君圣泰医药
HIGHTIDE THERAPEUTICS

(Incorporated in the Cayman Islands with limited liability)
Stock Code: 2511

2025

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

MANAGEMENT'S STATEMENT

As a biopharmaceutical company dedicated to metabolic diseases, HighTide Therapeutics, Inc. (Stock Code: 2511.HK) not only develops breakthrough therapies to address unmet medical needs and provides safe and effective treatment solutions for patients worldwide, but also deeply integrates ESG principles into every aspect of its corporate strategy and business operations, striving to achieve balanced development among health, environment and social responsibility. The company focuses on the systemic disease area of cardiorenal metabolic syndrome (CKM) and continues to advance the research and development (R&D) of related innovative therapies, providing safe and effective treatment options for patients worldwide. Leveraging 100% proprietary intellectual property, we have independently established a pipeline consisting of six patented drug candidates covering eight indications.

Striving for excellence, we strictly uphold the lifeline of drug quality and safety. We have refined our end-to-end quality management system in accordance with international standards, adhering to stringent regulations such as GMP and GLP at every stage – from raw material supply to clinical research and pharmacovigilance – to ensure product safety and efficacy, thereby fulfilling our commitment to patients with professionalism and precision. By conducting company-wide compliance training and fostering an integrity culture, we aim to strengthen the business ethics awareness of all employees, laying a solid institutional foundation for the long-term and steady development of HighTide Therapeutics.

Empowering through talent, we build a diverse and inclusive ecosystem for growth. We are committed to upholding equal and diversified recruitment, as well as enhancing our market-competitive remuneration and benefits system. We have established a multi-dimensional training framework covering compliance, technology, safety and other areas, while providing clear career development paths. Through a variety of team-building activities and humanistic care, we strengthen employees' sense of belonging and well-being, aligning individual value with corporate development.

Pursuing green symbiosis, we diligently fulfill our responsibility for low-carbon development. We actively respond to the national "dual carbon" goals and have formulated internal medium- to long-term carbon reduction targets. Through concrete actions such as green office initiatives, refined management of energy resources, and compliant classified disposal of waste, we continue to reduce the environmental impact of our operations. These incremental efforts help us to promote harmonious coexistence between the enterprise and nature, contributing to the development of ecological civilization.

Give back to society, we convey warmth and care to the society as a biopharmaceutical company. Leveraging our pharmaceutical expertise, we actively engage in health education, charity clinics and industry exchanges, sharing the latest advances in clinical research and innovative therapeutic concepts to promote the connectivity of global medical resources and accessibility of innovative achievements. Our employee volunteers enthusiastically participate in various public welfare activities, demonstrating the care and sense of responsibility of HighTide through tangible actions.

Looking ahead, we will continue to be patient-centric, accelerate the R&D and commercialization of innovative drugs, and deepen cooperation with partners from all sectors to jointly advance the sustainable development of the healthcare industry. We hereby sincerely thank every shareholder, employee, patient, partner and community member for their trust and support. True to our commitment, we will continue to deliver universal, safe and effective medical solutions, and contribute greater efforts to the health and well-being of patients worldwide.

CONTENT

1. ABOUT THIS REPORT

HighTide Therapeutics, Inc. (hereafter, "**HighTide Therapeutics**", "**HighTide**", the "**Company**" or "**we**") is pleased to release its third Environmental, Social and Governance ("**ESG**") report (this "**Report**"), which is intended to provide a comprehensive overview of the Company's strategic planning, initiatives, and performance outcomes on ESG domain in 2025.

1.1 Reporting Principles

This Report is prepared in accordance with Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Listing Rules**") as set out in the Environmental, Social and Governance Reporting Code (the "**ESG Reporting Code**"). It has complied with the "mandatory disclosure requirements" and "comply or explain" provisions listed in the ESG Reporting Code, and has strictly followed the principles of materiality, quantitative, balance, and consistency for information disclosure.

Materiality

We have included material ESG issues identified through a materiality assessment within the disclosure scope of this Report. Additionally, we have also disclosed the process and results of the stakeholder engagement, addressing the concerns and expectations of various stakeholders.

Quantitative

This Report discloses the applicable quantitative data related to environmental and social domains in the ESG Reporting Code, and specifies the standards, methods, assumptions, and calculation references used, including the sources of major conversion factors.

Balance

This Report presents the Company's performance in 2025 in an unbiased manner to avoid selections, omissions, or presentation formats that may improperly influence readers' decision-making or judgment.

Consistency

Statistical definitions and reporting boundaries consistent with last year were used for the data disclosed in this Report, allowing stakeholders to conduct effective year-on-year comparisons of performance during the Reporting Period. If any changes in statistical methodologies are adopted for individual data items, we will also clearly label and explain in this Report.

1.2 Reporting Scope and Boundary

This Report outlines HighTide's efforts and achievements in corporate social responsibility and sustainable development between January 1, 2025 and December 31, 2025 (the "**Reporting Period**"). The organizational scope of this Report includes the headquarters of HighTide Therapeutics and its wholly-owned subsidiaries operating in China.

Names of Key Subsidiaries	Abbreviations
Shanghai Fusion Therapeutics, Ltd. (上海福藥生物技術有限公司)	Shanghai Fusion
Shenzhen JSK Consumer Healthcare Ltd. (深圳君圣康生物技術有限公司)	Shenzhen JSK
Shenzhen HighTide Biopharmaceutical Ltd. (深圳君圣泰生物技術有限公司)	Shenzhen HighTide

1.3 Data Sources

The relevant ESG data of this Report include HighTide Therapeutics's internal information system and statistical statements, public media reports and other sources. Unless otherwise stated, the currency used in this Report refers to Renminbi (RMB).

1.4 Report Language

This Report is available in both Chinese and English. In case of any contradiction or inconsistency between the two versions, the Chinese version shall prevail.

1.5 Access to and Feedback on Report

You may download this Report from HighTide's official website: https://hightidetx.com.

We value the comments of stakeholders regarding this Report. If you have any questions or suggestions, please feel free to contact us via email (Investor@hightidetx.com).

2. ABOUT HIGHTIDE

HighTide Therapeutics, Inc. (stock code: 2511.HK) is a biopharmaceutical company dedicated to the research and development (R&D) of groundbreaking therapeutic solutions in the field of cardiorenal metabolic syndrome (CKM), delivering comprehensive benefits to patients around the world. Our core product, HTD1801, is a first-in-class new molecular entity (NME) designed to address CKM-related cardiovascular and renal metabolic diseases. Currently, this product is undergoing global clinical development for major diseases, including type II diabetes mellitus (T2DM), chronic kidney disease (CKD), metabolic dysfunction-associated steatohepatitis (MASH), obesity, and primary sclerosing cholangitis (PSC).

As of the end of this Reporting Period, HTD1801 has been granted two fast track designations and one orphan drug designation by the U.S. Food and Drug Administration, and received support from the "Major National Science and Technology Projects for New Drug Development" under the "National 13th Five-Year Plan". Driven by these favorable policies, HTD1801's global R&D program is steadily advancing toward commercialization. Currently, the final stages of clinical studies for this product have been successfully completed in both China and the United States, and the New Drug Application for HTD1801 for the T2DM indication has been accepted for review by the Center for Drug Evaluation of China's National Medical Products Administration.

In addition to HTD1801, we have also built a highly innovative pipeline of drug candidates, including HTD4010, HTF1037, HTF1057, HTD1804, and HTD1805, covering a total of eight potential indications. Guided by a cost-efficient R&D strategy, we concurrently advance multiple high-quality multicenter clinical trials across key global markets, including the United States, China, Canada, and Australia. With over a decade of experience in drug development and a track record of independently developing our product candidates, we hold more than 100 patents and patent applications as of the end of this Reporting Period. Our intellectual property portfolio provides protection in key countries and regions, including the United States, Europe, Australia, New Zealand, Russia, Singapore, and Japan. We believe that this strong intellectual property portfolio not only establishes effective barriers to market entry, but also lays a solid foundation for advancing our global commercialization objectives. Looking ahead, as HTD1801 gradually advances toward the commercialization stage, we will continue to intensify our market expansion efforts and proactively seize global development opportunities.

Mission of HighTide

2.1 Board Diversity

In order to achieve sustainable and balanced corporate development, the Company regards diversity at the Board of Directors (the "**Board**") level as an important factor in supporting the attainment of our strategic objectives and sustainable development. We have formulated the Board Member Diversity Policy《董事會成員多元化政策》. The Nomination Committee is responsible for monitoring implementation of the policy and reviews the policy annually to ensure its timeliness. Candidates will be considered based on objective criteria, including but not limited to gender, skills, age, professional experience, knowledge, culture, educational background, ethnicity, and length of service.

As of December 31, 2025, the Board comprised two executive Directors, three non-executive Directors and three independent non-executive Directors, having a high degree of independence. Our Directors possess theoretical knowledge and practical experience in multiple fields, including biochemistry, pharmaceuticals, business development, R&D, investment management, and corporate finance. Regarding gender diversity, the Board currently comprises two female Directors and six male Directors, with female Directors accounting for 25%. We expect to refer to the opinions of stakeholders and best practices domestically and internationally, gradually increasing the proportion of female members when selecting and appointing suitable candidates for the Board, to achieve an appropriate balance of gender diversity on the Board. The Company will continue to emphasize training of female talent and provide long-term development opportunities for female staff.

Dr. LIU Liping, HighTide's founder and chairwoman, has been primarily responsible for the Company's R&D, strategy, and financing since founding HighTide in 2011. Dr. Liu has over 20 years of commitment to the R&D of innovative drugs for metabolic diseases, having previously led drug development programs at multiple U.S. biotechnology companies and spearheaded one new drug application (NDA) and more than ten investigational new drug (IND) applications, with over 100 patents and patent applications. As an inspiring role model for women, Dr. LIU Liping was selected for the EY Entrepreneurial Winning Women™ Asia-Pacific 2023. At the 2025 CMC-CHINA 7th China Pharmaceutical Industry Expo and Future New Drug Species Top 100 Award FNS101, Dr. Liu was honored with the "China New Drug Pioneer Scientist Award" in recognition of her outstanding contributions to the discovery of first-in-class innovative drugs for metabolic diseases.

2.2 Products and Product Pipelines

We believe that continuous R&D is a key driver of our business growth and competitiveness. Our R&D team is led by a group of world-class scientists with extensive experience in drug development, who possess profound expertise, in-depth insights and broad development experience in CKM-related diseases. As of the end of the Reporting Period, we have independently developed a pipeline consisting of 6 patented drug candidates covering 8 indications, including 2 clinical-stage compounds for the treatment of 6 distinct indications. The figure below provides an overview of the development status of the Company's drug candidates:

Drug candidates	Mechanism/Target	Indications	Rights	Designations	Pre-Clinical	Phase I	Phase II	Phase III
HTD1801 ★	Dual-target Mechanism AMPK activation + NLRP3 inflammasome inhibition	T2DM	Global		Three Phase III trials completed in mainland China, and the NDA has been accepted for review			
		CKD	Global					
		MASH	Global	FTD			The global multicenter Phase IIb clinical study completed	
		Obesity	Global					
		PSC	Global	FTD ODD			Phase II study completed in the US and Canada	
HTD4010	Polypeptide Drug	AH	Global			Phase I study completed in Australia		
HTF1037	FCCP	Obesity	Global					
HTF1057	FCCP	Neurodegenerative disease	Global					
HTD1804	Undisclosed	Obesity	Global					
HTD1805	Undisclosed	Metabolic Disease	Global					

★ Core Product

2.3 Annual Awards and Honors

During the Reporting Period, leveraging its breakthrough innovation capabilities and development potential in the field of chronic metabolic diseases, HighTide Therapeutics has been widely recognized by the capital market and industry. The Company received numerous prestigious industry awards and obtained important qualifications from local governments and the Hong Kong Special Administrative Region, reflecting strong recognition from all sectors of society for the HighTide Therapeutics's innovation strength, growth potential and overall competitiveness.

Capital Markets and Industry Awards

The Company has been awarded several prestigious awards consecutively in recognition of its frontier innovation capabilities and development prospects in the field of CKM, covering multiple dimensions including value growth, investment potential, and public communication:

2025 "Shanghai Securities News Eagle Gold Quality" Award – Value Growth Enterprise Award

Awarded by Shanghai Securities Journal • China Securities Online, this honor recognizes listed companies with outstanding performance in high-quality development.

9th 21st Century Health Industry "Sunshine" Honor Roll – "Sunshine" Most Promising Emerging Pharmaceutical Enterprise of the Year

Jointly awarded by 21st Century Business Herald and 21st Century New Health Research Institute, this award recognizes the Company's innovation vitality and growth potential in the healthcare industry.

10th Zhitong Caijing Capital Market Annual Meeting– "Most Investment Potential Company" and "Best PR Award (Individual)"

Jointly presented by Zhitong Caijing, these awards recognize the Company's investment value, as well as the outstanding contributions of Ms. GAO Liping, Company Secretary, in public relations and brand building.

Golden Grid Award – Annual Excellent Company Selection – Annual Growth Value Award

Launched by Gelonghui, the award selection covers listed companies on major global stock exchanges, and recognizes enterprises for their sustained growth value in the capital market.

2025 China Biomedical Technology Innovation Value List – Top 10 Most Promising Enterprises of Small Molecule Innovative Drugs

The 2025 China Biomedical Technology Innovation Value List is guided by the National Biomedical Enterprise Platform and jointly launched by Yiyun Technology and the National Eastern Tech-Transfer Center. The 2025 China Biomedical Technology Innovation Value List features a Small Molecule Innovative Drug sub-ranking that focuses on enterprises with pipelines of small-molecule innovative drugs, significant clinical value, and relatively advanced R&D progress.

Government and Industry Qualification Recognitions

HighTide Therapeutics has also received authoritative government recognition for its innovation capabilities and corporate quality, acknowledging its outstanding strengths in technological innovation and achievement transformation. This signifies the Company's leading level in pursuing specialized, refined, distinctive and novel development, and highlights its core driving role in the regional economic landscape, as well as its strategic collaborative value in the international development and industrial upgrading of the Guangdong-Hong Kong-Macao Greater Bay Area. As of the end of this Reporting Period, the Group holds the following qualifications:

- National High-Tech Enterprise
- Guangdong Provincial Engineering Technology Research Center
- Shenzhen Municipality Specialized, Excellent, Featured, and Innovative Small and Medium Enterprise
- Shenzhen Innovation-driven Small-and-Medium Enterprise
- Shenzhen Multinational Corporation Headquarters Enterprise
- Shenzhen Futian District Headquarters Enterprise
- Invited to be an OASES Partner in biopharmaceuticals by the Hong Kong government
- Drug Production License (No.: Yue 20250001, Classification Code: Bh)

These awards and qualifications are not only a symbol of honor, but also a strong endorsement from the capital market and the industry of the Company's overall innovation strength, its R&D strategy of "treating both the symptoms and the root cause to seek deeper cures", and the long-term value of its breakthrough therapies for CKM-related diseases. Going forward, the Company will continue to adhere to the principle of high-quality development, deepen ESG initiatives, and reward the trust and support of investors, partners and all sectors of society with more breakthrough achievements.

