financial Data

Indicator	Unit	2023	2024	2025
R&D investment	Million RMB	434	451	508

Environmental Data

Indicator[1]	Unit	2023	2024	2025
Use of resources				
Purchased electricity[2]	MWh	2,530.65	3,330.96	3,093.73
Electricity consumption per capita	MWh/person	9.81	11.85	11.21
Gasoline consumption	L	4,100.00	3,777.50	4,673.00
Gasoline consumption per capita	L/person	15.89	13.44	16.93
Paper consumption	kg	661.60	618.50	618.50
Paper consumption per capita	kg/person	2.56	2.20	2.24
Total water consumption	m^3	4,733.50	4,310.00	4,867.50
Water consumption per capita	m^3/person	18.35	15.34	17.44
Emission management				
Total non-methane hydrocarbon emissions[3]	kg	700	324	217
Total wastewater discharge	m^3	4,260.15	3,872.00	4,029.75
Chemical oxygen demand ("COD") emissions (in wastewater)	t	0.21	0.24	0.23
Biochemical oxygen demand ("BOD") emissions (in wastewater)	t	0.22	0.04	0.02
Suspended solids ("SS") emissions (in wastewater)	t	0.01	0.03	0.03
Total volume of non-hazardous waste	t	19.60	20.44	19.32
Non-hazardous waste volume per capita	t/person	0.08	0.07	0.07
Total volume of hazardous waste4	t	44.80	86.79	67.57
Hazardous waste volume per capita[4]	t/person	0.17	0.31	0.24

Indicator[1]	Unit	2023	2024	2025
Greenhouse gas ("GHG") emission management				
Total GHG emissions (Scopes 1 and 2)	tCO_2e	1,452.33	1,795.76	1,651.88
Total GHG emissions (Scopes 1, 2 and 3)	tCO_2e	——	1,981.82	2,086.36
Scope 1 GHG emissions [5]	tCO_2e	9.10	8.37	10.35
Scope 2 GHG emissions [6]	tCO_2e	1,443.23	1,787.39	1,641.53
Scope 3 GHG emissions [7]	tCO_2e/person	——	186.06	434.48
Category 6 Business Travel	tCO_2e	——	186.06	185.96
Category 7 Employee Commuting	tCO_2e	——	——	248.52
GHG emissions per capita (Scopes 1 and 2)	tCO_2e/person	5.63	6.39	5.99
GHG emissions per unit area (Scopes 1 and 2)	tCO_2e/m^2	0.13	0.17	0.15
Environmental management system				
Number of cases in which penalties are imposed due to violations of environmental protection laws and regulations	No.	0	0	0

Note 1: Per capita density or intensity data were calculated using the total number of employees at the end of the Reporting Period.
Note 2: Wuxi Laboratory was fully put into operation, and R&D projects increased in 2024 compared with 2023, so the purchased electricity, greenhouse gas emissions in Scope 2 and related data increased compared with 2023.
Note 3: Starting from 2024, the accounting method for total non-methane hydrocarbon emissions was revised. Therefore, the data has a significant change compared with previous years.
Note 4: In 2024, Abbisko expanded its Shanghai laboratory, and the Wuxi laboratory became fully operational, leading to an increase in hazardous waste emissions compared to 2023.
Note 5: Scope 1 GHG emissions include direct emissions from gasoline of self-owned vehicles, and the calculation factors for 2025 refer to National Development and Reform Commission's *Greenhouse Gas Emissions Accounting Methods and Reporting Guidelines for Land Transportation Enterprises (Trial)* (2015) and *China Energy Statistical Yearbook 2023* of National Bureau of Statistics. The calculation factors for 2023 and 2024 are detailed in the ESG reports for the respective years.
Note 6: Scope 2 GHG emissions include indirect emissions from purchased electricity, calculated using a location-based method. The calculation factors for 2025 refer to the Announcement on the Release of Carbon Dioxide Emission Factors for Electricity in 2023 issued by the Ministry of Ecology and Environment of China and the National Bureau of Statistics in December 2025. The calculation factors for 2023 and 2024 are detailed in the ESG reports for the respective years.
Note 7: In 2024, the Scope 3 greenhouse gas emissions only account for those generated by employees business travel, while those generated by employee commuting are included in 2025. The calculation factors used for greenhouse gas emissions related to business travel refer to the direct emissions factors from Chinese Environmentally Extended Input-Output ("CEEIO") database (2020), adjusted according to China's Producer Price Index ("PPI") in 2024. The calculation factors used for greenhouse gas emissions arising from employee commuting were determined with reference to the carbon emission factors and road network conversion coefficients (2024) for the Beijing Low-carbon Travel Carbon Inclusion Project, as set out in Annex 5, Administrative Requirements for Beijing Carbon Inclusion Projects, to the Notice of the Beijing Municipal Ecology and Environment Bureau on the Administration of Carbon Emission Entities and Carbon Emissions Trading in Beijing for 2024.