3. SUSTAINABLE DEVELOPMENT GOVERNANCE

The Company remains committed to centering patients' needs, dedicating itself to the development of innovative medicines that not only treat diseases but also enhance patients' overall health and quality of life. We have deeply integrated ESG principles into our strategy and business operations to fulfill corporate social responsibilities. We will drive the sustainable development of the industry, and create long-term value for shareholders through the continuous improvement of our governance framework.

3.1 Board Statement

HighTide firmly believes that solid ESG management is a guarantee for the long-term development of an enterprise. We have deeply integrated the concept of sustainable development into the entire process of business management and commercial decision-making, and have established an ESG governance system led directly by the Board. As the highest decision-making level in the ESG governance system, the Board assumes full responsibility for all of the Company's ESG strategies and related reporting. It is fully responsible for identifying, assessing, managing, and overseeing the environmental, social, and climate-related risks and opportunities of the Company, formulates and implements ESG-related management approaches, policies, and objectives, and regularly reviews the effectiveness of materiality assessment results and progress of established targets to supervise and evaluate the Company's performance in sustainable development.

To effectively implement ESG initiatives, we have established a cross-functional ESG working group comprising eight leads from seven functional departments, including Legal, R&D, Finance, Investor Relations, Quality Assurance, Human Resources, and Administration, as well as one representative of the Board. The working group is responsible for formulating detailed ESG guidelines and systematically executing corporate social responsibility and sustainable development measures. In addition, HighTide has formulated a dedicated ESG Policy《ESG 政策》with reference to applicable laws and regulations in the regions where it operates, as well as international standards including the United Nations Global Compact《聯合國全球契約》and the Universal Declaration of Human Rights《世界人權宣言》. This Policy provides structured and effective guidance for daily ESG practices, ensuring that the Company's sustainable development strategies and objectives are aligned with its overall business direction.

3.2 ESG Management Structure

A clear and efficient governance structure is key to safeguarding development of enterprises. To this end, we have continued to optimize our two-level ESG governance system consisting of the Board and the ESG working group, with clearly defined roles and collaboration mechanisms at each level, ensuring effective coordination and smooth progress of the ESG strategy across decision-making, execution and oversight.

ESG Management Structure and Main Responsibilities

ESG Management Structure	Main Responsibilities
The Board	• As the highest decision-making unit, the Board has the greatest responsibility for the management of sustainable development • Review and determine the Company's sustainability management philosophy and strategy • Review and approve the Company's ESG management guidelines, strategies, and annual work, including evaluating, prioritizing, and managing major ESG matters
ESG Working Group (Consisting of responsible persons from the Legal, Research and Development, Finance, Investor Relations, Quality Assurance, Human Resources, and Administration Departments, and one Board member)	• Evaluate and manage the Company's ESG-related risks and opportunities, and devise the Company's ESG plan, management structure, system, strategy, as well as detailed rules for implementation to ensure the ongoing implementation and enforcement of the Company's ESG policies • Direct and review the identification and prioritization of major ESG issues • Map out key ESG issues for the Company • Review the Company's ESG performance and internal control system, providing suggestions regarding the appropriateness and effectiveness • Review the Company's ESG-related disclosure documents, including but not limited to the annual ESG report • Track ESG-related risks, pose inquiries and present solutions regarding major issues that affect the Company's fulfillment of ESG-related responsibilities, and examine and supervise the handling of such matters

3.3 Stakeholder Communication

HighTide Therapeutics firmly believes that establishing an open, transparent and in-depth investor communication mechanism is a core component of sustainable corporate governance. During the Reporting Period, we actively engaged with various stakeholders including investors through diversified communication channels, systematically collecting and fully understanding their feedback and expectations regarding our ESG disclosure quality and management effectiveness. These valuable insights have been directly integrated into the formulation and revision of the Company's sustainable development policies, driving continuous improvement in its ESG management.

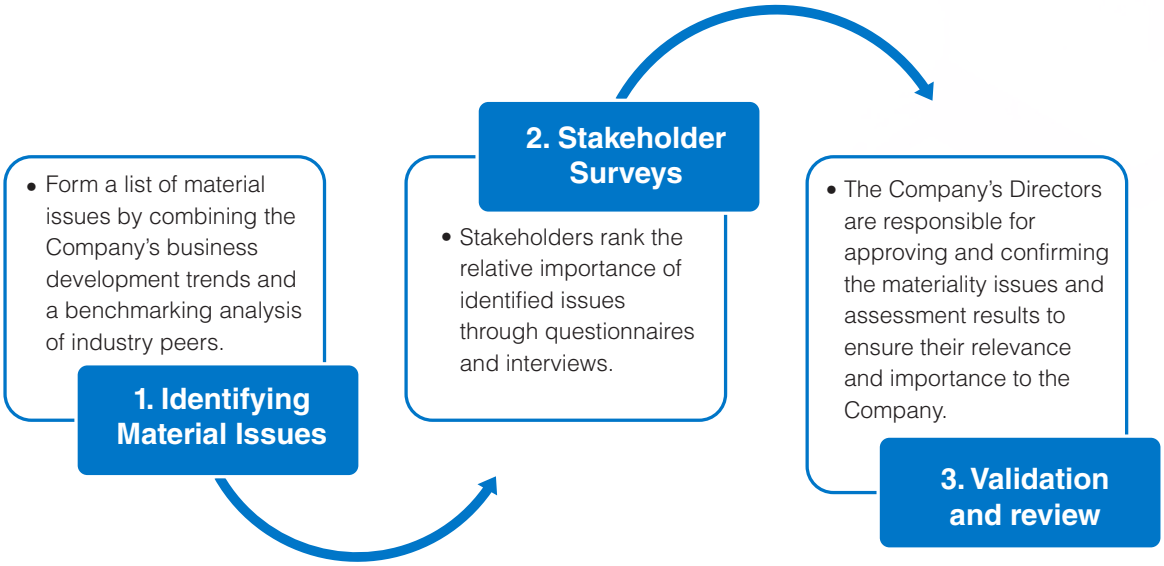
Stakeholder Type	Main Communication Channels	Issues of Concern	Response Measures
Investors and Shareholders	• Information disclosure • General meetings • Investor networking events • On-site reception • Teleconferences	• Risk management • Investor relations • Product innovation and development • Standardized governance	• Continuously identify, evaluate, and respond to risks, and devise corresponding measures to enhance risk management • Regularly disclose information on business operations and R&D, and respond to investor concerns
Government Agencies	• Supervision and inspection • Information disclosure • Statistical statements	• Compliance • Business ethics • Waste management	• Respond to national policies • Implement government management rules • Strengthen corporate compliance management and operations • Regularly disclose information on business operations and R&D

Stakeholder Type	Main Communication Channels	Issues of Concern	Response Measures
Customers	• Customer satisfaction surveys • Customer visits • Emails	• Product quality and safety • Data security and customer privacy protection • Excellent customer service • Responsible marketing • Drug accessibility	• Improve product and service quality • Respond positively to customer inquiries and complaints • Maintain an effective mechanism for customer communication • Intensify the management of responsible marketing • Regularly disclose corporate information
Employees	• Employee handbook • Employee relations specialist • Employee training • Emails	• Employee health and safety • Employee diversity and equality • Employee training and development • Employee benefits and security	• Improve the remuneration system and enrich the welfare system • Carry out diverse training programs, and streamline the promotion system • Strengthen the safety management system to safeguard occupational health and safety • Listen to employee complaints and organize employee activities

Stakeholder Type	Main Communication Channels	Issues of Concern	Response Measures
Suppliers, Partners and Industry Associations	• Supplier evaluation • Day-to-day communication • Industry communication	• Sustainable supply chains • Business ethics and anti-corruption	• Improve supplier management mechanisms, including the management of environmental and social risks • Promote the development of a sustainable supply chain • Enhance communication with suppliers • Attend industry networking events and share business experiences
Social Organizations and Media	• Social welfare activities • Information disclosure	• Pollutant emissions management • Responding to climate change • Community contribution and development • Energy consumption • Water resources	• Health literacy • Regularly disclose corporate information • Respond positively to inquiries and complaints

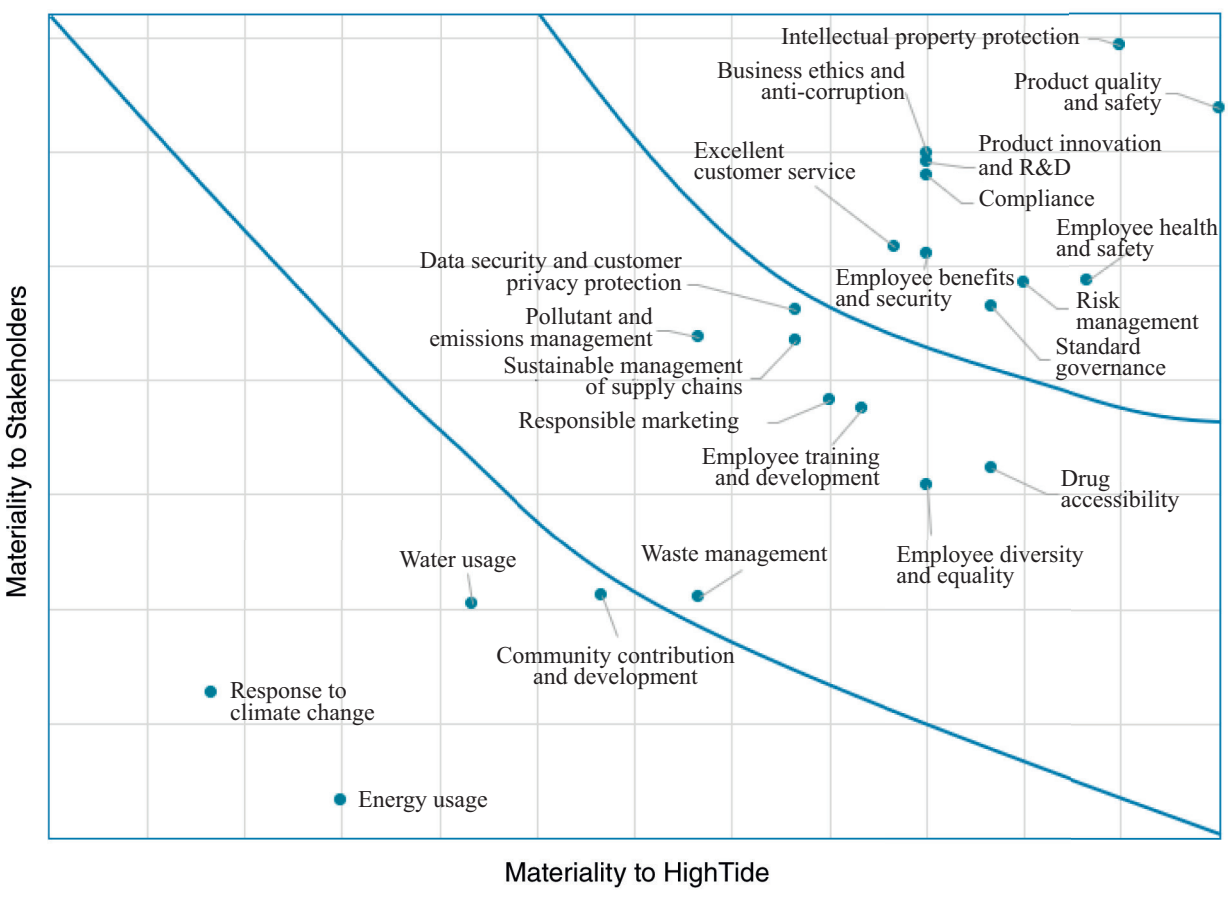
3.4 Materiality Assessment

We understand that accurately identifying and effectively managing ESG issues is closely related to the Company's sustainable development. For that, we have systematically conducted a materiality assessment to scientifically prioritize ESG issues. By distributing online questionnaires to five internal and external stakeholder groups, namely directors, senior management, shareholders/investors, employees, and suppliers/partners/industry associations, we gathered views on the importance of various ESG issues. A materiality matrix was developed to visually represent the relative significance of each topic from both stakeholder and corporate development perspectives. The outcomes of this assessment provide clear guidance for the Company to formulate its sustainable development strategy and define key priorities.



Listing the material issues in order of priority based on the impact on stakeholders and their major concerns, we have identified 10 highly material issues, 8 relatively material issues, and 4 material issues. The results of the prioritization of ESG issues were verified by the Company's ESG working group and submitted to the Board for approval. Based on the assessment results, we have made disclosures to varying degrees based on the materiality of these significant issues in this Report, which has also served as the core basis for formulating and updating the Company's ESG policies and strategies.

Materiality	ESG Issues
Highly material	Product quality and safety Intellectual property protection Employee health and safety Business ethics and anti-corruption Product innovation and R&D Risk management Compliance Standard governance Employee benefits and security Excellent customer service
Relatively material	Drug accessibility Data security and customer privacy protection Employee training and development Employee diversity and equality Sustainable management of supply chains Responsible marketing Pollutant and emissions management Waste management
Material	Community contribution and development Water usage Energy usage Response to climate change



Materiality Matrix

4. UPHOLD QUALITY STANDARDS, CO-CREATE HEALTHCARE VALUE

HighTide Therapeutics places the medication safety of patients above all else and regards product quality as the lifeline of the Company. We are committed to building a quality management and risk control system that meets international standards, laying a solid foundation for achieving sustainable development. Backed by our global business layout, profound industry experience and professional expertise, we are able to conduct high-quality multicenter clinical trials in a cost-effective and time-efficient manner, enabling extensive validation of the safety and efficacy of our products. We strive to integrate our core strengths in biology, medicinal chemistry, clinical development and regulatory affairs to accelerate the commercialization and internationalization of our product portfolio. By delivering safe and effective therapeutic solutions, we continuously enhance patient benefits and customer satisfaction, upholding our long-standing commitment to health.

4.1 Product Quality Management System

As a biopharmaceutical company, we consistently place patient medication safety at the forefront and fully recognize that excellent production and quality management is fundamental to the stable operation of the Company. The Company strictly complies with national laws and regulations including the Product Quality Law of the People's Republic of China《中華人民共和國產品質量法》, Drug Administration Law of the People's Republic of China《中華人民共和國藥品管理法》, the Good Pharmacovigilance Practices《藥物警戒質量管理規範》, the Good Manufacturing Practices for Drugs《藥品生產質量管理規範》, and the Good Supply Practices for Pharmaceutical Products《藥品經營質量管理規範》. We also actively reference international and industry standards such as ISO 9001, Good Manufacturing Practice for Drugs ("**GMP**"), and Good Laboratory Practice ("**GLP**") to establish a comprehensive and systematic quality management system.