Employment Data

Indicator		Unit	2023	2024	2025
Employee Recruitment					
Total number of employees		Person	258	281	276
By gender	Female employees	Person	147	158	155
	Male employees	Person	111	123	121
By type	Full-time employees subject to labour contracts	Person	237	261	256
	Full-time employees subject to labour dispatching	Person	21	20	20
By age	Employees aged under 30	Person	51	41	24
	Employees aged 30 to 50	Person	201	235	240
	Employees aged over 50	Person	6	5	12
By region	Employees working in Chinese Mainland	Person	254	276	268
	Employees working in Hong Kong, Macau and Taiwan (China) and overseas	Person	4	5	8
By level	Frontline employees	Person	198	216	210
	Middle management employees	Person	51	58	60
	Senior management employees	Person	9	7	6
Employee turnover rate[1]		%	7.00	5.70	12.32
By gender	Female employees	%	6.00	5.70	11.61
	Male employees	%	8.00	5.70	13.22
By age	Employees aged under 30	%	4.00	4.88	20.83
	Employees aged 30 to 50	%	7.00	5.11	11.67
	Employees aged over 50	%	17.00	25.00	8.33
By region	Employees working in Chinese Mainland	%	7.00	5.44	12.31
	Employees working in Hong Kong, Macau and Taiwan (China) and overseas	%	25.00	20.00	12.50
Protection of employees' rights and interests					
Number of employees who died due to occupational injuries		Person	0	0	0
Working days lost due to occupational injuries		Day	0	0	0
Number of cases in which penalties are imposed due to violations of occupational health and safety laws and regulations		No.	0	0	0
Number of cases violating laws and regulations in terms of employment and dismissal, remuneration and welfare, working hours and holidays, as well as equal opportunities and anti-discrimination		No.	0	0	0

Note 1: [Calculation formula] Employee turnover rate of a certain category = Number of employees leaving a certain category / Number of employees of a certain category (at the end of the Reporting Period). In 2025, with the development of the Company's business, fluctuations in the employee turnover rate were observed, which reflected normal talent turnover.

Employee Training Data

Indicator		Unit	2023	2024	2025
Proportion of employees receiving training[1]		%	100.00	100.00	100.00
By gender	Proportion of male employees	%	43.02	43.77	43.84
	Proportion of female employees	%	56.98	56.23	56.16
By level	Proportion of frontline employees	%	76.74	76.87	76.09
	Proportion of middle management employees	%	19.77	20.64	21.74
	Proportion of senior management employees	%	3.49	2.49	2.17
Average hours of training received per employee[2]		Hour	4.00	3.48	4.00
By gender	Female employees	Hour	4.00	3.48	4.00
	Male employees	Hour	4.00	3.47	4.00
By level	Frontline employees	Hour	4.00	2.88	4.59
	Middle management employees	Hour	5.49	5.69	1.87
	Senior management employees	Hour	2.00	3.57	4.67

Note 1: [Calculation Formula] Proportion of employees receiving training in a certain type = Number of employees receiving training in a certain type (at the end of the Reporting Period) / Total number of employees (at the end of the Reporting Period).
Note 2: [Calculation formula] Average hours of training received by employees in a certain type = Total hours of training received by employees in a certain type / Number of employees in a certain type (at the end of the Reporting Period).

Supplier Management Data

Indicator		Unit	2023	2024	2025
Total Number of Suppliers[1]		No.	482	457	418
By region	Chinese mainland	No.	428	421	384
	Hong Kong, Macau and Taiwan (China) and overseas	No.	54	36	34

Note 1: The number of suppliers is calculated based on suppliers that had transactions during the year.

Anti-corruption Data

Indicator	Unit	2023	2024	2025
Number of completed corruption lawsuits filed against the issuer or its employees during the Reporting Period	No.	0	0	0
Number of employees participating in anti-corruption training	Person	258	254	255
Hours of anti-corruption training per employee	Hour	1.00	1.00	0.91
Hours of anti-corruption training per director	Hour	1.00	1.00	1.00

Community and Public Welfare Data

Indicator[1]	Unit	2023	2024	2025
Charitable donation investment	RMB	150,000	10,000	5,355
Total duration of employee volunteer services	Hour	258	40	34
Number of employees participating in voluntary activities	Person	258	20	18

Note 1: In 2023, the Group carried out a collective public welfare activity, achieving full participation from all employees. From 2024 to 2025, participation in the relevant public welfare activities did not cover all employees, leading to a decline in the relevant data.

Benchmarking Index Table

Index Table of *Environmental, Social and Governance Reporting Code* by the Hong Kong Stock Exchange

Part B: Mandatory Disclosure Requirements	
Mandatory Disclosure	**Corresponding Sections and Other Notes**
Governance Structure	Statement from the Board of Directors
	ESG Governance Structure
Reporting Principles	About the Report
Reporting Boundary	About the Report

Part C: "Comply or Explain" Provisions			
Subject Areas, Aspects, General Disclosures and KPIs	**Corresponding Sections and Other Notes**	**Subject Areas, Aspects, General Disclosures and KPIs**	**Corresponding Sections and Other Notes**
A. Environmental		KPI A3.1	Environmental Management System
Aspect A1: Emissions		**Aspect A4: Climate Change**	
General Disclosure A1	Environmental Management System	General Disclosure A4 [Repealed 1 January 2025]	——
KPI A1.1	Emission Management		
	ESG Data Sheet and Notes	KPI A4.1 [Repealed 1 January 2025]	——
KPI A1.2 [Repealed 1 January 2025]	——		
KPI A1.3	ESG Data Sheet and Notes	**B. Social**	
KPI A1.4	ESG Data Sheet and Notes	**Employment and Labour Practices**	
KPI A1.5	Emission Management	**Aspect B1: Employment**	
KPI A1.6	Emission Management	General Disclosure B1	Employee Recruitment and Rights
Aspect A2: Use of Resources		KPI B1.1	ESG Data Sheet and Notes
General Disclosure A2	Environmental Management System	KPI B1.2	ESG Data Sheet and Notes
	Resource Management	**Aspect B2: Health and Safety**	
KPI A2.1	ESG Data Sheet and Notes	General Disclosure B2	Occupational Health and Safety
KPI A2.2	ESG Data Sheet and Notes	KPI B2.1	ESG Data Sheet and Notes
KPI A2.3	Environmental Management System	KPI B2.2	ESG Data Sheet and Notes
	Resource Management	KPI B2.3	Occupational Health and Safety
KPI A2.4	Environmental Management System	**Aspect B3: Development and Training**	
	Resource Management	General Disclosure B3	Employee Training and Development
KPI A2.5	Resource Management	KPI B3.1	ESG Data Sheet and Notes
Aspect A3: The Environment and Natural Resources		KPI B3.2	ESG Data Sheet and Notes
General Disclosure A3	Environmental Management System		

Part C: "Comply or Explain" Provisions			
Subject Areas, Aspects, General Disclosures and KPIs	**Corresponding Sections and Other Notes**	**Subject Areas, Aspects, General Disclosures and KPIs**	**Corresponding Sections and Other Notes**
Aspect B4: Labour Standards		KPI B6.3	Intellectual Property Protection
General Disclosure B4	Employee Recruitment and Rights	KPI B6.4	This indicator is not applicable as the Group had not launched new drug and was not engaged in volume production.
KPI B4.1	Employee Recruitment and Rights		
KPI B4.2	Employee Recruitment and Rights	KPI B6.5	Information Security and Privacy Protection
Operating Practices		**Aspect B7: Anti-corruption**	
Aspect B5: Supply Chain Management		General Disclosure B7	Anti-corruption and Anti-bribery
General Disclosure B5	Supply Chain Management	KPI B7.1	Anti-corruption and Anti-bribery
KPI B5.1	ESG Data Sheet and Notes		ESG Data Sheet and Notes
KPI B5.2	Supply Chain Management	KPI B7.2	Anti-corruption and Anti-bribery
KPI B5.3	Supply Chain Management	KPI B7.3	Anti-corruption and Anti-bribery
KPI B5.4	Supply Chain Management		ESG Data Sheet and Notes
Aspect B6: Product Responsibility		**Aspect B8: Communities**	
General Disclosure B6	Product Quality and Safety	General Disclosure B8	Public Welfare and Voluntary Services
	Customer Service Management	KPI B8.1	Public Welfare and Voluntary Services
KPI B6.1	Product Quality and Safety	KPI B8.2	Public Welfare and Voluntary Services
KPI B6.2	Customer Service Management		ESG Data Sheet and Notes