Building on this foundation, we have implemented a series of quality management systems and standardized procedures, including Quality Agreement Management《品質協定管理》, Quality Information Communication Management《品質資訊溝通管理》, Product Release Management《產品上市放行管理》, Quality Risk Management《品質風險管理》, Pharmacovigilance Training Management《藥物警戒培訓管理》, Production Materials Management《生產用物料管理》, Non-Conforming Product Management《不合格品管理》, and Corrective and preventive actions management《糾正與預防措施管理》. During the Reporting Period, we also updated two documents, namely the Post-Marketing Individual Case Safety Report Management《上市後藥品個例安全性報告管理》, and Drug Safety Committee Management《藥品安全委員會管理》, ensuring that our pharmaceutical production quality assurance, quality control and management measures comply with relevant national regulatory requirements. This enables full-chain quality control, manageable risks and traceable safety across R&D, production and distribution.

Drug Safety and Quality Assurance

Pursuant to the Product Quality Law《藥品管理法》and the Good Pharmacovigilance Practices《藥物警戒品質管制規範》, marketing authorization holders and sponsors are the primary responsible parties for drug safety. Accordingly, we have specified in our Quality Policy and Objectives《品質方針和目標》a core quality policy of "innovation drives excellence, quality medicines advance health", and set overall quality objectives focusing on the safety, compliance, efficiency, and innovation in drug R&D, providing guidance and strategic direction for quality management. We strive to implement and ensure the safety and quality of our pharmaceuticals systematically from four aspects: establishing a quality management system, enhancing employee training, strengthening quality control, and continuous improvement and innovation.

Security and Compliance	Efficiency and Innovativeness	Continuous innovation and improvement
• Ensure all R&D activities strictly comply with regulations • In the entire process of pharmaceutical R&D, strengthen quality control and risk evaluation • Through in-depth research on the mechanism of drug action and optimization of drug formulations, reduce the risk of side effects	• By optimizing the R&D process and experimental design, accelerate the R&D progress and increase the success rate of R&D • Actively explore new mechanisms for disease treatment, continuously introduce new technologies and methods, and improve the efficiency and accuracy of new drug R&D	• Establish a continuous improvement mechanism, regularly assess the quality and effectiveness of R&D activities, identify issues and resolve them promptly • Encourage an innovative culture, stimulate employees' creativity, and promote the R&D of new drugs

Pursuant to the Drug Safety Committee Management《藥品安全委員會管理》, we have established a systematic drug safety management and pharmacovigilance system, which clarifies the organizational structure, member responsibilities and scope of work of the cross-departmental Drug Safety Committee within the Company, and standardizes the communication and handling mechanisms for issues such as death cases, investigation of suspected group adverse events, and major drug safety incidents. As the core body for drug risk assessment, handling and decision-making of the Company, the Drug Safety Committee is fully responsible for evaluating drug safety information, formulating research decisions, and reporting major safety issues to the management. The Pharmacovigilance Department is responsible for reviewing safety data and coordinating regulatory-related work. In principle, the Drug Safety Committee shall hold a regular meeting every six months to conduct centralized review and evaluation of safety data; in case of urgent drug safety issues, it shall promptly convene core members for an emergency meeting. This document also stipulates that members of the Drug Safety Committee must receive special training every year, covering drug laws and regulations, pharmacovigilance-related laws, regulations and Standard Operating Procedures ("**SOP**"), as well as requirements for handling drug safety incidents.

During the Reporting Period, in accordance with the Pharmacovigilance Training Management (《藥物警戒培訓管理》), the Pharmacovigilance Department provided an annual enhanced training on pharmacovigilance knowledge to all employees of the Company. This training improved all employees' basic understanding of pharmacovigilance and clarified the importance of pharmacovigilance work; fostered employees' awareness of safe medication usage and risk prevention, enabling them to pay attention to drug safety issues in their daily work; and enhanced employees' ability to identify adverse drug reactions, so as to promptly report potential safety risks.

Internal Audit, Self-Inspection and Recall Management

To effectively address various potential issues in the operation of the quality system, the Company has formulated and implemented a series of management specifications, including Non-conforming Product Management (《不合格品管理》), Deviation Management (《偏差管理》), Corrective and Preventive Measures Management (《糾正措施和預防措施管理》), Drug Recall Management (《藥品召回管理》) and Drug Safety Incident Handling Management (《藥品安全事件處置管理》). These systems provide clear guidelines for the timely investigation and handling of quality or compliance-related issues, aiming to build a closed-loop quality management system covering prevention, control, response, and improvement. This ensures that risks are quickly identified, effectively controlled, and their impact on product safety and quality is minimized to the greatest extent.

In accordance with the requirements of the Company's quality management system, The Company conducts at least one internal audit annually, led by the Quality Assurance team. Based on the audit objectives, the internal audit team conducts full-coverage reviews of the quality system or implements special audits for specific modules. The purpose is to continuously optimize quality management processes through systematic self-inspection, ensuring that the operation of the quality system meets the requirements of laws, regulations, and HighTide SOP.

After the completion of product production, each batch is released only after a comprehensive inspection. In addition, we regularly organize annual quality system self-inspection activities and management reviews. The Group's internal systems, including the Product Release Management (《產品上市放行管理》), Self-Inspection Management (《自檢管理》), and Management Review (《管理評審》), provide systematic and institutionalized guarantees for product release and the continuous improvement of the quality management system.

In terms of drug safety risk prevention and control, we have established a sound drug recall mechanism in accordance with the Drug Recall Management《藥品召回管理》to promptly retrieve drugs with quality issues or potential safety hazards. Once information on drug safety hazards is obtained, we will immediately initiate an investigation and evaluation process, and initially determine whether a recall is necessary and define the recall level. For drugs requiring immediate recall, the quality manager will act as the recall leader to establish a recall working group to execute the specific recall procedures. Recalled products are subsequently handled in accordance with the Non-conforming Product Management《不合格品管理》. The Quality Assurance Department conducts a regular review of recall annually, and a simulated recall is initiated at least once every three years. If an actual recall occurs within three years, the simulation is not required. During the Reporting Period, the Company had no incidents requiring product recall for safety and health reasons.

Recall Level	Definition
Level 1 Recall	The use of the drug may cause or has caused serious health hazards or death
Level 2 Recall	The use of the drug may cause or has caused temporary or reversible health hazards
Level 3 Recall	The use of the drug generally does not cause health hazards, but it needs to be recalled for other reasons

Quality training for all employees

In accordance with the Training Management《培訓管理》System, we have established a systematic training management procedure, integrating the principle of "full participation" deeply into quality management work to ensure that employees have the ability to continuously adapt to quality management requirements. By providing targeted training to all employees, we aim to help them achieve and continuously maintain the skill levels required for their respective positions, thereby comprehensively cultivating employees' quality awareness.

On-boarding training

- New employees should receive on-boarding training organized jointly by the Quality Management Department and the department they work in, which covers drug-related laws and regulations, basic knowledge of GxP, document and records management, etc.

Post training

- Department heads or designated personnel shall formulate post training plans for new employees or transferred employees which correspond to their new job responsibilities. The training plan should at least cover post responsibilities, SOP, and post-related knowledge and skills.

On-the-job training

- The Company provides training for all employees or departmental employees according to the annual training plan. Such training includes updates on laws and regulations, departmental operational procedures improvement, and deepening professional knowledge training.

4.2 Protection of Testees' Rights and Interests

The rights and safety of subjects in clinical trials are the cornerstone of R&D work. We have established and strictly implemented a comprehensive system for protecting the rights and interests of clinical trial subjects, covering the entire process from trial design, execution, monitoring to conclusion. We are not only committed to generating high-quality scientific data but also placing the dignity, safety, well-being and right to know of subjects at the forefront.

Rigorous Clinical Trial Protocols and Transparent Information Disclosure

- **Contractual Protection**: In accordance with the Clinical Trial Contract Management《臨床試驗合同的管理》procedure, we ensure that agreements with all research sites and vendors (CROs, SMOs, etc.) clearly define the responsibilities, rights and interests of all parties, with particular emphasis on avoiding potential conflicts of interest. Contracts are jointly reviewed by business departments, and Legal and Finance Department to ensure compliance with Good Clinical Practice and relevant regulations《藥物臨床試驗品質管制規範》, providing fundamental legal and institutional protection for the rights and interests of subjects.

- **Information Registration and Public Disclosure**: We strictly comply with the Clinical Trial Registration and Public Disclosure Management《臨床試驗登記和資訊公示管理》procedure. All clinical trials conducted in the Chinese mainland are registered on the Drug Clinical Trial Registration and Information Platform (藥物臨床試驗登記與信息公示平台) of the National Medical Products Administration as required. We ensure that information including trial protocols, inclusion criteria, trial progress and summary results is accurately, completely and promptly disclosed to the public, regulatory authorities and the scientific community, fulfilling our commitment to information transparency for trial subjects and society.

Independent Third-Party Audits and Continuous Quality Monitoring

- **Systematic Auditing**: In accordance with the Clinical Research Site Audit Management《臨床研究中心稽查管理》procedure, we conduct independent and systematic audits of clinical trial sites. Audits are risk-based, with a focus on sites with high enrollment numbers, unusual safety events, or concerns regarding data quality. The scope of audits fully covers core areas including ethical review, informed consent processes, protocol compliance, safety reporting, authenticity of source data, and investigational product management.

- **Tiered Issue Management**: Issues identified in audits are classified by severity into critical, major, minor findings and recommendations. For critical and major findings, we require study sites to develop and implement detailed corrective and preventive actions. The Clinical Quality Department continuously tracks the effectiveness of corrective measures to form a closed-loop management system, ensuring thorough resolution of issues and control of systemic risks.

Full-Lifecycle Safety Monitoring and Rapid Response

- **Professional Safety Management**: In accordance with the Clinical Individual Case Safety Report Management procedure《臨床個例安全性報告管理》, we develop a Safety Management Plan《安全管理計劃》prior to the initiation of each clinical trial, clarifying the responsibilities and timelines of all parties in the handling of safety information. We have established a rapid response mechanism led by the Pharmacovigilance Department, with collaboration across clinical, medical, regulatory and other departments

- **Subject Safety Priority**: We adhere to the principle of "report when in doubt", conducting close monitoring and medical evaluation of all serious adverse events occurring in clinical trials. For events confirmed as "suspected unexpected serious adverse reactions (SUSARs)", we promptly notify the National Medical Products Administration Center for Drug Evaluation, health authorities, all relevant investigators, clinical trial institutions and ethics committees.

- **Risk Decision-Making and Emergency Mechanism**: For clinical trials assessed to pose certain or significant safety risks, we make decisions through the Drug Safety Committee and resolutely adopt high-level risk control measures such as amending the protocol, suspending or even terminating the trial, placing subject safety as the absolute priority.

Testees' Right to Informed Consent and Personal Information Protection

- **Right to Informed Consent**: Properly obtaining and documentation of informed consent are among the most critical review items in our auditing and monitoring processes. We ensure that each subject or his/her legal representative voluntarily signs the informed consent form only after fully understanding the nature, purpose, risks and benefits of the trial.

- **Privacy and Confidentiality**: In the processing of individual case of safety reports, we strictly use subject identification codes and prohibit the use of personally identifiable information to ensure the strictest protection of subject privacy.

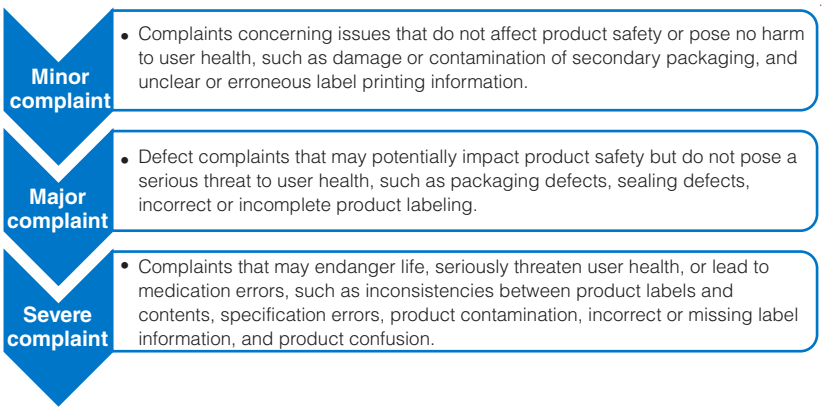
- **Ongoing Medical Monitoring:** We require investigators to provide appropriate medical treatment and follow-up for subjects who experience adverse events during and after the trial until recovery or stable condition, fulfilling our ongoing responsibility for subjects' health.

4.3 Customer Service and Satisfaction

To maintain the Company's good reputation and continuously enhance customer satisfaction, we have always attached importance to the development and management of customer relationships. The Company strictly abides by the Law of the People's Republic of China on the Protection of Consumer Rights and Interests《中華人民共和國消費者權益保護法》and standardizes the handling procedures for complaints related to product quality, medical affairs, adverse events and other matters in accordance with the internal Complaint Management《投訴管理》System.

We have established a diversified platform for complaints and inquiries including on-site visits, telephone, correspondence and online channels to ensure that customers can conveniently give feedback on their opinions and demands. In accordance with the Complaint Management《投訴管理》provisions, upon receipt of any oral, electronic or written complaint relating to product quality, the recipient shall complete the Complaint Handling Form《投訴處理表》within one working day and submit it to the Quality Assurance Department for evaluation and communication. If the complaint is verified to be true, the Quality Assurance Department shall classify and handle it according to the severity of the incident to ensure that all complaints are responded to and resolved in a timely, effective and compliant manner.

The Complaint Management《投訴管理》also stipulates that complaint investigations shall be completed within 30 days of receipt, and a written reply shall be issued to the complainant within 10 days stating the handling results, while the implementation of the measures taken shall be tracked, confirmed and recorded. Afterwards, the Quality Assurance Department promptly updates the Complaint Management Ledger《投訴管理台賬》and conducts an annual review to summarize the frequency, trends and severity of complaints, analyze the root causes of recurring issues, and propose and implement corrective and preventive measures to systematically prevent similar problems from recurring. During the Reporting Period, the Company did not receive any complaints regarding products or services.



5. ROOTED IN INTEGRITY AND COMPLIANCE, PRUDENT GOVERNANCE FOR SUSTAINABLE GROWTH

As a responsible biopharmaceutical enterprise, HighTide Therapeutics consistently regulates its entire operation process with high standards, strictly abides by the laws and regulations of all regions where it operates, continuously improves its internal risk management and control system, and conducts regular internal control self-assessment and risk identification. We adopt a zero-tolerance attitude toward acts such as corruption, bribery, extortion, fraud and money laundering. We have established systematic systems and procedures in key areas including internal risk control, anti-corruption, data privacy and intellectual property protection, product marketing and supply chain management, ensuring that all operational activities are standardized, transparent and traceable. Through these measures, we are committed to continuously enhancing our social value, conducting honest cooperation with partners from all sectors, jointly building a sound and responsible business ecosystem, and contributing to the improvement of public well-being.

5.1 Internal Risk Control

HighTide Therapeutics regards risk management as the core of corporate governance, and has established a comprehensive risk management framework covering from the strategic decision-making level to the specific business operation level.

1. Top Governance and Strategic Risk Management

The Company has established a Risk Management Committee and formulated the HighTide Risk Management System《君圣泰風險管理制度》to systematically identify, assess and manage strategic environmental risks, procedural risks and decision information risks associated with its development strategy. We have defined risk appetite boundaries, conducted risk rating through standardized processes, and developed comprehensive solutions including risk transfer, avoidance and mitigation, striving to turn risks into development opportunities. On this basis, we have established a dynamic monitoring, review and prevention mechanism, compiled risk assessment documents, and achieved closed-loop management of risk management, rectification and follow-up control.

2. Independent Oversight and Internal Control Optimization

In accordance with the formulated Internal Audit Management System《內部審計管理制度》, the Internal Audit Department focuses on compliance oversight, operational risk control and improvement of management efficiency. We adopt a systematic approach to objectively evaluate the performance and management practices of management departments and positions at all levels, and continuously optimize the internal control system. In addition, we engage independent internal control consultants to conduct regular special reviews of key areas such as financial reporting, company-level controls and information systems, ensuring the effectiveness and robustness of internal controls.

3. Special Emergency Response and Product Safety Risk Control

To respond to emergencies, we have formulated the Emergency Planning Management System《應急預案管理制度》. Adhering to the principle of focusing on prevention and combining prevention, we have established special response measures covering four dimensions: governance, operation, environment and information, so as to ensure stable operation and protect investors' rights and interests. In the core area of product safety, we have set up a cross-functional Drug Safety Committee responsible for the analysis and decision-making of major safety risks. In accordance with the Post-Marketing Drug Risk Management《藥品上市後風險管理》, Post-Marketing Individual Case Safety Report Management《上市後藥品個例安全性報告管理》 and other policies, we implement risk-based dynamic monitoring of marketed drugs throughout their life cycle, forming a closed loop covering risk identification, assessment, control and continuous improvement, which provides institutional guarantee for post-marketing drug safety risk management.

We carry out risk-based scientific hierarchical monitoring for marketed products (primary, secondary and general monitoring), develop differentiated monitoring and evaluation frequencies (annual, biennial, every five years) based on the classification results, and actively collect safety information through multiple channels. For identified risks, the Company will adopt a series of control measures as appropriate, ranging from updating the package insert, revising study protocols and communicating with regulators, to suspending sales and conducting product recalls. We abide by the principle of "report when in doubt" to ensure that all adverse reactions, especially serious and fatal cases, are reported within the statutory time limit. Through regular internal training, simulated recall drills, as well as dynamic review and update of risk management plans, we continuously strengthen our risk prevention and control capabilities, and are committed to providing safe and effective medicines for patients. For more information on the Company's product quality control and recall procedures, please refer to the section "4.1 Product Quality Management System".

5.2 Building of Integrity Culture

HighTide Therapeutics continuously strengthens the development of its internal control mechanism, adheres to the core business philosophy of "law-abiding integrity and quality service", consolidates institutional anti-corruption defenses, abides by fair competition rules, and strives to shape a sound corporate image. The Company strictly complies with the Criminal Law of the People's Republic of China《中華人民共和國刑法》, Anti-unfair Competition Law of the People's Republic of China《中華人民共和國反不正當競爭法》, and Company Law of the People's Republic of China《中華人民共和國公司法》 and other relevant laws and regulations. We have established the Anti-Fraud Management Measures《反舞弊管理辦法》, Anti-Money Laundering Management Measures《反洗錢管理辦法》, Anti-Bribery Management Measures《反賄賂管理辦法》, Connected Transactions Management System《關連交易管理制度》, and HighTide Code of Business Conduct《君圣泰業務行為守則》, which clearly define key risk areas such as anti-fraud, anti-bribery, anti-money laundering, conflicts of interest, commercial transactions and external donations, fully standardize employees' professional conduct, and resolutely put an end to all forms of corruption.

Anti-Corruption Management

The Company explicitly stipulates that all employees shall not have, or be suspected of having, any personal interest in connections with business interactions with suppliers, customers, competitors or distributors. Pursuant to the Management System on Conflicts of Interest Declaration《利益衝突申報管理制度》, personnel in key positions are required to complete annual declarations of conflict-of-interest relationships and activities each December. In addition, we strictly implement preventive and disciplinary measures to rigorously prevent employees from seeking improper personal gains by taking advantage of their positions, effectively safeguarding the Company's integrity governance and sound development, and protecting the legitimate rights and interests of the Company and its shareholders.

At the same time, we attach great importance to fostering a culture of compliance. The legal team works in collaboration with senior management to supervise and assess the effectiveness of the Company's internal compliance functions and structure, ensuring full compliance throughout operations and management. We have also engaged third-party compliance consultants to provide professional guidance, supporting the continuous improvement of our compliance management capabilities. During the Reporting Period, we conducted anti-corruption and anti-bribery training in accordance with the newly released Compliance Guidelines for Pharmaceutical Enterprises on Preventing Commercial Bribery Risks《醫藥企業防範商業賄賂風險合規指引》issued by the State Administration for Market Regulation. These guidelines, integrating industry realities and anti-commercial bribery enforcement practices, provide a reference for commercial bribery prevention and risk compliance management for pharmaceutical enterprises. Through this training, our employees have gained a deeper and more comprehensive understanding of commercial bribery risks and compliance risks.

During the Reporting Period, a total of 3 directors participated in listed company compliance training and specialized anti-corruption training, with an average training duration of 1 hour per person; 51 employees received anti-corruption training, with an average training duration of 0.5 hours per person.

Employees participated in anti-corruption and anti-bribery training

Complaint and Reporting Mechanism

In respect of complaints and reports, we encourage real-name reporting and clearly indicate reporting channels in material contracts. Employees and all sectors of society may report fraudulent acts to the General Manager's Office through various means, including reporting hotline, email, letter and face-to-face interview. For matters not placed on file for investigation, the General Manager's Office shall provide feedback on the result and explain the reasons within ten working days. For matters filed for investigation, progress updates shall be provided within three months. The Company strictly protects the content of reports and the identity information of whistleblowers to ensure that their rights and interests are not infringed. Results shall be feedback within the specified time limit regardless of whether the report is filed or not. Whistleblowers, whose reports are verified to be true and have recovered losses for the Company, shall be awarded appropriately. If whistleblowers suffer retaliation, they may file a complaint with the Internal Audit Department. Upon verification, relevant personnel shall be held accountable; those suspected of violating laws shall be transferred to judicial authorities.

During the Reporting Period, neither the Company nor any of its employees was involved in any violations of laws or regulations relating to corruption, bribery, conflicts of interest, fraud, money laundering, extortion or unfair competition.

5.3 Information Data Security

HighTide Therapeutics places paramount importance on the data and privacy security of itself, its partners, and its customers. The Company strictly complies with relevant information security provisions under national laws and regulations including the Personal Information Protection Law of the People's Republic of China《中華人民共和國個人信息保護法》, Data Security Law of the People's Republic of China《中華人民共和國數據安全法》, Cybersecurity Law of the People's Republic of China《中華人民共和國網絡安全法》, and Administrative Measures on Internet Information Services《互聯網信息服務管理辦法》. On this basis, we have formulated and implemented a series of internal management systems as operational guidelines, including the Information System Management Standards《信息系統管理規範》, the Company Information System Strategic Planning System《公司信息系統戰略規劃制度》, the Information Disclosure Affairs Management System《信息披露事務管理制度》, the Data Storage and Deletion System《數據存儲與刪除制度》, the Backup Business Management System《備份業務管理制度》, and the Software Authentication System《軟件正版化制度》 as internal standards.

In terms of patient data, we have established rigorous procedures to comprehensively govern the collection, handling, storage, retrieval and access of patient data and medical records, so as to safeguard the confidentiality and security of personal information. Our information technology network adopts a multi-layer protection mechanism to ensure the secure operation of databases and servers. For clinical trial data, the Company strictly restricts data access rights to authorized personnel in accordance with Good Clinical Practice《藥物臨床試驗品質管制規範》 and relevant regulatory requirements. To strengthen database security management and ensure its effective and stable operation, we have set up a dedicated database administrator position, responsible for routine database maintenance, access control, security protection and other related management work. In addition, we require all internal staff and external collaborators involved in clinical trials to strictly abide by confidentiality obligations, ensuring that data is used only for the purposes explicitly authorized in the patient informed consent form.

The Company signs confidentiality agreements with employees who have access to any of the aforementioned data privacy, ensuring that they have a legal obligation not to misuse confidential information during their employment, to surrender all confidential information in their possession upon resignation, and to maintain their confidentiality obligations after leaving the job. During the Reporting Period, we also provided employees with training related to data privacy, including "Special Training on Employee Information Disclosure and Securities Trading" and "Information Disclosure Communication Guidelines Training, to strengthen employee compliance awareness, safeguard the Company's interests, and promote sound and sustainable development.

In order to strictly standardize the handling procedures for security incidents within our information system, ensure the normal operation of all business systems and networks, and respond to, handle, and follow up on information security incidents promptly, we have also formulated the Information Security Incident Emergency Plan System《信息安全事件應急預案制度》and established the Data Management Committee composed of Clinical Development and Quality Management, Legal Department, and Information Technology Department to oversee the implementation of this system. The IT Department is responsible for implementing this system and improvement suggestions, assessing the level of information security incidents from four dimensions: data loss, business impact, economic loss, and social impact, and taking disposal measures. After the incident is resolved, the Data Management Committee and relevant departments will also summarize lessons learned to prevent occurrence of similar situations.

During the Reporting Period, we did not experience any leakage or theft of important information, or loss of customer or subject data.

5.4 Intellectual Property Protection System

Intellectual Property Management

HighTide Therapeutics strictly complies with the Trademark Law of the People's Republic of China《中華人民共和國商標法》, Copyright Law of the People's Republic of China《中華人民共和國著作權法》, Patent Law of the People's Republic of China《中華人民共和國專利法》, and Law of the People's Republic of China Against Unfair Competition《中華人民共和國反不正當競爭法》and other laws and regulations. In parallel, we have formulated the Anti-Infringement Management System《防侵權管理制度》, the Management System on the IPR Protection of Technology Results《科技成果知識產權保護管理制度》, and the Patent Application and Management System《專利申請與管理制度》to standardize the protection of its own intellectual property rights, prevent infringement of others' intellectual property rights, manage patent application processes, and eliminate unfair competition practices, continuously enhancing the professionalism of intellectual property management.

The intellectual property managed by HighTide Therapeutics includes the rights to apply for, hold, use, license, and transfer theoretical research achievements, technical research achievements, soft science research achievements, award-winning achievements, monographs, patents, trademarks, trade names, technical secrets, and computer software copyrights. In accordance with the Company's Anti-Infringement Management System《防侵權管理制度》, before the Company plans to develop or introduce new projects, a patent search and novelty check should first be conducted to ensure that no one else has applied for a patent before the project can be initiated. During the project, the Operations Management Department should also conduct regular patent searches and novelty checks to monitor potential patent infringements at any time. If there is a possibility of infringing others' patents, it should be reported in writing to the superior leadership in a timely manner. To encourage technological innovation, we will provide material rewards to inventors or designers in the year-end bonus or performance appraisal according to the Patent Application and Management System《專利申請與管理制度》.

As of the end of the Reporting Period, HighTide and its subsidiaries currently hold a total of 79 patents and 45 registered trademarks. During the Reporting Period, we obtained 7 new patents and registered 14 additional trademarks.

Brand Guidelines and Copyright Management

We fully understand that the corporate brand represents a company's image and reputation. Proper identification and use of the corporate brand help protect company's legitimate rights and interests, as well as maintain and enhance its brand image and corporate reputation. In August 2025, we conducted training on the corporate brand guidelines of HighTide Therapeutics. In accordance with these guidelines, to protect the Company's legitimate rights and interests and avoid potential legal risks, all employees, as well as external parties representing HighTide Therapeutics or authorized by HighTide Therapeutics to use its corporate brand (such as consultants, suppliers, and partners), must ensure that there are no copyright risks when using materials such as fonts, images, logos, videos, and music, and that such use complies with relevant legal regulations.

Software Compliance Management

With regard to the management of genuine software, the Company continues to strengthen the enforcement and oversight of relevant policies. In accordance with the requirements of the Software Authentication Policy《軟件正版化制度》, we insist on procuring genuine commercial software through official channels, properly maintaining procurement records, completing software renewals on time, and clearly defining the rights and scope of use for the procured software. Should we receive a letter from a software copyright holder, we will immediately initiate an internal investigation and issue a warning notice to all employees via official memos and email copies to raise awareness of legal risks. In addition, we organized awareness campaigns and training sessions on the use of genuine software. We proactively engaged with copyright holders through formal negotiation channels to seek lawful and compliant solutions, ensuring that our operations consistently meet relevant legal and regulatory requirements. To further enforce software compliance, we also conducted regular comprehensive inspections of all office computers to identify and completely remove any unlicensed, non-free software and its associated file directories, thereby ensuring compliant usage.

During the Reporting Period, to continuously raise employees' awareness of intellectual property rights, standardize software usage practices, and ensure the security of company data and system stability, we organized training on software compliance for relevant employees across all departments. Through this training, employees gained a deeper understanding of the importance of software compliance, the risks associated with pirated and unauthorized software, the basic principles governing software usage within the company, the Company's list of licensed software, and the channels for obtaining it, and they learned specific methods for preventing and addressing intellectual property infringement.

5.5 Compliant Marketing and Information Disclosure

HighTide Therapeutics has always placed great emphasis on maintaining a positive corporate image and regards compliant and responsible marketing and promotion as a core priority. The Company strictly adheres to relevant laws and regulations, including the Drug Administration Law of the People's Republic of China (《中華人民共和國藥品管理法》), the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》), and the Measures for the Review of Drug Advertisements (《藥品廣告審查辦法》). Furthermore, our internally established Information Disclosure Management System (《信息披露管理制度》) clearly outlines management requirements for external information disclosure, media communications, and inquiries from third-party organizations, ensuring that all information is truthful, accurate, complete, and timely.

We require that all information released to the public undergo a rigorous review process to prevent exaggeration, omissions, falsehoods, or misleading content, thereby ensuring that information disclosure is open, impartial, and fair, and safeguarding investors' right to equal access to information. At the same time, the Company has established the Sales Control Procedures (《銷售控制程序》), which defines standard processes for sales and service activities and set forth specific guidelines on how to fully identify and understand customer needs and expectations, ensuring that service quality and compliance requirements are effectively implemented.

During the Reporting Period, the Company was not involved in any litigation related to advertising, labelling, or privacy matters concerning its products and services.

5.6 Supply Chain Sustainability

HighTide Therapeutics fully recognizes that sustainable supply chain management is the cornerstone of sound business operations. Therefore, we are committed to building cooperative, open, and mutually beneficial partnerships with our suppliers. While driving our own sustainable development, we work hand in hand with our supply chain partners to fulfill our corporate social responsibilities and promote sustainable progress in the pharmaceutical industry. To standardize supplier management processes, the Company has established internal policies such as the On-site Audit Management of Suppliers and Service Providers (《供應商及服務商現場審計管理》), Supplier Management (《供應商的管理》), Supplier Management Procedure (《供應商管理程序》), Business Management Plan (《商務管理規劃》), and Contract Service Provider Management (《合同服務商管理》) in accordance with regulations and guidance documents including the China Good Manufacturing Practice for Pharmaceutical Products (《中國藥品生產質量管理規範》) and the Guidelines for Pharmaceutical GMP (《藥品 GMP 指南》). We have systematically established a material supplier management system to ensure that all management activities comply with GMP requirements.