Part D: Climate-related Disclosures			
Climate-related Disclosures	**Corresponding Sections and Other Notes**	**Climate-related Disclosures**	**Corresponding Sections and Other Notes**
(I) Governance		30. Climate-related Transition Risks	As the Company currently has limited information available for assessing the regions where climate risks or opportunities are concentrated, the statistical results of cross-industry indicators may involve considerable uncertainty. Therefore, in accordance with relevant provisions and based on the principle of prudence, the Company has adopted the reasonable information exemption, and will reassess cross-industry indicators once more comprehensive data becomes available.
19. Governance	Response to Climate Change-Governance		
(II) Strategy		31. Climate-related Physical Risks	
20. Climate-related Risks and Opportunities	Response to Climate Change-Strategy		
21. Business Model and Value Chain	Response to Climate Change-Strategy		
22-23. Strategy and Decision-making	Response to Climate Change-Strategy	32. Climate-related Opportunities	
24-25. Financial Position, Financial Performance and Cash Flows	The Group assesses the current financial effect of climate-related risks and opportunities on the Group through qualitative judgment. For details, please refer to the "Response to Climate Change - Strategy" section. The Group is currently unable to separately identify the anticipated financial effect of climate-related risks or opportunities and applied financial effect relief for relevant disclosures.	33. Capital Deployment	ESG Data Sheet and Notes
		34. Internal Carbon Prices	The Group has not yet adopted an internal carbon pricing mechanism in its decision-making processes.
		35. Remuneration	The Group has not yet incorporated climate-related factors into its remuneration policies.
26. Climate Resilience	Due to limited existing capabilities and resources, the Company is currently unable to conduct a comprehensive climate resilience assessment. After careful consideration, the Company applied reasonable information relief during the Reporting Period and will continue to enhance its ability to identify and manage climate-related risks and opportunities. Climate resilience-related disclosures will be provided in future reporting cycles when appropriate.	36. Industry-based Metrics	R&D Innovation and Ethics-Ensuring Clinical Trial Safety Access to healthcare
		37-40. Climate-related Targets	Response to Climate Change -Metrics and Targets
(III) Risk Management		41. Applicability of Cross-industry Metrics and Industry-based Metrics	In its climate strategy disclosures, the Group refers to the Sustainability Accounting Standards Board ("SASB") Sustainability Accounting Standards for the "Biotechnology and Pharmaceuticals" industry regarding disclosure issues and indicators. Relevant disclosures are provided in sections including "Access to healthcare", "R&D Innovation and Ethics - Ensuring Clinical Trial Safety", and "ESG Data Sheet and Notes".
27. Risk Management	Response to Climate Change-Risk Management		
(IV) Metrics and Targets			
28-29. Greenhouse Gas Emissions	ESG Data Sheet and Notes		

Definition and Explanation Table

Abbreviation	Full name
AACR	American Association for Cancer Research
ACH	Achondroplasia
API	Active Pharmaceutical Ingredient
ASCO	American Society of Clinical Oncology
BC	Breast Cancer
BMS	Building Management System
BOD	Biochemical Oxygen Demand
BTD	Breakthrough Therapy Designation
CAPA	Corrective and Preventive Actions
CDE	Centre for Drug Evaluation
cGMP	Current Good Manufacturing Practice
cGvHD	Chronic Graft-versus-Host Disease
CMC	Chemistry, Manufacturing and Controls
CMO	Contract Manufacturing Organisation
CNS	Central Nervous System
COD	Chemical Oxygen Demand
COPD	Chronic Obstructive Pulmonary Disease
DMS	Document Management System
EMA	European Medicines Agency
ESMO Asia	European Society for Medical Oncology Asia Congress
ESMO GI	European Society for Medical Oncology Gastrointestinal Cancers Congress
FDA	U.S. Food and Drug Administration
FTD	Fast Track Designation
FTO	Freedom-to-Operate Analysis
GC	Gastric Cancer
GCP	Good Clinical Practice
GMP	Good Manufacturing Practice
GDPR	*General Data Protection Regulation* (EU)
HCC	Hepatocellular Carcinoma
HEPA	High-efficiency Particulate Air Filter
HIPAA	U.S. *Health Insurance Portability and Accountability Act*
IACUC	Institutional Animal Care and Use Committee
ICH	International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use

Abbreviation	Full name
ICH-GCP	*International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use - Good Clinical Practice*
ICH-E2F	*International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use - Guideline on Periodic Safety Update Reports*
ICH-E2A	*International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use - Clinical Safety Data Management: Definitions and Standards for Expedited Reporting*
ICSR	Individual Case Safety Report
IDC	Internet Data Centre
Model	Animal Model
MSDS	Material Safety Data Sheet
MTD	Maximum Tolerated Dose
NDA	New Drug Application
NMPA	National Medical Products Administration
NSCLC	Non-small Cell Lung Cancer
ODD	Orphan Drug Designation
OS	Osteosarcoma
PCT	Patent Cooperation Treaty
PD	Pharmacodynamics
PDMA	Pharmaceuticals and Medical Devices Agency (Japan)
PK	Pharmacokinetics
PRIME	Priority Medicines
QMS	Quality Management System
QMP	Quality Management Procedures
RMS	Rhabdomyosarcoma
RSU	Restricted Stock Unit
SOP	Standard Operating Procedure
SS	Suspended Substance
TGCT	Tenosynovial Giant Cell Tumour
TMS	Training Management System
Tox	Toxicology
UC	Urothelial Carcinoma
WI	Work Instruction
WRI	World Resources Institute

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