Supplier Composition and Management Processes

Our suppliers primarily include contract research organizations, clinical site management organizations, and contract development and manufacturing organizations. During the Reporting Period, the Company had a total of 411 suppliers, of which 270 were based in China.

In accordance with the Supplier Management Procedure (《供應商管理程序》), we have established a comprehensive supplier audit and evaluation mechanism:

1. We conduct multi-dimensional evaluations of supplier qualifications, sample quality, and on-site conditions, while also taking into account factors such as price, after-sales service, and delivery lead times. Only suppliers that meet all criteria are added to the list of qualified suppliers;

2. We enter into procurement contracts and quality agreements in accordance with procurement management procedures, clearly defining quality standards, verification methods, and dispute resolution rules;

3. We conduct annual re-evaluations of qualified suppliers, covering product quality, delivery timeliness, performance capability, and service levels. Suppliers with poor performance are subject to measures such as observation, warnings, or removal from the list;

4. Following the annual evaluation, the Quality Management Department will verify the qualifications of all approved suppliers and promptly update their records.

During the Reporting Period, we conducted a total of 9 supplier audits related to manufacturing, including 3 audits of material suppliers, 3 audits of third-party contract research organizations, and 3 audits of contract manufacturing organizations.

Supply Chain Environmental and Social Responsibility Management

To effectively manage environmental and social risks in our supply chain, we have extended our commitment to sustainable development to our supplier management practices. In our Supplier Code of Conduct《供應商行為準則》, we require suppliers to:

- Strictly comply with all applicable environmental laws and regulations;
- Ensure that waste, exhaust gases, and wastewater meet safety and environmental protection requirements during storage, transportation, treatment, recycling, or reuse;
- Actively promote environmental initiatives and prioritize the use of environmentally friendly products and services;
- Pay attention to the conservation of natural resources and avoid the use of hazardous substances whenever possible.

In terms of social responsibility, we are committed to providing relevant training to our suppliers and encouraging them to establish and maintain safe, healthy, and compliant employment relationships and production environments. All contracts signed between the Company and suppliers include anti-bribery and anti-corruption clauses, clearly stipulating that all parties must comply with relevant domestic anti-bribery laws, regulations, and guidelines during the performance of the agreement. We require suppliers to commit to neither seeking, accepting, offering, nor providing any form of kickbacks or improper benefits. By establishing a system of ethical procurement, HighTide Therapeutics aims to prevent unethical and illegal business practices and uphold fairness and transparency in the supply chain. During the Reporting Period, the rate of suppliers committing to ethical procurement reached 100.00%.

6. FOCUS ON TALENT EMPOWERMENT, CHART A SHARED DEVELOPMENT BLUEPRINT

HighTide Therapeutics firmly believes that employees are the company's most vital asset and its greatest treasure. Guided by our "people-oriented" philosophy, we are committed to fostering a fair, equitable, positive, and mutually respectful work environment. We provide every employee with equal opportunities to fully demonstrate their talents and realize their personal potential, thereby enabling mutual growth and shared value creation between our employees and the company. In terms of talent management, we focus not only on attracting and retaining top talent, offering competitive compensation and benefit packages to safeguard employee rights, but also on fostering long-term employee development. We leverage extensive training resources to empower individual growth, continuously refine our talent pipeline, and solidify the talent foundation for the company's sustainable development.

6.1 Equality and Diversity in Employment

HighTide Therapeutics strictly complies with national laws and regulations, including the Labor Law of the People's Republic of China《中華人民共和國勞動法》and the Law on the Protection of Minors of the People's Republic of China《中華人民共和國未成年人保護法》. Building on this foundation, it has established a series of internal management systems, including the Recruitment Management System《招聘管理制度》, Employee Induction Management System《員工入職管理制度》, Attendance Management System《考勤管理制度》, Competitive Hiring/Transfer Management System《競聘／調動管理制度》, Employee Resignation Management System《員工離職管理制度》, HighTide Employee Handbook《君圣泰員工手冊》, and Employee Diversity Policy《員工多元化政策》, to comprehensively standardize every aspect of the Company's human resources management.

In our recruitment and hiring processes, we consistently adhere to the principles of "openness, fairness, impartiality, and merit-based selection". In accordance with our Employee Diversity Policy《員工多元化政策》, the diversity we advocate encompasses a wide range of dimensions. This includes refraining from differential treatment based on factors such as ethnicity, nationality, race, skin color, age, gender, marital status, membership in social organizations, religious beliefs, health status, or union affiliation. We are committed to promoting equal employment opportunities and fostering a diverse and inclusive work environment. In accordance with the Recruitment Management System《招聘管理制度》, the Hiring Department and Human Resources Department jointly conduct a comprehensive evaluation of candidates based on criteria such as knowledge structure, professional competence, skill level, character and integrity, work experience, health status, and job competency. Recruitment channels include internal competitions, external open recruitment, employee referrals, media recruitment, and on-site recruitment, among other forms.

We have established a fair performance evaluation and promotion system. For vacant positions, we follow a policy that prioritizes internal recruitment over external hiring, giving current employees first priority for career development opportunities. As outlined in the Employee Resignation Management Policy《員工離職管理制度》, both parties to the employment contract have the right to terminate the employment relationship in accordance with the law. Employees who wish to resign must consult with their supervisor to determine their final work date and complete the handover of duties and return of company property in accordance with job requirements. To reduce employee turnover and improve management, the Human Resources Department conducts exit interviews to gain a deeper understanding of the reasons for resignation and to collect suggestions for improvement from employees.

To foster a work environment characterized by equality, mutual support, and respect, the HighTide Employee Handbook《君圣泰員工手冊》clearly outlines professional ethics and codes of conduct, requiring employees to respect colleagues and business partners and prohibiting any behavior that disrupts company order. The Company firmly opposes all forms of discrimination and harassment and strictly prohibits physical, psychological, or verbal prejudice, insults, and harassment against others. Any such incidents discovered will be dealt with severely depending on the severity of the circumstances. At the same time, the Company actively provides employment opportunities to vulnerable groups, such as people with disabilities and those living in poverty, based on actual job requirements. We also place particular emphasis on promoting gender equality, empowering women, and enhancing gender diversity. The Board Nomination Committee is responsible for overseeing the implementation of the Employee Diversity Policy《員工多元化政策》to continuously advance gender diversity among employees, including senior management. A summary of relevant policies and implementation progress will be disclosed in the Company's annual Corporate Governance Report《企業管治報告》.

To prevent violations such as the hiring of child labor and forced labor, the Company requires all candidates to present valid identification documents during the onboarding process to ensure they meet the legal working age requirements. We enter into employment contracts with all regular employees and service contracts with interns, temporary workers, and others to ensure that employment relationships are legal and compliant. Our internal policy, the Attendance Management System《考勤管理制度》, clearly stipulates an eight-hour workday. If overtime is required for work-related reasons, advance notice must be provided, and appropriate compensatory time off must be arranged. If instances of child labor or forced labor are discovered, we will immediately cease such activities and handle them in accordance with the law. This requirement also applies to our wholly-owned subsidiaries, partners, contractors, and other affiliated entities.

During the Reporting Period, we did not violate any labor laws, regulations, or relevant guidelines in the jurisdictions where we operate, nor did we engage in child labor or forced labor.

6.2 Remuneration and Benefits

We advocate a compensation management philosophy centered on valuing talent, performance orientation, and cost efficiency. By establishing the Compensation and Benefits Management System《薪酬福利管理制度》and the Performance Evaluation System《績效考核制度》, we have created a comprehensive and competitive compensation and benefits framework designed to motivate employees to continuously improve their skills and capabilities, thereby aligning their career development with the company's strategic objectives.

We conduct comprehensive evaluations of employees and determine compensation standards based on the Company's internal job grading system, taking into account prevailing market salary levels for their positions. The employee compensation structure includes a base monthly salary, monthly allowances and benefits, and an annual bonus, and features both regular and irregular salary adjustment mechanisms. The Company implements a grid-based salary adjustment policy based on employees' annual performance and market compensation trends. For ad hoc salary adjustments, the Human Resources Department is responsible for completing the Application Form for Personnel Compensation Changes (《人事薪酬變動申請表》), which is executed after undergoing step-by-step approval in accordance with established procedures. To effectively motivate employees, we have also established a performance-oriented communication and feedback mechanism in accordance with the Performance Appraisal System (《績效考核制度》), and directly link appraisal results to the distribution of year-end bonuses. The Human Resources Department is responsible for formulating, promoting, and implementing the evaluation guidelines, while each business department is responsible for the specific execution, working together to ensure the fairness and effectiveness of the performance evaluation process.

HighTide Therapeutics has always prioritized the well-being of its employees and the mutual growth of our corporate culture, and is committed to fostering a positive, warm, and cohesive work environment. In addition to providing employees with the "five social insurances and one housing fund" as required by law and offering statutory public holidays, the Company provides a diverse range of employee welfare benefits, including various subsidies, annual physical examinations, team-building activities, and holiday gifts. These initiatives demonstrate our genuine care and support for our employees, enhancing their job satisfaction and sense of belonging. At the same time, we understand the practical challenges employees may face regarding long commutes and picking up children from school. To address these concerns, we have implemented a flexible work schedule system to help employees better balance their work and personal lives.

Benefit Types	Welfare Programs	Implementation Guidelines
Statutory Benefits	Social Insurance Housing Provident Fund	• In accordance with local government policies, the company provides social insurance and housing provident fund coverage for its employees • The specific purchase base, ratio, and items are subject to adjustment due to policy changes
	Public Holidays	• Employees are entitled to various types of leave, including national statutory holidays, annual leave, marriage leave, maternity leave, paternity leave, bereavement leave, sick leave, and workers' compensation leave • For implementation standards, please refer to the Attendance Management Regulations《考勤管理制度》
Company Welfare and Employee Benefits	Allowance	• Lunch allowance • Overtime dinner allowance • Communication allowance • Scholarship for academic advancement
	Annual Health Checkup	• We organize a free annual health checkup for employees every fall
	Other	• Depending on the Company's annual needs, benefits such as team-building activities, holiday gifts, and support for employees and their families will be provided

As a platform and link for organizing cultural, recreational, and social activities, promoting work-life balance, and strengthening employee relationships, the Employee Party Branch has effectively enhanced cross-departmental communication, fostered interaction among employees, further enriched employees' leisure lives, and created a positive and harmonious corporate atmosphere. During the Reporting Period, on traditional holidays and key annual occasions, we organized a wide variety of employee activities to strengthen team identity and a sense of belonging, and to convey our people-oriented development philosophy.

- **New Year's Eve Banquet:** We will host a company-wide New Year's banquet to thank our employees for their hard work over the past year, discuss our New Year's aspirations, celebrate traditional Chinese culture, and share the warmth of the enterprise.

- **Annual Company Gala:** As a major annual corporate culture event, the annual company gala serves not only as an opportunity to review and recognize the year's achievements, but also as a vital platform for showcasing team spirit, fostering cross-departmental collaboration, and motivating employees to collectively create and share in the Company's success.

2025 Annual Company Gala

Going forward, we will continue to refine our employee engagement programs, incorporating a variety of activities such as holiday celebrations, team-building events, and family days, to foster a harmonious, inclusive, and dynamic organizational culture that supports the shared sustainable development of both our employees and the Company.

6.3 Training and Development

HighTide Therapeutics fully recognizes that a high-quality, cohesive workforce is the cornerstone of the enterprise's sustainable development. As such, we consistently encourage our employees to enhance their professional skills and achieve breakthroughs in both personal fulfillment and career advancement. In accordance with our internal Training Management System《培訓管理制度》, the Company has standardized training management processes and clarified the division of responsibilities, with the aim of fostering mutual growth between employees and the organization.

The Company's training programs fall into three main categories: new employee orientation, general training, and specialized training. These programs are organized and conducted by the Human Resources Department and various business units on a regular or ad hoc basis. The Human Resources Department maintains training records for employees and retains training evaluation results, which are incorporated into annual performance evaluation metrics. In addition, employees may be assigned by the Company or apply individually for opportunities to participate in off-site training; the Company covers the associated training costs.

On-boarding Training

- Pre-job trainings at the company, department, and team levels

Public Training

- Trainings developed and implemented by the Human Resources Department for all employees

Professional Training

- Trainings implemented in accordance with departmental plans to enhance employees' professional skills

During the Reporting Period, we organized multi-dimensional on-the-job training covering areas such as anti-corruption and anti-bribery, pharmacovigilance, software licensing compliance, the Salary and Benefits Portal (薪福通), branding, and information management. Through these systematic training programs, we aim to standardize employees' compliance practices, broaden their knowledge across various fields, enhance their overall professional capabilities, and support them in achieving their career goals. For detailed information regarding training for members of the Drug Safety Committee, please refer to the section titled "4.1 Quality Management System".

6.4 Occupational Health and Safety

Occupational health and safety is central to HighTide Therapeutics's sound operations. We strictly adhere to relevant laws and regulations, including the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》), the Fire Control Law of the People's Republic of China (《中華人民共和國消防法》), and the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》). By establishing a systematic occupational health and safety management system and implementing our internal Employee Health Management (《員工健康管理》), we are committed to continuously fostering a healthy and safe work environment for our employees.

The HighTide Employee Handbook (《君圣泰員工手冊》) clearly states that every employee is responsible for maintaining a safe and healthy work environment, and that managers must also assume managerial and supervisory responsibilities for safety matters within their areas of jurisdiction. The Employee Health Management (《員工健康管理》) further specifies that the health status of all employees who come into contact with products must comply with GMP standards to ensure there is no risk of cross-contamination between products, the environment, and personnel. To comprehensively safeguard the physical and mental well-being of our employees, we have implemented a series of occupational health initiatives:

Health Checkup	The Human Resources Department is responsible for collecting new employees' pre-employment medical examination reports, while the Administration Department oversees the annual physical examinations. The medical examinations include routine checkups and specialized screenings, aimed at proactively monitoring and assessing employees' health status and helping them identify potential health risks in a timely manner. The Administration Department also maintains continuously updated individual health records for each employee to provide long-term, tailored health management guidance. The Quality Department is responsible for supervising and conducting spot checks on the implementation of employee health examinations and the management of health records.
Greenery	We have strategically placed a variety of green plants throughout all office areas. This initiative not only effectively improves indoor air quality and increases oxygen levels, but also helps employees relieve work-related stress and enhance their focus by creating a natural, soothing visual environment, thereby promoting their physical and mental well-being and overall comfort at work.
Office Health Management	The Company enforces a strict, comprehensive smoking ban throughout its office premises, explicitly prohibiting all employees and visitors from smoking in indoor office areas, conference rooms, hallways, and other public spaces. The Company has designated smoking areas that comply with safety regulations; smokers must use these designated areas to ensure the full implementation of a smoke-free workplace and to protect the health and well-being of all employees.

Safety Training	We regularly organize specialized health and safety training sessions and practical drills for our employees, covering topics such as safety orientation for new hires, fire safety, chemical management, occupational disease prevention, and emergency response plans. These training programs are designed to enhance employees' safety awareness and ensure they are proficient in essential emergency response and self-rescue/mutual aid skills, enabling them to effectively prevent and respond to various safety incidents in their daily work.
Electrical Safety Inspection	The Company implements a two-tier electrical safety assurance system. First, we require every employee to conduct a safety self-inspection of the electrical equipment at their workstation before leaving at the end of the workday. Subsequently, dedicated administrative and security personnel conduct comprehensive electrical safety inspections of all office areas during the night and perform a standardized power-off verification to ensure that no electrical equipment is left running overnight, thereby completely eliminating fire hazards.

In addition, due to the nature of our business, our laboratories may handle chemicals that can be used to manufacture drugs or explosives. Therefore, to strengthen safety management regarding the procurement, inspection, storage, use, and disposal of such chemicals, we have established the Management System for Chemicals Used to Manufacture Drugs and Explosives《易制毒易制爆化學品管理制度》in accordance with the Regulations on the Safety Management of Hazardous Chemicals《危險化學品安全管理條例》and relevant laws and regulations. This system clearly defines the specific responsibilities of relevant departments to ensure that employees are not harmed by these chemicals. We require relevant personnel to wear personal protective equipment and undergo training in safety knowledge, technical skills, occupational health protection, and emergency response. Chemicals must be stored properly and separately, with clear safety signs posted. We also assign dedicated personnel to regularly inspect storage conditions and ensure strict procedures for requisitioning and disposal.

To enhance employees' awareness of occupational health and safety, during the Reporting Period, we organized or participated in health and safety training activities covering several key areas, including safety orientation for new employees, training on the safe management of hazardous chemicals, property fire safety drills, laboratory emergency safety drills, and first aid seminars. Through these training initiatives, we aim to provide all employees with up-to-date and comprehensive health and safety knowledge, thereby continuously strengthening our overall safety preparedness.

During the Reporting Period, the Company recorded zero workdays lost due to work-related injuries, and there were no work-related injuries or fatalities among employees in the past three years.

7. PROMOTE GREEN AND LOW-CARBON PRACTICES, UPHOLD ENVIRONMENTAL STEWARDSHIP

"Green Development and Cost Reduction for Efficiency Improvement" serves as the core philosophy of HighTide Therapeutics's environmental management and has been deeply integrated into all aspects of daily operations, clinical research, and business activities, actively responding to national policies such as the "Dual Carbon" goals, energy conservation and emissions reduction, and the advancement of ecological civilization. The Company strictly adheres to laws and regulations such as the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Law of the People's Republic of China on Air Pollution Prevention and Control (《中華人民共和國大氣污染防治法》), the Law of the People's Republic of China on Water Pollution Prevention and Control (《中華人民共和國水污染防治法》), the Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》), and the Law of the People's Republic of China on Energy Conservation (《中華人民共和國節約能源法》). Led by the Environment, Safety, and Health (ESH) Working Group, the Company is responsible for the approval of environmental protection systems, the overall management and advancement of environmental protection efforts, and has formulated and issued the Environmental Protection Policy (《環境保護政策》), the Green Office Management System (《綠色辦公管理制度》), and the Nine Low-Carbon Initiatives (《低碳九大倡議》). By optimizing operational practices across multiple dimensions, including emissions of exhaust gases and wastewater, disposal of hazardous and non-hazardous waste, energy consumption, water resource utilization, and material usage, we are fully committed to minimizing the negative environmental impact of our operations and earnestly fulfilling our environmental protection responsibilities and obligations.

Based on our actual operations, the Company has established clear environmental reduction targets aimed at reducing the intensity of electricity and water consumption, greenhouse gas (GHG) emissions, and hazardous waste generation. The Board reviews the progress toward these targets on an annual basis. The ESG Working Group is responsible for coordinating environmental and resource management efforts, guiding, supervising, and reviewing the implementation of environmental policies and the achievement of performance metrics across all business units, thereby providing a solid foundation for optimizing targets and developing targeted measures.

During the Reporting Period, the Company did not experience any incidents involving violations of laws and regulations related to emissions of air pollutants and greenhouse gases, discharges into water bodies and soil, the generation of hazardous and non-hazardous waste, or significant impacts on the environment and natural resources.

7.1 Management of Greenhouse Gas Emissions

In accordance with the Greenhouse Gas Protocol developed jointly by the World Resources Institute ("**WRI**") and the World Business Council for Sustainable Development ("**WBCSD**"), as well as the International Organization for Standardization ("**ISO**") standard ISO 14064-1, we have reviewed and analyzed our operations and completed a comprehensive GHG inventory. We have identified that our primary sources of GHG emissions are electricity consumption in offices and laboratories (i.e., Scope 2 indirect GHG emissions). Specific measures for energy conservation and consumption reduction are detailed in Section "7.2 Resource Management".

To continuously reduce our operational carbon footprint, we actively promote the use of video conferencing as an alternative to non-essential business travel, thereby effectively reducing emissions caused by transportation. Whenever possible, we encourage employees to prioritize green, low-carbon transportation options such as public transit, and we do not require formal attire for work. In our offices, we install weatherstripping on doors and windows to prevent air conditioning from escaping, and we avoid placing air conditioners in areas exposed to direct sunlight, taking concrete steps to fulfill our environmental responsibilities.

During the Reporting Period, the Company's total GHG emissions amounted to 41.04 tCO_2e, with an emissions intensity of 0.80 tCO_2e per person. Compared to 2024, per capita GHG emissions increased by 12.33%. We will implement energy conservation and emissions reduction measures, such as improving energy efficiency and promoting green office practices, with the aim of effectively controlling and gradually reducing per capita emissions intensity in the future.

7.2 Waste Management

As a biotechnology company focused on new drug R&D, HighTide Therapeutics generates both hazardous office waste and general non-hazardous waste in the course of its operations. We implement specialized management and recycling measures tailored to the specific nature of each type of waste to ensure resource recovery and compliant disposal.

Regarding office waste management, we have installed recycling bins for used batteries, empty toner cartridges, and general office waste. We require employees to dispose of items according to the labels on the bins, and our cleaning staff and environmental protection department conduct regular, coordinated collection and recycling. At the same time, to reduce paper waste at the source, the company actively promotes paperless offices, encourages double-sided black-and-white printing and the reuse of scrap paper, and shares internal meeting materials electronically to avoid unnecessary printing. The administrative department also encourages employees to reduce the use of bottled water in general office settings, such as when not hosting clients, to collectively foster a green office environment.

For hazardous waste, such as laboratory waste, spent activated carbon, laboratory wastewater, and organic waste liquids, we have established a dedicated laboratory environmental management procedure. This includes designating a dedicated department to oversee the registration and disposal of such waste, using specialized containment vessels clearly labelled for identification, storing them separately in designated areas, and entering into a Commercial and Industrial Waste Treatment and Service Agreement《工商業廢物處理及服務協議》as well as a Hazardous Waste Transfer Manifest《危險廢物轉移聯單》with a qualified environmental services company. We implement leak-proof measures and entrust a third party to ensure compliant transfer and disposal, thereby guaranteeing that hazardous waste does not cause environmental pollution. Furthermore, in accordance with the regulations on the Disposal of Withdrawn, Expired and Unqualified Clinical Trial Drugs《收回、過期及不合格臨床試驗用藥品的處置》, relevant medicines must be classified into harmless and hazardous categories in accordance with environmental protection requirements prior to destruction, and appropriate disposal procedures must be determined by referring to the Material Safety Data Sheets ("**MSDS**"). For expired or substandard laboratory chemicals that are precursors to narcotics or explosives, we require relevant management personnel to report to their superiors to apply for scrapping in accordance with the Management System for Precursor Chemicals Susceptible to Toxicity and Explosion《易制毒易制爆化學品管理制度》, and we entrust their destruction to qualified third-party disposal agencies while maintaining detailed records.

During the Reporting Period, the Company generated a total of 11,568.88 kg of hazardous waste, including 11,500 kg of laboratory waste liquid, 68.44 kg of chemical-contaminated waste, and 0.44 kg of waste ink cartridges, with a generation rate of 226.84 kg per person. The total volume of non-hazardous waste generated was 125.00 kg, with a generation rate of 2.45 kg per person. We did not emit any air pollutants during the Reporting Period.

7.3 Resource Management

The Company places a high priority on the effective management of water and electricity resources. We continuously improve resource efficiency by strengthening routine inspections and maintenance of water and electricity-consuming equipment, promptly phasing out outdated, energy-intensive appliances, and establishing a systematic mechanism for tracking water and electricity consumption data. We actively promote resource conservation among all employees through internal awareness campaigns and the placement of water- and energy-saving reminders.

Since our current R&D operations are primarily conducted in collaboration with certified Contract Research Organizations ("**CRO**") and Contract Development and Manufacturing Organizations ("**CDMO**"), the relevant environmental and natural resource management activities are carried out by these partner organizations. We have incorporated environmental and resource risk prevention and control capabilities into our partner selection evaluation system, and through institutional safeguards and collaborative management, we jointly uphold our commitment to energy conservation and reduced consumption. Given the nature of our current operations, the Company's activities have not had a significant impact on the environment or natural resources, nor have they posed a material risk to business development, strategic advancement, or financial condition.

Energy

Electricity is the primary source of energy consumption in HighTide Therapeutics's operations. Guided by the Green Office Management System《綠色辦公管理制度》and the Nine Low-Carbon Initiatives《低碳九大倡議》, we have developed a multi-faceted energy-saving plan:

- **Facility Optimization:** Select high-efficiency, energy-saving ventilation and air conditioning equipment; set indoor temperatures appropriately; make full use of natural light; install energy-efficient lighting fixtures in office areas; install individually controllable switches in different lighting zones within the office; and turn off lights promptly when not in use;

- **Behavioral Guidance:** Foster low-carbon habits among employees through daily reminders, such as requiring them to turn off computers, printers, lights, and other electrical equipment before leaving work, thereby creating a green office environment where everyone participates.

During the Reporting Period, the Company's electricity consumption totaled 78.56 MWh, with an electricity consumption intensity of 1.54 MWh per person. Compared to 2024, our per-capita electricity consumption increased by 12.65%. In response, we will strive to effectively control and reduce per-capita electricity consumption in the future by optimizing equipment operational efficiency and enhancing daily energy management.

Water Resources

To reduce water consumption at the source, HighTide Therapeutics is focusing on optimizing water-use facilities and raising awareness of water conservation, and has implemented targeted management measures:

- **Facility Upgrades:** Water-saving fixtures, such as faucets and toilets, bearing water-saving certification labels have been uniformly installed in office and laboratory areas to reduce water waste and leaks through hardware upgrades;

- **Awareness Campaign:** Post "Save Water" signs in common areas where water is used, such as restrooms and utility rooms, and regularly remind employees to develop the habit of turning off the tap when not in use and using water wisely, thereby reducing water waste through behavioral changes.

During the Reporting Period, our business operations relied on municipal water supplies, and we did not encounter any water withdrawal issues. The Company's water consumption was 90.23 tons, with a water consumption density of 1.77 tons per person. Compared to 2024, our per capita water consumption decreased by 82.93%[1].

7.4 Addressing Climate Change

The Company places great emphasis on climate issues and has integrated climate change into its core ESG management framework. In accordance with the climate-related disclosure requirements of the Hong Kong Stock Exchange's ESG Reporting Code, we are committed to enhancing our capabilities in identifying and managing climate risks. Drawing on the recommendations of the Task Force on Climate-related Financial Disclosures ("**TCFD**"), we have developed and implemented our Climate Change and Risk Management Policy《氣候變化與風險管理政策》.

Governance

By establishing an ESG governance framework comprising the Board and the ESG Working Group, we have systematically integrated climate considerations into our decision-making and oversight processes, creating a management structure characterized by "top-level coordination and company-wide implementation". The Board is responsible for the overall leadership and oversight of ESG initiatives, including approving the formulation and implementation progress of the Group's overall ESG and climate strategies, and receiving regular reports from the ESG Working Group to monitor progress in identifying and addressing climate risks and opportunities. The ESG Working Group is responsible for driving and overseeing the implementation of ESG and climate-related initiatives, assisting with overall planning and cross-departmental coordination, and ensuring that climate actions are implemented at the operational level across all business units. During the Reporting Period, we provided climate-related training to Directors.

Strategy[2]

Based on the Company's actual development and professional analysis, we have systematically identified potential risks and opportunities related to climate change and are continuously refining our management mechanisms. In terms of physical risks, severe or chronic climate events such as extreme weather may impact business operations and financial performance; for example, heavy rains or typhoons could cause supply chain disruptions or operational downtime. Regarding transition risks, increasingly stringent environmental regulations and technological advancements require enterprises to transition to more environmentally friendly operating models; failure to adapt to the growing public awareness of environmental issues may also lead to reputational risks and customer attrition.

1 The reasons for the year-on-year decrease in water consumption and water consumption intensity during the Reporting Period include: (1) Although production at the JSK ceased in 2024, there was still water usage for production support activities during the testing phase; such water demand ceased in 2025. (2) Since the relocation in August 2024, office spaces were consolidated from three locations into one. (3) After the relocation in August 2024, restroom water usage was assumed by the property management and was no longer included in the company's usage. (4) One-time cleaning water usage for relocation-related initial cleaning in 2024 that did not recur in 2025.

2 Currently, information regarding climate-related opportunities is not yet suitable for public disclosure.

The diagram below illustrates our company's risk analysis and response strategies regarding climate change:

Risk Types		Potential Impacts[3]		Countermeasures
Physical Risks	Acute Risks	Increasingly Occurring Extreme Weather Events such as Typhoons, Floods, and Droughts	Disruptions in supply/production/ operations/transportation, resulting in lost sales	Develop contingency plans and continuously improve emergency response mechanisms
	Chronic Risks	Rise in Average Temperature	Increased energy consumption in laboratories, factories, and offices has led to higher energy costs	Replace equipment with more energy-efficient models
			Declining employee productivity and rising labor costs	More flexible work arrangements and hours
Transition Risks	Policy and Legal Risks	Industry Low-Carbon Policy Requirements	Government allocation of carbon emission allowances and the pressure of carbon costs	Raise awareness and interest in the carbon market
		Increasingly Stringent Regulatory Requirements	Fines, financial losses, business shutdowns, and negative impacts on brand and reputation	Stay abreast of changes in environmental laws, regulations, and policies in order to respond promptly
			Stricter supply chain compliance requirements	Strengthen supply chain and social risk management
		Litigation Risks	The risk of litigation arising from a company's inability to fulfill its contractual obligations on time due to supply chain disruptions	Develop contingency plans and continuously improve emergency response mechanisms

3 The risks currently identified represent anticipated impacts and have not had a material effect on the Company's asset value. Going forward, we will continuously deepen and refine our scenario analysis efforts by leveraging our accumulated expertise, comprehensive capabilities, and resource allocation.

Risk Types	Potential Impacts[3]		Countermeasures
Technical Risks	Costs of Transitioning to Low-carbon Technologies	Developing innovative technologies such as green biocatalysis requires increased investment in research and development	Incorporate ESG factors into investment decision-making
		Increased costs associated with upgrading equipment for energy efficiency and improved performance	Enhance HighTide's sustainable development management capabilities and actively address various climate risks
		Strengthen sustainable supply chain management and promote the green transition of suppliers	
	Changes in Customer Behavior	Loss of orders and reduced revenue due to carbon neutrality goals and insufficient data disclosure	Downstream corporate customers are requiring upstream suppliers to provide green, low-carbon biopharmaceutical products and to establish carbon neutrality strategic goals
	Rising Raw Material Costs	A decline in the quantity and quality of raw materials	Seeking more cost-effective R&D methods and channels
		A shortage of laboratory supplies has led to higher R&D costs	
	Uncertainty in Demand	The emergence of new chronic diseases and other conditions may lead to increased demand for pharmaceuticals and other medical products	Keep a close eye on the latest market trends and stay up to date on patient needs
Reputation Risks	Negative Feedback	The Company's inability to meet stakeholder expectations due to insufficient emissions reduction targets and data disclosure has had a negative impact on its reputation	Enhance the timeliness and transparency of information disclosure

Risk Management

The Board bears ultimate responsibility for the establishment, maintenance, and effective operation of the Company's risk management and internal control systems, while the Internal Audit Department is responsible for conducting independent analyses and evaluations of these systems and promptly addressing any identified material internal control deficiencies (if any). In accordance with our internal risk management processes, we have integrated climate-related risks into our business operations management and established a management system covering risk identification, assessment, response, and strategy execution. We have established mechanisms for periodic review and continuous monitoring of the physical and transition risks that climate change may pose.

Looking ahead, we will further integrate climate risk assessments into HighTide Therapeutics's overall risk framework and, through regular reviews and dynamic optimization mechanisms, continuously refine our response measures to enhance our climate resilience and adaptive capacity.

Indicators and Targets

We have consistently disclosed Scope 1 and Scope 2 GHG emissions data in our annual ESG reports. To further enhance our climate-related disclosures, we plan to begin preliminary data collection for Scope 3 emissions. We will work with relevant business units to identify the emission categories that have a significant impact on our company, thereby laying a solid foundation for future data disclosures.

GHG Emissions[4,5]

Scope 1 GHG emissions	tCO_2e	0.00
Scope 2 GHG emissions	tCO_2e	41.68
Total GHG emissions (Scope 1 and Scope 2)	tCO_2e	41.04[6]
GHG emissions intensity (per employee)	tCO_2e/person	0.80

4 The method for calculating GHG emissions is based on the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standards published by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

5 We use the operational control approach to define the accounting boundary for GHG emissions and apply a territory-based methodology for the calculations.

6 This Reporting Period's total GHG emissions (Scope 1 and Scope 2) include a GHG offset of 0.64 tCO_2e from newly planted trees.

Climate-related targets

To actively address the challenges posed by climate change and proactively seize development opportunities arising from the low-carbon transition, we have established clear medium- and long-term GHG emission reduction targets and are committed to driving the green transformation of our operations and value chain. For detailed measures we are taking to achieve our climate targets, please refer to the "Greenhouse Gas Emissions Management" section in this chapter. We will continue to strengthen our target tracking and dynamic assessment processes to ensure the scientific rigor and feasibility of our emission reduction pathway, steadily advancing toward our vision of carbon neutrality.

Mid-term target: Achieve carbon peaking in the Company's operations by 2030;

Long-term target: Achieve carbon neutrality in the Company's operations by 2060.

In accordance with the requirements of Section D of Appendix C2 of the Hong Kong Stock Exchange's ESG Reporting Code, the Group conducts climate-related disclosures based on the "comply or explain" principle. As certain initiatives are currently in the capacity-building phase and the data foundation is still being refined, we have prioritized establishing a governance framework and data foundation during the reporting period in accordance with the "reasonable information relief" principle, and have provided qualitative disclosures. We have mapped out clear directions and pathways for improvement and will continue to refine our data foundation and measurement methodologies. The overall level of disclosure will improve year by year as data coverage and methodologies mature, ensuring that information is traceable, comparable, and subject to continuous improvement.

8. UNITY FOR ACCESSIBLE MEDICINE, WARMTH IN PUBLIC WELFARE

HighTide Therapeutics remains steadfast in upholding its founding commitment to "corporate citizenship". Leveraging expertise in the pharmaceutical sector, we have deeply integrated social responsibility into our corporate development and demonstrated our commitment to public welfare through concrete actions. During the Reporting Period, we actively collaborated with authoritative media, academic institutions and industry organizations to share cutting-edge developments, disseminate health knowledge and empower the industrial ecosystem through diversified channels, striving to enhance public health awareness and advance the overall development of the industry. Meanwhile, anchored in the core needs of patients, we continue to dedicate ourselves to innovative drug R&D to address clinical treatment challenges. We are committed to providing affordable, accessible, technologically advanced, and clinically effective drug solutions for global patients with metabolic diseases. Through these efforts, we aim to tangibly improve patients' health conditions, enhance their quality of life and well-being, and steadily advance our corporate vision of "accelerating the future of global healthcare".

Activities	Core Contents
The 3rd Innovation and R&D Conference on Diabetes and Metabolic Diseases Drugs & Devices	In April 2025, we participated in the 3rd Innovation and R&D Conference on Diabetes and Metabolic Diseases Drugs & Devices, bringing together clinical experts, research institutions and representatives from the investment community. Centered around the theme "United in Innovation, Shaping the Future," we explored unmet needs and innovation strategies in the field of metabolic diseases, contributing to the establishment of a platform for in-depth industry-academia-research dialogue and promoting high-quality development of the sector.
The 61st Annual Meeting of the European Association for the Study of Diabetes (EASD)	In September 2025, we presented the Phase III clinical study results of HTD1801 for the treatment of type 2 diabetes in an oral presentation at the EASD Annual Meeting. Through in-depth exchanges with leading global scholars and clinical experts, we demonstrated our commitment to open collaboration and industry responsibility.
2025 American Society of Nephrology Annual Meeting (ASN 2025)	In November 2025, at this premier international academic conference, we announced breakthrough data on the renal function improvement effects of HTD1801 in patients with early kidney injury. Through this international academic platform, we shared our cutting-edge research findings with the global medical community, contributing Chinese insights to advancing diagnosis and treatment in the field of chronic kidney disease.
Nankai Healthcare Alumni Association "Alumni Enterprise Visit"	Dr. Liu Liping, as a distinguished alumna of Nankai University, has been deeply involved in alumni association activities. Through various formats such as alumni forums and development camps, she has actively mentored and supported fellow Nankai alumni, fostering talent development and industry-academia-research collaboration in the healthcare sector.
Xinhua News Agency App and Shanghai Securities News "Face to Face with Leaders" Exclusive Interview	Dr. Liu Liping, founder of the Group, was interviewed by authoritative media outlets, sharing her entrepreneurial journey of exploring "new solutions" for metabolic disease treatment derived from natural products. Through mainstream media, she helped raise public awareness of the complexity of metabolic diseases and the innovative therapeutic concept of HTD1801's "multi-effect" properties, enhancing public understanding of disease mechanisms and innovative drug development.

Furthermore, a culture of philanthropy has taken root within the company, with employees enthusiastically participating in various volunteer initiatives. In response to the national call for ecological civilization, we organized employee volunteers to participate in a tree-planting campaign during Arbor Day in March 2025. This activity not only strengthened team cohesion and a sense of social responsibility but also served as a significant practical step in deepening our commitment to sustainable development and fostering environmental awareness among our employees. Our employees consistently embody the volunteer spirit of "dedication, friendship, mutual aid, and progress" with enthusiasm, spreading warmth through their sense of responsibility. During the Reporting Period, a total of three employees participated in community investment and various public welfare activities, extending the warmth of public welfare to more corners of society.

Scene from the Employee Arbor Day Event

APPENDIX I: SUMMARY OF KEY PERFORMANCE INDICATORS

Sustainability Indicators	Unit	2024 Figures	2025 Figures
Environmental Aspect[7]			
GHG Emissions			
Direct GHG emissions (Scope 1)	tCO_2e	0.00	0.00
Indirect GHG emissions (Scope 2)	tCO_2e	51.36	41.68
Total GHG emissions (Scope 1 and Scope 2)	tCO_2e	50.14[8]	41.04[6]
GHG emissions intensity (per employee)	tCO_2e/person	0.72	0.80
Energy			
Indirect energy consumption (purchased electricity)	MWh	95.72	78.56
Energy consumption intensity (per employee)	MWh/person	1.37	1.54
Water Resources			
Water consumption	tons	725.61	90.23[1]
Water consumption intensity (per employee)	tons/person	10.37	1.77[1]
Waste			
Hazardous waste generation	kg	253.08	11,568.88[9]
Hazardous waste generation intensity (per employee)	kg/person	3.62	226.84
Non-hazardous waste generation	kg	330.87[10]	125.00
Non-hazardous waste generation intensity (per employee)	kg/person	19.24	2.45
Paper			
Paper consumption	kg	1,400.00	1,203.13
Paper consumption intensity (per employee)	kg/person	20.00	23.59

7 The scope of data collection for environmental key performance indicators includes the Shenzhen Futian office and the Wisdom Space (創智空間) in Shanghai. The Longgang and Nanshan offices have been consolidated into the Futian office.

8 The total GHG emissions for 2024 (Scope 1 and Scope 2) include a GHG offset of 1.22 tCO_2e from newly planted trees.

9 Hazardous waste generated by the Group includes used ink cartridges, chemical-contaminated waste, and laboratory waste liquids. The year-over-year increase in total volume during the Reporting Period was due to: (1) Laboratory waste liquids being accumulated until a transportable quantity is reached before disposal, the cross-year transport cycle resulted in a portion of the waste generated in 2024 being recorded in this Reporting Period; (2) Following the relocation in August 2024, as the industrial park has not yet constructed a wastewater treatment plant, the disposal method for laboratory cleaning wastewater was changed from direct discharge to outsourced treatment, and therefore the transport data has been included in the current Reporting Period's statistics.

10 The 2024 figure has been restated.

Sustainability Indicators		Unit	2024 Data	2025 Data
Social Aspect				
Number of Employees				
Total Number of Employees		person	70	51
By Gender	Male	person	25	16
	Female	person	45	35
By Employment Type	Full-time	person	68	51
	Part-time	person	2	4
By Employment Category	Senior management	person	7	6
	Middle management	person	25	15
	Basic-level	person	36	30
By Age	Ages under 30	person	10	12
	Ages 30-49	person	53	37
	Ages 50 and older	person	7	2
By Region	Chinese Mainland	person	60	49
	Hong Kong, Macau, and Taiwan	person	3	1
	Overseas	person	7	1
Employee Turnover Rate[11]				
By Gender	Male	%	6.00	68.75
	Female	%	13.00	28.57
By Age	Ages under 30	%	5.60	13.33
	Ages 30-49	%	10.00	36.84
	Ages 50 and older	%	3.00	75.00
By Region	Chinese Mainland	%	15.80	28.30
	Hong Kong, Macau, and Taiwan	%	1.40	100.00
	Overseas	%	1.40	400.00

11 The calculation method for the employee turnover rate of this category is the number of employees lost in this category ÷ year-end number of employees in this category × 100%.

Sustainability Indicators		Unit	2024 Data	2025 Data
Health and Safety				
Number of Work-related Fatalities		person	0	0
Work-related Fatality Rate		%	0.00	0.00
Number of Workdays Lost due to Work-related Injuries		day	0	0
Number of Work-related injuries		case	0	0
Development and Training[12]				
Average Training Hours per Employee		hour	6	20
By Gender	Male	hour	6	20
	Female	hour	6	20
By Employment Category	Senior management	hour	6	21.5
	Middle management	hour	6	20
	Basic-level	hour	6	20
Employee Training Coverage Rate		%	100.00	100.00
By Gender	Male	%	100.00	100.00
	Female	%	100.00	100.00
By Employment Category	Senior management	%	100.00	100.00
	Middle management	%	100.00	100.00
	Basic-level	%	100.00	100.00

12 The calculation method for the average training hours per employees is the total training hours of each category of employees ÷ the number of employees in each category;
The calculation method for employee training coverage rate is the number of trained employees in each category ÷ the number of employees in each category × 100%.

Sustainability Indicators		Unit	2024 Data	2025 Data
Supply Chain				
Total Number of Suppliers		number	421	411
By Region	Chinese Mainland	number	309	270
	Other regions	number	112	141
Supplier Integrity Procurement Commitment Rate		%	100.00	100.00
Products and Services				
Total number of complaints received regarding products and services		case	0	0
Products subject to recall for safety and health reasons		%	0.00	0.00
Anti-corruption				
Number of corruption litigation cases filed and concluded		case	0	0
Number of Directors participating in anti-corruption training		person	8	3
Average duration of anti-corruption training per director		hour	1	1
Number of employees participating in anti-corruption training		person	70	51
Average duration of anti-corruption training per employee		hour	1	0.5

APPENDIX II: CONTENT INDEX TO THE STOCK EXCHANGE'S ESG REPORTING CODE

Indicator Details			Related Sections
A. Environmental Aspect			
A1: Emissions	General Disclosure	Information regarding: (a) policies; and (b) compliance with relevant laws and regulations that have a material impact on the issuer, in relation to emissions of air pollutants and greenhouse gases, discharges into water and soil, and the generation of hazardous and non-hazardous waste.	7. Promote green and low-carbon practices, uphold environmental stewardship
	A1.1	The types of emissions and respective emissions data.	7.1 Management of Greenhouse Gas Emissions Appendix I: Summary of Key Performance Indicators
	A1.3	Total volume of hazardous waste generated (in tons) and (where applicable) density (calculated per unit of production or per facility).	7.1 Management of Greenhouse Gas Emissions Appendix I: Summary of Key Performance Indicators
	A1.4	Total volume of non-hazardous waste generated (in tons) and (if applicable) density (calculated per unit of production or per facility).	7.1 Management of Greenhouse Gas Emissions Appendix I: Summary of Key Performance Indicators

Indicator Details			Related Sections
	A1.5	Describe the emission reduction targets that have been set and the steps taken to achieve them.	7. Promote green and low-carbon practices, uphold environmental stewardship 7.1 Management of Greenhouse Gas Emissions
	A1.6	Describe the methods used to handle hazardous and non-hazardous waste, as well as the waste reduction targets established and the steps taken to achieve them.	7. Promote green and low-carbon practices, uphold environmental stewardship 7.2 Waste Management
A2: Resource Usage	General Disclosure	Policies for the efficient use of resources (including energy, water, and other raw materials).	7.3 Resource Management
	A2.1	Total consumption of direct and/or indirect energy (e.g., electricity, gas, or oil) by type (in thousands of kilowatt-hours) and energy intensity (e.g., per unit of output or per facility).	7.3 Resource Management Appendix I: Summary of Key Performance Indicators
	A2.2	Total water consumption and intensity (e.g., per unit of output, per facility).	7.3 Resource Management Appendix I: Summary of Key Performance Indicators
	A2.3	Describe the energy efficiency targets that have been established and the steps taken to achieve them.	7. Promote green and low-carbon practices, uphold environmental stewardship 7.3 Resource Management
	A2.4	Describe any issues regarding the availability of suitable water sources, as well as the water efficiency targets established and the steps taken to achieve them.	7. Promote green and low-carbon practices, uphold environmental stewardship 7.3 Resource Management
	A2.5	The total quantity of packaging materials used for finished products (in tons) and, where applicable, the quantity per unit of production.	During the Reporting Period, we had no packaging materials.

Indicator Details			Related Sections
A3: The Environment and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	During the Reporting Period, we had no business activities that impacted the environment and natural resources.
	A3.1	Describe the significant impacts of activities on the environment and natural resources, as well as the actions taken to manage those impacts.	During the Reporting Period, we had no business activities that impacted the environment and natural resources.
B. Social Aspect			
B1: Employment	General Disclosure	(a) policies regarding compensation and termination, hiring and promotion, working hours, leave, equal opportunity, diversity, anti-discrimination, and other benefits and perks; and (b) compliance with relevant laws and regulations that have a material impact on the Issuer	6. Focus on talent empowerment, chart a shared development blueprint
	B1.1	Total number of employees by gender, employment type (e.g., full-time or part-time), age group, and region.	Appendix I: Summary of Key Performance Indicators
	B1.2	Employee turnover rates by gender, age group, and region.	Appendix I: Summary of Key Performance Indicators

Indicator Details			Related Sections
B2: Health and Safety	General Disclosure	Information regarding: (a) policies for providing a safe working environment and protecting employees from occupational hazards; and (b) compliance with relevant laws and regulations that have a material impact on the issuer.	6.4 Occupational Health and Safety
	B2.1	The number and rate of work-related fatalities for each of the past three years (including the reporting year).	6.4 Occupational Health and Safety Appendix I: Summary of Key Performance Indicators
	B2.2	Number of workdays lost due to a work-related injury.	6.4 Occupational Health and Safety Appendix I: Summary of Key Performance Indicators
	B2.3	Describe the occupational health and safety measures adopted, as well as the methods used for their implementation and monitoring.	6.4 Occupational Health and Safety
B3: Development and Training	General Disclosure	Policies regarding the enhancement of employees' knowledge and skills necessary to perform their job duties. Describe training activities.	6.3 Training and Development
	B3.1	Percentage of employees who received training, broken down by gender and employee category (e.g., senior management, middle management, etc.).	Appendix I: Summary of Key Performance Indicators
	B3.2	Average number of training hours completed per employee, broken down by gender and employee category.	Appendix I: Summary of Key Performance Indicators

Indicator Details			Related Sections
B4: Labor Standards	B4	Information regarding: (a) policies to prevent child labor or forced labor; and (b) compliance with relevant laws and regulations that have a material impact on the issuer.	6.1 Equality and Diversity in Employment
	B4.1	Describe measures to review hiring practices in order to prevent child labor and forced labor.	6.1 Equality and Diversity in Employment
	B4.2	Describe the steps taken to address the issue when a violation was discovered.	6.1 Equality and Diversity in Employment
B5: Supply Chain Management	General Disclosure	Policy on Managing Environmental and Social Risks in the Supply Chain.	5.6 Supply Chain Sustainability
	B5.1	Number of suppliers by region.	5.6 Supply Chain Sustainability Appendix I: Summary of Key Performance Indicators
	B5.2	Describe the practices regarding the engagement of suppliers, the number of suppliers that follow these practices, and the methods used to implement and monitor them.	5.6 Supply Chain Sustainability
	B5.3	Describe practices for identifying environmental and social risks at every stage of the supply chain, as well as related implementation and monitoring methods.	5.6 Supply Chain Sustainability
	B5.4	Describe the practices that encourage the use of environmentally friendly products and services when selecting suppliers, as well as the related implementation and monitoring methods.	5.6 Supply Chain Sustainability

Indicator Details			Related Sections
B6: Product Liability	General Disclosure	(a) policies regarding health and safety, advertising, labeling, and privacy matters related to the products and services provided, as well as remedies; and (b) information regarding compliance with relevant laws and regulations that have a material impact on the issuer.	4.1 Product Quality Management System 4.2 Protection of Testees' Rights and Interests 5.3 Information Data Security 5.5 Compliant Marketing and Information Disclosure
	B6.1	The percentage of products sold or shipped that must be recalled for safety and health reasons.	4.1 Product Quality Management System Appendix I: Summary of Key Performance Indicators
	B6.2	The number of complaints received regarding products and services, and how they were addressed.	4.3 Customer Service and Satisfaction Appendix I: Summary of Key Performance Indicators
	B6.3	Describe practices related to the maintenance and protection of intellectual property rights.	5.4 Intellectual Property Protection System
	B6.4	Describe the quality inspection process and product recall procedures.	4.1 Product Quality Management System
	B6.5	Describe consumer data protection and privacy policies, as well as related implementation and monitoring methods.	5.3 Information Data Security

Indicator Details			Related Sections
B7: Anti-corruption	General Disclosure	Information regarding: (a) policies to prevent bribery, extortion, fraud, and money laundering; and (b) compliance with relevant laws and regulations that have a material impact on the issuer.	5.2 Building of Integrity Culture
	B7.1	The number of corruption-related lawsuits filed against the issuer or its employees during the reporting period, along with the outcomes of such lawsuits.	5.2 Building of Integrity Culture Appendix I: Summary of Key Performance Indicators
	B7.2	Describe preventive measures and reporting procedures, as well as related enforcement and monitoring methods.	5.2 Building of Integrity Culture
	B7.3	Describe the anti-corruption training provided to directors and employees.	5.2 Building of Integrity Culture Appendix 1: Summary of Key Performance Indicators
B8: Community Investment	General Disclosure	A policy regarding community engagement to understand the needs of the communities where the company operates and to ensure that its business activities take community interests into account.	8. Unity for accessible medicine, warmth in public welfare
	B8.1	Focus on specific areas of contribution (such as education, environmental issues, labor needs, health, culture, and sports).	8. Unity for accessible medicine, warmth in public welfare
	B8.2	Resources allocated within the area of focus.	8. Unity for accessible medicine, warmth in public welfare

Indicator Details			Related Sections
Section D: Climate-related disclosures			
Governance	19.	Issuers must disclose information regarding the following: (a) Information about the governance body (which may include the board of directors, a committee, or another equivalent governance body) or individual(s) responsible for overseeing climate-related risks and opportunities. (b) The role of management in the governance processes, monitoring measures, and procedures used to monitor, manage, and oversee climate-related risks and opportunities.	7.4 Addressing Climate Change
(II) Strategy	20.	**Climate-related risks and opportunities** The issuer must disclose information that enables an understanding of the climate-related risks and opportunities that, based on reasonable expectations, may affect their cash flows, access to financing, or cost of capital in the short, medium, or long term.	7.4 Addressing Climate Change
	21.	**Business Model and Value** The issuer must disclose information that enables stakeholders to understand the current and expected impacts of climate-related risks and opportunities on its business model and value chain.	7.4 Addressing Climate Change Reasonable Information Relief – We are not required to scope our value chain using reasonable and supportable information that is not available without undue cost or efforts as of the reporting date.

Indicator Details			Related Sections
	22.	**Strategy and Decision-Making** The issuer must disclose information that enables stakeholders to understand the impact of climate-related risks and opportunities on their strategy and decision-making. Specifically, issuers must disclose: (a) information regarding how the issuer has addressed and plans to address climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set, as well as any targets required by law or regulation.	7.4 Addressing Climate Change Reasonable Information Relief – The Group currently does not have a climate transition plan in place; however, it will assess the feasibility of its adoption in the future.
	23.	The issuer must disclose the progress of the plans disclosed in accordance with paragraph 22(a) for each prior reporting period.	7.4 Addressing Climate Change
	24.	**Financial Position, Financial Performance, and Cash Flows** **Current Financial Impact** The issuer must disclose the following qualitative and quantitative information: (a) How climate-related risks and opportunities have affected the issuer's financial position, financial performance, and cash flows during the reporting period; and (b) information regarding the climate-related risks and opportunities identified in paragraph 24(a) where there are significant risks that would result in material adjustments to the carrying amounts of assets and liabilities in the relevant financial statements for the next reporting year.	7.4 Addressing Climate Change Financial Effect Relief – We will further assess the financial impact of climate related risks and opportunities in future.

Indicator Details			Related Sections
	25.	**Expected Financial Impact** The issuer must disclose the following qualitative and quantitative information: (a) How the issuer expects its financial performance to change in the short, medium, and long term, taking into account its strategy for managing climate-related risks and opportunities and considering the following factors; (b) based on the issuer's strategy for managing climate-related risks and opportunities, its projected changes in financial performance and cash flows in the short, medium, and long term.	Reasonable Information Relief – Information that is reasonably available and supportable and can be obtained without undue cost or effort as of the reporting date.
	26.	**Climate Resilience** After considering the climate-related risks and opportunities it has identified, an issuer must disclose information that enables others to understand the resilience of its strategies and business models to climate-related changes, developments, or uncertainties. An issuer must use climate-related scenario analysis to assess its climate resilience in a manner appropriate to its circumstances. When providing quantitative information, an issuer may disclose a single figure or a range.	7.4 Addressing Climate Change Reasonable Information Relief – We have not currently disclosed any climate scenario analysis, but will explore its feasibility in the future.

Indicator Details			Related Sections
(III) Risk Management	27.	Issuers must disclose the following information: (a) The issuer's processes and policies for identifying, assessing, prioritizing, and monitoring climate-related risks; (b) the issuer's processes for identifying and assessing climate-related opportunities, as well as for prioritizing and monitoring them (including information on whether and how the issuer uses climate-related scenario analysis to identify climate-related opportunities); and (c) how and to what extent the processes for identifying, assessing, prioritizing, and monitoring climate-related risks and opportunities are integrated into the issuer's overall risk management processes.	7.4 Addressing Climate Change
(IV) Indicators and Targets	28.	**Greenhouse Gas Emissions** The issuer must disclose the total absolute greenhouse gas emissions (expressed in metric tons of carbon dioxide equivalent) for the reporting period, broken down into: (a) Scope 1 greenhouse gas emissions; (b) Scope 2 greenhouse gas emissions; and (c) Scope 3 greenhouse gas emissions.	7.4 Addressing Climate Change Appendix I: Summary of Key Performance Indicators Reasonable Information Relief – We will continuously collect more comprehensive data in future to expand and improve step by step the disclosure coverage for each Scope 3 category that has a material impact on the Group's business.

Indicator Details			Related Sections
	29.	The issuer must: (a) Unless otherwise required by a regulatory authority or another exchange on which the issuer is listed, the issuer must measure its greenhouse gas emissions in accordance with the "Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard (2004)"; (b) disclose the methods used to measure its greenhouse gas emissions; (c) disclose its geographically-based Scope 2 greenhouse gas emissions for the Scope 2 emissions disclosed pursuant to paragraph 28(b), and provide information on any necessary contractual arrangements that aid in understanding such emissions; and (d) for the Scope 3 greenhouse gas emissions disclosed pursuant to paragraph 28(c), disclose the Scope 3 categories included in the Issuer's measured Scope 3 greenhouse gas emissions as described in the "Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)," disclose the categories included in the issuer's measurement of Scope 3 greenhouse gas emissions.	7.4 Addressing Climate Change Appendix I: Summary of Key Performance Indicators Reasonable Information Relief – We will continuously collect more comprehensive data in future to expand and improve step by step the disclosure coverage for each Scope 3 category that has a material impact on the Group's business.

Indicator Details			Related Sections
	30.	**Climate-related transition risks** The issuer must disclose the amount and percentage of assets or business activities that are susceptible to climate-related transition risks.	Reasonable Information Relief – We will enhance our methodology and process for assessing the financial impact of climate related risks and opportunities in our reports in future.
	31.	**Climate-related physical risks** The issuer must disclose the amount and percentage of assets or business activities that are susceptible to climate-related physical risks.	
	32.	**Climate-related opportunities** The issuer must disclose the amount and percentage of assets or business activities related to climate-related opportunities.	
	33.	**Use of Capital** The issuer must disclose the amounts of capital expenditures, financing, or investments allocated to climate-related risks and opportunities.	The Group has identified climate-related risks and will further identify relevant data to enhance disclosure.
	34.	**Internal carbon pricing** The issuer must disclose the following: (a) An explanation of whether and how the issuer applies carbon pricing in its decision-making (e.g., investment decisions, transfer pricing, and scenario analysis); and (b) the price per metric ton of greenhouse gas emissions used by the issuer to assess the cost of its greenhouse gas emissions; or an appropriate negative statement confirming that the issuer does not apply carbon pricing in its decision-making.	Negative Statement – The Group has not yet adopted internal carbon pricing in its decision-making processes, but will explore the feasibility of implementing it in the future.

Indicator Details			Related Sections
	35.	**Compensation** The issuer must disclose whether and how climate-related considerations are incorporated into its compensation policies, or provide an appropriate negative statement. This may form part of the disclosure required under paragraph 19(a)(iv).	Negative Statement – We have not yet incorporated climate-related factors into senior management compensation, but will explore the possibility of doing so in the future.
	36.	**Industry Indicators** The Exchange encourages issuers to disclose industry indicators related to one or more specific business models and activities, or indicators related to common characteristics of the relevant industry.	Reasonable Information Relief – We have not currently disclosed any industry metrics, but will explore its feasibility in the future.
	37.	**Climate-related targets** Issuers must disclose (a) the qualitative and quantitative climate-related targets they have established to monitor progress toward achieving their strategic objectives; and (b) any targets that issuers are required to meet by law or regulation, including any greenhouse gas emission targets.	7.4 Addressing Climate Change
	38.	Issuers must disclose the methods they use to set and review targets for each project, as well as how they monitor progress toward achieving those targets.	7.4 Addressing Climate Change

Indicator Details			Related Sections
	39.	Issuers must disclose information regarding their performance against each climate-related target, as well as an analysis of trends or changes in their performance.	7.4 Addressing Climate Change
	40.	For each greenhouse gas emissions target disclosed in paragraphs 37 through 39.	7.4 Addressing Climate Change
	41.	**Cross-Industry Indicators and the Applicability of Industry Indicators** When preparing disclosures to comply with the requirements set forth in paragraphs 21 to 26 and 37 to 38, issuers must refer to (i) cross-industry indicators (see paragraphs 28 to 35) and (ii) industry indicators (see paragraph 36) and consider whether they are applicable.	Reasonable Information Relief – We have not currently disclosed any cross-industry or industry-specific metrics, but will explore its feasibility in the future.